Pennsylvania’s Early Childhood Education Registered Apprenticeship Career Pathway: ECE Associate’s Degree Registered Apprenticeship

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Overarching Goal:

Help address ECE teacher shortages by creating a **statewide** registered apprenticeship **system** grounded in a local/state **partnership** model.
Systems-Level Goals:

ECE Apprenticeship System Objectives:

• Strengthen and build capacity of the ECE career pathway from CTE to teaching certification

• Create a sustainable, standardized workforce model that provides access to articulated educational steps leading to credentials and higher wages

• Ensure workforce equity and diversity by strengthening the articulation of educational steps with sustainable funding

• Achieve economies of scale by building a standardized system statewide
# ECE Career Pathway

<table>
<thead>
<tr>
<th>Pre-Apprenticeship</th>
<th>Industry- wide credential</th>
<th>Can lead to Pre K- 4 certification</th>
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</thead>
<tbody>
<tr>
<td>Increasing the pipeline: High school students Under employed parents or community members</td>
<td>Includes 120 hours of Professional development, classroom observations and portfolio review and credit bearing coursework CTE students are eligible $ Role: 0-8 support staff; Ideal beginner credential for aides</td>
<td>Early Childhood Apprentices 5000+ hours of clinical experience $$$ Roles include: Lead Teacher 0-5 and k-3 settings, Instructional leadership, Professional Development and Coaching positions</td>
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<tr>
<td>Pre-Apprenticeship</td>
<td>Child Development Associate (CDA)</td>
<td>2 year degree AA/AS/AAA</td>
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<tr>
<td>Goal: Ensure future academic success and career options in early childhood.</td>
<td>Industry- wide credential</td>
<td>in Early Childhood Education</td>
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Accelerated ECE Career Path

Career Coaching and Case Management

Employed: Assistant Teacher (Apprentice)

Apprenticeship and Mentoring

Promoted: Lead Teacher, working on BA/BS

College Readiness and Navigation Support

Promoted: Director, Supervisor, Master Teacher

CDA Preparation for high school and out-of-school youth (pipeline in development)

Apprenticeship Program: Associate’s Degree in ECE

62 credits to complete degree + DOL credential

Pre-requisites:
- One year experience with current ECE employer
- CDA credential
- Admission to Community College of Philadelphia (or other IHE partner)

Bachelor’s Degree and teacher’s certification

120 credits to complete degree
Key Apprenticeship Components

**Accelerated Coursework**
- Bridge/remedial courses provided to prepare for college admissions exams
- Students take 2-3 courses per semester to complete degree in 2 – 2 ½ years

7-9 college credits awarded for CDA credential!

**On-the-Job Learning**
- 4,000 hours (2 years) of job competencies aligned with classroom instruction

9 college credits awarded for demonstrated on-the-job learning competency mastery!

**On-Site Mentorship**
- Mentor (with degree) identified by employer
- One lead mentor assigned to each Apprentice
- Pair meets weekly to assess competency attainment
ECE Apprenticeship Design:

• Focus on incumbent ECE workforce as well as job seekers
• Seamless articulation of CDA to AA to BA that provides access to frontline ECE staff
• Bridge college prep support to increase college admissions of staff
• Classroom instruction provided by NAEYC-accredited higher ed partners

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ECE Apprenticeship Design:

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• Structured on the job learning competencies
• Strong coaching component with onsite job coach supported by mentors
• Counseling and academic advising support of apprentices
• Compensation as skills and knowledge increase
Higher Education:

Heavy lift; innovation needed!

• Funding and policy changes
• Credit for prior learning and on the job learning to accelerate degree completion
• Contextualized Gen Eds
• Assessments for competency-based on the job learning
• Articulation agreements with competency based learning for CDA, AA, BA
• Cohort based models
• Intentional career based/academic advising
Employers: Costs & Benefits

• Wage increases during the apprenticeship program
• Depending on scholarship options, may include additional expenses
• Release time for the apprenticeship to attend class and for the apprentice and onsite coach to meet
• Culture of learning in workplace
• Leadership and coach development and supports
• Open door to mentors, faculty and more!
Partnering for Success

A network of partners, succeeding together in Southeast PA!

Objectives:
- Provide affordable and equitable path for incumbent workers to build skills as educators
- Support retention of skilled education workforce
- Enhance preparation of young children for kindergarten and beyond
- Increase number of early childhood educators with degrees and increase their wages accordingly

38 Early education providers
62 Apprentices
$2,000 Avg. wage increase upon completion
Establishing a Statewide System:

Next steps:
• Create state infrastructure and leadership
• Create higher ed and employer consortia
• Support establishment of four regional hub partnerships
• Establish program sponsorship model for registering the apprenticeship programs
• Identify funding support
For more information...

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