

PA EARLY CHILDHOOD EDUCATION REGISTERED APPRENTICESHIP

**AN EMPLOYER-DRIVEN PROGRAM THAT COMBINES ON-THE-JOB LEARNING
WITH JOB-RELATED INSTRUCTION**

COMPONENTS:

STRUCTURED ON-THE-JOB TRAINING

Apprentices get hands-on training at their work site, with support from experienced, credentialed coaches which allows them to acquire and demonstrate increased skills tied to NAEYC competencies.

RELATED TECHNICAL INSTRUCTION

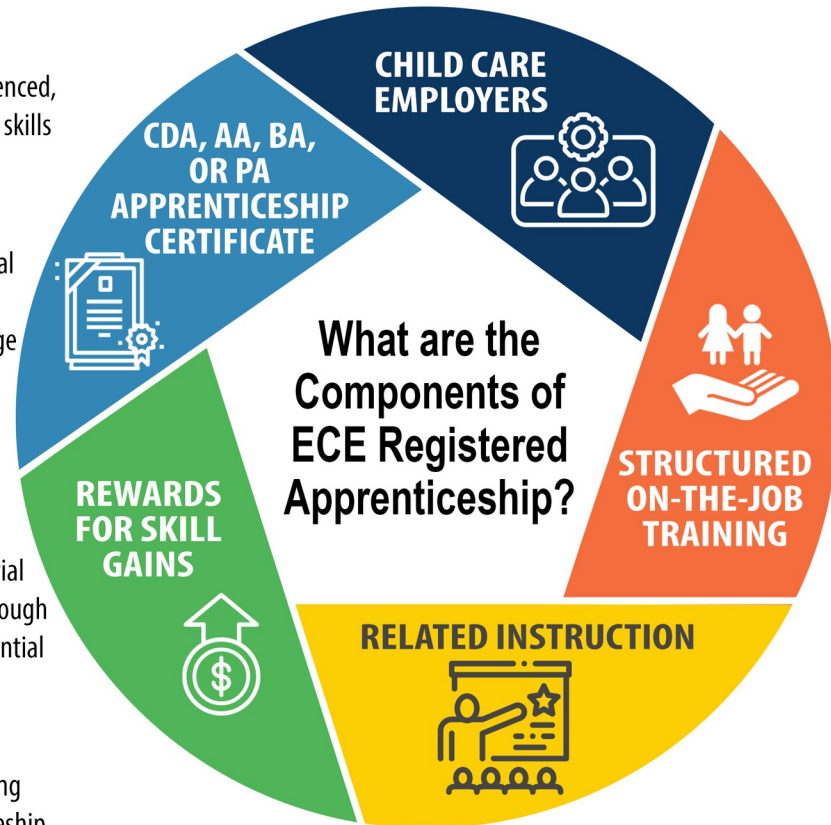
Classroom instruction complements on-the-job learning. The state's Professional Development Organizations (PDO) and its education partners collaborate with child care employers to deliver the curriculum based on the skills and knowledge required for the job. In much of Pennsylvania, this is standardized through the ECE Registered Apprenticeship Program sponsored by the District 1199C Training & Upgrading Fund. Classroom (also known as Related) instruction is offered by community colleges and 4-year colleges, universities, and other approved training providers. Apprentices enroll in classes that apply directly to their daily work on the job, as well as other coursework required by the credential or degree. In Pennsylvania, much of the cost of tuition and books is covered through the PDO and/or the T.E.A.C.H. scholarship program, ensuring the cost of a credential or degree are minimal for the apprentice and employer.

REWARDS FOR SKILL GAINS

Apprentices receive increases in pay as their skills and knowledge increase during the apprenticeship program. When an employer chooses to offer the apprenticeship program to employees, the employer identifies wage bumps that will occur at different points in the program. The state registered apprenticeship sponsor can assist employers with structuring the wage bumps. Usually, the process starts by establishing an entry wage and an ending wage and then building in progressive wage increases aligned with the attainment of skill benchmarks. Progressive wage increases help reward and motivate apprentices as they advance through their training.

NATIONAL OCCUPATIONAL CREDENTIAL

Every graduate of a Registered Apprenticeship program receives a nationally-recognized workforce credential. With the PA ECE Apprenticeship Program, the CDA, AA, or BA are the culminating academic benchmarks. An apprentice may begin by enrolling in a CDA program and advance to a BA with PA teaching certificate.



EMPLOYER BENEFITS

HELPS EMPLOYEE RETENTION
IMPROVES WORKERS' SKILLS
CREATES LEARNING CULTURE
ESTABLISHES CAREER PATHWAYS



CUSTOMIZATION

Apprenticeship programs can be customized to meet the needs of employers and the skills of apprentices.

APPRENTICESHIP DESIGN



HYBRID

The PA Early Childhood Registered Apprenticeship Program is a hybrid program in which progress is measured both in hours and skill competencies.

Flexibility in Related Technical Instruction: Coursework can be taught at the school, provided at the job site, or completed on-line during work time or after work hours.

BENEFITS OF A REGISTERED APPRENTICESHIP PROGRAM

- **Technical Assistance and Support:** Pennsylvania's ECE Registered Apprenticeship Program provides access to a nationwide network of expertise and support at no charge.
- **National Credential:** Graduates earn an Educational credential (Child Development Associate, Associate's Degree, or Bachelor's Degree) as well as a certificate of completion from the PA Department of Labor & Industry.
- **Quality Standards:** Pennsylvania's ECE Registered Apprenticeship system meets national and independent standards for quality. Registration tells prospective employees and families that you invest in your workforce and that you believe your employees are your most important asset.
- **Financial Resources:** Employers and apprentices that are part of Pennsylvania's ECE Registered Apprenticeship program can access tuition support, academic advising, tutoring, another other supports that will benefit their apprentices and their child care programs.
- **Recruitment and Retention:** By offering the Apprenticeship Program to employees, you become an employer of choice for recruits and incumbent staff will be motivated to stay.



TOP 5 REASONS TO GET INVOLVED WITH ECE REGISTERED APPRENTICESHIP

1. Offering apprenticeship to your employees shows you care about their future.
2. Apprenticeship is a great way to attract and retain child care workers (Free or very low cost college degree...)
3. Apprenticeship allows you to grow your own talent.
4. Through apprenticeship, you create a culture of learning that benefits ALL employees.
5. Quality of care will improve as apprentices master skills. Children benefit! Isn't that why we're all here to begin with?

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