

Partnering with Higher Education to Create the Workforce We Need

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INDIANA UNIVERSITY
**SCHOOL OF
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BLOOMINGTON



**CHILD & YOUTH CARE
CERTIFICATION BOARD**



Partnering with Higher Education to Create the Workforce We Need

- 1) Explore possibilities to create a professional development system that provides employers with competent, capable, CYC professionals to staff their programs.
 - 2) Identify how we partner with higher education, students, employers, and the professional community to create the workforce we need.
-

Form Small Groups:

From your perspective

What are the top 3 WORKFORCE ISSUES?

You will have 10 minutes to discuss and make a list.

Current Workforce Landscape

- Hiring an unprepared workforce; providing organization-based training
 - Salaries and benefits were low
 - ‘Paraprofessional’ status limited vertical and horizontal advancement
 - Organization provided training lacks recognized credential or Higher Ed endorsement; limited transferability & career benefit

Current Workforce Landscape

- Hiring an unprepared workforce; providing organization-based training
- Turnover between 25% – 50%
 - Society for Human Resource Management
 - Average cost to hire one employee \$4,129 takes 42 days
 - GlassDoor
 - Average cost to hire one employee \$4,000 takes 52 days
 - For a small, 30 person organization
 - 7.5 people (25%) x \$4,000 = \$30,000/year
 - 15 people (50%) x \$4,000 = \$60,000/year

Current Workforce Landscape

- Hiring an unprepared workforce; providing organization-based training
- Turnover between 25% – 50%
- **ACYCP Salary and Benefits Study (2020 study found US #1 & Canada #2 issue)**
 - **Most important issue:** creating a sustainable workforce through fair wages and opportunities for advancement within the field

Current Workforce Landscape

- Hiring an unprepared workforce; providing organization-based training
- Turnover between 25% – 50%
- ACYCP Salary and Benefits Study
- Impact of COVID Pandemic

Impact of COVID

- Many people left the field
- Increasing competition with higher paying positions reduced applicant pool
- Hiring available workers lowered program quality and increased risks
- Paying more and getting less



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Cashier, Gift, Maintenance, Warehouse, and Grocery Stocker	\$18
Restroom Crew	\$20
Food Service and Car Wash	\$21
Team Lead	\$20 - \$23
Department Manager	\$25 - \$33

Full Time 35 - 50 Hours
No Experience Necessary

Assistant General Manager	\$100K+
Car Wash Manager	\$125K+
Food Service Manager	\$125K-\$175K+
General Manager	\$150K-\$225K+

- ▶ 401k - 100% Match up to 6%
- ▶ 3 Weeks Paid Time Off

Use It, Cash It, Roll It **1st Year**

- ▶ Healthcare
- ▶ Part Time Available
- ▶ Plus \$2/hour for Overnight

Apply at buc-ees.com



Scan Code To Apply

Current Workforce Landscape

- Hiring an unprepared workforce; providing organization-based training
- Turnover between 25% – 50%
- ACYCP Salary and Benefits Study
- Impact of COVID Pandemic
- **New recognition of the importance of the CYC workforce**
 - impact on economy and community well-being
 - first time the workforce problem has spanned practice settings
 - increased recognition of lack of investment

Paradigm Shift

- Recognize where we are today -
WE HAVE ARRIVED AT A NEW PLACE
- Recognize new opportunities and capitalize on new paradigms.
- We can accomplish more together: **Employers, CYC Professional Community, Higher Education, and Future Employees/Workforce**

Current Landscape and Opportunities



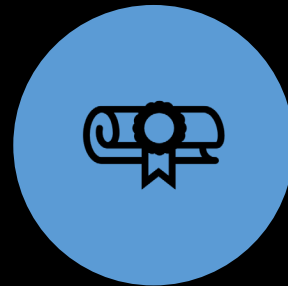
Employers



Professional
Community



Higher
Education



Future
Employees /
Workforce



Employers NEED:

- A source for a competent, well-prepared, & dependable CYC workforce
- Opportunities to partner with the professional community and higher education to increase resources
- Expanded advocacy for increasing federal and state subsidies/reimbursement rates that support higher salaries and benefits

**Youth
Workers
with
BROAD
Skills and
Knowledge**

- **Trauma – ACEs**
- **Abuse, Bullying, Substance Use & Exploitation Prevention**
- **Post Pandemic Developmental & Mental Health Support**
- **Relational, Non-coercive, Strengths-based Approaches**
- **Increased Regulatory Requirements**



**Professional
Community
BRINGS:**

- Identified core knowledge, skills, and competencies used to prepare workforce for employment in multiple practice settings
- Increased advocacy for the CYC workforce
 - Recognition of the importance of CYC
 - Increasingly stronger coalitions to support government subsidies and investment
- Widely recognized credentialing that promotes higher standard of practice
 - Career pathway
 - Transportable credential, recognized internationally



**Higher
Education
BRINGS:**

- Career credibility to students as a recognized pathway to competence and professionalism
- Credibility to employers that recognize the quality of their professional development programs
- Diverse perspectives connect theoretical concepts, research, core competencies, and professional practices
- Connect students to employers and opportunities to apply knowledge and practice skills



**Future
Employees /
Workforce
BRINGS**

- Desire for career advancement, work/life balance, and a living wage
- Interest in meaningful experiences with young people where they feel connected, listened to, and valued
- Value for recognition through attainment
- Focus on making social impact through direct and indirect engagement with youth



Department of Labor

Workforce Trends & Opportunities



Work Process Schedule

Child and Youth Care Practitioner

Job Description: Professional Child and Youth Care Practice focuses on infants, children, and adolescents, including those with special needs, within the context of the family, the community, and the life span. The developmental ecological perspective emphasizes the interaction between persons and their physical and social environments, including cultural and political settings. Professional practitioners promote the optimal development of children, youth, and their families in a variety of settings, such as early care and education, community-based child and youth development programs, parent education and family support, school-based programs, community mental health, group homes, residential centers, day and residential treatment, early intervention, home-based care and treatment, psychiatric centers, rehabilitation programs, pediatric health care, and juvenile justice programs. Child and Youth Care Practice includes assessing client and program needs, designing and implementing programs and planned environments, integrating developmental, preventive, and therapeutic requirements into the life space, contributing to the development of knowledge and practice, and participating in systems interventions through direct care, supervision, administration, teaching, research, consultation, and advocacy.

RAPIDS Code: 3073CB

O*NET Code: 21-1093.00

Estimated Program Length: 144 minimum hours

Apprenticeship Type: Competency-Based

Time-Based

Hybrid

Workforce Trends & Opportunities



Department of Labor



Career & College Pathways



Collaborating with High Schools

Tanner Rohne, MA, CYC-P

Former Program Director

Youth Build Heart of Oregon

Sisters, Oregon



Workforce Trends & Opportunities



Department of Labor



Career & College Pathways



Apprenticeships

Apprenticeships for Adults

Workforce Trends & Opportunities



- Funding & credibility for existing in-organization training programs
- Workforce diversification
- Grants, reimbursements, tax credit incentives for employers
- Career opportunities, transportable credential

Workforce Trends & Opportunities



Department of Labor



Career & College Pathways



Apprenticeships



Dual-Credit High School / Collegiate
Programs



Articulated Collaboration between two and four
year collegiate programs

Indiana Model: Opportunities for Replication

Academics

- Community, High School, Community College,

Professional Associations/Organizations:

- Child and Youth Care Certification Board
- Indiana Afterschool Network
- Indiana Youth Institute

Indiana Youth Services Association

- Lilly Foundation
- Journey Fellowship for Youth Workers

Next Steps



Partner With U.S. Community
Colleges And Four-year
Universities That Are Already
Delivering Cyc Specific Majors
And Minors



Partner With
Canadian
Universities To
Expand Higher Ed
Opportunities



Join Workgroup
Moving This
Collaboration
Forward

Questions and Comments



Join our Workgroup

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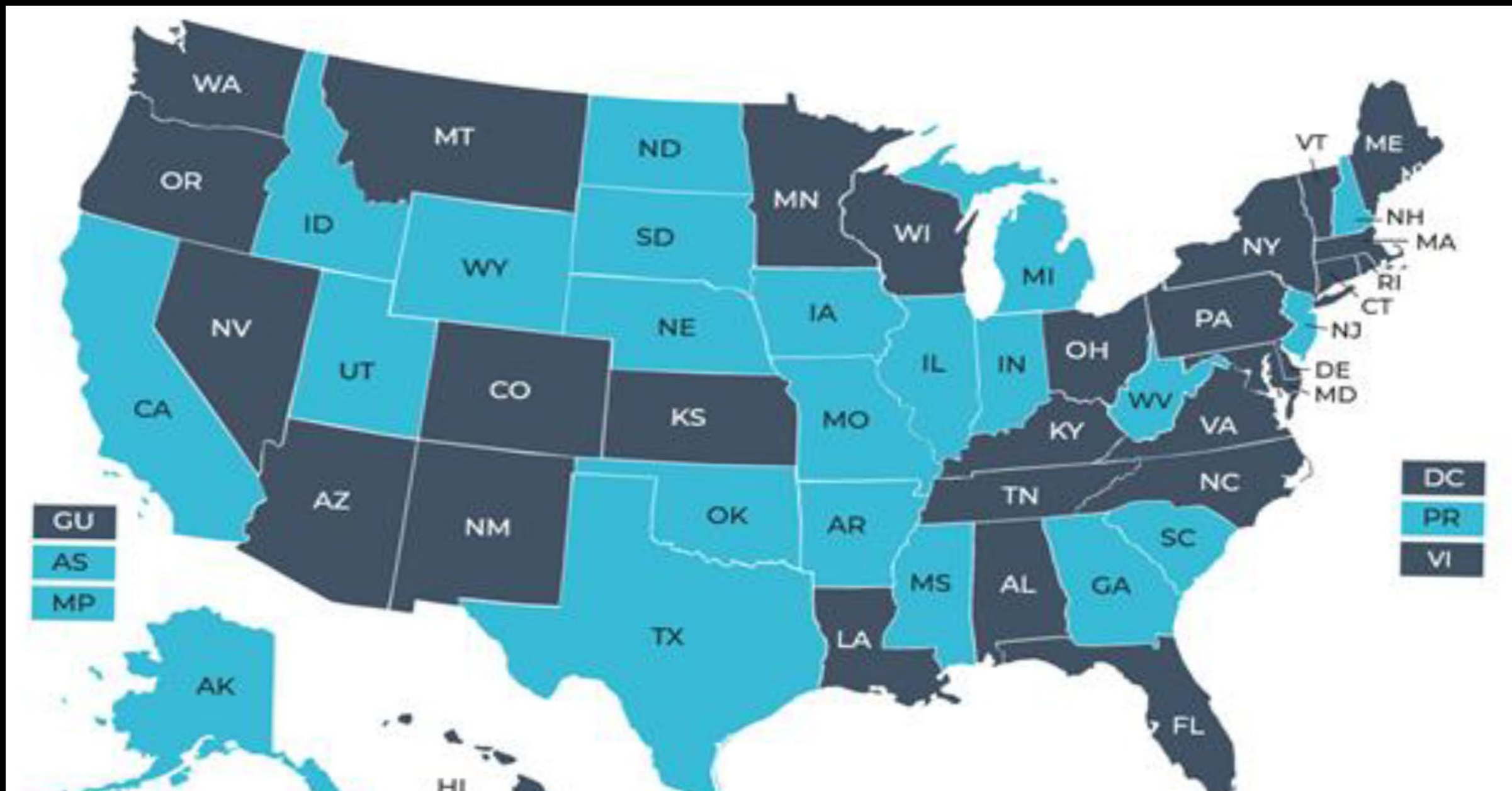
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Resources

- 1) Competencies for Professional Child & Youth Work Practitioners (CYCCB)
<https://cyccb.org/competencies>
- 2) CYCCB Workforce Connection
<https://cyccb.org/resources/workforce-connection>
- 3) Child & Youth Care Certification Board website
<https://cyccb.org/>
- 4) Association for Child and Youth Care Practice (ACYCP)
<https://www.acycp.org/>



Questions from Varda

- What are opportunities for HE in US to work with HE in Canada to increase our ability to expand professional opps in US - how do we create opportunities to work toward CYCEAB model
- How has it helped the field of youth work in Canada
- How would you see residential centers benefiting from partnerships with CYC programs in higher education

How has it helped the field of youth work in Canada

Canada has system we see as very effective. What are the ops for HE in US to work with HE in Canada to increase our ability to expand HE opps in US - how do we create opportunities for
How has it helped the field of youth work in Canada

Kiano - Intro self - ug ms

As a new grad - what do you bring to the field of CYC

Varda - As you look back on your career in higher education and clinical practice, describe how higher education in Canada has evolved to meet the needs of youth care work throughout your career?



Current Workforce Issues



Need for attracting
and retaining more
highly qualified
employees



Increased pay and
opportunity



Ongoing training
and competency
career
development

Opportunities



Emergence of High School programs leading to Entry-Level Certification (CYCCB)

Apprenticeship programs in development by ACYCP

Mental Health Crisis / Substance Use Disorder

Youth Disengagement

Widespread challenges in hiring qualified child youth care workers

Current Efforts to Build CYC Professional Pathways and Advanced Skills

Middle School

- Educate students and school districts about YW as a field
- Introduce CYC Competencies
- Initiate mentorships

High School

- Engage with CYCCB Competencies
- Build mentorships
- Dual-credit college/high school courses
- Career Center – offer youth vocational programs
- Document paid work hours with youth
- Engage in mental health education and mentoring programs

Community College

- Associate level coursework
- Document paid work hours with youth populations
- Develop CYC Competencies
- CYCCB Certification CYC - Associate
- Build professional portfolio to capture foundation for ongoing practice
- Engage with Association for Child and Youth Care Practice



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Bachelor's Degree

- Engage in intentional paid experiences with youth in a variety of ages and settings
- Seek CYCCB aligned academic programs
- Expand professional portfolio
- Partner to do research with faculty and community
- Intentional networking to build connections through Association for Child and Youth Care Practice

Graduate Degrees

- Build specialized knowledge about focused areas of practice
- Engage in CYC research
- Publish on CYC efforts
- Publish with Association for Child and Youth Care Practice

Access these Slides

go.iu.edu/8pA6

