

Spotlight on Innovative Practices Series
Apprenticeship Programs: An Alternative Approach to Workforce Credential Attainment

April 14, 2020

Presenters:
Michelle Adkins, NCECHW
Brandi King, NCECDTL
Tara Dwyer, Director of Workforce Development, PA Department of Child Development

NATIONAL CENTER ON
Early Childhood Development, Teaching and Learning

NCECDTL

1

Webinar Features

Media Player Question & Answers Webinar Tips (English & Spanish)

Help Slide Deck Resource List Closed Captioning (English & Spanish)

NCECDTL

2

Session Agenda

Here's what we're doing today:

- I. Welcome and Introductions
- II. Why Apprenticeships? Why Now?
- III. Five Key Components of Apprenticeships
- IV. Pennsylvania's Apprenticeship Model
- V. Questions and Answers
- VI. Resources and Wrap-Up

NCECDTL

3

1

Session Objectives

At the end of this presentation, you should be able to:

- Describe the current early childhood landscape
- Identify the key components of apprenticeships
- Explain the benefits of PA apprenticeship model

NCECDTL


4

Welcome and Introductions


NCECDTL

5


Presenters




Paula Bendl Smith
Office of Child Care



Michelle Adkins
NCECHW



Brandi King
NCECDTL



Tara Dwyer
Director of Workforce Development

NCECDTL

6

2

Why Apprenticeships?
Why Now?

NCECDTL

7

The ECE Landscape

- IOM Report: Transforming the Workforce for Children Birth Through Age 8
- Power to the Profession
- Quality Improvement Initiatives
- Workforce Recruitment and Retention Challenges
- Recognition that Compensation is an Issue

Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation

INSTITUTE OF MEDICINE AND NATIONAL RESEARCH COUNCIL ON EARLY CHILDHOOD DEVELOPMENT

NCECDTL

8

Why Apprenticeships?

APPRENTICESHIP

SCHOOL STUDIES PROFESSION SKILLS PERFORMANCE CAREER MOTIVATION GOALS

NCECDTL

9


Five Key Components of Apprenticeships



NCECDTL

10

The 5 Components




- Employer Involvement
- Structured on-the-job Learning
- Related Instruction
- Rewards for Skill Gains
- Recognized Credential

NCECDTL

11


Employer Involvement


- Sponsorship
- Paid Release Time
- On-Site Mentoring/Coaching
- Salary Increases




NCECDTL

12


 **Structured On the job Learning**




- Aligned with coursework
- Guided by more experienced peer
- Mentors are trained
- Time provided for both mentor and mentee




13


 **Related Instruction**




- Aligned with on-the-job training
- Partner with Institution of Higher Education
- Degree attainment or CDA
- Instructors part of designing instruction and on-the-job training




14


 **Rewards for Skill Gains**


- Employers commit to raise wages, typically, two or three times during the apprenticeship program
- Pay increases based on educational attainment or demonstration of competency





15

 **Recognized Credential**



- Recognized credential
- Degree or CDA or State specific credential
- Career Pathways

NCECDTL

16

Pennsylvania's Apprenticeship Model




NCECDTL

17

Early Childhood Educator Apprenticeship

PA pennsylvania
OFFICE OF CHILD DEVELOPMENT AND EARLY CARE/EDUCATION


Pennsylvania's Early Childhood Educator Apprenticeship:
A Collective Approach to an Early Childhood Educator Career Pathway



Tom Wolf, Governor
Paula Rivera, Secretary of Education
Teresa Miller, Secretary of Human Services


18

Early Childhood Educator Apprenticeship



Overarching Goal


Address inequities that perpetuate the undervaluing of PA's early childhood educators by establishing a registered, degree apprenticeship as an accessible career pathway.



Tom Wolf, Governor | Pedro Rivera, Secretary of Education | Teresa Miller, Secretary of Human Services


19

Early Childhood Educator Apprenticeship



An Achievable Pathway


Build one ECE registered apprenticeship program that sponsors all participating employers, involves regional responses to workforce needs and engages education partners at all levels of the ECE Career Pathway.




Tom Wolf, Governor | Pedro Rivera, Secretary of Education | Teresa Miller, Secretary of Human Services

20

Early Childhood Educator Apprenticeship



Developing a Shared Vision for Pennsylvania's ECE Workforce



Tom Wolf, Governor | Pedro Rivera, Secretary of Education | Todd Daas, Acting Secretary of Health and Welfare

21

Early Childhood Educator Apprenticeship



Pennsylvania's ECE Apprenticeship Design


- Three Levels: CDA AA BA
- College preparation to increase enrollment after CDA
- Registered, hybrid of hours and competencies
- Employer led
- Recruitment strategies
- Authentic Assessments



Tom Wolf, Gov. of Pa. | Peter Rivera, Sec. of Pa. Education | Teresa Miller, Sec. of Pa. Human Services

22

Early Childhood Educator Apprenticeship



Enhances and Develops

Seamless articulation of CDA to AA to BA

- Onsite Coaching/Leadership Development
- Specialized supports
- Community and regional assets
- Compensation increases as skills and knowledge increase

Tom Wolf, Gov. of Pa. | Peter Rivera, Sec. of Pa. Education | Teresa Miller, Sec. of Pa. Human Services

23

Early Childhood Educator Apprenticeship



Pennsylvania's ECE Apprenticeship Partners

- State Partnerships
- Apprenticeship Sponsor
 - Higher Ed
 - Intermediaries
 - Industry Partners
 - Employers

Tom Wolf, Gov. of Pa. | Peter Rivera, Sec. of Pa. Education | Teresa Miller, Sec. of Pa. Human Services

24

Early Childhood Educator Apprenticeship

PA pennsylvania
OFFICE OF CHILD DEVELOPMENT
AND EARLY LEARNING

Pennsylvania's ECE Apprenticeship: A Three-Pronged Approach

EMPLOYER	APPRENTICE	ON SITE COACH
Intermediaries and support organizations	IHEs (Related Technical Instructor and Degree awarding Institute)	Mentor (Technical Assistant and coaching supports)
Financial support, technical support for staffing, and retention and apprentice solutions	State funding to support transformation, funding for tuition assistance, honoring and affirming competencies.	Leadership development for coaches, competency based observation support and reflective supervision.

Tom Wolf, Gov. of PA | Heidi R. Pridemore, Sec. of Education | Teresa Miller, Sec. of Human Services

25

Early Childhood Educator Apprenticeship

PA pennsylvania
OFFICE OF CHILD DEVELOPMENT
AND EARLY LEARNING

Beginning Stages: Invested in Development



Tom Wolf, Gov. of PA | Heidi R. Pridemore, Sec. of Education | Teresa Miller, Sec. of Human Services


26

Early Childhood Educator Apprenticeship

PA pennsylvania
OFFICE OF CHILD DEVELOPMENT
AND EARLY LEARNING

“We have experienced what it's like to release any assumption that one person has all the skills needed to lead and support the work.”

*Adrienne Maree Brown,
Emergent Strategy:
Shaping Change, Changing Worlds*

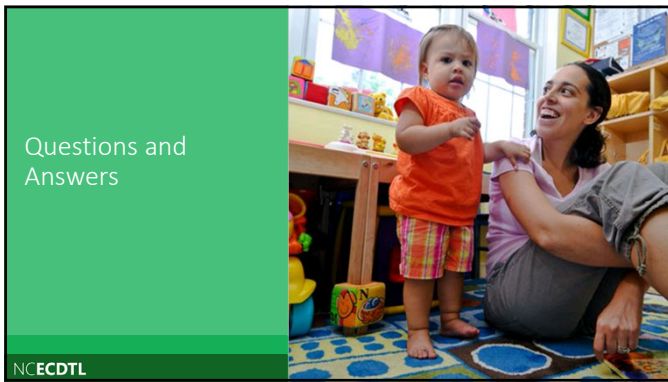


Tom Wolf, Gov. of PA | Heidi R. Pridemore, Sec. of Education | Teresa Miller, Sec. of Human Services

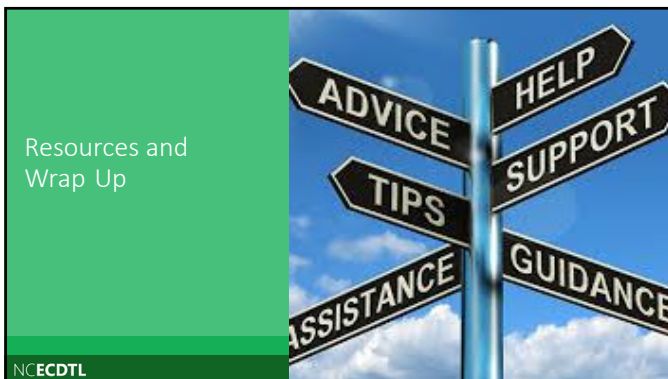
27



28



29



30


10

 **Apprenticeship Resources and Supports**


- US Department of Labor (DoL), Apprenticeship.gov: <https://www.apprenticeship.gov/about-apprenticeship>
- US DoL, Apprenticeship Toolkit: <https://www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm>
- US DoL, Employment and Training Administration: A Quick Start Toolkit: Building Registered Apprenticeship Programs: https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf
- Workforce GPS: Introduction to Apprenticeship: <https://apprenticeshipusa.workforcegps.org/resources/2018/01/16/20/01/Introduction-to-Apprenticeship>
- The Urban Institute, Starting a Registered Apprenticeship Program: https://innovativeapprenticeship.org/wp-content/uploads/2017/06/Employer-Guide_June-2017.pdf




31

 **References**

- New America. <https://www.newamerica.org/education-policy/edcentral/moving-beyond-false-choices-early-childhood-educators/>.
- Unites States Department of Labor, Apprenticeship Toolkit. <https://www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm>.




32

 **Contact Information**

Michelle Adkins
National Center on Early Childhood Health and Wellness
Michelle.Adkins@usa.childcareaware.org

Brandi King
National Center on Early Childhood Development, Teaching, and Learning
Brandi.King@usa.childcareaware.org

Tara Dwyer
Director of Workforce Development,
PA Office of Child Development
c-dwyer@pa.gov



33



Thank you!

NCECDL

34
