

# **Mt. San Antonio College Child Development Center**



## **Early Childhood Education Student Apprenticeship Program**

A new program designed to provide *advanced* workforce training in the Child Development and Early Education Field

# Executive Summary

---

## Why Student Apprenticeship?

An essential objective of the 2016-2021 Mt. SAC CDC business plan is to develop a student-apprenticeship for early childhood education, and become a state approved apprenticeship. The goal of the student apprenticeship will be to:

- Be the first ECE student apprenticeship serving as both employer and instruction in Southern California, continuing to innovate in the area of early childhood education
- Create student apprenticeship positions funded initially through both existing state and federal contracts and grants, and eventually transition to available workforce development funds
- Full funding through strong workforce development funds and initiatives may result in an estimated \$294,840 revenue increase to the CDC for personnel costs
- Allow student apprentices to become credentialed/permitted early childhood educators
- Qualify student apprentice completers to enter the workforce beyond entry-level positions, thereby earning livable wages

## Workforce Need

Strong Workforce Initiative data (Top Code: 1305.00 Child Development/Early Care and Education) in Los Angeles and Orange Counties show an undersupply of qualified ECE personnel across job levels: assistant teachers, teachers, administrators.

Demand: 2617 jobs

Supply: 1613 qualified applicants

Employers have asserted that often applicants may meet the education requirements, but lack quality experiences and training to be successful quickly once employed. ECE professions require “work experience” prior to receiving credentials or permits, however the quality of the training varies greatly and is unstructured.

The Mt. SAC ECE Student-Apprenticeship will create a quality training structure, emphasizing desired skills for the ECE workforce as articulated by multiple employers.

### **How Student Applicants Apply**

- Complete a Mt. SAC apprenticeship application
- Attach unofficial transcripts
- Provide Two letters of recommendation (can be personal or professional)
- Submit a personal statement regarding career goals

### **Student Apprenticeship Eligibility Criteria**

- Applicants must be 18+ years old or older
- Have completed 12 Core ECE/CD units (CHLD 1, 5,6, 11) in the following areas: Child Human Growth, Child/Family/Community or Child and Family Relations and Programs/curriculum;
- 50 days of 3+ hours per day working with children in a childcare and development program within last 2 years OR CA Associate Teacher Permit
- Pass comprehensive background check for Community Care Licensing Division (CCLD)
- Meet all California Immunization requirements for work with children
- 2.5 Minimum overall GPA
- Complete CCLD Health Screen (must be able to lift up to 50 lbs)

### **Student Apprenticeship Selection**

- First *eligible* applications, (first come, first selected)
  - No more than 14 apprentices selected per cycle
- Panel Interview
- Must enroll or be enrolled at Mt. SAC (for instruction requirements)

### **Work Processes Breakdown**

- 1400 hours per year: 51 weeks, 28 hours per week
- 2.5 year apprenticeship; 3,500 hours total (upon completion)
- Additional Support: Weekly direct coaching and evaluations from Journeyman and other training/coaching opportunities via California Preschool Instruction Network, Child360 etc.

### **Instruction Requirements (Please see attached course numbers/names)**

- *Total of 27 units in Child Development and 16 units of General Education*
  - Year 1 - CHLD 50, 64, 66, 66L (91)
  - Year 2 - CHLD 68, 69, 84 (91)
  - 6 mos - CHLD 67, 67L, (91)

**PLUS**

- *At least 1 course CHLD 51, 61, 62, 63, 71A, 71B (any time during apprenticeship)*
- General Education courses: English/Language Arts, Math or Science, Social Science, Humanities and/or Fine Arts
- Instructional support for student apprentices (tutoring), group coaching, dedicated direct coaching day 1x per week
- The EXISTING Child Development courses will be used for instruction, not seeking to create a student apprentice cohort for instruction. Will request designation for priority registration at Mt. SAC instead for student apprentices

### **Student-Apprenticeship Outcomes**

- Student Apprentices earn a CA Commission on Teacher Credentialing - ***Teacher Permit***
- Certificate of completion for Apprenticeship. Issued by the CA Department of Labor. Certifies 3500 hours of direct work experience and training in an accredited CDC for employment as Preschool Teacher and beyond (see work processes description)
- Eligible for Mt. SAC Children's Program Certificate for Teaching (and others)
- A minimum of 43 units completed towards A.S. degree in Child Development at Mt. SAC or transfer

### **Student Apprentice Pay Rate:** [Progressive pay structure - See work processes description]

- Starting pay rate \$15.00 – ending rate \$18.75
- Student Apprentices are paid using CDC existing funds, including state and federal contracts and grants
- May seek apprentice specific funding at the state and federal level if available and practical

### **Dismissal Criteria**

- Grade point average below minimum requirement or dropping out of classes
- Below standard work-processes evaluation after counseling
- Inappropriate contact or interactions with children and/or adults
- Violation of Mt. SAC Code of Conduct
- Willful violation of state/federal regulations governing the CDC
- Revocation of clearance via Community Care Licensing for criminal conviction
- Unexcused sporadic attendance impacting completion of work processes or instruction
- Incapacitation or restrictions that can't be reasonably accommodated

- Failure to participate in required meetings or evaluations for student-apprenticeship

### **“Journeyman” (ECE Specialists) Role and Responsibilities**

- ECE Specialists will continue to mentor/guide student-apprentices as outlined in the current job description for the ECE Specialist position
- ECE Specialists will receive coaching and support through Child360 and other community resources to learn and implement best strategies for adult learners
- Will work with CDC administrators and Child Development Faculty to ensure work processes are current and relevant to the early education field

### **Community Partners and Advisory Committee**

#### **State Representative**

- Paul Marshall - Apprenticeship Consultant, CA Division of Apprenticeship Standards

#### **Mt. SAC Staff/Faculty**

- Tamika Addison - Director, Child Development Mt. SAC
- Guadalupe Hernandez - Assistant Director, Child Development Mt. SAC
- Erin Gomez - ECE Specialist II, Mt. SAC (Classified Staff)
- Kathy Dorr - ECE Specialist II, Mt. SAC (Classified staff)
- Anthony Henry- Faculty, Child Development /Strong Workforce Initiative, Mt. SAC
- Cecelia Thay - Faculty, Child Development /Strong Workforce Initiative, Mt. SAC
- Maria Genovese – Adjunct Faculty, Mt. SAC and Supervisor, Charter Oak Unified School District (Tentative)
- Bobby Guerrero - Adjunct Faculty, Mt. SAC and Administrator, Pomona Unified School District (Tentative)

#### **Professional Community**

- Dr. Ricardo Rivera - Director Early Childhood Education, Baldwin Park Unified School District
- Ryan Chan - Employment Recruiter, Options for Learning Head Start/State Preschool
- Dr. Hilarie Dyson - Director, Child Development, Claremont Unified School District
- Celeste Salinas - Director, Children’s Center, Cal Poly Pomona (Tentative)

- La Tanga Hardy - Director, Child Development Center, Los Angeles Trade Tech (Tentative)
- Birgit Monks - Director, Child Development Center, Chaffey College (Tentative)
- Marcia Cagigas, Director, Child Development Center East Los Angeles College (Tentative)
- Tracey Wright-Washington - Assistant Principal, Early Childhood Education, Los Angeles Unified School District
- Reham Dabash - Administrator, Child Development, Santa Monica-Malibu Unified School District
- Dr. Vivian Tamkin - Internship Coordinator, Child and Family Therapy, UC Irvine/Pacific Oaks College (Tentative)
- Emma Quirarte - Program Director, Community Development Institute Head Start
- Sue Bierlich - Retired Director, Children's Center, Orange Coast College (Tentative)