

HUMAN SERVICES POLICY
ADVISORS INSTITUTE

Supporting the Early Care and Education (ECE) Workforce through Early Childhood Apprenticeships

January 17TH, 2023



ZOOM HOUSEKEEPING ITEMS

MEETING IS NOT FOR ATTRIBUTION

During this meeting we hope to generate a frank and open dialogue. For that reason, our discussion today is closed door and not for attribution.

CHAT IS OPEN AND ENCOURAGED

Please leverage the chat functionality to share materials, ask questions, provide feedback, etc.

CONTACT EKAAN FOR TECHNICAL HELP

For technical issues, please chat or email Ekaan Ahmad – eahmad@nga.org

PLEASE INCLUDE STATE IN NAME

Please re-name yourself to include your name and state (John, DE) by clicking the three dots in the corner of your picture



NATIONAL
GOVERNORS
ASSOCIATION

AGENDA



Welcome and Overview



State Breakout Discussion



State Presentations



State Q&A



Closing & NGA Updates

Supporting the Early Care and Education (ECE) Workforce through Early Childhood Apprenticeships



Breakout Discussion





Breakout Room Questions

- What does coordination of early childhood apprenticeships look like at the executive level in your state?
- Is your state leveraging any unique funding streams to support early childhood apprenticeships?





Maine ECE Registered Apprenticeship Program

Lori Moses

Coordinator of Apprenticeship & Credential Programs

Maine Roads to Quality Professional Development Network

*Supporting the Early Care and Education Workforce through Early
Childhood Apprenticeships*

January 17, 2024



Maine Roads to Quality Professional Development Network

- Serving the early childhood workforce since **1999**
- **Partners:** Catherine Cutler Institute for Health & Social Policy at the University of Southern Maine, University of Maine Center for Community Inclusion and Disability Studies, University of Maine Department of Psychology and the Maine Afterschool Network
- **Funding:** Primarily Maine DHHS Office of Child & Family Services (CCDBG)
- **Registry** (*The National Workforce Registry Alliance awarded MRTQ PDN the first-ever "Pioneering Registry" award for consistently being at the forefront of innovation and quality*), Professional Development Profiles, Career Lattices
- **Statewide Training:** Core Knowledge Training, Statewide Training Calendar
- **Maine Competency-based Credentials:** Director, Family Child Care, Inclusion, Infant Toddler, Technical Assistance, Youth Development, and coming soon, Preschool
- **Technical Assistance:** Consultation, Warm Line, Communities of Practice and Cohorts
- **Maine ECE Registered Apprenticeship Program** (2022)

- In 2021, the median Maine wage for center-based child care providers was **\$14.31**. (In 2023, it was **\$15.42**).
- Maine Department of Labor's wage requirements based on Maine's 2024 Minimum Wage of \$14.15.
 - Beginning wage = 1.25 x State minimum wage: **\$17.69**
 - Ending wage = 1.5 x State minimum wage: **\$21.23**





Sponsoring Employers receive \$10,000/year in wage supplements in years 1 & 2 and a \$5,000/year retention supplement in year 3

Mentors receive a \$2,400 stipend/year for years 1 & 2



Early Childhood Specialist 1, *approved June 2022*

- Maine Infant Toddler Credential
- Maine Youth Development Credential
- Maine Family Child Care Credential
- Preschool CDA

Early Childhood Specialist 2 *(in partnership with MaineAEYC/T.E.A.C.H.), approved November 2023*

- Associate Degree in Early Childhood Education



As Intermediary Sponsor, we provide:

- Evaluation of a field study (2022-2023)
- Priority for MRTQ PDN training
- Training is FREE for apprentices
- “*Foundations in Mentoring*” 15-hour training, free for Mentors
- Facilitation of monthly Mentor *Community of Practice* meetings
- Facilitation of 6-month *Credential Cohorts*
- Recruitment of Sponsoring Employers, Registered Apprentices, Mentors
- Liaison with the Maine Department of Labor, University of Maine System
- Facilitation of *Apprenticeship & Training Committee*



Connection to Other Maine Workforce Initiatives

- [Career Lattices](#)
- [Rising Stars for ME](#), Standard 3, Stars 3 & 4
- [Early Childhood Educator Workforce Salary Supplement System](#)



Current status

YEAR 1 (2022-2023)

- 7 out of 9 apprentices are in their final stages and should be receiving their Maine Infant Toddler Credential in April 2024
- 6 Sponsoring Employers, including 2 family child care programs
- 6 Mentors

YEAR 2 (2023 – 2024)

- 10 new apprentices, 5 new Sponsoring Employers, including 1 family child care program
- 4 RA's pursuing the preschool CDA; 6 are pursuing their Maine Infant Toddler Credential
- 8 new Mentors
- 1 Apprentice, Sponsoring Employer and Mentor for the ECES2 occupation

Next steps:

- Recruit additional ECES2 sponsoring employers, apprentices and mentors
- Recruit 10 additional ECES1 apprentices and 5 additional ECES2/T.E.A.C.H. apprentices each year with a priority for an out-of-school time program
- Explore pre-apprenticeship program to help recruit new people into the field (Bank Street ECE Apprenticeship Action Research Fellowship)
- Work with CTE High Schools for the possibility of a youth apprenticeship



For more information....



Lori.M.Moses@maine.edu

www.mrtq.org

ACDS



APPRENTICESHIP FOR CHILD DEVELOPMENT SPECIALIST

ACDS Background

- Began in 1989; first early childhood apprenticeship
- Statewide; both in-person and virtual classes
- ACDS curriculum taught by trained instructors
- Four semesters, 15 weeks in duration, one night a week (2.5 hours)
- Cost for participants \$25.00 semester
- Funded through West Virginia Department of Health and Human Resources
- Funding for 72 classes a year



Participation Requirements



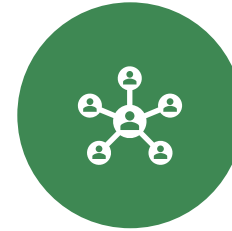
COMPLETION OF
HIGH SCHOOL



18 YEARS OLD



PAID
EMPLOYMENT
MINIMUM OF
20 HOURS PER
WEEK



SPONSOR/
SUPERVISOR/
MENTOR



SPONSORING
EMPLOYER
MUST REGISTER
WITH DOL



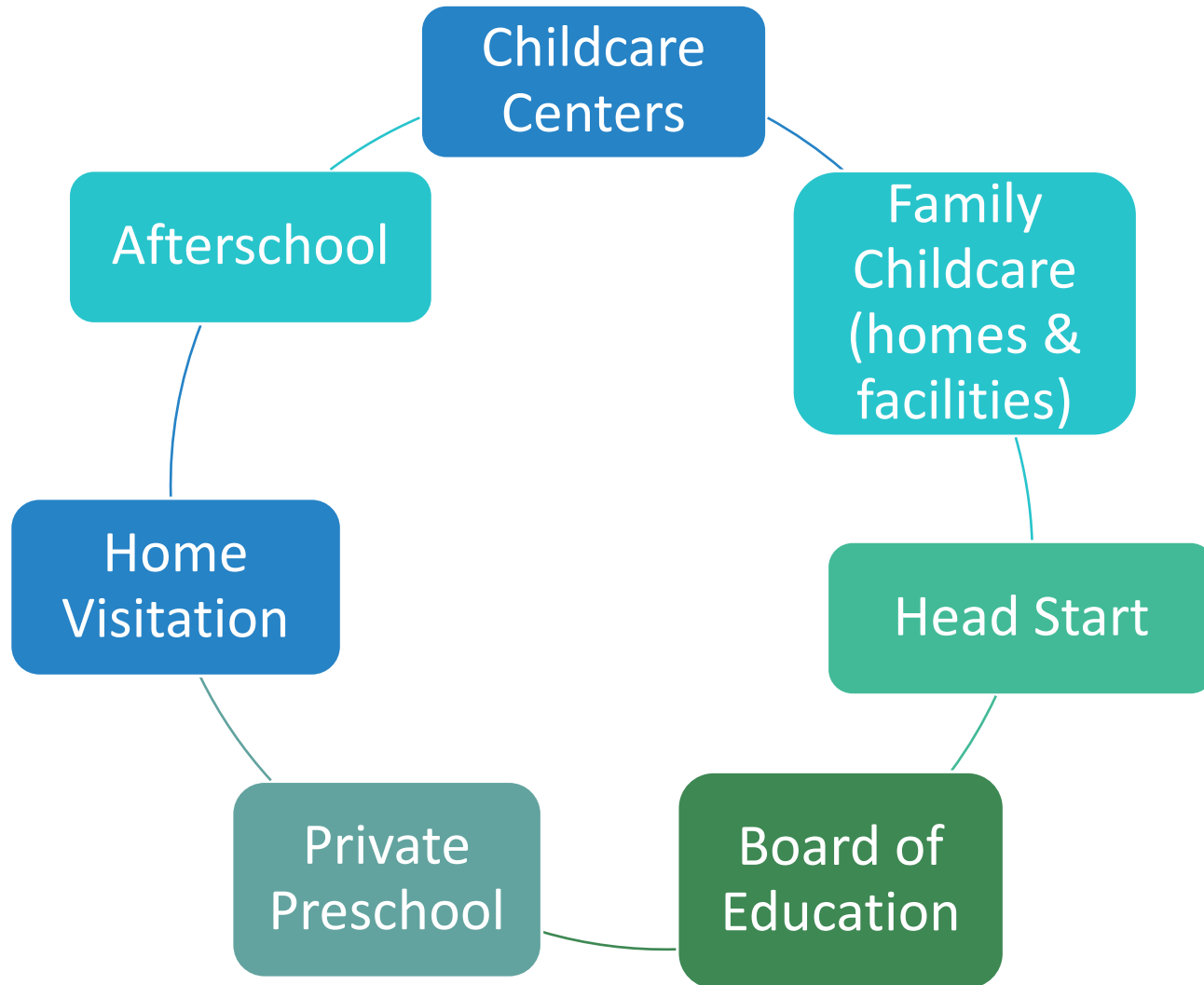
Completion Requirements

- All assignments must be submitted (43 assignments per semester, including group project)
- Three quizzes per semester
- Portfolio checks per semester
- Supervisor performance evaluations each semester
- Instructor observation 3rd or 4th semester
- 80% or higher percentage per semester
- Total of 300 hours of related instruction
- Accumulation of 3200-4000 on-the-job training hours

Collaborations

- River Valley Child Development Services
- WV Department of Labor
- WV Department of Health and Human Resources
- WV Department of Education
- WV Head Start Programs
- WV University Extension
- Local Councils
- Executive Council





Participating Programs



Statistics

Approximately 4000 journeypersons

Fall 2023 semester – 366 at week 3,
300 completed

Graduates 2021 – 92, Graduates 2022
– 49, and Graduates 2023 – 100

Spring 2024 semester – 421 have
registered

Benefits for Graduates

- Pay raise
- Eligible for higher paying positions
- College credits toward AA in ECE
- Earnings incentive





State Q&A

MONDAY



Closing and NGA Updates

The Children and Families team



Jordan Hynes
Program Director



Jess Kirchner
Senior Policy Analyst



Eli McCabe
Policy Analyst



Ekaan Ahmad
Policy Coordinator

