



ACADEMIC SENATE
for California Community Colleges
LEADERSHIP • EMPOWERMENT • VOICE

Early Childhood Education Child Development

APPRENTICESHIPS



**Santiago
Canyon
College**

What happens here matters.

TODAY...

To meet California's need for an educated and skilled workforce and the Governor's goal of serving 500,000 earn-and-learn apprenticeships by 2029, the Chancellor's Office launched the Apprenticeship Pathways Demonstration Project to provide a blueprint for economic growth and global competitiveness through enhanced pathways. This ASCCC webinar is offered to share insights on how Santiago Canyon College generated Early Childhood Education/ Child Development apprenticeship pathways as a mechanism to eliminate barriers between education, training, and employment and to create a seamless pathway in this field. Join us for an overview of how to develop apprenticeship programs, including an overview of types of apprenticeship programs and funding models and the steps necessary to initiate a program. Faculty from Santiago Canyon College will highlight their efforts to develop an earn-and-learn apprenticeship program for Early Childhood Education. The session will include an opportunity for discussion around future considerations for Early Childhood Education/ Child Development apprenticeship programs throughout California.



PRESENTERS:



What happens here matters.

- Dr. Regina Rei Lamourelle: Child Development Co-Chair
- Craig Rutan: Faculty Liaison, Apprenticeship Pathways Demonstration Project
- Sarah Shawesh: Faculty Coordinator of Child Development Apprenticeships, Department of Child Development

Facilitator: Carrie Roberson, ASCCC Model Curriculum Workgroup, Chair
Education, Child & Family Studies Faculty, Butte College



Apprenticeship Basics



What is Apprenticeship?

Apprenticeship is a system for training a new generation of practitioners of a trade or profession with on-the-job training and often some accompanying study (classroom work and reading). Apprenticeships can also enable practitioners to gain a license to practice in a regulated occupation. Most of their training is done while working for an employer who helps the apprentices learn their trade or profession, in exchange for their continued labor for an agreed period after they have achieved measurable competencies.



What is Registered Apprenticeship

A structured education and training program that takes place in the workplace and includes:

On the Job Training (OJT)

- Time based – 2000hrs of working and learning on-the-job
- Competency based – min of 1000 hrs OJT
- Equivalent of 6month-1 year of FT work

Related and Supplemental Instruction (RSI)

- 144 hours of Classroom-based RSI
- Equivalent of 3 lecture courses in a college context

Paid employee with progressive wage

- Apprentice is a fully paid employee
- Progressive wage scale with at least one step increase in wages
- Ideally with benefits

DIVISION OF
APPRENTICESHIP STANDARDS

DAS

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

Registered Apprenticeship vs Internship

| | Registered Apprenticeships | Typical Internships |
|---|---|---|
| Purpose | Cultivate a skilled talent pipeline | Expose young people to an industry |
| Length | 1 or more years (including paid training) | Average 12 weeks |
| Compensation | Paid with gradual pay increases | Paid or unpaid |
| Supportive Partnerships | State and/or federal labor agencies, Educational institutions | Educational institution or none |
| Resulting Credential on Completion | National, State, CCC portable certificate of occupational competence | Usually none |
| College Credit | Yes, with dual enrollment or articulation agreements with community college | Usually none, sometimes Work Experience |
| Funding Opportunities | Funding opportunities to support programs | Usually none |

5 Steps To Start An Apprenticeship



Who is the Employer

- Analyze the job and detail the essential work processes and related supplemental instruction
- Establish progressive wage scale(s) for the selected occupation(s)

Identify Educational Partners

- Partner with the Local Educational Agency (LEA) to sanction the program's curriculum.
- Determine potential funding streams through State/Federal Grants and Related and Supplemental Instruction Funding
- Sample LEA Letter

Determine Employment Streams

- Identify incumbent workforce
- New hires with limited or no experience
- Industry displaced workers
- Sourcing a talent pipeline from State, University, and Community Colleges

Establish Standards

- Determine applicable standards template and framework for your program's specific needs
- Establish apprenticeship committee to monitor apprentices' progress
- Example standards

Submit For Approval

- We have developed an agile and streamlined approval process to get your program up and running



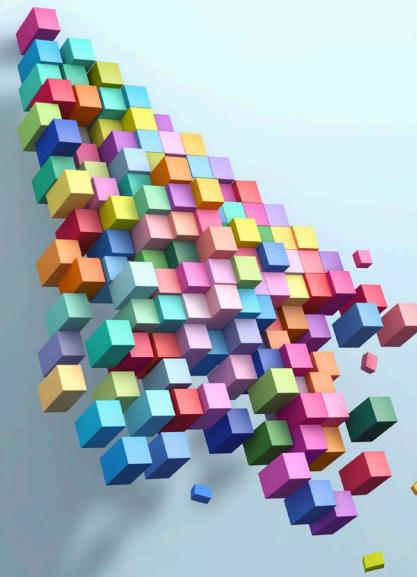
College Credit for Apprenticeship

- Courses for apprentices will have SAM Code A and apprentices do not pay student fees
- Classes are cohorted for apprentices only.
- Courses are hands on and normally don't involve homework - laboratory instruction in our system
- Certificates of Achievement can be developed and students will complete them

AS degrees are possible, but most apprentices do not know they are college students and will need to be convinced to take GE courses!



Child Development Apprenticeship



OUR PROGRAM

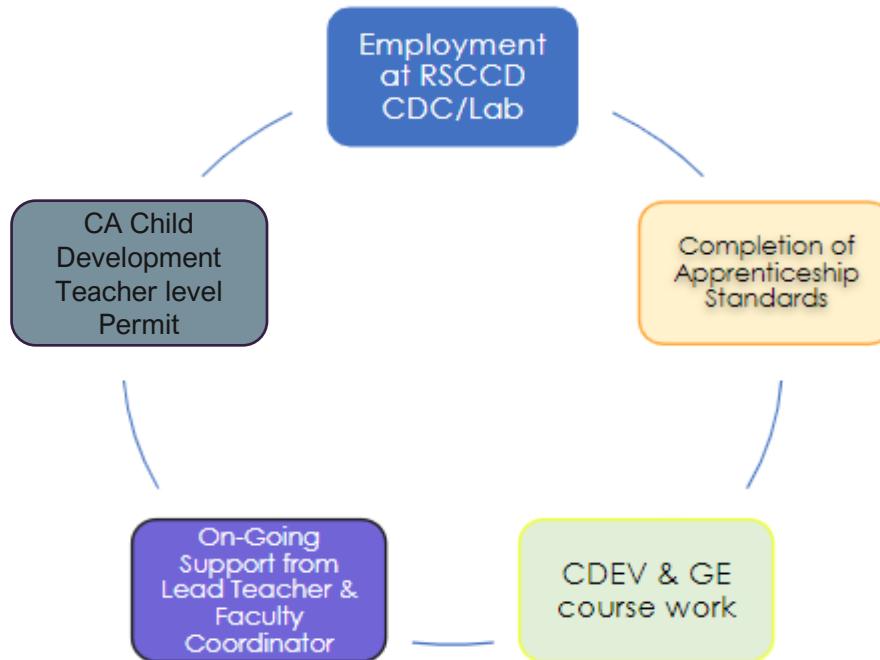
Santiago Canyon

- HISTORY OF THE PROGRAM
- **MISSION:** *This 18-month registered apprenticeship provides comprehensive support to preservice professionals, combining on-the-job learning and coursework at Santiago Canyon College. Successful completion of this program leads to the ability to obtain a CA Child Development Teacher Permit.*
- **VISION:** *The Early Childhood Education Apprenticeship Program (ECEAP) offers a distinctive opportunity for emerging Early Childhood Education (ECE) Professionals to seamlessly acquire both on-the-job learning and essential education for fostering their success in both college and the community.*



Our Current Model

An earn-to-learn model that allows individuals to join the workforce while receiving related supplemental instruction (RSI).



Components of our Apprenticeship

Employment
& On-the-Job
Training at a
RSCCD
CDC/Lab

FREE
coursework
in CDEV & GE

Individualized
and group
support

Completion
will result in
eligibility for
a CA Child
Dev. Permit



COURSEWORK: 13 courses, 24 ECE units/16 GE units

APCD 107 - Child Growth and Development ***GE Alignment**

APCD 108 - Observation/Assessment for Early Learning & Development

APCD 110 - Child, Family & Community ***GE Alignment**

APCD 111B - Introduction to Curriculum

APCD 116A - Infant & Toddler Development

APCD 202 - Introduction to Children from Special Populations

APCD 221 - Living & Teaching in a Diverse Society ***GE Alignment**

APCD 298A - Practicum in Preschool

- GE Math
- GE English
- GE Communications
- GE Social Science
- GE Art

OTHER COURSES IN OUR CATALOG
(NOT CURRENTLY BEING USED)

APCD 112 - Health, Safety & Nutrition

APCD 111A - Principles & Practices



Modifications for ECE Apprentices (as compared to CDEV Students)

- Prerequisites based on course Student Learning Outcomes (SLOs) & On-the-Job Training
- Sequencing classes based on employer need
- Utilizing classes most relevant to the workforce (i.e Infant-Toddler Development)
- In class support (embedded tutors) for some courses
- Support for 21st-century soft skills, scaffolding creative thinking & study sessions



NEXT STEPS



Future of Apprenticeship

Governor Newsom and Chancellor Christian have *ambitious* goals for apprenticeship(s):

- All students enrolled in a credit apprenticeship program will earn college credit
- More noncredit pre-apprenticeship programs
- More dual enrollment for high school apprenticeships and for participation in pre-apprenticeship
- Expansion of traditional and nontraditional apprenticeship throughout the CCCs



What's next? Considerations for...

- Future ASCCC professional development/ learning webinars
 - Industry/ employer engagement
 - Collaborate with Regional Consortium
 - Minimum Qualifications (MQ's)
 - Other? Let us know!
- Convene faculty, articulation officers, counselors, and others to determine California community college ***model curriculum*** for ECE/ CD Apprenticeships



THANK YOU!

- Questions, comments, thoughts, ideas?! info@asccc.org

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