

DEVELOPING A CDA-TO-ASSOCIATE'S DEGREE REGISTERED APPRENTICESHIP:

Getting Your ECE Apprenticeship Started

Registered Apprenticeship is a flexible model that can be adapted to fit the workforce upgrading needs of any region – including your local childcare and early learning community! Just...

1. Determine the **local need** for ECE teachers with advanced degrees
2. **Identify funding** to support the planning and implementation process
3. Identify an **Apprenticeship Program Intermediary** and Apprenticeship program partners, including a local **institution of higher education (IHE)**
4. Develop an implementation **plan and timeline**
5. Define the IHE Apprenticeship model, including **credit offered for prior learning and on-the-job learning**
6. Define the Apprenticeship's **Coaching and/or Mentoring** model
7. **Recruit employer sponsors!**
8. Identify Apprentice **candidates**
9. **Register** the Apprenticeship Program
10. **Initiate the program!**
11. **Evaluate the program**

See reverse side for Partner Roles!

REPLICATION TOOLKITS AVAILABLE!

The District 1199C Training Fund was awarded grant funds from the PA Department of Education to develop a toolkit for replicating our pioneering ECE Apprenticeship program resulting in an Associate's Degree in ECE from Community College of Phila. An open-access version of the toolkit will be made freely available on the Training Fund's website, beginning June 2018 while Fund staff are also available to provide an overview.

To learn more, visit: 1199ctraining.org

Here's what our Program looks like:

DISTRICT 1199C
**Training &
Upgrading
Fund**



Workforce Intermediary:

The District 1199C Training Fund *sponsors and administers* the multi-employer apprenticeship program, *coordinating between partners* and handling all program-wide reporting

Community
College
of Philadelphia

Institution of Higher Education

Community College of Philadelphia provides all classroom instruction for apprentices, and awards them *with 9 credits for experience and 9 credits for on-the-job learning*, saving valuable time and money for hard-working teachers



Coaching and Mentoring:

The Delaware Valley Association for the Education of Young Children trained *individual on-site coaches for all apprentices*, and continues to administer a *learning community* for on-site coaches during the program



Tuition Costs:

The *T.E.A.C.H. Early Childhood Scholarship* program, sponsored by the PA Child Care Association, covers the majority of apprentices' tuition, enabling them to graduate debt-free



Program Evaluation:

The Research & Evaluation Group at the Public Health Management Corporation has been retained to conduct on-site and program-level *evaluation* activities for the duration of the apprentice program's *Philadelphia pilot cohort*

INTERESTED IN LEARNING MORE ABOUT OUR PROGRAM?

For additional information, please contact:

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