



An Effective Mentor:

Early Childhood Education Registered Apprenticeship

A skilled Early Childhood Education (ECE) Registered Apprenticeship (RA) mentor ensures that an apprentice achieves maximum growth in their on-the-job training experience by employing a critical set of characteristics and behaviors.

An Effective Mentor in ECE RA:



Leads by Example

Demonstrates professionalism and effective communication. The mentor is the model and has an approach that will set a positive tone for the relationship.



Leads with Empathy

Validates each apprentice's unique background and needs. The mentor is flexible and adapts their approach to the apprentice's learning style.



Reviews Goals and Progress

Ensures the apprentice understands the skills and competencies they need to achieve to complete the program.



Encourages Reflection

Asks good questions to prompt the apprentice to reflect on teaching and learning. Brainstorms solutions to challenges with the apprentice.



Offers Constructive Feedback

Gives regular, specific feedback. The mentor highlights strengths and opportunities for improvement.



Supports the Apprentice in Their Learning Journey

Guides the apprentice in setting and achieving goals. The mentor encourages the apprentice's ownership of learning and offers ideas and resources to expand their knowledge and further growth.



Is Patient and Supportive

Understands that learning takes time. The mentor encourages and supports the apprentice through missteps and challenges.



Promotes Collaboration

Fosters a collaborative mindset. The mentor models and encourages teamwork with peers and colleagues.



Keeps Growing

Keeps up with new research and trends. The mentor shares emerging knowledge to enrich the apprentice's learning. The mentor learns from apprentices and is open to new strategies.



Celebrates Achievements

Identifies and marks milestones and successes to motivate the apprentice and affirm their progress.



This document was developed through the collaborative efforts of our valued partners and sponsors, informed by insights gathered during pilot sessions. The Early Childhood Workforce Connector (ECWC) extends sincere appreciation for your contributions and participation.

Find more information about how the Early Childhood Workforce Connector can help you.

This project has been funded, either wholly or in part, with Federal funds from the Department of Labor, Employment & Training Administration under Contract number 1605C2-23-C-0013. The contents of this publication do not necessarily reflect the views or policies of the Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement of same by the U.S. Government.



Connect with us

ECWConnector.org

 info@ECWConnector.org

 linkedin.com/company/ecwconnector

 facebook.com/ECWConnector