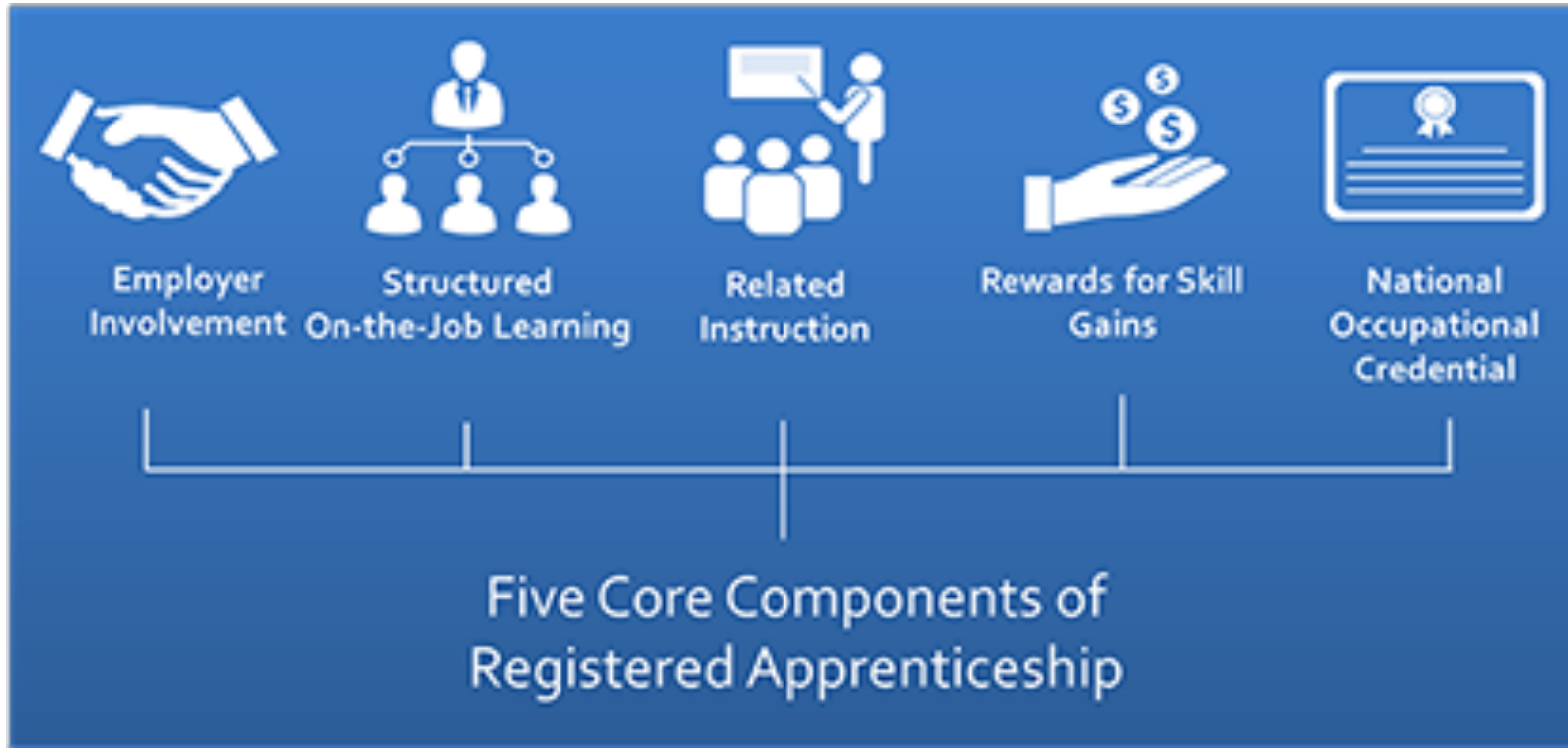




TEACH

ECAP: Early Childhood Apprenticeship Program

PATTY HALL, CAÑADA COLLEGE
MAGGIE BARRIENTOS, CSM
KRISTINA BROWER, SKYLINE
TINA WATTS, SKYLINE



Defining Apprenticeship



Philosophical
Foundation



Teacher
Development
Theory



Coursework,
Certificates &
Degrees



Student
Support
Resources



Practical
Experiences &
Community
Resources

Competency-Based Apprenticeship Framework

Apprenticeship v. Internship

	Registered Apprenticeships	Typical Internships
Term	6 months - 6 years (including training)	6-20 weeks
External Oversight	Registration under state and/or federal labor agencies	Educational institution or none
Resulting Credential on Completion	National, portable certificate of occupational competence	Usually none
Compensation	50-90% of regular employees	Stipend or unpaid
Benefits Provided	Health, dental, vision, 401K, life insurance from Employer Partner in alignment with their benefit package	Usually none
College Credit	Yes, if RSI is affiliated with community college	Usually none, sometimes OJT or Work Experience

Why NOW?

Child Care Industry Crisis

COVID Recovery

Advisory Committee Feedback

In California there are 93,000 apprentices today. The state has a goal of establishing 500,000 earn-and-learn apprenticeships by 2029, creating a new vocational pipeline of high-skill workers.

CA Apprenticeship Initiative 2021

Philosophical Foundation

Social Mobility

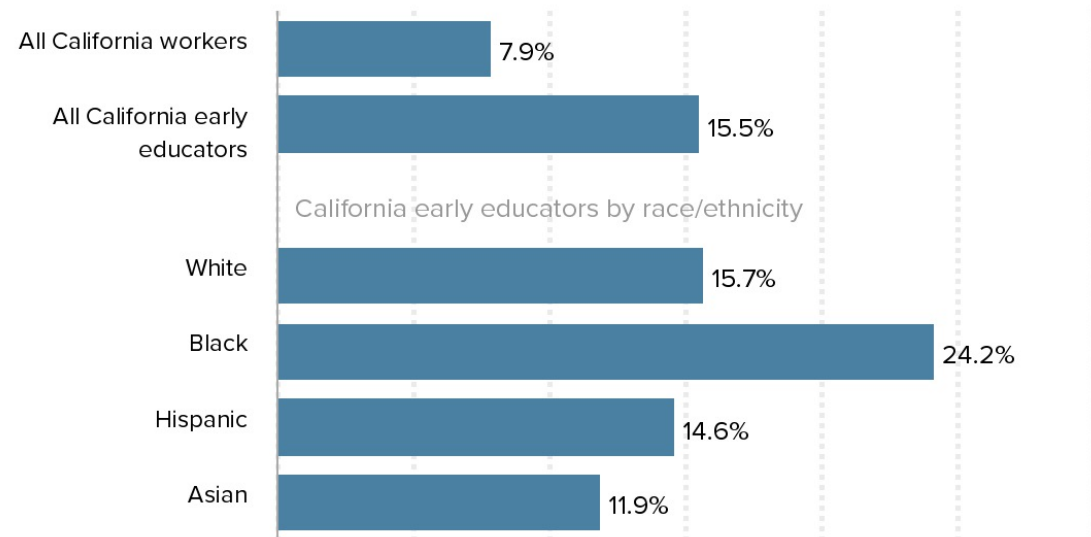
Social Currency

Structural Mobility

English Language Proficiency

California early educators are more likely to live in poverty than other California workers

Shares of workers who live below the poverty line, all California workers, all California early educators, and California early educators by race/ethnicity



Note: Data for early educators include American Community Survey respondents in the child care workers occupational category and in the preschool and kindergarten teachers occupational category with public school workers excluded (as a proxy for excluding kindergarten teachers).

Source: American Community Survey public use microdata, accessed through [IPUMS USA](#), [University of Minnesota](#) (Ruggles et al. 2019)

College + Work Experience = Wage Increases

Set Starting Wage

Guaranteed Incremental Increases

Significant Wage Increase at Completion of AS-T

Occupational Cluster/ Occupation Title	2018 Jobs	5-Yr Change (New Jobs)	5-Yr % Change	5-Yr Replacements	Replacements as % of Openings	5-Yr Openings	Average Annual Openings	25th %ile Annual Wage	Median Annual Wage
Preschool/Childcare									
Childcare Workers	33,863	385	1%	24,491	95%	25,761	5,152	\$17,354	\$21,701
Preschool Teachers	18,636	1,419	8%	9,266	87%	10,706	2,141	\$32,766	\$38,069
Administrators, Preschool and Childcare Center/Program	3,245	208	6%	1,237	85%	1,458	292	\$44,200	\$52,758
Special Education Teachers, Preschool	244	60	25%	95	61%	155	31	\$35,583	\$47,301
Total Preschool/Childcare	55,988	2,072	4%	35,089	92%	38,080	7,616	\$32,476	\$39,957

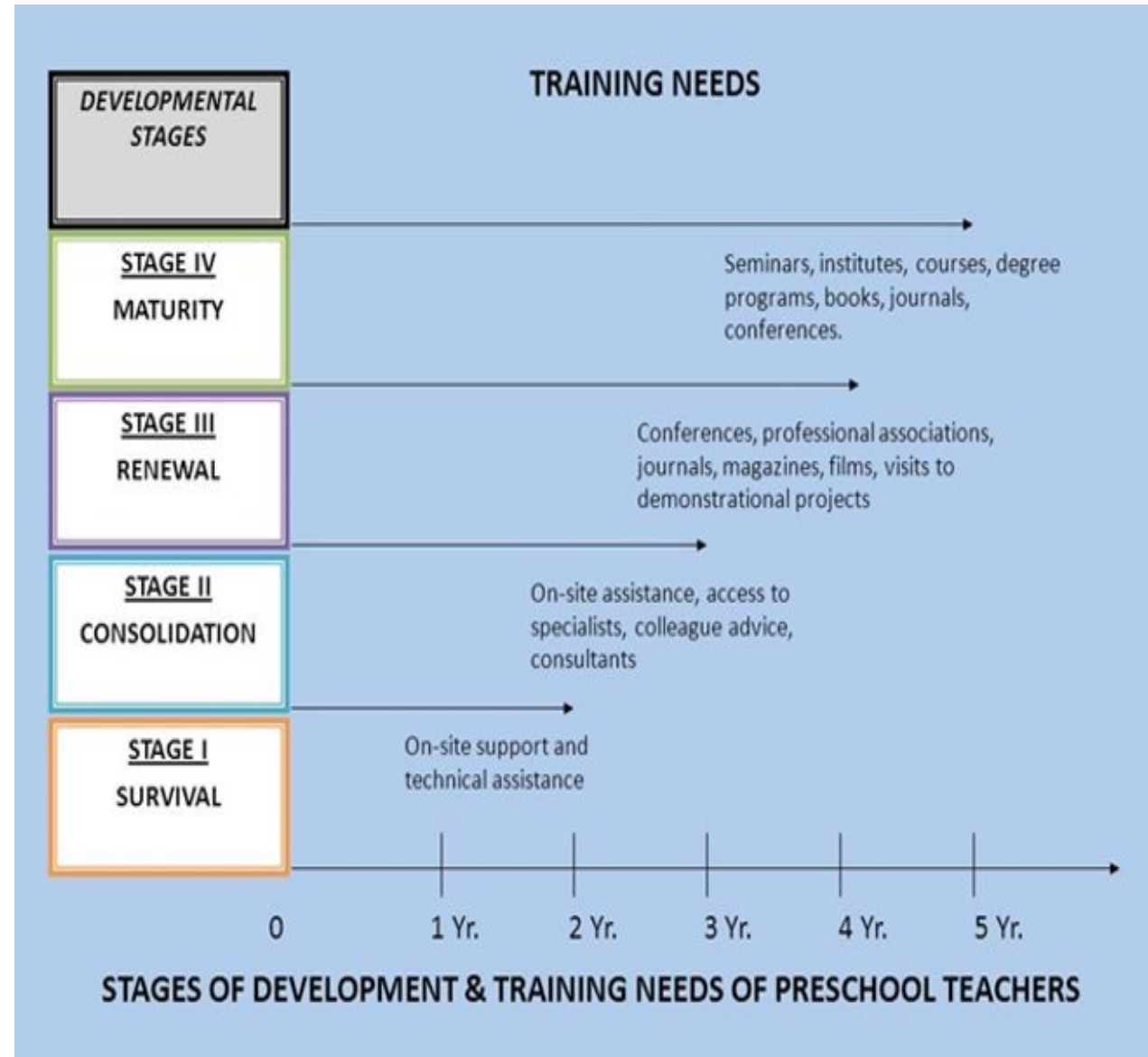
Teacher Development

Novice

Advanced Beginner

Competent Teacher

Diversify Leadership



Data

Most students with ECE programs of study enroll part-time, with approximately one fifth enrolling in 12 or more units in a major term.

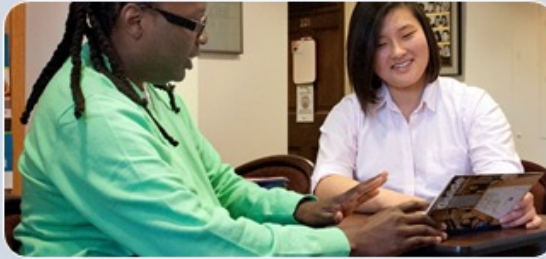
Term	Count	Over 12 units	Median units enrolled	Average units enrolled	Median units enrolled CAN	Average units enrolled CAN
Fall 2019	51	11	6	7	6	7
Spring 2020	99	15	5	6	4	6
Summer 2020	93	2	4	5	3	4
Fall 2020	174	30	6	7	6	6
Spring 2021	193	28	6	6	3.5	6

Of students who earn ECE awards, many complete many years after their first term of enrollment at the district.

Award	Median years to finish	Average of Years to finish
ECE ADT	7	9
ECE AS	9	13
ECE Cert	9	10



Academic
Support
Resources



Student
Services
Resources



Child
Development
Center
Resources

Apprentice Success =
Comprehensive Approach



The Academic Pathway – AST ECE

ECAP Guided Pathway: AS-T ECE ~ 3 Year Program Map

Year	Orientation	Apprenticeship - Year 1 Associate Teacher Permit 50 Days of 3+ hours			Apprenticeship - Year 2 Teacher Permit Additional 125 days of 3+ hours			Apprenticeship – Year 3 Master Teacher Permit AST ECE		
		Word Jam winter Break			Math Jam Winter Break					
CSU Gen Ed AS T ECE		COMM 130 (CSU A 1) Interpersonal Communication	ENGL 105 (CSU A2) Composition with Support	MUS 202 (CSU C1) Music Appreciation	ANTH 125 (CSU B 2) Physical Anthropology ANTH 126 (CSU B3) Physical Anthropology Lab	ENGL 110 (CSU A3, C2) Composition, Literature & Critical Thinking	PLSC 210 American Politics (DSI, D US-2, D US-3)	MATH 150 (CSU B 4) Mathematics for Elementary Teachers HIST 202 (CSU C2; DSI, D US-1, D US-2) United States History th1877 - Present	ENVS 115 (CSU B1) Environmental Science HIST 104 (CSU C2, DS1) World History	ETHN 108 (CSU F) Rethinking Race, Gender & Nation
EDU-CD Courses		ECE 211 (GE Elec) ECE Curriculum	ECE 201 (CSU D S1) Child Development	CRER 137 Life and Career Planning	ECE 254 (GE Elec) Teaching in a Diverse Society	ECE 313 (GE Elec) Health, Safety & Nutrition for Young Children	ECE 242 (GE Elec) Adult Supervision	ECE 275 Children's Language and Literacy Development (GE Elec)	ECE 191 (CSU C2) Children's Literature	
ECE Credit by Prior Learning CPL		Apprenticeship Learning Community = ECE 210 Principles and Practices in ECE and	Apprenticeship Learning Community = ECE 212 Child Family & Community		Apprenticeship Learning Community = ECE 333 Observation & Assessment and	Apprenticeship Learning Community = ECE 366 Practicum in ECE		Apprenticeship Learning Community = ECE 242 Adult Supervision		
Field Experience & Paid On-The-Job Training	Orientation • Application & Enrollment Process • Immunizations • Placement Preferences & Process	* 3 units COOP CDC Placement or Community Placement • 20 hrs. per week	• 3 units Coop • CDC Placement or Community Placement • 20 hrs. per week	• CDC Placement or Community Placement • 20 hrs. per week	• 3 units Coop • CDC Placement or Community Placement • 20 hrs. per week	• 3 units Coop • CDC Placement or Community Placement • 20 hrs. per week	• CDC Placement or Community Placement • 20 hrs. per week	• CDC Placement or Community Placement 205 hrs. per week	• CDC Placement or Community Placement • 20 hrs. per week	• CDC Placement or Community Placement • 40 hrs. per week

Intentional Academic and Career Guidance

At-Cañada

- Dedicated ECAP Counselor assignment
- Dedicated ECAP Retention Specialist assignment
- Embedded Tutors
- Participation in Math Jam, Word Jam
- ECAP Priority Enrollment

On-the-Job

- ECAP Mentor
- Flexible Work Schedule
- Guaranteed Hours
- Guaranteed Wages & Increases

Comprehensive Student Support Services

At-Cañada

- ECAP Learning Community
- Strong Workforce – Start up and systems funding
- EOPS – Wrap around support for qualifying students
- Career Center – Career preparation
- Promise Scholars – Free tuition required in apprenticeship programs
- OER Materials in core ECE classes
- Tech loans – devices and wifi
- Sparkpoint – Financial coaching, community resources
- Library / Learning Center – Academic support
- What are we missing??



New
Educators



Incumbent
Educators



Quality
Improvement

Apprentice Experiences

YEAR 1

- New Students
- CDC Programs
- 1-2 Selected Beta Test Classrooms

YEAR 2

- New Students
- Dual-Enrollment Students
- CDC Programs
- Selected Tier 3 QCC Classrooms

YEAR 3

- New Students
- Dual Enrollment - HS & Adult Education
- Incumbent Workforce
- CDC Programs
- Tier 3 QCC Classrooms

YEAR 4

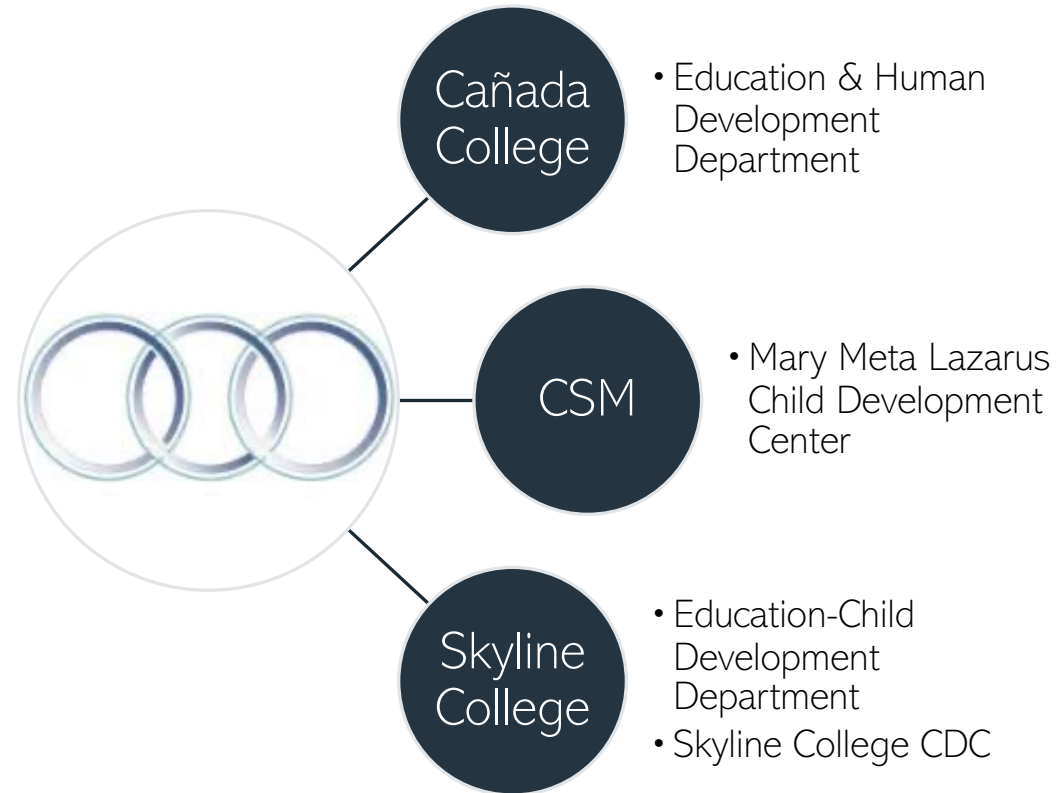
- New Students
- Dual Enrollment Students
- Incumbent Workforce
- FCC Workforce
- CDC Programs
- Tier 3 QCC Programs

YEAR 5 & Beyond...

- All ECE On-Ramps

Apprentice Experience Pathway

SMCCCD Apprentice Experience Collaboration – Unique in the State



Community Collaboration

IDENTIFYING PARTNERSHIPS

Apprenticeship Needs	BACCC Regional & RJVs	State Funding Sources	SMCCD Resources	Community Resources	Philanthropic Resources
<u>Academic Resources</u> Courses, textbooks, technology, etc.		X	X	X	X
<u>Student Resources</u> Tutoring, counseling, advising, etc.			X	X	X
<u>Auxiliary Resources</u> Food, transportation, childcare, etc.			X	X	X
<u>Professional Resources</u> Live Scan, CPR/First Aid, Permits, etc.			X	X	X
<u>Community Resources</u> Cooperating Teacher/Program Stipends, Coach Stipends, etc.			X	X	X
<u>Personnel</u> Faculty, staff, etc.			X	X	X
<u>Apprenticeship Wages</u>			X	X	X
<u>Startup Funding</u>	X	X	X	X	X

Necessary Canada & District Input

People Power

- Office of Instruction
- BWD Division
- A & R Enrollment Processes
- PRIE
- Counseling
- Marketing
- Business Office/District Office
- Outreach
- Dual Enrollment Program – Enrollment
- Career Center
- SMCCD Office of Education Services

Funding

- Strong Workforce
- Perkins Funding
- Guided Pathways
- Fund 1

Additional Resources

- California Apprenticeship Initiative - <https://caihub.foundationccc.org/>
- Division of Apprenticeship Standards - <https://www.dir.ca.gov/das/das.html>
- Jobs for the Future, Center for Apprenticeship Work-Based Learning <https://www.jff.org/what-we-do/impact-stories/center-for-apprenticeship-and-work-based-learning>
- US Department of Labor Apprenticeship: <https://www.apprenticeship.gov/>
- Credit for Prior Learning Initiative <https://successcenter.cccco.edu/Strategic-Projects/Credit-for-Prior-Learning-Initiative>

Questions?

