



# Roles and Responsibilities:

## Early Childhood Education (ECE) Registered Apprenticeship (RA) Mentoring

Journeyworkers and mentors work together to shape confident, skilled ECE professionals through structured, supportive RA programs. In some ECE RA programs, this may be two individuals and in other ECE RA programs these roles are combined. By clearly defining your Early Childhood Education (ECE) Registered Apprenticeship (RA) program's mentorship roles and responsibilities, participants understand what is expected of them.

### Journeyworker



#### Role Model:

Fully qualified for the occupation the apprentice is working toward. Works alongside the apprentice in their daily work environment demonstrating competencies and best practices.

#### Guidance Through Practice:

Helps apprentices learn hands-on teaching and management.

#### Observation to Action:

Encourages apprentices to observe closely, provides guidance, then assigns increasing responsibilities and independence.

#### Requirement:

Each apprentice in RA is paired with a journeyworker. Program standards determine how many apprentices are assigned to one journeyworker.

### Mentor



#### Growth Coach:

Focuses on the apprentice's personal and professional development.

#### Bridge Between Theory and Practice:

Helps the apprentice connect related instruction knowledge to hands-on classroom skills.

#### Optional But Invaluable:

Not required for an RA program but can provide support and guidance that increases retention and completion of apprentices.

#### Supportive Partner:

Helps the apprentice overcome challenges. Connects them to resources and advises on career path and/or growth.

### Apprentice



#### Learning Journey:

Typically, an entry-level professional or a current staff member moving from one occupation to the next on a career pathway, benefiting from advanced training and credentialing.

#### Skill and Knowledge Enhancement:

Participates in on-the-job training to develop teaching and management skills and related instruction to build critical knowledge.

#### Path to Credentialing:

Completion of RA programs results in professional credentials that advance career pathways in ECE.



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.

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