

TEACH
EARLY CHILDHOOD®

National Center

A Division of Early Years



TEACH NATIONAL APPRENTICESHIP REPORT

National Early Childhood
Educator Apprenticeship
Network powered by Early Years

**TEACH EARLY CHILDHOOD
NATIONAL CENTER**

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www.earlyyearsnc.org
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OVERVIEW



Apprenticeships provide a unique opportunity to support skill development in the high demand field of early childhood education. Utilizing the unique structure of an apprenticeship, a participant will be able to gain employment and attend institutions of higher education to work toward industry-recognized credentials and

degrees. Registered apprenticeship programs have five main components: paid job, on-the-Job training, related-technical instruction, mentorship and credentials. Blending these key components together is what makes an apprenticeship a unique opportunity to meet a participant where they are and support them in earning credentials and degrees. In addition, the components of TEACH Early Childhood® scholarships for associate and bachelor's degrees have always mirrored the elements of an apprenticeship program. As the early childhood network aims to strengthen career pathways for those entering the early childhood profession, apprenticeship can provide robust and varied opportunities.

The TEACH Early Childhood® National Center supports states through the National Early Childhood Educator Apprenticeship Network as an industry intermediary to develop registered apprenticeship models that work in coordination with existing scholarships to build the workforce. While not all states house the TEACH scholarship program, technical assistance and support can be provided to all states, identifying possible opportunities to use the apprenticeship model. As an industry intermediary the National Center provides individualized technical assistance to states to develop, recruit and implement early childhood apprenticeship using the approved U.S. Department of Labor registered model. Each apprenticeship program will be unique to the state and community it will serve. The National Center works with a stakeholder team in each state to create a program that will meet the needs of the early childhood workforce.

NATIONAL STATE DATA

36

Apprentices

36 years

Average age of participants

530

College credit hours taken

3.57

Average GPA

23,877

On-the-job training hours

STATE HIGHLIGHTS

ARKANSAS

Arkansas Early Childhood Association held the first Apprentice Retreat for 10 apprentices in Hot Springs. The goal of the retreat was to build a system of support. Through storytelling and games the struggles scholars faced were explored, including the balancing act of school and family responsibilities and feelings of depression. Apprentices shared their thoughts on the retreat:

“Overall it was a great weekend . Being able to organize and figure out what works for me will help me succeed in school because everything we discussed can pertain to work, school and home life.”

“Balance! You gave us great tips and advice on how to find balance.”



COLORADO

As the **Early Childhood Council Alliance** worked across the early childhood apprenticeship landscape in the state they actively worked to identify gaps in opportunity within the early childhood workforce. One of the gaps identified was the need to support leadership development within the early childhood workforce. The CO team worked to develop an early childhood director apprenticeship that would support early childhood educators looking to move into leadership roles within the field. The first apprentice enrolled in the program summer of 2024.

OHIO

Ohio Child Care Resource and Referral Association worked with a stakeholder team to support the development and registration of a state registered apprenticeship program. The stakeholder team worked closely with the Ohio Department of Labor to get an Early Childhood Educator apprenticeship model registered.

MINNESOTA

The Minnesota Apprenticeship Program through **Child Care Aware of Minnesota** supported Katelyn Sakar with the final coursework needed to complete her Associate Degree in Early Childhood.

“The TEACH Apprenticeship Program provided me with the opportunity to grow my skills and knowledge within a field that is very close to my heart. With this program I was able to make a bridge between my work and schooling. This helped me transfer what I learned into actions within my classroom. Being able to work with a mentor allowed me to challenge and push myself to be a better teacher. I am very thankful for this program and encourage everyone I meet to join it.”



PENNSYLVANIA

Statewide Early Childhood Educator Apprenticeship programs take time to develop. Every detail is essential to the program's success and sustainability. Pennsylvania never wavered from this commitment and chose upfront strong collaborative partnerships. **Pennsylvania Child Care Association** and the Pennsylvania Department of Labor and Industry have enthusiastically joined forces to work side by side to meet the demands of robust and exhaustive paperwork processes. Although the application process, competency-based work process checklist and approved related technical instruction has taken some time to develop, Pennsylvania once approved, will be foundationally ready to take on the 3,038 open early educator vacant positions.

NEBRASKA

While most of the states in the national apprenticeship network are in year two of development, **Nebraska Association for the Education of Young Children** completed its first year. In the first year Nebraska was able to develop a robust statewide stakeholder team that supported the development of the first early childhood apprenticeship program in the state. In the fall of 2024 Nebraska was able to begin recruitment for the first cohort of 10 apprentices.

NORTH CAROLINA

As the newest state partner in the National Early Childhood Educator Apprenticeship Network, Early Years registered the first statewide **Early Childhood Educator (ECE) Apprenticeship Program** in North Carolina on October 31, 2024. With the support of collaborating partners, [NC Business Committee for Education \(Building Bright Futures\)](#), and [ApprenticeshipNC](#), the statewide program will focus on developing a seamless pathway into early education careers. With the first participating employer confirmed, NC expects to launch their initial ECE Apprenticeship cohort in January of 2025.

WHAT'S NEXT



As we look towards the future of Apprenticeship opportunities in early childhood, 2025 brings even more of a collective national presence in early childhood educator career pathways. Through the last several years, Apprenticeship programs have proven to be effective and sustainable as the future workforce embraces two year degree attainment. Now, as apprenticeship program graduates emerge, we continue to recognize the need for additional supports in early childhood apprenticeship programs. In 2025, the TEACH Early Childhood National Center will release:

- The National Early Childhood Bachelor of Arts Apprenticeship Program: States will be able to offer four year degree apprenticeship programs as their ECE systems and workforce demands.
- The National Early Childhood Mentor Guide: The Mentor Guide will serve as a living document that will offer Mentors information and resources to support their roles. This document will provide rich examples, videos and tools to use as Mentors create rich and fulfilling experiences for apprentices.

Partnering State Information

Arkansas- Arkansas Early Childhood Association

Colorado- Early Childhood Council Leadership Alliance

Ohio- Ohio Child Care Resource and Referral Association

Minnesota- Child Care Aware of Minnesota®

Pennsylvania- Pennsylvania Child Care Association

Nebraska- Nebraska Association for the Education of Young Children

North Carolina- Early Years

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ECEPTS Early Care & Education Pathways to Success

BBF- Build Bright Futures

North Carolina Business Committee for Education

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