



CABINET FOR HEALTH
AND FAMILY SERVICES

Early Childhood Education Task Force

Child Care Business Coaching in Kentucky

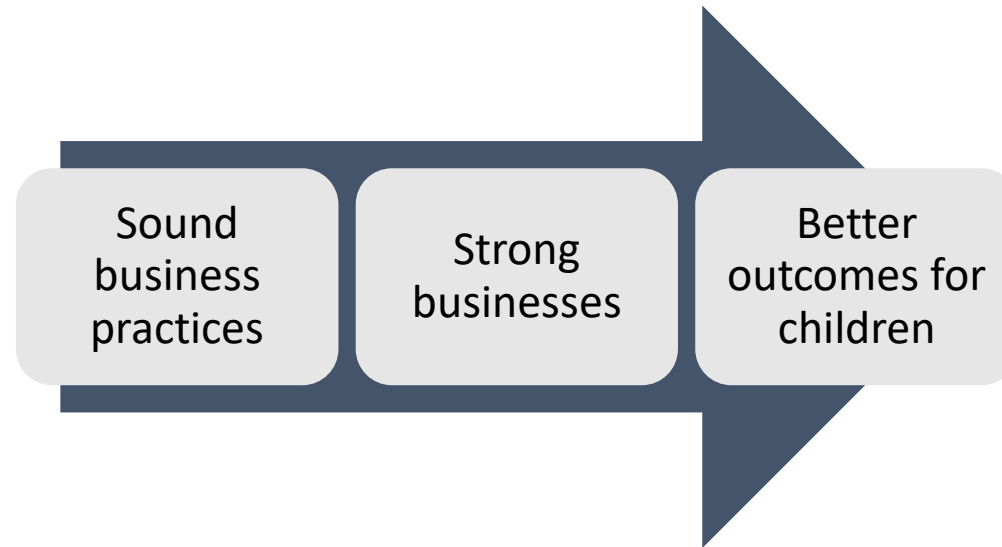
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Why Business Coaching is Needed in Early Education

Working with children is their passion.

Running a business may not be,
but if we consider....



Primary Benefits of Providing Business Supports

- Increased productivity
- Increased retention of staff
- Increased profitability
- Increased customer service
- Reduction in lost revenue
- Fulfillment of vision and goals
- Increased professionalism
- Improvement of business skills
- Better child outcomes
- Reduction in cost and fees to the program

Business Supports Currently Being Offered

- Approved credentialed trainers across the state
- Training academy for credentialed trainers
- Start-up grants
- Infant toddler contracted slots pilot project
- Administrator Director Apprenticeship Program:
 - Strengthening business practices
 - Payroll, reporting, and records (currently in development)
 - Hiring practices
 - Ethics in early childhood programming
 - What I Need career readiness trainings
 - Digital literacy: Skills needed to navigate technology in the workplace
 - Essential soft skills: Career-focused knowledge and skills
 - Supplemental skills: Applied business skills that enhance workplace performance
 - College readiness skills

Outcomes of These Services

- Still tracking
- Since 1/1/2021, over 23 trainers are actively training on the Strengthening Business Practices Training
- Regions that are participating:
 - The Lakes
 - Cumberland
 - Two Rivers
 - Southern Bluegrass
 - Northern Bluegrass
 - Jefferson
 - Salt River Trail
 - Eastern Mountain
 - 326 participants
 - Total hours completed 911.25

Other business trainings that are not linked to strengthening business practices include similar topics, but the trainers are not credentialed Strengthening Business Practices Trainers. There are:

- 8 credentialed trainers with 285 participants
- This does not include the course offered for the Directors Credential at participating colleges that includes business administration skills.
- These participants are taking college courses specifically for a degree.

Challenges and Opportunities in Offering Business Support Services

- Number of providers looking for these specific topics
- Providers not willing to share their information
- Capacity with those having first-hand experience
- More in-depth training at different levels
- Increase awareness of training opportunities on business supports
- Work with the Small Business Administration on supports for providers
- Credentialed trainers that have the business acumen that can assist in helping providers in this content area
- An increased awareness of the need for business skills training and supports for providers