

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

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Overarching Goal:

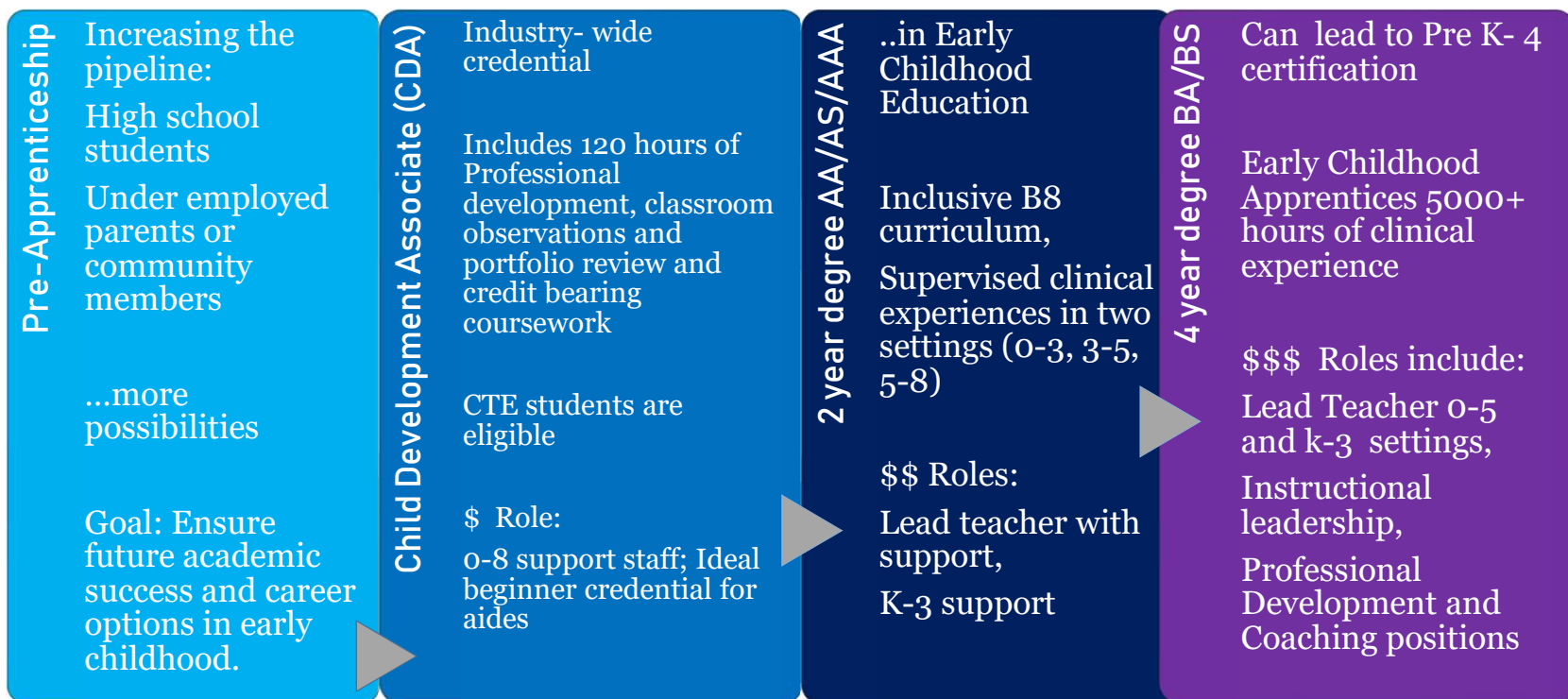
Help address ECE teacher shortages by creating a **statewide** registered apprenticeship **system** grounded in a local/state **partnership** model.

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



Accelerated ECE Career Path

Career Coaching and Case Management

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Employed:
Assistant Teacher
(Apprentice)

Apprenticeship and Mentoring

College Readiness and Navigation Support

Promoted:
Lead Teacher,
working on BA/BS

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

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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:

1 of 2

- 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



38

Early education providers



62

Apprentices



\$2,000

Avg. wage increase upon completion

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**



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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