



EARLY CARE & EDUCATION PATHWAYS TO SUCCESS

FREQUENTLY ASKED QUESTIONS

1. WHAT IS THE MISSION OF ECEPTS?

To advance the rigorous professional development and economic well-being of the early care and education (ECE) workforce so that all children can reap the full benefits of their early learning and care experiences.

2. WHY IS APPRENTICESHIP AN IMPORTANT MODEL FOR ECE WORKFORCE DEVELOPMENT?

Almost entirely female and in the majority women of color, the ECE workforce includes large numbers of recent immigrants, working mothers, and first-generation college students who face challenges and barriers to success common among non-traditional students and workers. To ameliorate these challenges, ECEPTS has been a trail blazer in the development of Registered Apprenticeship programs that incorporate research-based supports leading to consistently high rates of program completion. ECEPTS apprentices complete 2000 hours of paid, supervised on-the-job training, earn no-cost college degrees and teaching permits, receive steadily increasing wages, and are assured of a job upon graduation.

3. WHAT ARE ECEPTS' STRATEGIES FOR ADDRESSING THE WORKFORCE DEVELOPMENT CHALLENGES FACING THE ECE INDUSTRY?

Recognizing that no singular solution can solve the unyielding challenges facing the ECE industry and ECE workers, our work falls into three buckets:

APPRENTICESHIP: ECEPTS apprenticeships are registered, state-of-the-art, replicable models that uniquely address the professional development needs of the ECE workforce by integrating on-the-job training, coaching, no-cost college coursework, cohort learning, and increased compensation.

FIELD BUILDING: As a pioneer in the field, ECEPTS is committed to developing a network of Registered Apprenticeship programs that reflect state-of-the-art ECE theory and practice, prioritize equity as a key driver in program design and participant outreach, and advance the economic well-being of the ECE workforce.

SYSTEMS CHANGE: ECEPTS approaches systems change through the lens of workforce development. Because broad-based coalitions are needed to effect systemic, sustainable change, we collaborate with the ECE industry, workforce development entities, higher education, policy and advocacy groups, the philanthropic community, and government.

4. WHAT DOES IT MEAN THAT ECEPTS IS AN APPRENTICESHIP SPONSOR AND SECTOR INTERMEDIARY?

As an apprenticeship sponsor, ECEPTS manages and disseminates Registered Apprenticeships for various sub-sectors of the ECE workforce. At the present time, we sponsor apprenticeship programs for new and incumbent center-based workers, Head Start teachers, Family Child Care providers, and ECE home visitors.

As a sector intermediary, ECEPTS provides training and technical assistance to support design, development, and implementation of ECEPTS-sponsored Registered Apprenticeship programs across 10 counties in California. Beginning in FY2022, ECEPTS will begin providing similar training and technical assistance to initiatives outside of California.

5. WHAT MAKES ECEPTS UNIQUE AS AN ORGANIZATION FOCUSED ON ECE WORKFORCE DEVELOPMENT?

Since its inception in 2019, ECEPTS has expanded ECE apprenticeships statewide, provided far-reaching field building opportunities, and emerged as an influential leader in both the ECE industry and the workforce system. In ECE, ECEPTS is unique because of its focus on apprenticeship as a professional development tool that can be effective in addressing the academic and systemic challenges facing the workforce. In the workforce system, ECEPTS is unique both because of its focus on the ECE industry and because it represents a large workforce dominated by women, many of whom are low-income, women of color, and immigrants.

6. WHAT IS ECEPTS HOPING TO ACHIEVE OVER THE NEXT PERIOD?

ECEPTS is on a fast track in terms of growth potential, state and national visibility, and opportunities for influence around critically needed policy and systems change.

As we head into our third year of operation, we are planning for expansion in staffing and organizational capacity, continued growth in the diversity and size of our funding base, and big steps forward in establishing ECEPTS as a national leader around ECE Apprenticeships, both within the ECE industry and within the workforce and apprenticeship systems.

We also plan to begin providing training and technical assistance to initiatives outside of California. And we intend to put more energy into policy and systems change efforts, staying on the cutting edge of ECE workforce development issues and opportunities.

7. HOW IS ECEPTS CURRENTLY FUNDED?



8. WHERE CAN I LEARN MORE ABOUT ECEPTS?

Please visit our website at <https://ecepts.org>.

9. WHERE CAN I LEARN MORE ABOUT THE UPCOMING NATIONAL CONFERENCE ON ECE APPRENTICESHIPS?

You can find conference and registration information [here](#).

10. HOW CAN I CONNECT WITH AND FOLLOW ECEPTS?

Email: ECEPTS@ECEPTS.org

Facebook: [@ECEPTS.org](#)

Twitter: [@ECEPTS](#)

LinkedIn: [@ECEPTS](#)