



# FAMILY CHILD CARE APPRENTICESHIP PROJECT OVERVIEW

## BACKGROUND

Recent initiatives such as *Home Grown*<sup>i</sup> point to an increased awareness of the importance and impact of the home-based sector of the Early Care & Education (ECE) workforce. The impact of Covid-19 on the ECE industry has increased that awareness. Such initiatives highlight the need for field-tested models to address the unique professional development needs of Family Child Care (FCC) providers and their strengths and challenges, address the dire financial context in which FCC providers operate, and incorporate research-based content and practice that can lead to optimal outcomes for children in home-based care.

From 2015-2019, Early Care & Education Pathways to Success (ECEPTS), in collaboration with the SEIU Early Educator Training Center (SETC), developed and implemented a state-registered on-the-job training program for FCC providers. The program involved four cohorts working with three ECE Resource & Referral agencies in LA and Alameda Counties. Collectively, 163 apprentices engaged in communities of practice, completed no-cost college coursework, earned CA Child Development Permits, and received stipends in lieu of wage increases as successive milestones were achieved. Reflecting the program's potential for scaling, the program was featured in the Learning Policy Institute's publication, *Promising Models for Preparing a Diverse, High-Quality Early Childhood Workforce*.<sup>ii</sup>

## PILOTING AN FCC APPRENTICESHIP

The FCC Apprenticeship pilot project will be funded with a 2-year grant from the Heising-Simons Foundation. The project represents an opportunity to redesign, improve, and replicate the ECEPTS/SETC model, and to influence policy and practice so that FCC apprenticeships are integrated into ECE professional development and broader workforce development systems, and can access relevant county- and statewide funding streams. By design, the apprentices will be licensed FCC providers, and the cohorts will be reflective of the demographics of the families, communities, and counties being served.

ECEPTS will serve as the apprenticeship intermediary and provide leadership, program design guidance and technical assistance. Child Care Resource Center (CCRC) will be the lead agency in San Bernardino County. Family Resource and Referral Center (FRRRC) will be the lead agency in San Joaquin County. CCRC and FRRRC will contribute to the design, expansion and implementation of the model, and host the FCC apprenticeship cohort in their county, providing training, on-the-job coaching, and overall program coordination. San Bernardino Valley College and San Joaquin Delta College will provide academic support and the college coursework that is a key component of the FCC apprenticeship model.

## OBJECTIVES

- Redesign and expand the ECEPTS/SETC FCC on-the-job training model by making it more relevant and responsive to the current social, political, and economic climate.
- Establish a ‘proof of concept’ across two cohorts of 20-25 apprentices: a Spanish-speaking cohort in San Bernardino County; a multi-lingual cohort in San Joaquin County.
- Implement a 2-year apprenticeship program comprised of a cohort community of practice, college coursework, on-the-job coaching, and training in small business administration, disaster preparedness, and Dual Language Learning (DLL) pedagogy.
- Develop a policy agenda and cross-sector partnerships to safeguard project sustainability and remove barriers to FCC providers’ access to ECE professional development opportunities and family-sustaining wages.
- Conduct and disseminate a formative evaluation of the project, including data collection to capture earnings, career trajectories, and retention rates six and twelve months after participants complete the apprenticeship program.
- Develop and disseminate an FCC Apprenticeship Toolkit, including a competency-based assessment tool, to guide others interested in replicating the project across California.

## ACTIVITIES AND TIMELINE

ACTIVITIES	Spring 2021	Summer 2021	Fall 2021	Spring 2022	Summer 2022	Fall 2022	Spring 2023
Outreach, recruitment, and enrollment of cohorts of licensed FCC providers in San Bernardino and San Joaquin Counties							
Formative evaluation developed, conducted, published, disseminated							
Apprenticeship partners identify and address barriers to FCC providers’ access to family-sustaining wages and sustainable funding streams							
FCC apprentices engage in non-credit-bearing training in small business administration, disaster preparedness, and DLL pedagogy							
FCC apprentices engage in a cohort community of practice, on-the-job coaching, and one college course per semester							
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FCC Apprenticeship Toolkit (including the Competency-based Assessment Tool and User Manual) developed and disseminated							
FCC apprentices demonstrate satisfactory competence on the competency-based assessment, complete the apprenticeship program, and earn CA Child Development Associate Teacher Permits							

<sup>i</sup> <https://www.omidyar.com/news/home-grown-solution-america%E2%80%99s-child-care-crises>

<sup>ii</sup> Gardner, M., Melnick, H., Meloy, B., & Barajas, J. (2019). *Promising models for preparing a diverse, high-quality early childhood workforce*. Palo Alto, CA: Learning Policy Institute.