

ECE Registered Apprenticeship:

Pennsylvania's ECE Registered Apprenticeship Program:
ECE Teaching Pathway from CDA, to Associate's Degree, to Bachelor's Degree

DISTRICT 1199C
**Training &
Upgrading
Fund**



Overarching Statewide Goal:

Help address ECE teacher shortages by creating an Apprenticeship **system** grounded in a local/state **partnership** model.

System Objectives:

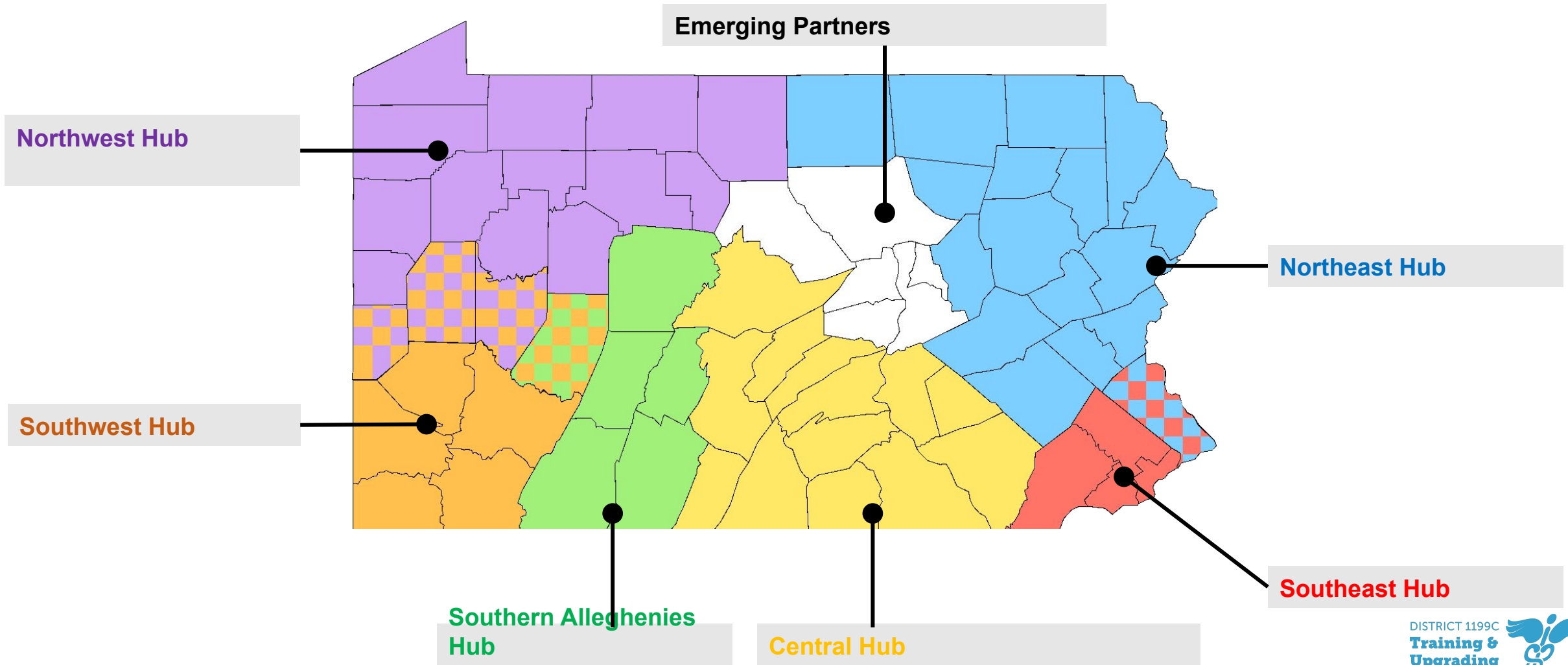
- Strengthen and build capacity of the ECE teaching career pathway from CTE to BA with teaching certification
- Create a sustainable, standardized statewide workforce model that provides access to articulated educational steps leading to credentials and higher wages
- Ensure workforce equity and diversity by strengthening the articulation of educational steps with sustainable tuition support and funding
- Achieve economies of scale by building a standardized system statewide



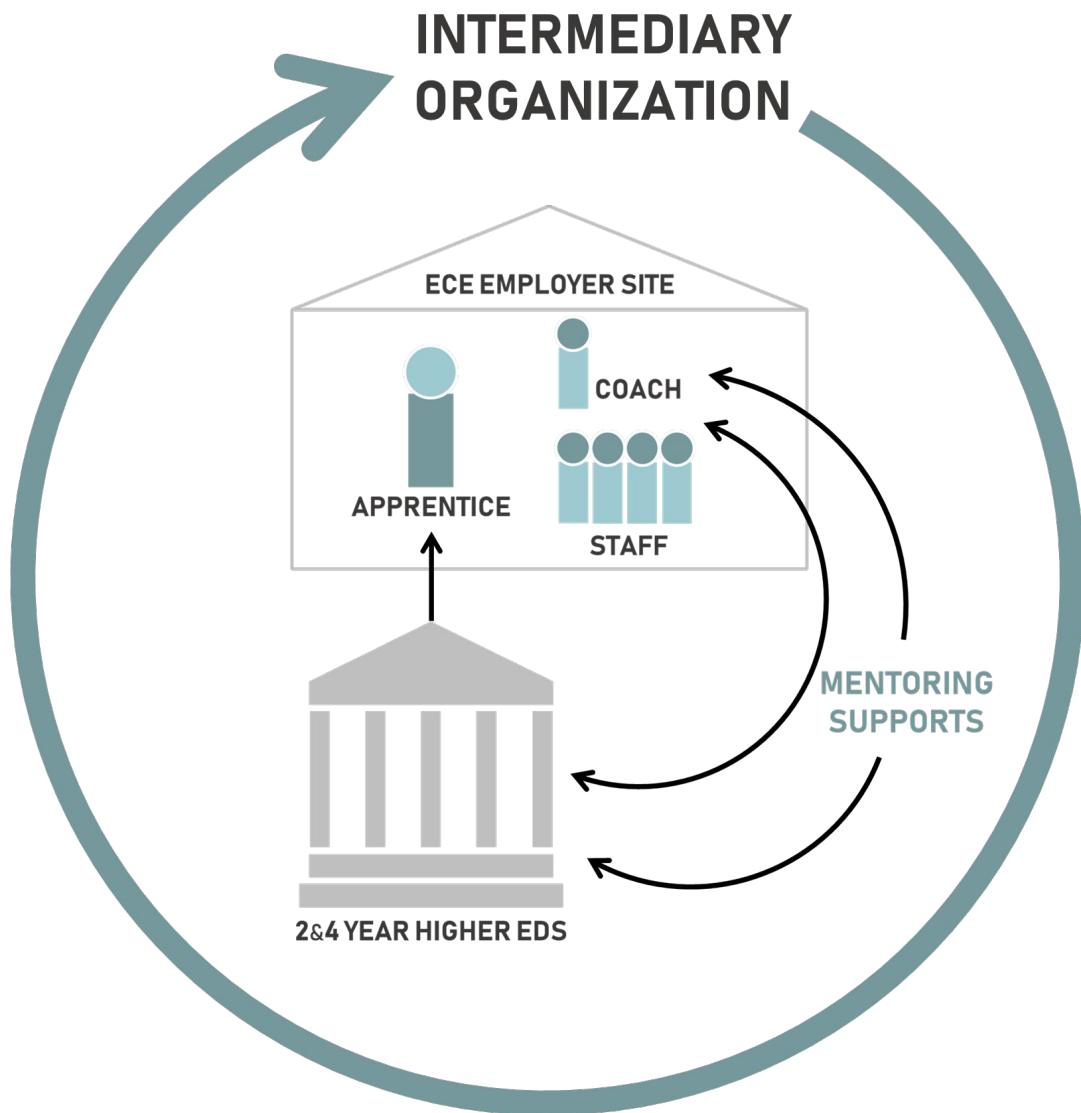
One Statewide Sponsor

- One set of standardized work processes includes three levels of competencies aligned with NAEYC Draft Standards for CDA, AA, and BA
- Related technical instruction for the CDA, AA and BA are specific to the educational provider
- On the job learning is standardized statewide
- ECE apprenticeship programs are sponsored by 1199C Training Fund exist under one set of statewide universal Apprenticeship Standards
- Six regional intermediaries (also known as hubs) serve as the organizing entity for education and employer partners in their region under the auspices of the statewide sponsor

Statewide Regional Network



Regional Intermediary Partners



- **Employers**
- **Apprentices**
- **ECE Staff (journey workers)**
- **Onsite Employer Coaches**
- **Mentoring Organization**
- **Higher Ed Institutions**

Accelerated ECE Teaching Career Path

Career Coaching and Case Management

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Apprenticeship and Mentoring

Employed:
Assistant Teacher
(Apprentice)

College Readiness and Navigation Support

Promoted:
Lead Teacher,
working on BA/BS

Promoted:
Director, Supervisor,
Master Teacher

CDA Preparation & Pre-Apprenticeship for high school and out-of-school youth



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 ECE Associate's Degree program



Bachelor's Degree & teacher's certification
120 credits
to complete degree

(PROGRAM-TO-PROGRAM
ARTICULATION WITH ASSOCIATE'S)

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Apprenticeship Associate Degree 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 1/2 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 Coaching

- Coach (with degree) identified by employer
- One Coach assigned to each Apprentice
- Pair meets weekly to assess competency attainment

Statewide Data

- 1 Statewide Sponsor and 6 Regional Intermediaries
- 8 Higher Education Institutions
- 83 Employer Partners
- 181 registered apprentices:
 - 51 CDA
 - 122 AA Degree
 - 8 BA Degree
- 33 apprentice graduates + 52 2021 projected graduates
- 40 high school pre-apprentices

Any Questions?

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