

# EARLY CHILDHOOD WORKFORCE CONNECTOR

# Registered Apprenticeship in Early Childhood Education

February 22, 2024

COUNCIL  
for  
PROFESSIONAL  
RECOGNITION

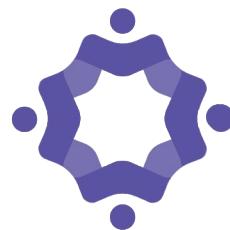
Child Development Associate®  
National Credentialing Program  
CDA

# Welcome



## Housekeeping:

- Closed Captions
- Participants Mute/Unmute
- Chat Feature
- Slides and Recording Available



# Meet the Presenters



**Marjorie Cohen**  
Early Childhood Workforce Connector  
Project Manager



**Haley Brush**  
Council for Professional Recognition  
Public Policy and Advocacy Manager

# Agenda

- Partnering with the Early Childhood Workforce Connector (ECWC)
- Introducing ECWC
- Registered Apprenticeship in Early Childhood Education
- CDA Alignment with Registered Apprenticeship
- ECWC Support & Assistance



# Council for Professional Recognition

*Promotes improved performance and recognition of professionals in the early childhood education of children ages birth to 5 years old.*

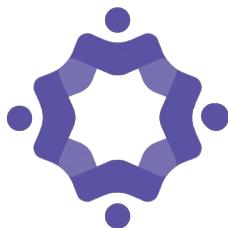
# Partnering with the Early Childhood Workforce Connector



# Early Childhood Workforce Connector



*Promotes developing,  
launching, and expanding  
Registered Apprenticeship  
(RA) programs to support and  
sustain a diverse, inclusive,  
well-qualified, and well-  
compensated early childhood  
education (ECE) workforce*



# Industry Intermediaries

Contractor	Industry
American Institutes for Research (AIR)	Information Technology (IT)
Appleton Inc.	Information Technology (IT)
Arbor E&T, LLC dba ResCare Workforce Services (RWS)	Healthcare, Health IT
District 1199C Training and Upgrading Fund	Care Economy
Fastport, Inc.	Transportation & Logistics
Early Care & Education Pathways to Success (ECEPTS), a project of Tides Center	Early Childhood Education
Healthcare Career Advancement Program (H-CAP)	Healthcare
Interstate Renewable Energy Council (IREC)	Clean Energy
Jobs For The Future, Inc.	Manufacturing
Maher & Maher	Information Technology (IT)
Manhattan Strategy Group	Supply Chain Automation
National Institute for Innovation and Technology (NIIT)	Supply Chain (Nanotechnology and Semiconductors)
RTI International	Education
North America's Building and Trades Unions (NABTU)	Construction
Net.America Corporation	Healthcare
National Restaurant Association Educational Foundation (NRAEF)	Hospitality (Restaurant & Hotels)
Safal Partners	Cybersecurity
Virginia Manufacturers Association	Critical Supply Chain (Adv. Mfg.)
Washington Technology Industry Associations (WTIA)	Information Technology (IT)
Wireless Infrastructure Association (WIA)	Telecom Wireless 5G
WRMA, Inc operating as the Early Childhood Workforce Connector	Early Childhood Education



# Audience Poll

**How would you rate your current knowledge of  
Registered Apprenticeship in Early Childhood  
Education?**

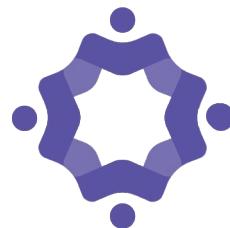
1. None
2. A little bit
3. Definitely some
4. Everything



# Registered Apprenticeship



*Registered Apprenticeship is an **industry-driven, high-quality** career pathway where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work experience, classroom instruction**, and a portable, **nationally-recognized credential**.*



# What is Registered Apprenticeship?



Earn-while-you-learn model



On-the-job professional learning



ECE-related coursework



Mentorship & coaching



Nationally-recognized credential



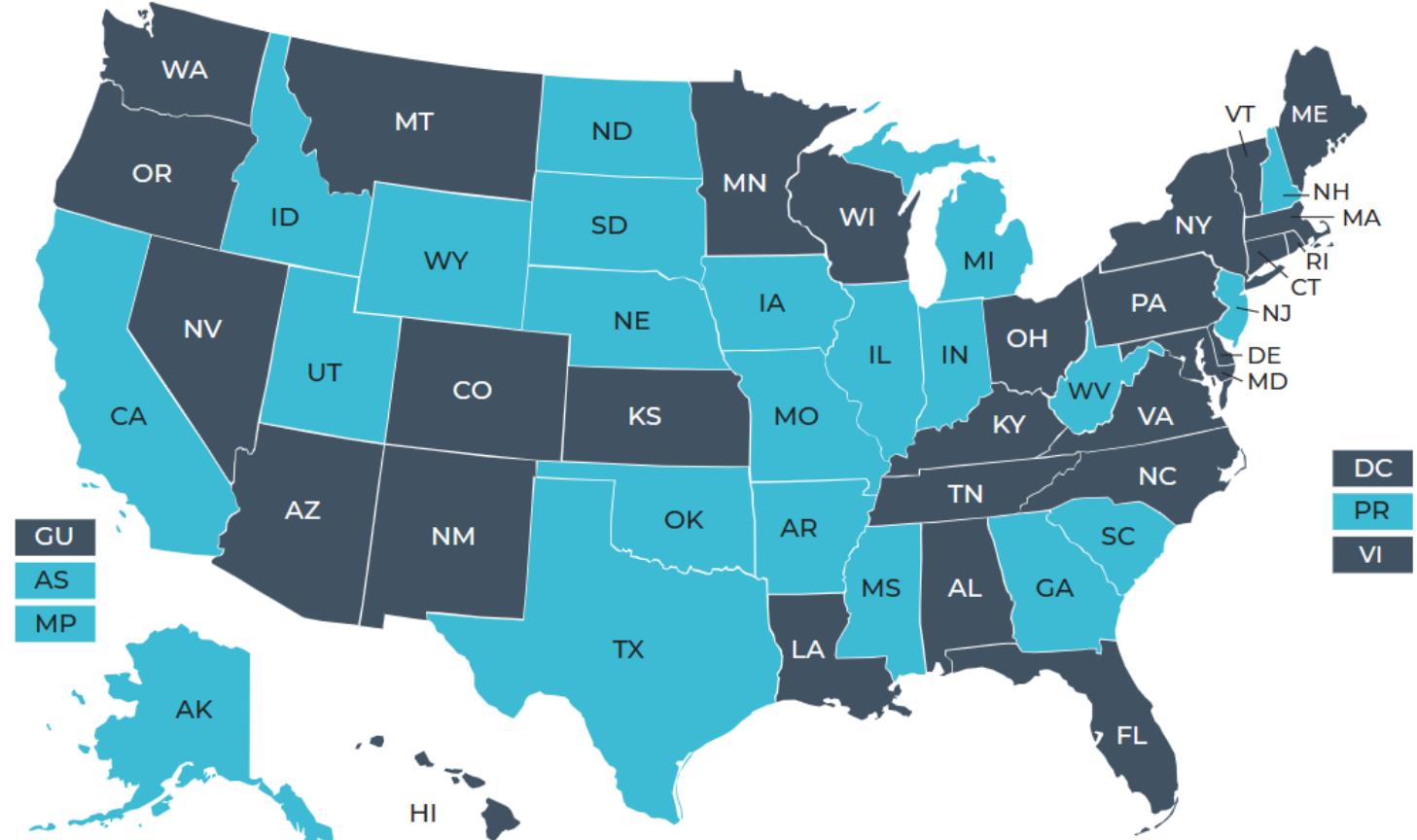
# U.S. Apprenticeship System

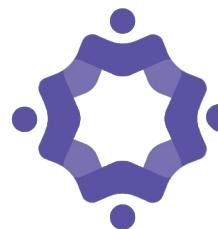
## Oversight and Registration of RAPs

- **State Apprenticeship Agency (SAA)**
  - 29 states & territories
- **US Department of Labor Office of Apprenticeship (OA)**  
*(through field offices)*
  - 26 states & territories

Map of OA and SAA States

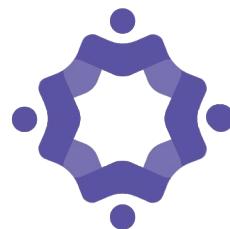
■ Office of Apprenticeship (OA) ■ Recognized State Apprenticeship Agencies (SAA)





# Registered Apprenticeship Comparison

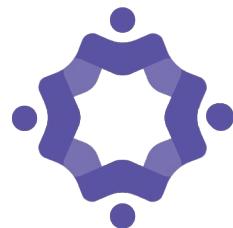
Benefits of work-based learning programs	Internship	Apprenticeship	<i>Registered Apprenticeship</i>
On-the-job training	✓	✓	✓
Coursework		✓	✓
Earn-and-learn			✓
Mentorship			✓
Access to state and federal funding			✓
Support from nationwide network of experts			✓
Nationally-recognized credential			✓



# Why Registered Apprenticeship in ECE?

- **Advance knowledge, skills, and credentials for ECE professionals**
- **Support services for apprenticeship**
- Commitment to **diversity, equity, inclusion, and accessibility**
- **Credentialed ECE Career pathways**
- Access to **funding**

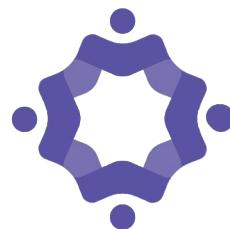




# Registered Apprenticeship ECE Occupations

- Early Childhood Educator
- Early Childhood Teacher Assistant
- Child Care Development Specialist



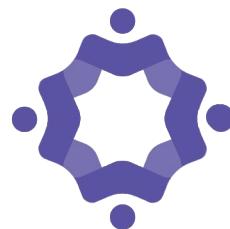


# Benefits of Registered Apprenticeship

## Early Childhood Employers

- **Improved** employee retention
- **Customized** professional learning
- **Recruitment** of diverse and skilled employees
- Federal and state **funding**



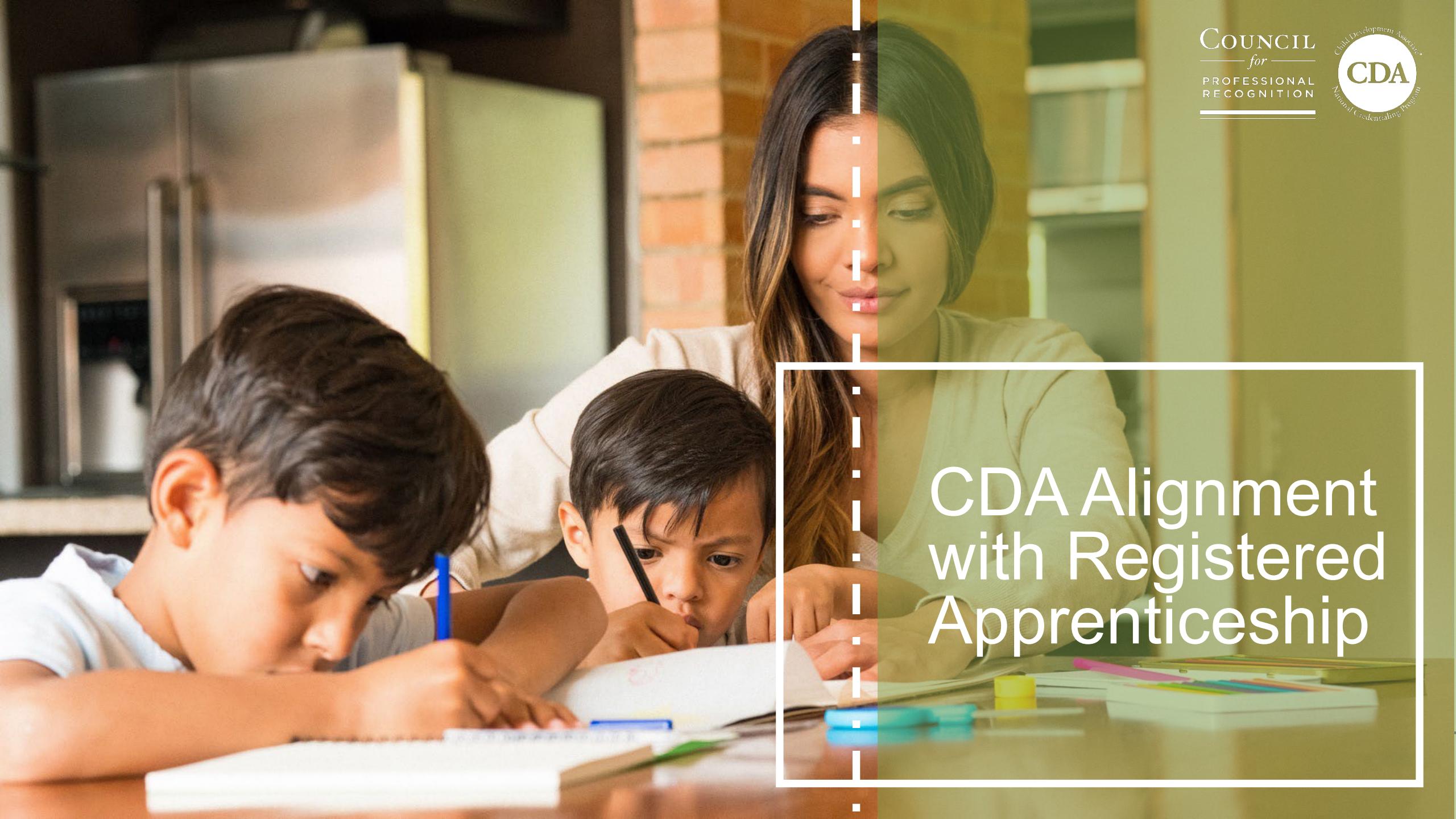


# Benefits of Registered Apprenticeship



## ECE Career Seekers & Professionals

- Paid employment with progressive wages
- Enhance knowledge, skills, and competencies
- Coaching and mentorship
- Nationally recognized credentials
- Sustainable career pathway in ECE



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CDA Alignment  
with Registered  
Apprenticeship



# Audience Poll

**Which elements of registered apprenticeship overlap with the process to earn your CDA?**

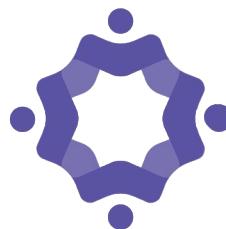
1. Earn-While-You-Learn
2. On-the-Job Professional Learning
3. ECE-Related Coursework
4. Mentorship and Coaching
5. Nationally-Recognized Credential





# The CDA: Part of the Pathway





# RA Standards Alignment with CDA Subject Areas



## Planning a Safe and Healthy Learning Environment

- Providing the basic needs of children.
- Set up appropriate classroom materials or equipment to meet the needs of children's developmental levels
- Plan educational activities.



## Supporting Social & Emotional Development

- Establish rules or policies governing student behavior.
- Apply multiple teaching methods and accommodating student needs.



## Building Productive Relationships with Families

- Discuss student progress with parents or guardians.
- Consider and respect cultural family beliefs and practices.



## Advancing Physical & Intellectual Development

- Teach life skills.



## Maintaining a Commitment to Professionalism

- Collaborate with other teaching professionals to develop educational resources.
- Attend training sessions or professional meetings to develop or maintain professional knowledge.



## Observing and Recording Children's Behavior

- Discuss problems or issues with supervisors.
- Monitor student behavior, social development, or health.



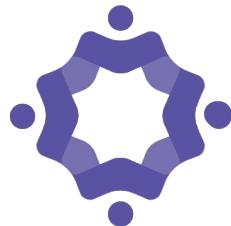
## Managing an Effective Program Operation

- Maintain student records.
- Supervise school or student activities.



## Understanding the Principles of Child Development

- Administer tests to assess educational needs or progress.



# Alignment Spotlight



## Planning a Safe and Healthy Learning Environment

- Providing the basic needs of children.
- Set up appropriate classroom materials or equipment to meet the needs of children's developmental levels
- Plan educational activities.
- Develop instructional objectives.
- Arrange childcare or educational settings to ensure the physical safety of children.
- Assist children with special educational needs.
- Plan experiential learning activities



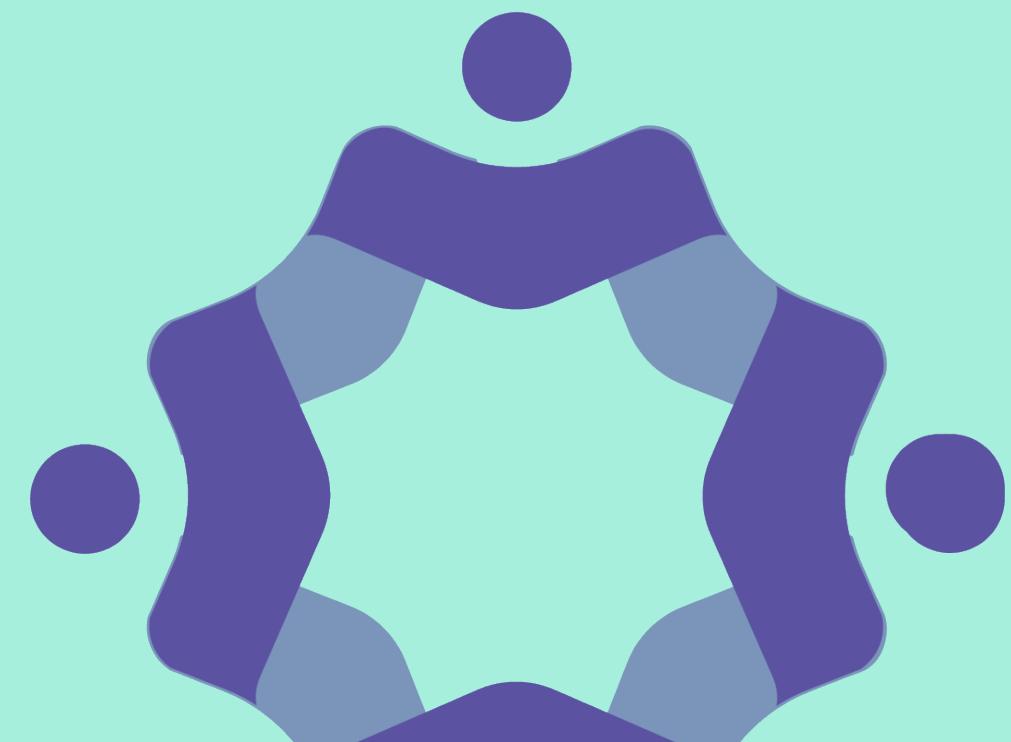
# Audience Poll

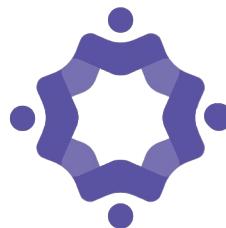
**Could your new or current staff benefit from a credentialed career pathway incorporating the CDA and Registered Apprenticeship?**

1. No, not really
2. Not sure yet
3. Yes, totally!
4. Yes, but what support is available to help me make this happen?



# Support & Assistance





# Support & Assistance

Program Development & Expansion

Education & Outreach

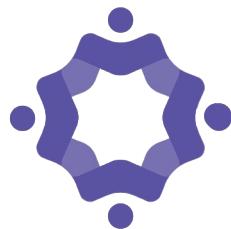
Curriculum & Development

Apprentice Recruitment

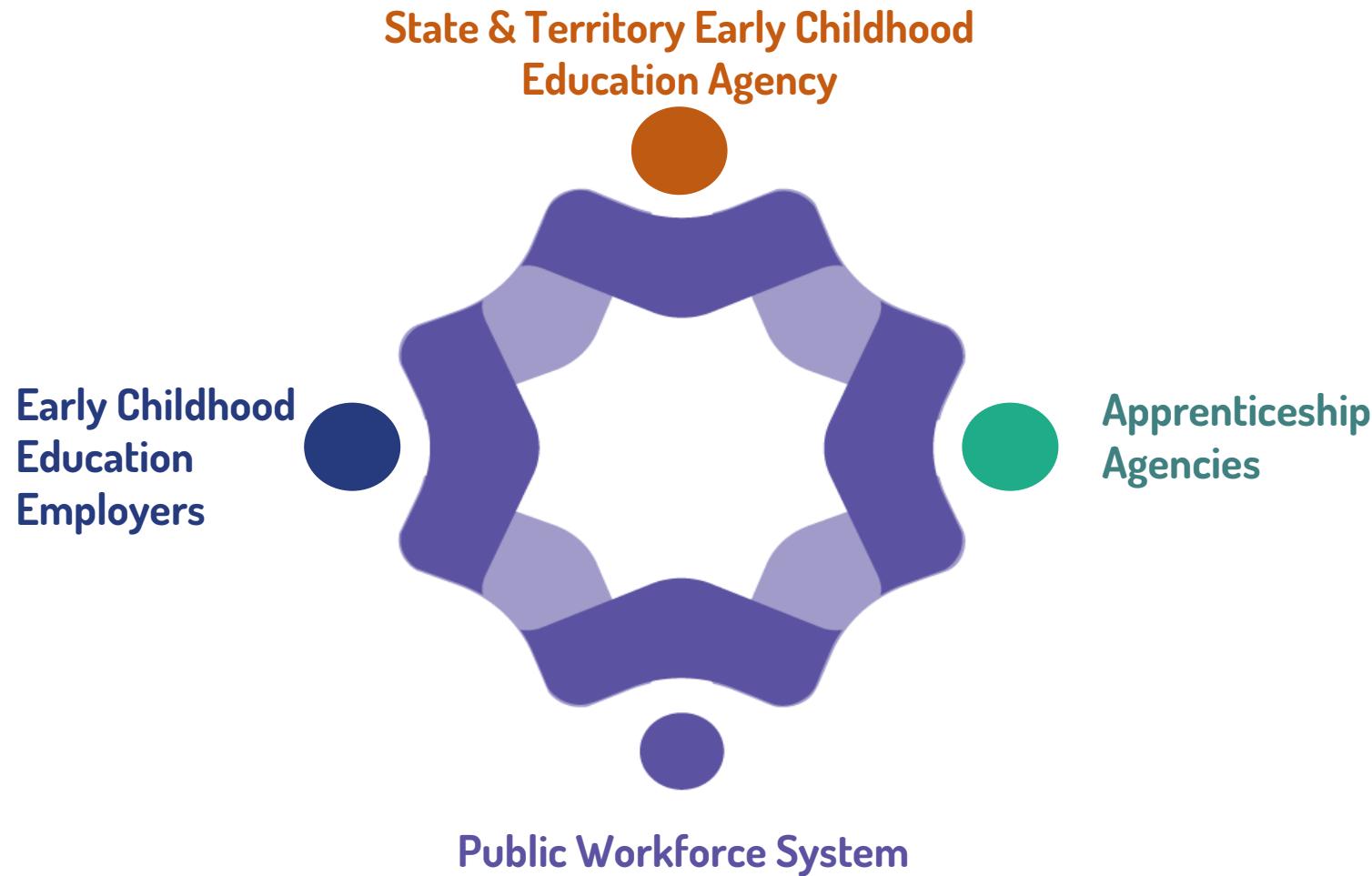
Funding

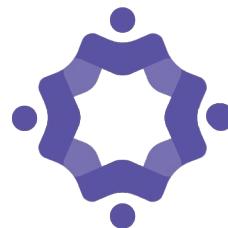
*All at no cost!*





# ECE RA Partnerships

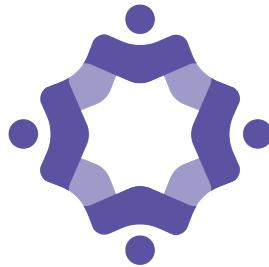




# ECWC Connects With...

- Early childhood providers
- State and local government agencies
- Businesses/employers
- Local workforce development boards and Chamber of Commerce
- Education institutions
- ECE career seekers and staff members





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# Q & A



# 2024

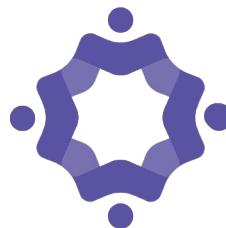
## Early Educators Leadership Conference

*Igniting Innovation in Early Childhood:  
From Passion to Action*

OCTOBER 16-19, 2024



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# Next Sessions

**How the Workforce Development System Can Support Early Childhood Education Registered Apprenticeship Programs**

**Date:** March 14, 2024, 1:00 – 2:30 PM EST

**Investing in Early Childhood Education Careers: Navigating Funding for Registered Apprenticeship**

**Date:** April 18, 2024, 1:00 – 2:00 PM EST



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# Connect with Us!

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# Thank you!