

EARLY CHILDHOOD EDUCATION INFANT AND TODDLER APPRENTICESHIP

THE CHILD DEVELOPMENT ASSOCIATE CREDENTIAL OR "CDA"

is the most widely recognized credential in ECE, and is the first major stepping-stone on the path of career advancement for many teachers. Sponsored by *1199c Training & Upgrading Fund*, employers can support apprentices through a combination of credit-bearing on-the-job learning, classroom instruction, and coaching.

Apprenticeship seeks to streamline a career pathway and lowers barriers to higher education including financial challenges and logistical concerns such as time commitment, child care, transportation or access to technology. By earning a CDA through the completion of the apprentice program, we are actively enhancing the quality of care for children in our programs while increasing the apprentice's skill level and wages while also increasing the supply of skilled professionals and the delivery of high quality early education. Upon successful completion of the CDA, students earn 9 college credits that can be applied towards their Associates Degree in ECE at NCC.

TUITION IS FREE! THIS PROGRAM IS OF NO COST TO THE APPRENTICE. NCC WILL COVER THE COST OF THE COURSES, BOOKS, AND ALL REQUIRED MATERIALS.

QUICK FACTS

- Includes a combination of on the job learning and coaching as well as online instructional learning
- Low cost/No Cost to employers and employees
- Enrollment in and completion of the apprentice program increases Staff Qualifications on the PA ECE Career Pathway
- Excellent opportunity for employees with unrelated degrees to increase qualifications
- Can be rolled into 9 Credits and applied to your Associates Degree at NCC!
- **Interested professionals or Directors can contact NCC at any time to find out when the next available opportunity is for Infant and Toddler CDA Cohorts**





Qualifies you for higher Career Pathway status in Keystone STARS



Increases your earning potential, including two scheduled pay increases while completing the apprenticeship



Helps you meet DHS and STARS Professional Development for the year

ELIGIBILITY

Employee must meet the following requirements:

- Interested in career growth and increasing professional qualifications
- Is an employee of a DHS Licensed Child Care working with infants or toddlers
- Must possess, at minimum, a high school diploma or GED
- Able to complete coursework through NCC and apply weekly learning to their on the job work
- Must be a Pennsylvania resident

Employer must meet the following requirements:

- Employs at least one Journeyworker (employees with a CDA or higher)
- Able to provide one coach (specific Journeyworker) to mentor the Apprentice
- Able to commit to incremental wage increases
- Willing and able to support weekly 1:1 meetings for the Apprentice and their Coach

Upon completion of the program, the Apprentice will be ready to submit their application to the CDA council

WHAT MAKES THIS DIFFERENT?

For many Early Childhood Educators, investing in meaningful professional development can sometimes feel just out of reach. Most teachers have tight budgets, invest out of work time in their classrooms and lesson planning, and have to balance their own personal lives and responsibilities - all of which can make the idea of earning a certificate or degree seem impossible. By removing many of these barriers, the Apprenticeship program aims to bring attainable, high quality professional growth to the field in a way that allows educators to learn, grow, feel valuable and valued.

As an Apprentice, you work on CDA competencies through three 10-week courses and apply that learning directly in your classroom while using the information and projects you complete on the job to build your Portfolio. You would have an on-site coach guiding you through your competencies and giving you practical skills that you can put to use. At the close of the program, you will have all you need for your CDA Assessment and even the opportunity to roll your credits into an Associates Degree program if desired. All at no cost to you.

If you've ever felt like you didn't have the extra time or money, take this opportunity to invest in yourself and the children you serve and talk to your Director about enrolling today!

APPLICATION PROCESS

- If you haven't already, talk to your Director! Tell them you're interested and that they should reach out to the Intermediary Liaison if they're not already in touch to discuss eligibility
- Your Director will verify eligibility and determine who your on-site Coach will be with the help of the Liaison and provide contact information for you and your coach.
- The Liaison will reach out to Apprentices and conduct interviews if necessary to determine placement in a cohort
- The Liaison will complete any necessary Department of Labor and PASSHE paperwork with the Apprentice and the Director
- The Liaison will work with the Apprenticeship Coordinator to enroll the Apprentice in the college and prepare them for the start of their program!



Click to learn more



- [1199c Training and Upgrading Fund - CDA](#)
- [PA Keys - CDA Apprenticeship Information](#)
- [Spotlight on PA ECE Apprentice Program](#)
- [PA ECE Career Pathway Infographic](#)
- [Education Policy: Earning While Learning Article](#)
- [Northampton Community College Program Info](#)

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