



Creative Partnerships for Progress

K.N.E.W. Community Mini Presentation

Contact Val Hyde for more information:
info@c4klc.org or visit c4klc.org



Regional Early Childhood Substitute Pool Network Pilot

An Innovative Workforce Solution for Early Childhood Programs

- Addressing childcare staffing shortages across Nebraska
- Creating a structured substitute system for childcare providers
- Supporting working families and local economies

The Need

- Nebraska is experiencing a statewide childcare staffing shortage.
- Centers are closing classrooms early or maintaining waitlists due to insufficient staff.
- When staff call in sick, attend appointments, or take time off, directors scramble to maintain required ratios.
- Family childcare providers struggle to find qualified substitutes for medical appointments, trainings, or time off.
- Staffing instability directly impacts working parents and employers.

The Gap Compared to K–12

- In the K–12 public school system, substitute systems are well-established.
- Background-checked individuals who meet minimum qualifications fill in when teachers are absent.
- Childcare programs do not currently have a comparable, organized substitute system.
- Early childhood programs need a similar infrastructure to ensure continuity of care.

Contact Val Hyde for more information:
info@c4klc.org or visit c4klc.org



Communities for Kids
Lincoln County



Regional Early Childhood Substitute Pool Network

Shared Services Agreement Overview

- Three-year partnership agreement
- Formalized relationship between SCCDP and participating communities
- Establishes structure, scope, accountability, and sustainability

This agreement ensures consistency across communities while allowing local implementation.

Participation & Scope

- Participating community may enroll up to 5 licensed childcare providers
- Community may designate up to 8 qualified substitute educators
- Providers and substitutes receive access to:
 - SCCDP-managed onboarding
 - Scheduling tools
 - Technical assistance
 - Ongoing quality assurance

Administration & Oversight

- The Seward County Chamber & Development Partnership (SCCDP) administers and coordinates the regional substitute pool.
- Technical assistance and regulatory alignment provided in partnership with the Nebraska Alliance for the Education of Young Children (NEAEYC).

Substitute Requirements

- Background check clearance
 - Health & safety training
 - CPR certification
 - Orientation and compliance with Nebraska childcare regulations
- Eligible substitutes may serve licensed childcare centers and family childcare homes.

Services Provided by SCCDP

- Provide centralized coordination of the substitute network, including onboarding, background checks, and training in partnership with the Nebraska Association for the Education of Young Children (NEAEYC) and other partners.
- Facilitate access to the 1Core SuperSub platform for provider-substitute scheduling, communication, and payment.
- Offer technical assistance and ongoing quality assurance in partnership with Early Learning Policy Group and other partners.
- Transition long-term management to a statewide partner (e.g., NEAEYC) with continuity in services intended.

1

SubPool Webinar

<https://www.youtube.com/watch?v=nGQudeeaqyg>

2

Current Communities

North Platte/Lincoln County, York County, Norfolk, Lincoln Littles (2 spots), and Seward County

3

Contact

Jonathan Jank, President & CEO, Seward County Chamber & Development Partnership
Office Ph. | 402-643-4189
Jonathan@CultivateSewardCounty.com

Building the Workforce Pipeline

Expanding Beyond Substitute Coverage

NDOL Registered Apprenticeships

Registered Apprenticeship

- Not an internship
- RA is employment
- 2 sets of hours: on the job and classroom

5 Core Components

- Employer driven
- On the job training
- Related technical instruction
- Wage increases
- Occupational credit

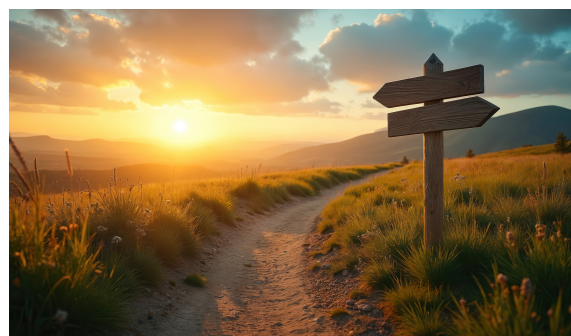
Types of Programs

- Group (Ex. Community Colleges, High Schools)
 - Multiple employers, one set of standards
- Single - one sponsor
- Joint/Non-Joint (Union/Non-Union)

Why Apprenticeship Makes Sense for Early Childhood:

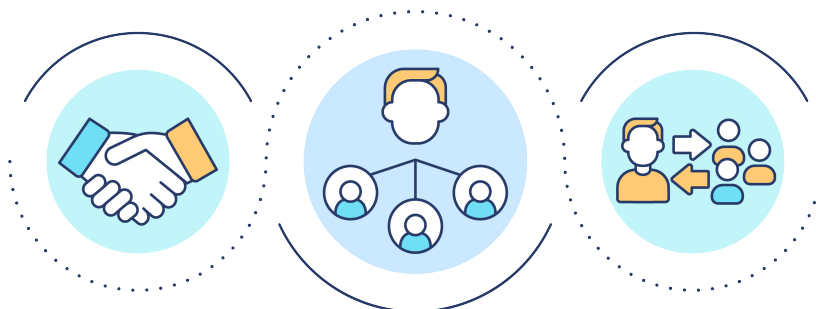
- Creates a predictable workforce pipeline.
- Reduces turnover by investing in employees.
- Provides clear career pathways.
- Increases professionalism within the field.
- Aligns training with real classroom needs.

This shifts childcare from “job” to career.



Potential Partnerships:

- Partner with local childcare centers to sponsor apprentices.
- Align apprenticeship classroom hours with Mid-Plains CC or the NPHS.
- Utilize workforce development funding streams.
- Leverage business partnerships invested in childcare stability.



CONCLUSION

The substitute network solves immediate instability. Apprenticeships build a sustainable workforce pipeline.

The Regional Substitute Pool provides immediate stabilization. It reduces classroom closures, protects enrollment capacity, and supports directors who are currently operating in crisis mode. It directly impacts families' ability to work and employers' ability to rely on a stable workforce.

Registered Apprenticeships build the long-term solution. It creates a structured career pathway, increases professionalism, strengthens retention, and allows Lincoln County to grow our own early childhood workforce. **Instead of competing for a limited labor pool, we intentionally develop one.**

Together, we can:

- Expand childcare capacity
- Support working parents and childcare providers
- Strengthen the local economy
- Professionalize early childhood education

This is economic development. This is workforce development. This is childcare capacity expansion.

Contact Val Hyde for more information:
info@c4klc.org or visit c4klc.org



Communities for Kids
Lincoln County



collaboration Campus

NORTH PLATTE

A Unified Destination for Community Growth

The Collaboration Campus is a first-of-its-kind, multi-building hub concept uniting key community services in one location to drive countywide growth. Visioning includes a public-private partnership to ensure long-term success and fiscal responsibility. By bringing together efforts focusing on regional food access, early learning, literacy, and hands on exploration and education for children and families, the campus maximizes convenience and strengthens community connections through the power of proximity.



The North Platte Collaboration Campus is a community-driven initiative to address critical gaps in child care, early learning, literacy, family programming, and food security throughout Central and Western Nebraska. The Campus will co-locate four mission-aligned organizations to increase access, reduce duplication, and create long-term operational sustainability

Contact Val Hyde for more information:

info@c4klc.org or visit c4klc.org
www.collaborationcampus.org



Communities for Kids
Lincoln County