



MONTANA EARLY CHILDHOOD EDUCATION REGISTERED APPRENTICESHIP PROGRAM

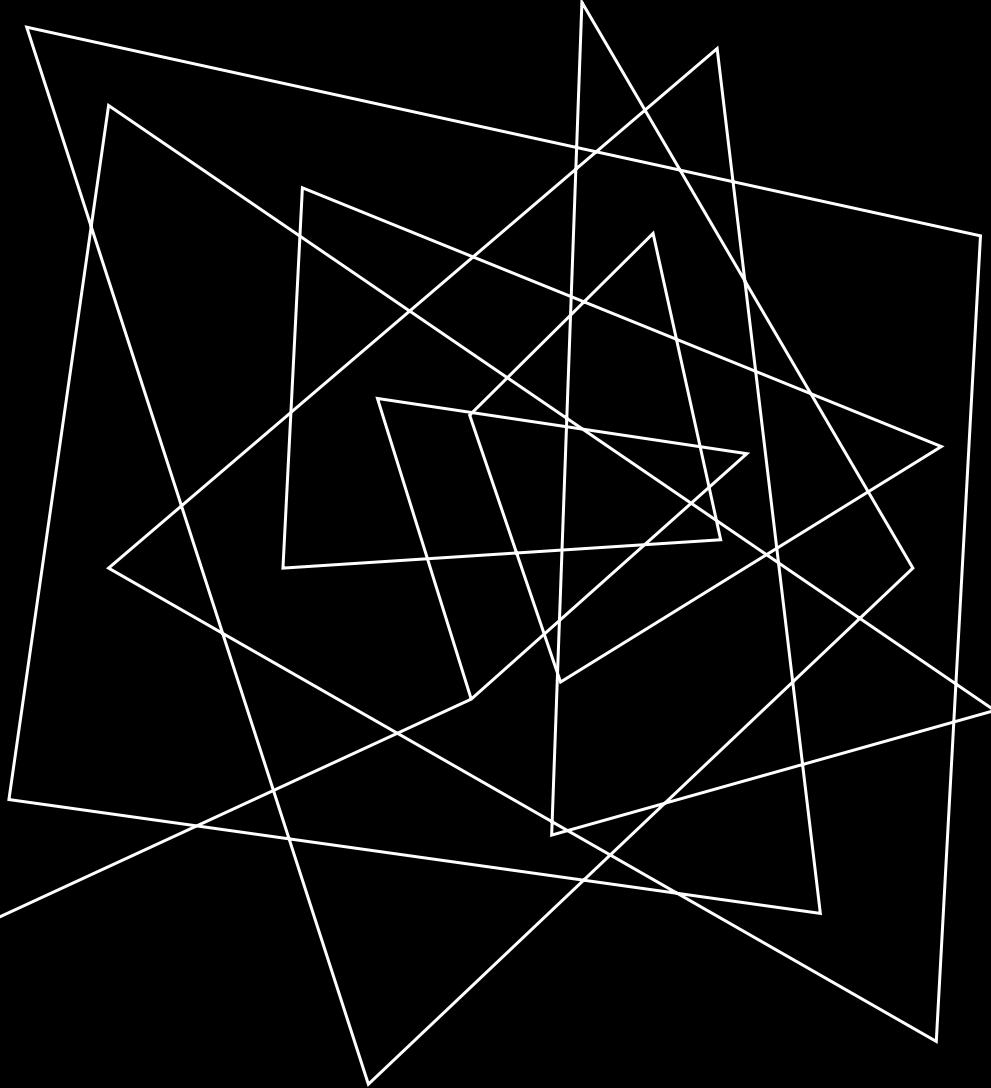
Dawn Zimdars



AGENDA

- ❑ Introductions
- ❑ What is a Registered Apprenticeship?
- ❑ History of Early Childhood Apprenticeship in Montana
- ❑ Overview of Apprenticeship Program
- ❑ Program Structure
 - ❑ Dept. of Labor & Industry Requirements
 - ❑ Incentives
- ❑ Pre-Apprenticeship Pilot Program (CDA) 2023-2024: Successes and Next Cohort plans
- ❑ Questions?

WHAT IS A REGISTERED APPRENTICESHIP?



EARN. LEARN. SUCCEED.

Registered Apprenticeship is an industry-driven, career pathway where employers can develop and prepare their future workforce. Individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential through Registered Apprenticeship.

Benefits of a Registered Apprenticeship:

- Paid Job
- Structured On-the-Job Learning/Mentorship
- Education specific to the industry
- Nationally Recognized Credential





ABOUT MONTANA EARLY CHILDHOOD REGISTERED APPRENTICESHIP

Program History

Began in 2004 in collaboration with the Department of Labor & Industry (DLI) and the Early Childhood Services Bureau.

Three colleges/universities offered early childhood technical training when the program began.

295 people have participated in Early Childhood Registered Apprenticeship.

(Data from 2004-2022)

Benefits of a Registered Apprenticeship in

- Earn a nationally recognized credential: Childcare Development Specialist
- Move to Level 4 on the Practitioner Registry Career Path
- Qualify for financial incentives
- Increase marketability in the childcare workforce.

MONTANA EARLY CHILDHOOD REGISTERED APPRENTICESHIP DETAIL

APPRENTICE

MENTOR

SPONSOR

WHAT IS REQUIRED?

4000 Hours of On-The-Job Training
24 credits of RTI
Employed 30+ hours week

WHO QUALIFIES?

Level 3 or lower on Registry
Employed 30+ hours week
Employer must be licensed childcare

WHAT IS REQUIRED?

Level 4 or higher on Registry
Employed at same location as Apprentice
2-3 hours of feedback, guidance weekly

WHO QUALIFIES?

Level 4 or higher on Registry

WHAT IS REQUIRED?

Be a Licensed Childcare with MT DPHHS or Tribal Agency, Head Start, public or state funded PreK program
Agrees to DLI Apprenticeship Program requirements

WHO QUALIFIES?

ANY Licensed Childcare with MT DPHHS or Tribal Agency, Head Start, public or state funded PreK
Willingness to participate
On-site Mentor



WHAT ROLE DOES DEPARTMENT OF LABOR & INDUSTRY HAVE IN APPRENTICESHIP?

Department of Labor and Industry (DLI) will:

- Contact each Sponsor Program (business) and Apprentice to complete required registration forms.
- Program Standards will be reviewed.
- A college/university will be chosen to attend for RTI courses.
- Trade Schedule (OTJ Hours) will be reviewed.
- Ensure that each apprentice has a mentor and sponsor (employer).

The Sponsor Program will agree to DLI Apprenticeship Program requirements two of which are:

- Provide progressive wage increases throughout the Apprenticeship
- Support Apprentice and Mentor with record keeping.

WHAT MAKES A GREAT MENTOR?

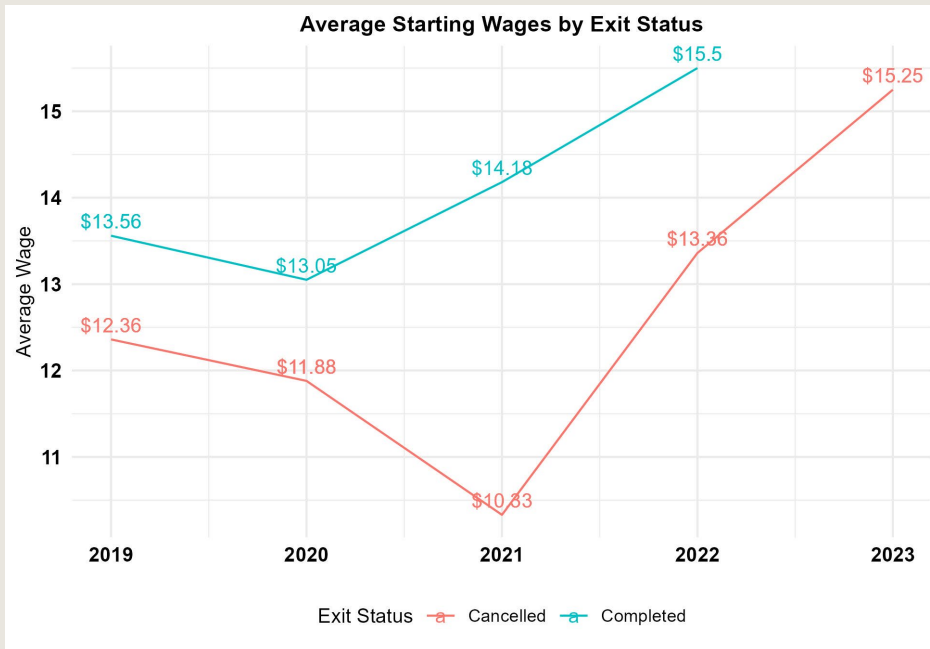


Each apprentice has a mentor. A Mentor may support 2 apprentices at one time.

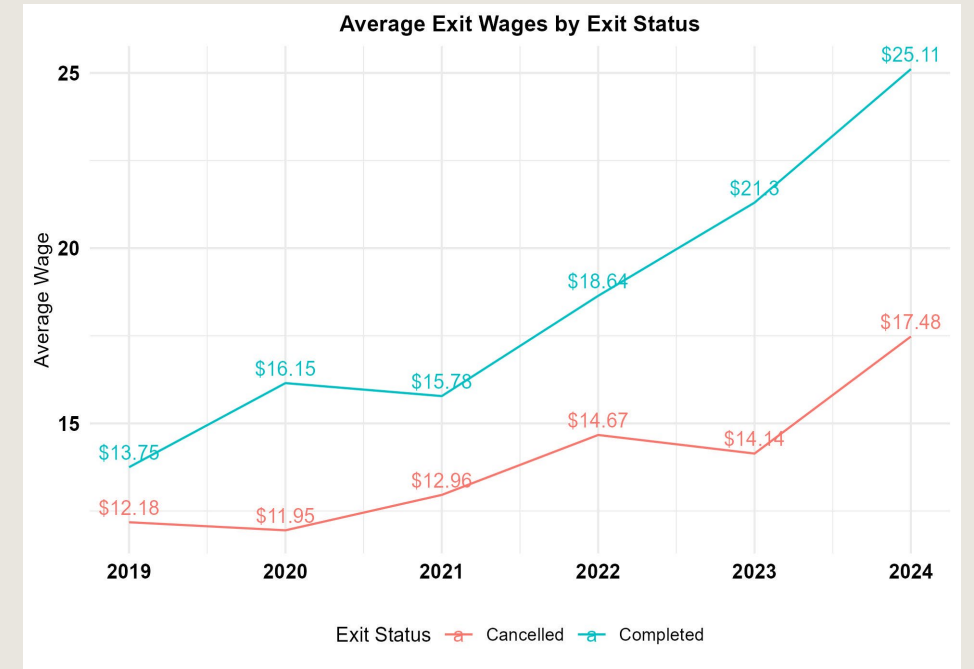
- ❑ Mentor will support putting theory into practice.
- ❑ Support childcare practices at work that align with Sponsor program policies and procedures.
- ❑ Available to assist in answering questions about practices.
- ❑ Guide the development of new skills by modeling and supporting new ideas.

APPRENTICESHIP COMPLETION SUPPORTS WAGE INCREASES

Starting Hourly Wages



Exit Hourly Wages





DAWSON COMMUNITY COLLEGE



FLATHEAD VALLEY COMMUNITY COLLEGE



MONTANA STATE UNIVERSITY



GREAT FALLS COLLEGE



THE UNIVERSITY OF MONTANA WESTERN

PARTICIPATING COLLEGES & UNIVERSITIES

PILOT CERTIFIED PRE-APPRENTICESHIP CDA PROGRAM 2023-2024

CDA Requirements

480 hours of documented OTJ
120 hours of training for CDA
Competency Areas.

CDA Portfolio, Assessment, and
Exam

Required Trainings

120 hours of trainings in 8 CDA
Competency Areas must be
documented

*CDA-A 60 hours *CDA-B
Course 46 hours *Annual
Training 14 hours

Offered online from CCT.org

Document 480 hours of on-the-
job training

Benefits of CDA

Trainings support completion of
National Child Development
Associate (CDA)

Move to Level 3 on Registry

Training Expenses are paid for.

Access to college credit for
training courses

Incentives for Completion

Earn incentives for completing
training courses, being a Mentor
and even Sponsoring an
Apprentice

Up to \$2000 for Apprentices,
\$1200 for Mentors, and \$750 for
Sponsor Programs.

PILOT CERTIFIED PRE-APPRENTICESHIP CDA PROGRAM 2023-2024 SUCSESSES AND OPPORTUNITIES

Successes of 2023-2024 Pilot Cohort

- 11 participants have successfully passed CDA A & B classes.
 - 120 hours of online training with a facilitator earned by each pre-apprentice.
 - 480 hours of on-the job training fulfilled by each pre-apprentice.
 - 7 College credits available*
 - CDA Portfolio assistance
- *Apprentice is responsible for cost of college credit(s).

Next Cohort: 2024-2025

- Advertisement of program will begin in August 2024.
- Online course work will begin in October 2024.
- Aims to serve 15 participants working in a licensed child care.
- Trainings align with completing a Preschool or Family Child Care CDA credential.

RESPONSES FROM CDA PILOT PROGRAM PARTICIPANTS

“Cognitive development and approaches to learning play crucial roles in a preschooler's ability to self-regulate behavior. Self-regulation refers to a child's capacity to manage and control their emotions, impulses, and attention to achieve social and academic success. Understanding how cognitive development and learning approaches contribute to this process is essential for educators and caregivers.”

“We have started to do more active learning with the kids. We have included a calm down corner instead of just strictly time out.”

INCENTIVES TO SUPPORT PROFESSIONAL DEVELOPMENT IN THE EARLY CHILDHOOD WORKFORCE

Registered Apprenticeship

Up to \$3000 for Apprentices during their entire apprenticeship.

\$500 for providing Mentoring to an Apprentice each semester.

\$350 for each Apprentice a Sponsor Program hosts.

Incentives are paid out after course work is completed.

Each individual must be on the Registry. Sponsor Programs must be licensed with DPHHS.

Pilot Pre- Apprenticeship

Pre-Apprentice: \$500 for each CDA course completed. \$1000 after successfully completing CDA Credential

Mentor: \$250 for each CDA course they provide mentorship for. \$700 for assisting pre-apprentice with CDA certification.

Sponsor Program: \$250 for Pre-Apprentice completing each CDA course. \$250 for each pre-apprentice completing CDA Credential.

Incentives are paid out after course work is successfully completed.

Each individual must be on the Registry. Sponsor Programs must be licensed with DPHHS.

PDIA for Higher Education

\$400 for completing 2-5 college credits

\$1000 for completing 6 or more college credits.

Applicants must be taking early childhood education courses that lead to a national credential.

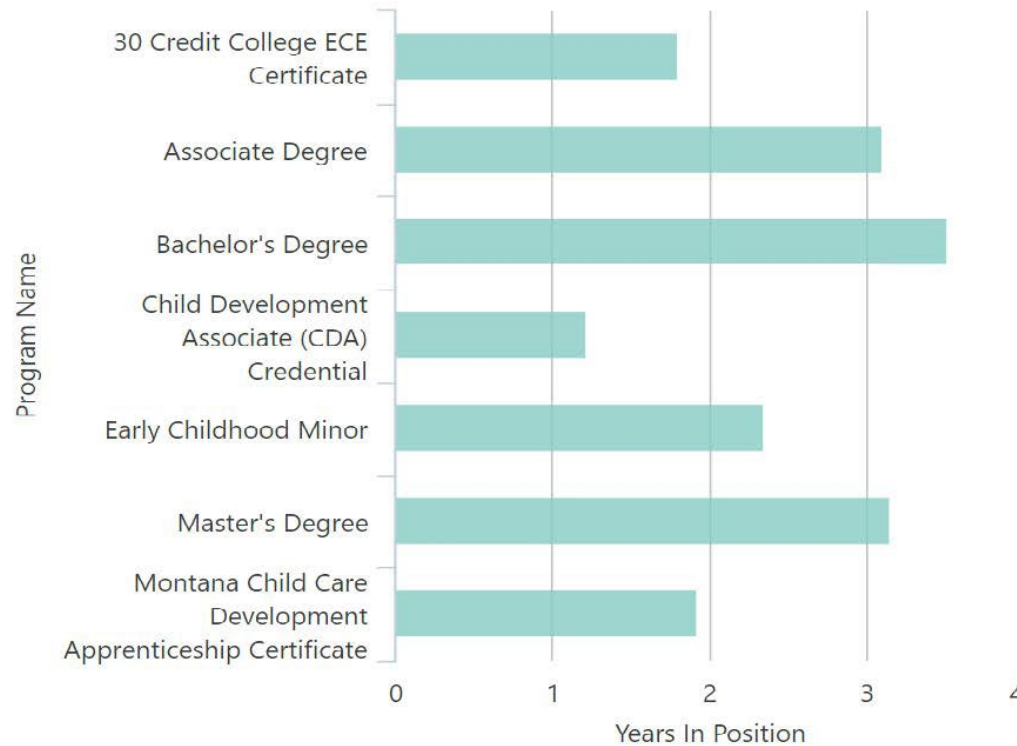
(CDA, Mt Childcare Development Specialist Apprenticeship, Certificate, Associate, Bachelor, or Master degree. Course must be taken from a regionally accredited Montana college/university)

PDIA FOR HIGHER EDUCATION SUPPORTS LONGEVITY IN THE FIELD

Currently Employed PDIA Recipients (May 2020-2024) Longevity and Program name

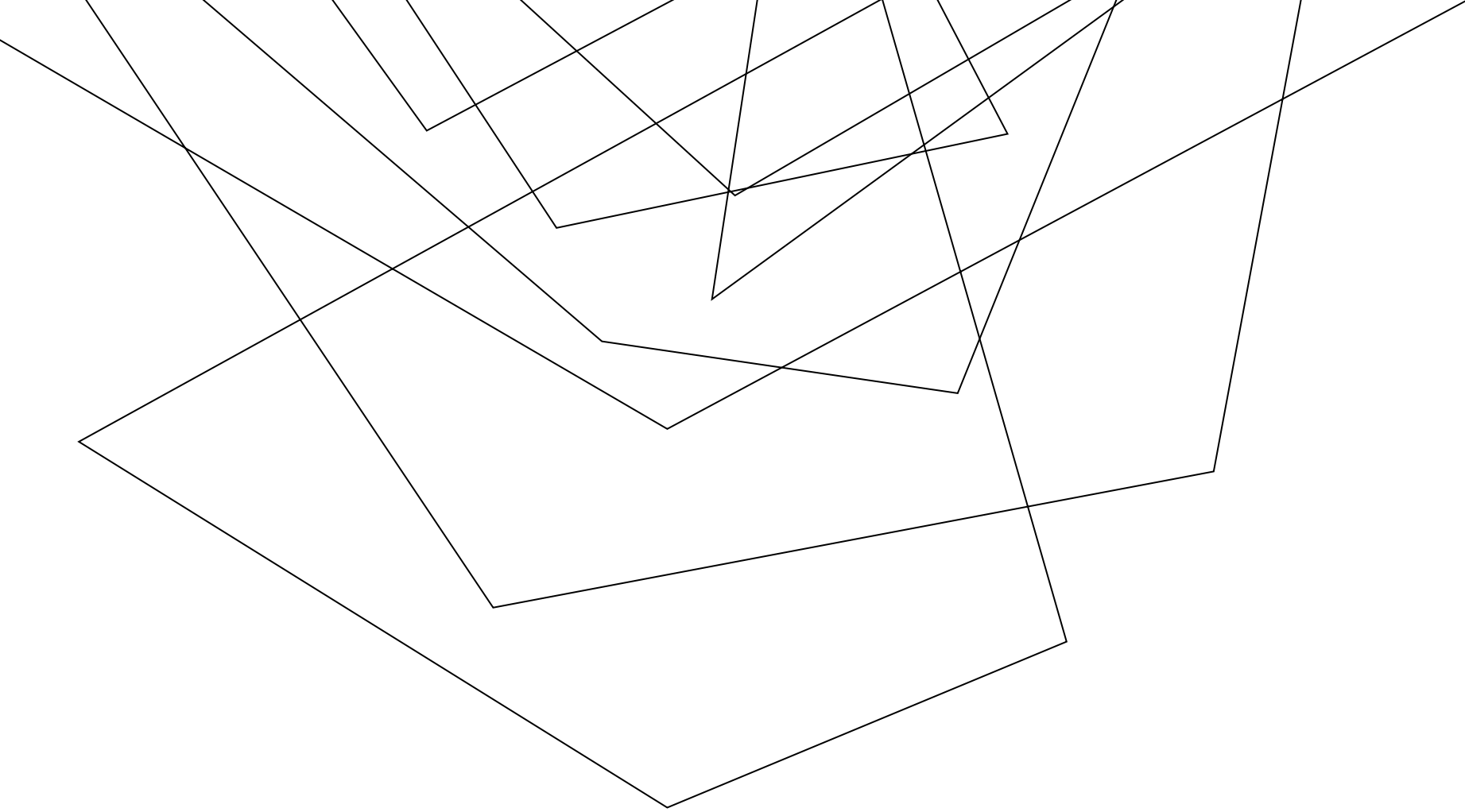
In the past 4 years, currently employed PDIA recipients who pursued BA, AA, and Master's degrees were in the field the longest on average.

This might indicate a higher level of dedication to the EC profession, but it also might be partially due to the duration of the programs.



PARTNERS IN CHILDCARE WORKFORCE DEVELOPMENT:





QUESTIONS & COMMENTS



THANK YOU

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