



**EARLY CHILDHOOD
WORKFORCE
CONNECTOR**

Empowering the Early Childhood Workforce through Registered Apprenticeship Partnerships with Education Institutions

June 13, 2024

**COUNCIL
for
PROFESSIONAL
RECOGNITION**

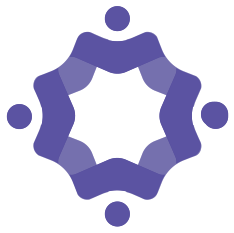


Welcome



Housekeeping:

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



Meet the Presenters



Apryl McDonough

Early Childhood
Workforce Connector,
Higher Education Subject
Matter Expert



Marjorie Cohen

Early Childhood
Workforce Connector,
Project Manager



Sandra Kowalcheck

Council for Professional
Recognition, Partner
Relationship Manager



Haley Brush

Council for Professional
Recognition, Public Policy
and Advocacy Manager

Agenda

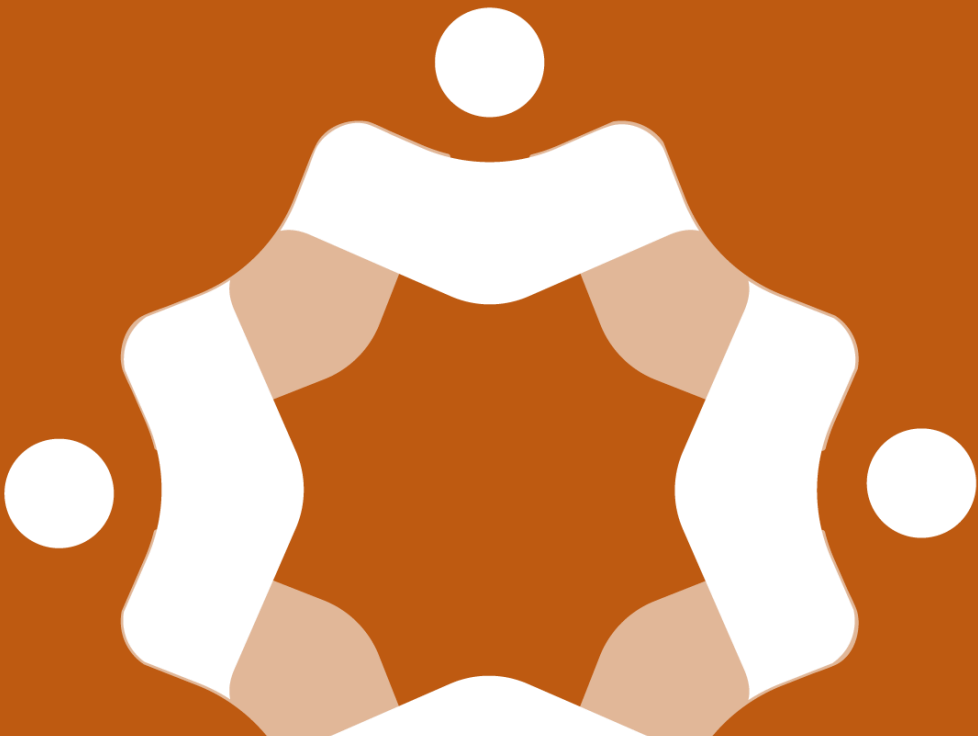
- Partnering with ECWC
- Early Childhood Education RA
- The Role of Education Institutions in ECE RA
 - Secondary Education
 - Postsecondary Education
 - Adult Education
- Connecting with Education Partners
- ECWC Support & Assistance

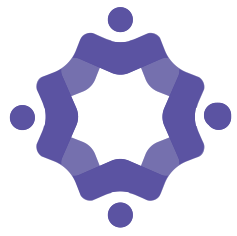


Council for Professional Recognition

*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





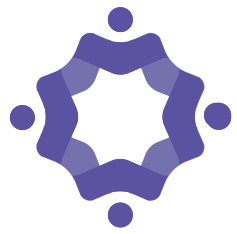
Early Childhood Workforce Connector

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



Early Childhood Education Registered Apprenticeship





7 Components of Registered Apprenticeship



Industry Led



Paid Job



**Mentorship/
OTJ Learning**



**Supplemental
Education**



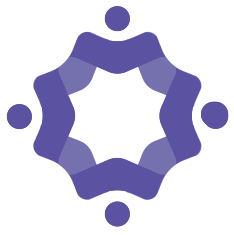
Diversity



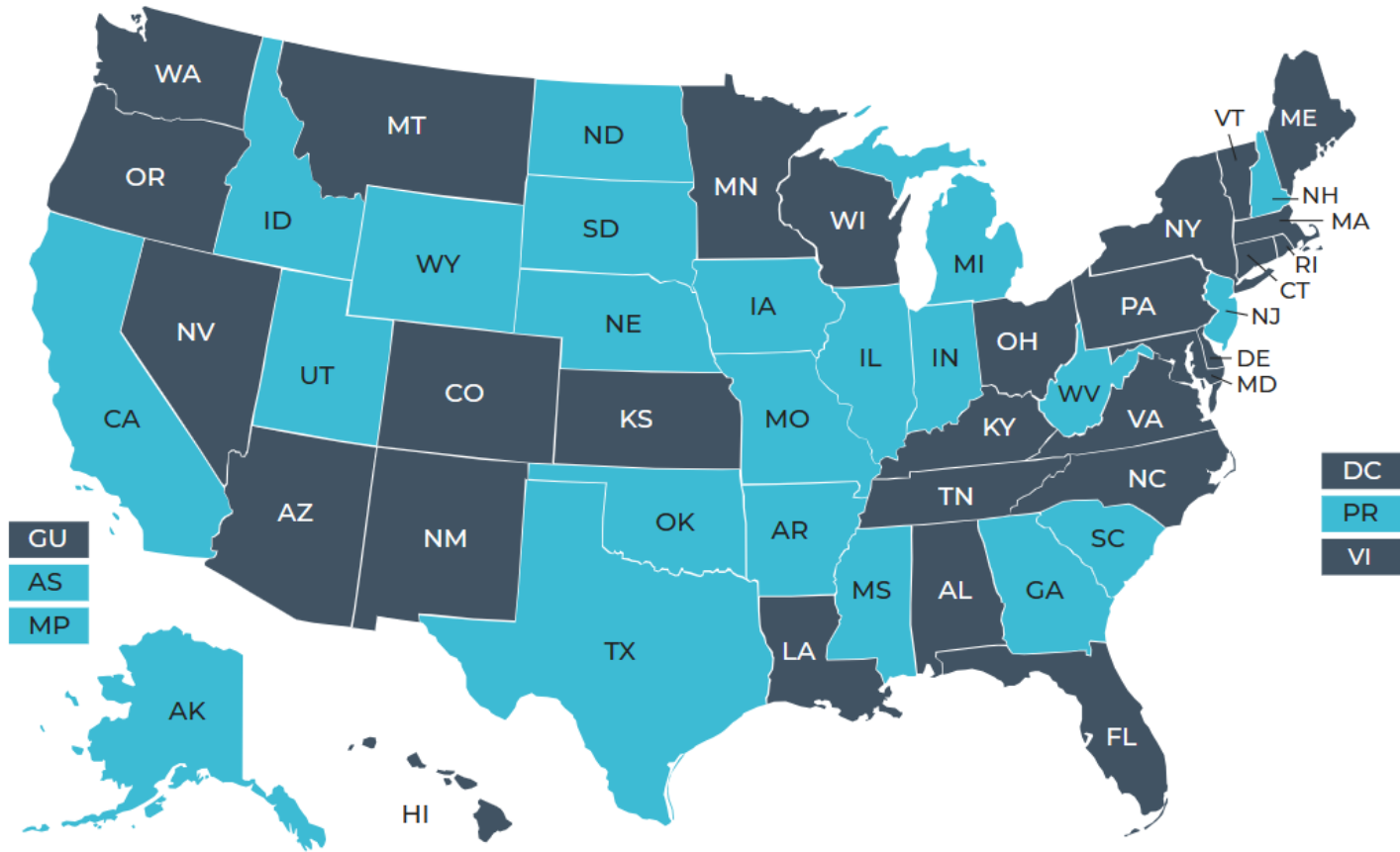
**Quality &
Safety**



Credentials



U.S. Apprenticeship System



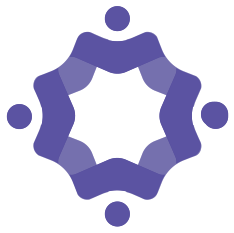
State Apprenticeship Agency (SAA)

29 states & territories

US Department of Labor Office of Apprenticeship (OA)

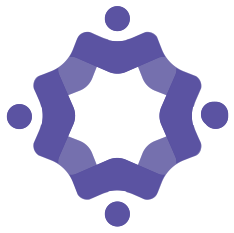
26 states & territories

10



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			✓



Benefits of Registered Apprenticeship

Communities

- Increased access to child care
- Healthy outcomes in children

Employers

- Employee retention
- Customize workforce training

Apprentices

- Progressive wages
- National recognized credentials



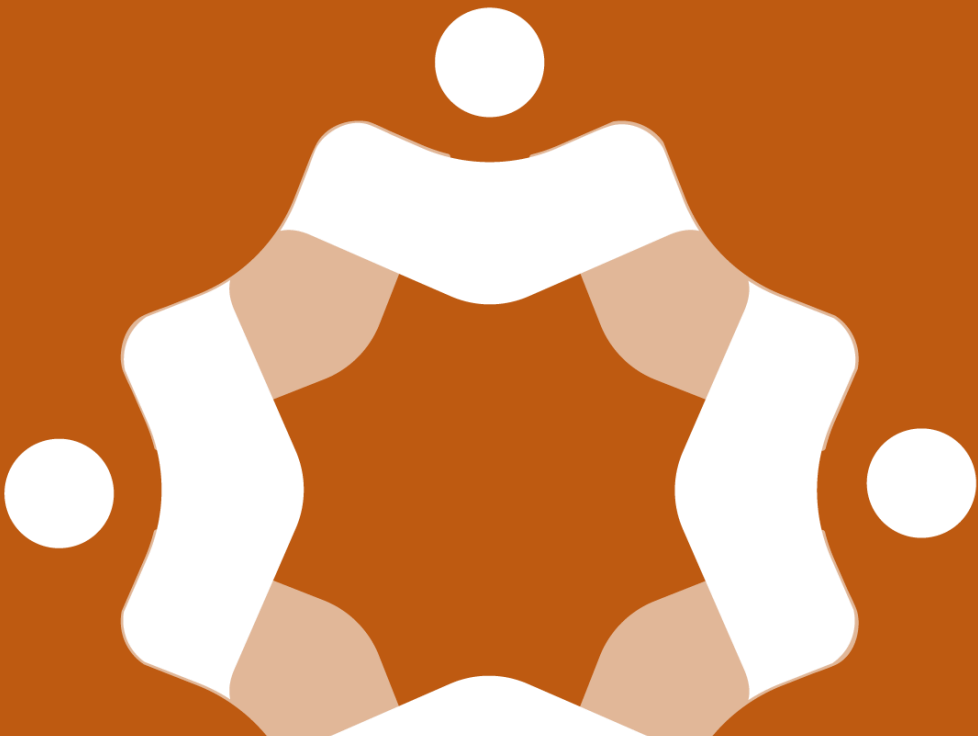
Audience Poll

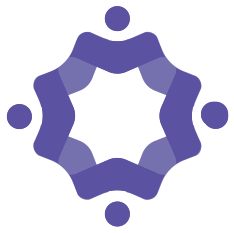
Where did you learn the most about being an early childhood educator?

- Middle School or Earlier
- High School
- Career and Technical Education
- Community/Technical College
- University

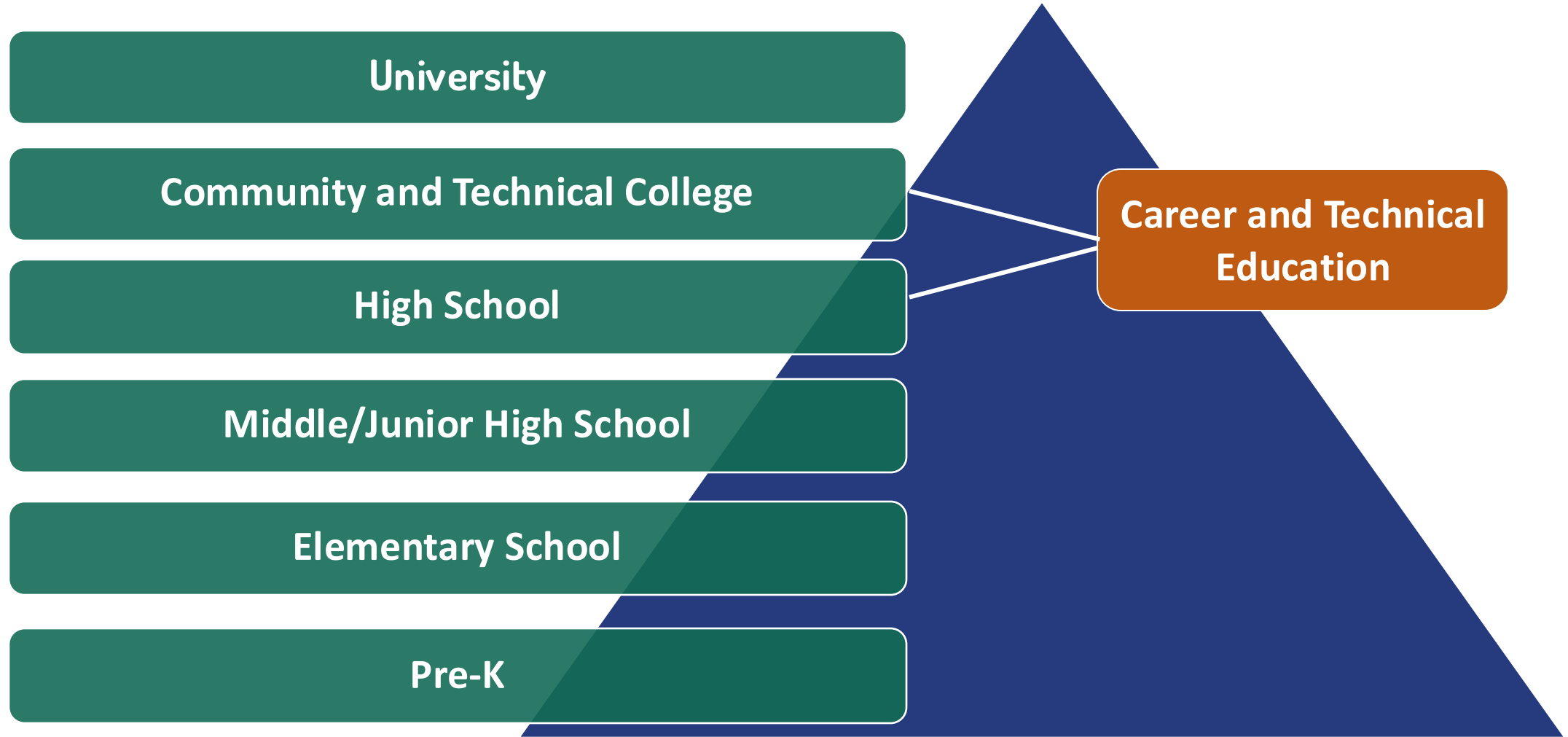


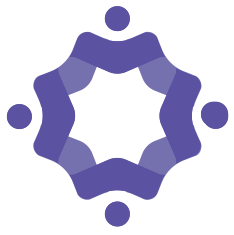
The Role of Education Institutions in ECE RA



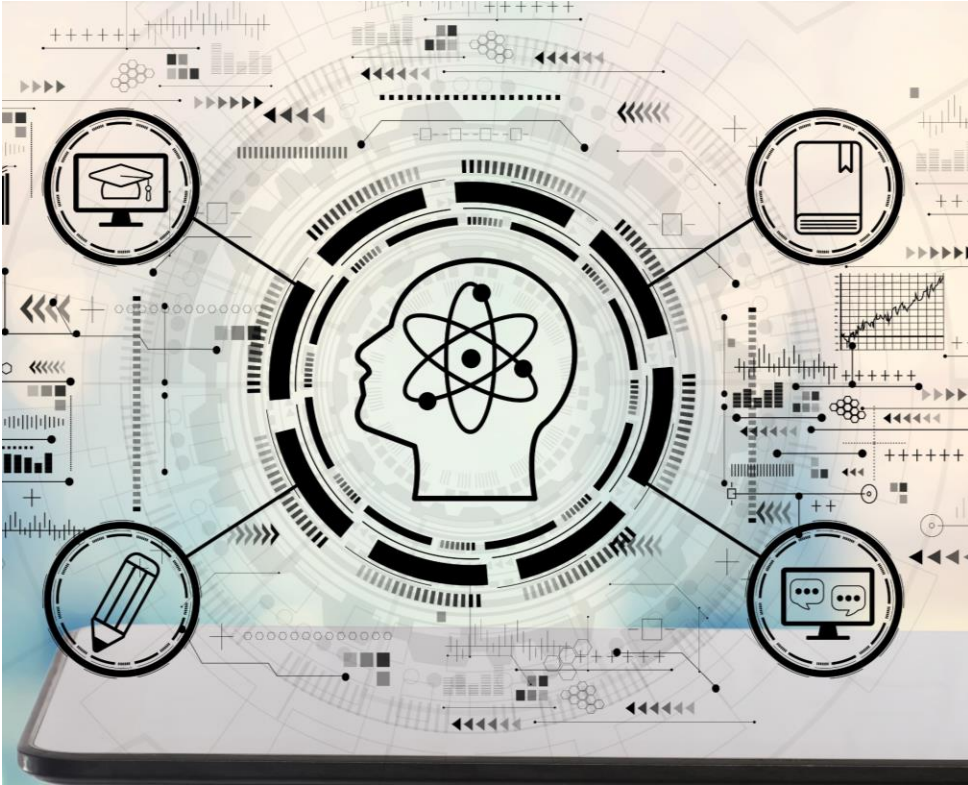


The Education System in the US





Education Institutions Support RA



- Provide fundamental knowledge
- Technical training
- Soft skills development
- Certification and credentialing
- Continuous learning and professional development
- Bridge the gap between theory and practice
- Customized training programs
- Mentorship and guidance

Audience Poll

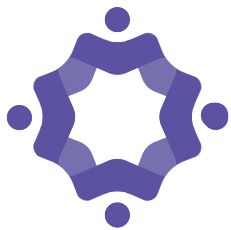
Did you participate in any career exploration activities while in middle or high school?

- Yes, my middle and/or high school provided career exploration
- Some, we talked about careers
- No



Secondary Education





Work-Based Learning and Career Exploration

Grades 3-5

Career Awareness

Learn **ABOUT** work

- Job interview skills
- Professional etiquette

Grades 6-8

Career Exploration

Learn **AROUND** work

- Career assessments
- Career fairs

Grades 9-12

Career Preparation

Learn **THROUGH** work

- Pre-apprenticeship
- Youth Apprenticeship

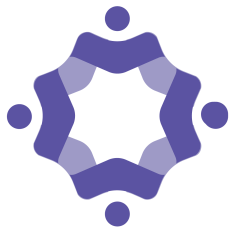
Grades 10-13

Career Training

Learn **FOR** work

- Dual enrollment
- Registered Apprenticeship

Level of complexity, commitment, and resources



Youth Apprenticeship & Youth RA

Youth Apprenticeship

- Flexible structure and duration
- May or may not lead to certification or recognized credential

Youth Registered Apprenticeship

- Provide practical skills
- Work experience
- Involve partnerships between schools and businesses
- Structured programs registered with the US Department of Labor
- Leads to an industry recognized credential

Discover how to get a CDA in High School!

- Guided by the belief that all students should be college or career ready, in **2011** the Council began allowing high school students enrolled in Career & Technical Education Programs (CTE) to earn the CDA® Credential.
- In April 2021, the Council launched the highly successful ***Child Development Associate® (CDA) Handbook for High School: A Guide to Advocacy and Implementation***
- May 2022 launch of the ***High School CDA® Career & Technical Education Coaching, Training and Technical Assistance Program***



High School CDA® Student Requirements

- A junior or senior enrolled in a high school career and technical education program (training/classes can start as a freshman or sophomore).
- Complete **120 clock hours of formal early childhood education training**, covering the growth and development of children (setting specific), with no fewer than 10 hours in each of the Council's eight CDA Subject Areas.
- Complete **480 hours of work experience within the last three years working with children** (setting specific). Experience may be as paid staff or volunteer.
- Complete a **CDA® Professional Portfolio** (includes family questionnaires). Each student's portfolio must contain a copy of an official letter on school letterhead or a certificate verifying 120 clock hours of training.



Mapping Youth Apprenticeship to the High School CDA

- High School CTE CDA programs can be the “**best first step**” for candidates starting either a pre-apprenticeship or youth apprenticeship work experience.
- Registering your CTE program as an apprenticeship can **create infrastructure to get students paid** while they complete their required 480 hours of CDA work experience.
- Mentorship can look and function differently for youth than adults – and the High School CDA **fosters close relationships** with faculty advisors who can offer guidance to students on their apprenticeship pathway.

Benefits to Students

- Can include education offered **concurrently or in the same cycle** as workforce preparation & training
- Students graduate high school **career-ready** with the **nationally recognized CDA®** Credential
- Jump-start higher education with **core knowledge** of child development
- Potential to earn **college credit** while still in high school
- **Gain valuable skills and competencies** that early childhood employers want
- Have the **knowledge, skills, and confidence** to work with young children.



Looking Ahead

- Registering CDA CTE programs can promote equity. Students who previously would not have been able to spend time on unpaid hours will now have more opportunities as paid apprenticeships multiply nationally.
- More states are now looking to identify and maximize all available ECE funding for equitable and sustained expansion of registered youth apprenticeships.
- Continue conversations with the CDA as the “Best First Step” as the youth apprenticeship landscape further expands across the country.

Audience Poll

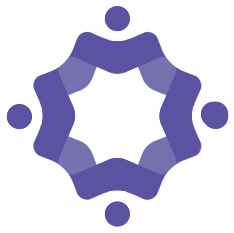
When you think about how institutions of higher education may play a role in ECE RA which component comes to mind?

- Related Training Provider
- Program Sponsor
- Articulation Agreements
- Recruitment and Outreach
- Mentorship



Postsecondary Education





Postsecondary Education

Community and Technical Colleges

(2-year institutions)

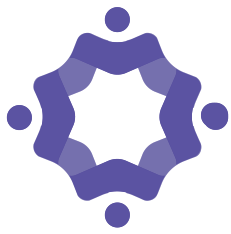
- Specialized CTE programs and degrees
- Hands on training
- Practical experience in ECE settings

Colleges and Universities

(4-year institutions)

- Advanced degree
- Research in ECE
- Leadership development

Both may offer credit for prior learning!



Postsecondary Institutions Support Program

RA Development



**RTI
provider**



**Program
sponsor**



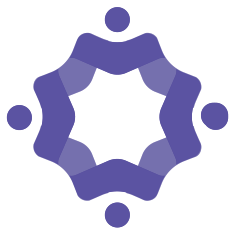
Mentorship



**Faculty
expertise**



**Curriculum
review**



Postsecondary Support Sustainability in RA

Articulation

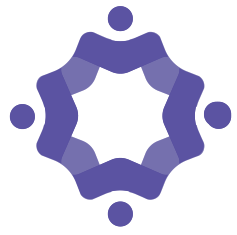
Recruitment and outreach (apprentices & employers)

Credit for prior learning

Pipeline for skilled workers

Financial support



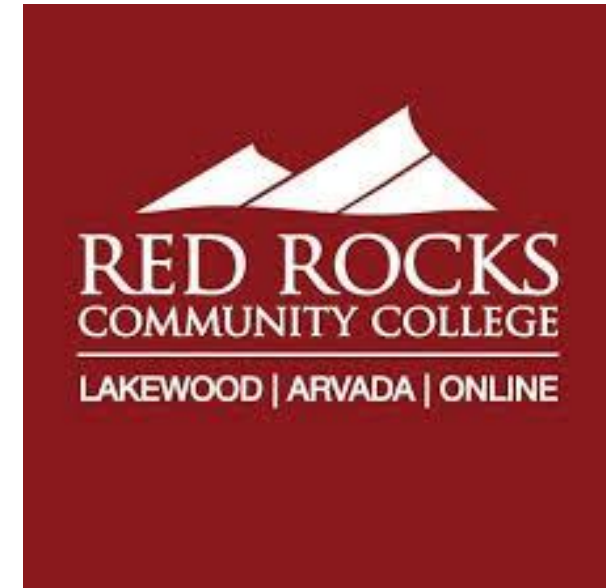


Red Rocks Community College



Amiee West

Red Rocks Community
College, Early Childhood
Workforce Specialist



Child Care Development Specialist

- Child Care Innovations
- Early Childhood Teacher or Director pathways
- Alignment with Colorado Professional Development Information System
- Flexible Related Technical Instruction
- Stackable credentials
- Degreed Apprenticeship



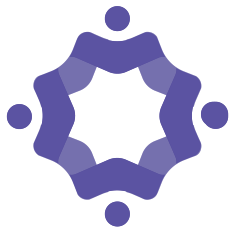
Degreed Apprenticeship and Courses at Red Rocks

Stacking Certificates	Number of Credits	Degreed Apprenticeship and Residency Courses	Competency Based Evaluations
Early Childhood Assistant Teacher Certificate	6 Credits	1 Degreed Apprenticeship Course + 1 Regular ECE Course	Portfolio
Early Childhood Education Certificate	12 Credits	3 Degreed Apprenticeship Courses + 1 Regular ECE Course	Portfolio
Early Childhood Teacher Certificate	18 Credits	4 Degreed Apprenticeship Courses + 2 Regular ECE Courses	Portfolio
Early Childhood Director Certificate	30 Credits	7 Degreed Apprenticeship Courses + 2 Regular ECE Courses	Portfolio
AAS-Early Childhood Education Degree	60 Credits	9 Degreed Apprenticeship Courses + 6 Regular ECE Course + Regular General Education Courses	Portfolio



Adult Education





Adult Education and ECE RA

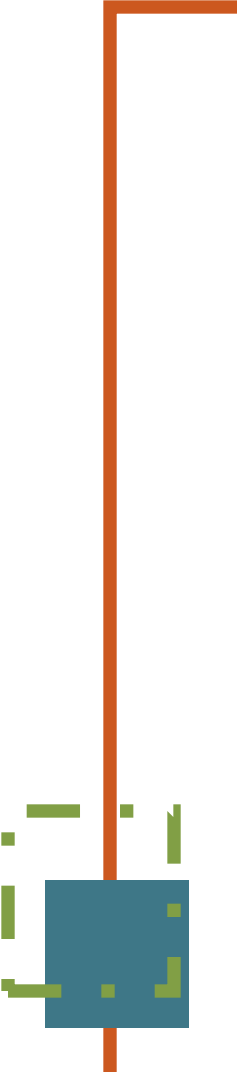


- Provides foundational education for adults
- High school diploma or equivalent
- Improve accessibility
- Access flexible learning options
- Job readiness
- Pre-apprenticeship

Audience Poll

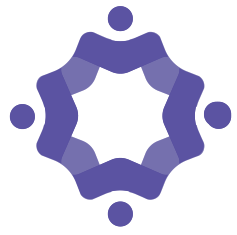
How would you say your current relationship is with one or more of your local education institutions?

- Good, both secondary and postsecondary
- Good, only secondary
- Good, only postsecondary
- Could be better
- No relationship yet



Connecting with Education Partners

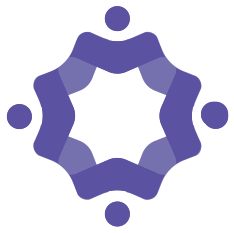




Connecting with Secondary Institutions

- Board of education websites
- Utilize social media
- State education websites
- Teachers and faculty
- Student organizations
- Board meetings
- Dual enrollment coordinators

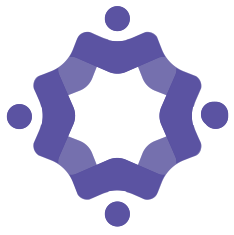




Connecting with Postsecondary Institutions



- Research potential institutions
- Identify key contacts
- Create a clear and concise request
- Create a professional email
- Follow up
- Network in person
- Utilize social media

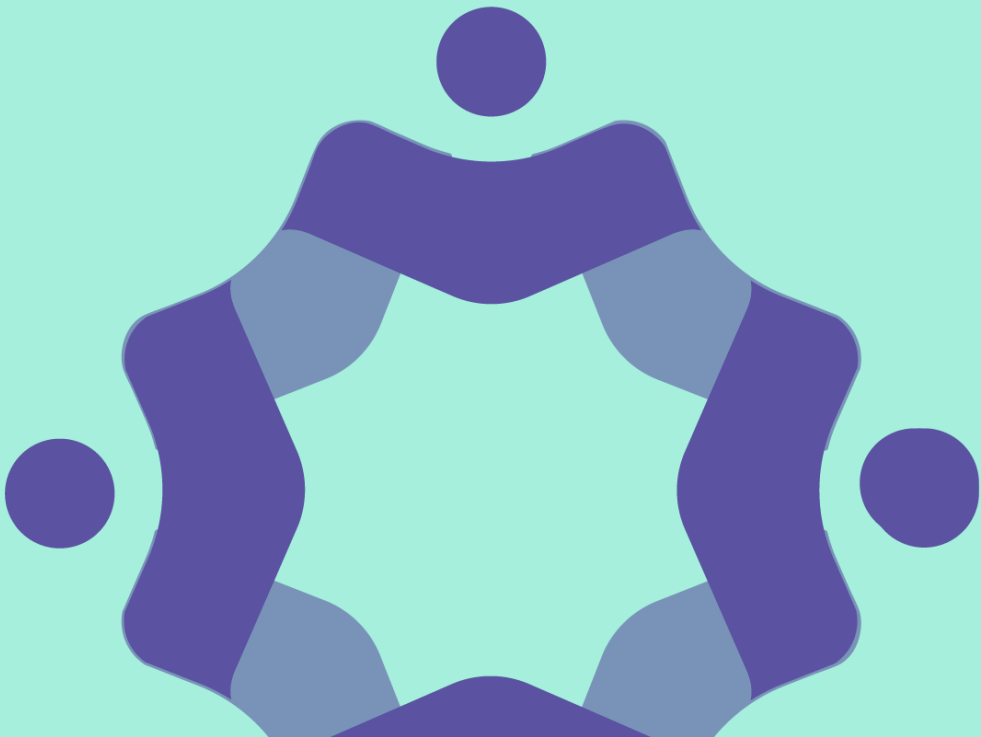


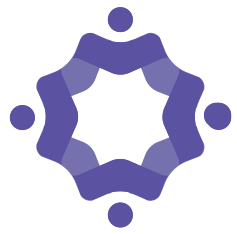
Connecting with Adult Education Programs

- Community colleges and technical schools
- Online learning platforms
- Adult learning centers
- Workforce development programs
- Public libraries
- Nonprofit organizations
- Employer-sponsored programs
- Government programs and grants



Support & Assistance





Support & Assistance

Program Development & Expansion

Education & Outreach

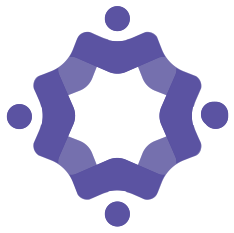
Curriculum & Development

Apprentice Recruitment

Funding

All at no cost!





ECWC Incentive Fund for RA

Available to **RA sponsors/employers** offset the costs of developing, implementing, and expanding RA programs.

Up to \$1,000 per apprentice

\$40,000 maximum

Funds are distributed to eligible sponsors/employers



Marketing materials



Curriculum development



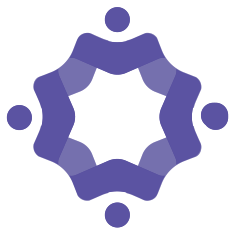
Disability accommodations



Mentorship training



Translation services



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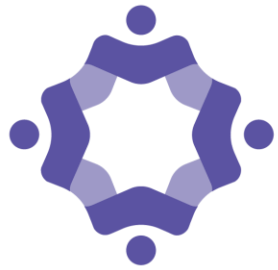


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Thank you!



EARLY CHILDHOOD
**WORKFORCE
CONNECTOR**



Q & A



2024

Early Educators Leadership Conference

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

OCTOBER 16-19, 2024

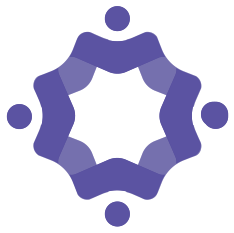
COUNCIL
for
PROFESSIONAL
RECOGNITION

The Early Educators Leadership Conference (EELC) is a national event that supports a broad vision to advance and unify the early childhood education workforce, inspire early childhood educators, elevate educational leaders, and foster professional development.

Join us as we come together to inspire advocacy, ignite community-based career pathways and trailblaze equitable practices. We look forward to welcoming you to the nation's capital, Washington, DC, for a unique all-inclusive conference experience.



Learn more and register at: www.cdacouncil.org/eelc



Next Sessions

**Pathways and Opportunities:
Exploring Careers in Early Childhood
Education and Embracing Registered
Apprenticeship**

Date: July 25, 2024, 1:00 – 2:00 PM EST

**Turning the Tide: Addressing Pay and
Benefits in ECE Jobs**

Date: August 29, 2024, 1:00 – 2:00 PM EST





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