



EARLY CARE & EDUCATION PATHWAYS TO SUCCESS FREQUENTLY ASKED QUESTIONS

WHAT ARE THE FUNDAMENTALS OF ECEPTS?

 <u>Vision</u> A society that fully respects and supports young children and those who teach and care for them.	 <u>Mission</u> To advance the rigorous professional development and economic well-being of those who teach, nurture, and support young children and families.	 <u>Strategies</u> <ul style="list-style-type: none">• Apprenticeships• Field Building• Systems Change	 <u>Values</u> <ul style="list-style-type: none">• Respect• Integrity• Competence• Commitment to Results
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WHY ARE ECEPTS APPRENTICESHIPS PARTICULARLY WELL-SUITED FOR ECE WORKFORCE DEVELOPMENT?

Almost entirely female and in the majority women of color, the Early Care and Education (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 trailblazer in the development of Registered ECE Apprenticeship programs that incorporate research-based supports leading to consistently high rates of program completion. ECEPTS apprentices complete 2,000 hours of paid, supervised on-the-job training, earn no-cost teaching permits and college degrees, receive steadily increasing wages, and are assured employment upon graduation.

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, mentoring, 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.

WHAT DOES ECEPTS DO AS A REGISTERED APPRENTICESHIP SPONSOR AND INTERMEDIARY?

As an apprenticeship sponsor, ECEPTS creates and administers Registered Apprenticeships for various sub-sectors of the ECE industry. We currently sponsor apprenticeship programs for new and incumbent ECE center-based workers, Head Start teachers, Family Child Care providers, ECE home visitors, Expanded Learning program leaders, and high school youth.

As a sector intermediary, ECEPTS provides ongoing training and technical assistance to support the design, implementation, and sustainability of 21 Registered Apprenticeship Programs across 10 counties in California. ECEPTS is also supporting partnerships in other states, including Alaska, Illinois, Missouri, North Carolina, and Tennessee. In 2024, ECEPTS will continue to expand its national outreach, providing training, technical assistance, and field building opportunities to communities throughout the country.

WHAT IS UNIQUE ABOUT ECEPTS' FOCUS ON ECE WORKFORCE DEVELOPMENT?

Since its inception in 2019, ECEPTS has expanded ECE apprenticeships across California, provided far-reaching field building opportunities, and emerged as an influential national 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 in its focus on the ECE industry and in its representation of a large workforce dominated by women, many of whom are low-income, women of color, and immigrants.

WHAT WERE HIGHLIGHTS OF ECEPTS' IMPACT IN 2023?

- Registered two new Occupations with the U.S. Department of Labor and the CA Division of Apprenticeship Standards: ECE Lead Teacher; Expanded Learning Program Leader.

- Expanded the ECEPTS network of apprenticeship employers from 35 to 55, the network of community colleges from 13 to 15, and the number of active apprentices to 458.
- Hosted the second annual *ECEPTS National Conference on ECE Apprenticeship*, with 210 participants representing employers, community colleges, workforce system leaders, advocates, policy makers, and funders from 23 states and the District of Columbia.
- Successfully produced five new episodes of the ECEPTS podcast, *Early Care & Education: All Things Workforce*, resulting in nearly 2375 “listens” to date.
- Continued the *Deep Dives into ECE* webinar series. The most recent episode had 150 registrants and focused on ECEPTS’ role as a National Industry Intermediary and the support and resources ECEPTS can make available to Registered Apprenticeship efforts.
- ECEPTS participated in National Apprenticeship Week in November, hosting two webinars: “Introducing ECEPTS: National Industry Intermediary for Early Care & Education” and “Building Career Pipelines: Early Care & Education Youth Apprenticeship Programs.” The two webinars engaged nearly 200 registrants.
- Launched the ECEPTS Apprenticeship Boot Camps, a 2-day intensive training for those interested in learning about ECEPTS and the apprenticeship system and/or thinking about developing ECE Apprenticeships in their communities. The first Boot Camp was in Chicago, engaging 28 participants representing 15 organizations and nine states.

WHAT IS ECEPTS HOPING TO ACHIEVE OVER THE NEXT PERIOD?

ECEPTS is on a fast track in terms of capacity building and growth, state and national visibility, and opportunities to influence critically needed policy and systems change.

In 2024, we will continue to increase our staffing and organizational capacity, significantly expand the diversity and size of our funding base, and further establish ECEPTS as a national leader around ECE Apprenticeships and workforce development, both within the ECE industry and the Registered Apprenticeship system.

As part of our USDOL contract to serve as an Industry Intermediary for Early Care and Education, ECEPTS will increase our provision of training and technical assistance to apprenticeship initiatives outside of California. We will also strengthen our policy and systems change efforts, broadening our base of support and identifying key priorities.

WANT TO LEARN MORE?

To learn more about ECEPTS, Registered Apprenticeship, and related resources, visit our website (ecepts.org). Please email ECEPTS@ecepts.org to join our mailing list and receive information and notifications about ECEPTS events, activities, and publications.