

TALKING TO EMPLOYERS

ABOUT EARLY CHILDHOOD EDUCATION (ECE) APPRENTICESHIP

Talking to ECE employers the right way about apprenticeship is critical. Relating apprenticeship to what they already do to recruit, train, and retain their workforce and using the language of the field can make a difference in helping them see apprenticeship as their talent development solution. This resource provides quick tips on how to talk to employers in child care and ECE about apprenticeship.

RELATE APPRENTICESHIP TO WHAT EMPLOYERS ALREADY DO

When introducing ECE apprenticeship to an employer, start by gaining an understanding of their recruitment, hiring, onboarding, and employee management processes. Then help them see how apprenticeship improves quality of care and instruction while providing a formalized, consistent, replicable approach to what they already do. Apprenticeship also helps drive down employee turnover, which is a large issue for child care employers.



HOW DOES THE EMPLOYER RECRUIT, HIRE, AND PROMOTE EMPLOYEES?

Employers are the foundation of apprenticeship. Their approaches to finding talent are the starting point for discussion. Are they looking for child care aides, assistant group supervisors, group supervisors, lead teachers, or director-qualified staff? What types of staff are they looking for most frequently? What are their most critical hiring needs?



HOW DOES THE EMPLOYER ONBOARD AND TRAIN EMPLOYEES?

Do they assess skill gaps and send employees to classes or offer ongoing training? That's what we call related technical instruction in apprenticeship.



HOW DOES THE EMPLOYER SUPPORT NEW EMPLOYEES AFTER THEY ARE HIRED?

Do they provide mentoring from a more experienced or credentialed co-worker or supervisor? That's what we call structured on-the-job training.



DOES THE EMPLOYER WANT TO GROW ITS OWN TALENT BY HELPING EMPLOYEES INCREASE SKILLS AND RESPONSIBILITIES OVER TIME?

Through apprenticeship, an employee can be hired with a high school diploma or GED and progress through a CDA, associate's degree or bachelor's degree program over time, at little or no cost to the employee.



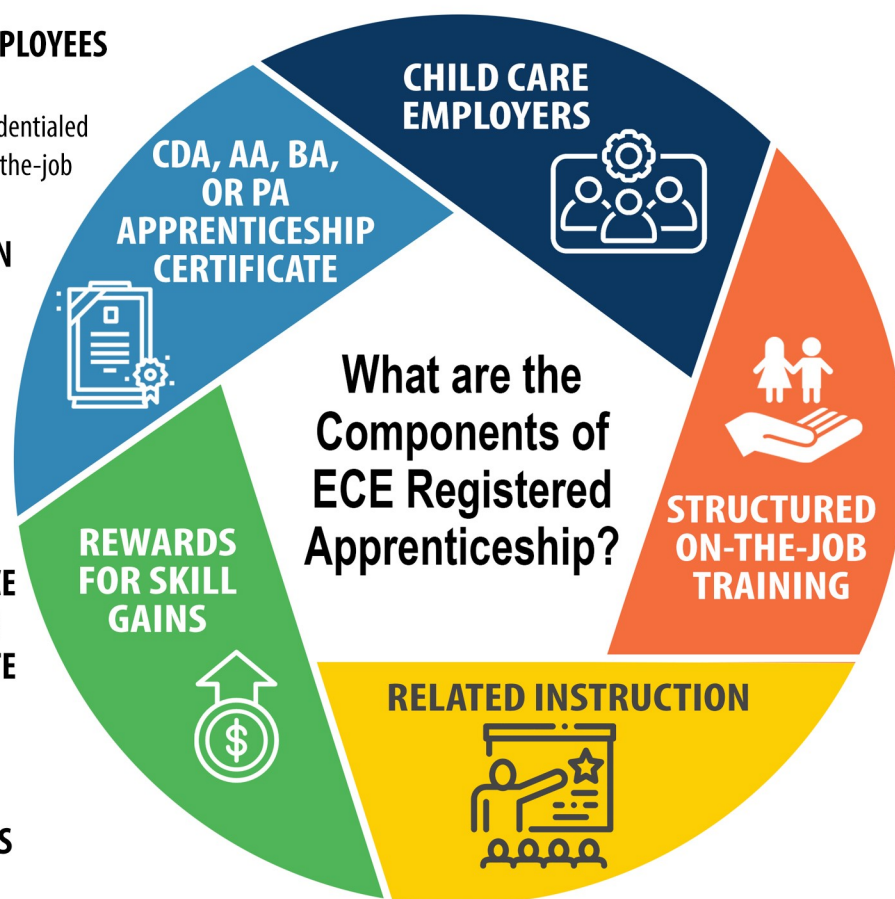
DOES THE EMPLOYER CONDUCT PERFORMANCE REVIEWS AND REWARD GOOD PERFORMANCE WITH MERIT-BASED INCREASES AND PROMOTE THEM OR GIVE THEM NEW LEVELS OF RESPONSIBILITY?

That's wage progression as a reward for skill gains.



DO THEY PARTICIPATE IN THE KEYSTONE STARS PROGRAM?

If so, they already have a system in place for wage progression.





USE THE LANGUAGE OF ECE

Apprenticeship has its own language and vocabulary. When talking with employers, use their language instead. This short apprenticeship-to-ECE employer dictionary will help you prepare for conversations with ECE employers.

USE THE LANGUAGE OF ECE

Outreach and Selection

Work Processes/Competencies

Related Technical Instruction

On-the-Job Training/On-the-Job Learning

Stepped-up Wages

Certificate of Completion

ECE EMPLOYER SPEAK

Recruiting and Interviewing

Job Descriptions/Position Responsibilities/DHS Education and Experience requirements

Credit-bearing Coursework Leading to a Credential

Mentoring, Coaching, Supervision of Work, Performance Reviews

Merit-based Increases, Performance Increases

CDA, Associate's and Bachelor's Degrees

For more information, call 814-262-0732 x248.