

Early Childhood Apprenticeship: From Planning to Implementation NHSA Presentation 4/6/2023

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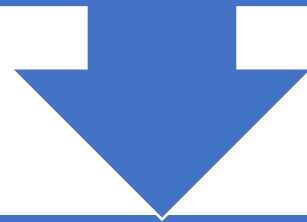
Dallas College School of Education Overview

- One of the largest community colleges in Texas (100,000+students)
- First community college in Texas to be approved to offer a bachelor's degree in early childhood education and teaching
 - First cohort of bachelor's students enrolled in upper-level courses in fall 2021; **more than 80 percent of students are aspiring educators of color, are bilingual, and are first-generation college-goers**
- Dallas County residents can complete a bachelor's for <\$10K



Competency-based Program Design and the Early Childhood Prestige Apprenticeship Model

\$300K Texas Workforce Commission planning grant
to build out early childhood apprenticeship program



Considering how to:

Bring in new talent to centers by matching current Dallas College students with apprenticeship roles and upskilling current workforce

Offer a job-embedded coursework leading to a bachelor's degree – at no cost – to current early childcare employees

Embed CLASS training within apprenticeship coursework

Theory of Action

If the Dallas College School of Education:

- holds **racial equity** at the center of our work; and
- creates the most **affordable** and direct pathway to an industry credential; and
- Co-creates paid apprenticeships/**work-based learning** experiences with partners that meet short-term workforce needs and include:
 - **expert mentorship** from partner Mentor teachers;
 - **personalized coaching and feedback** from Dallas College faculty; and
 - **coursework that is skills-based** and embedded

Then we will significantly strengthen and diversify the educator workforce for partners.



Apprenticeship Planning Committee





Employer Needs Landscape

What do you most need for your workforce?

- Bachelor's Level?
- Associate's Level?
- Lead teachers? Assistant Teachers? Substitutes?

What is your workforce asking for?

- Are they expressing interest in pursuing degrees?





Combined Apprenticeship Model

Benefits

- ✓ Incentivizes retention of current employees for three years (free bachelor's and pay increases)
- ✓ Brings in steady pipeline of new talent
 - ✓ Year 1: 2 FTE
 - ✓ Years 2 and ongoing: 4 FTE









































	Current Workforce	DC Students – Infant/Toddler TA	DC Students – PreK TA
July 2023 – July 2024			
July 2024 – July 2025			
July 2025 – July 2026			
July 2026 – July 2027			
July 2027 – July 2028			



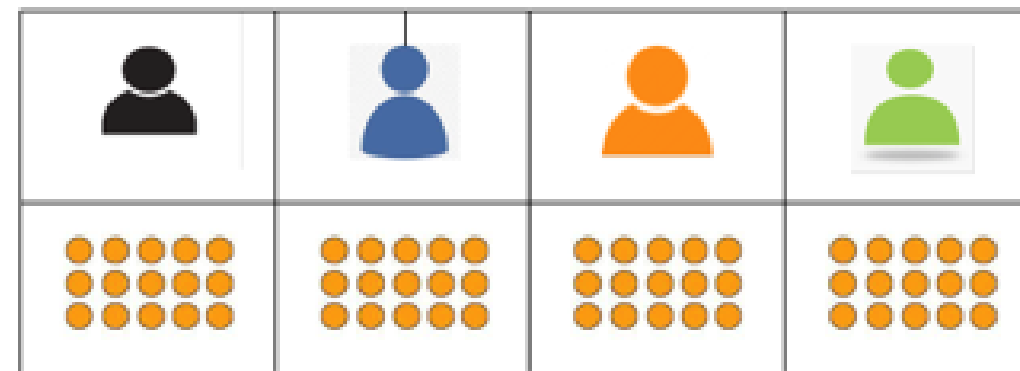


Cohort Model Supports Relationship Building

Traditional Model: Up to 250 students

Faculty Positions	Section 1	Section 2	Section 3	Section 4	Section 5
1	 Course 1 	 Course 1 	 Course 1 	 Course 1 	 Course 2 
2	 Course 2 	 Course 2 	 Course 2 	 Course 3 	 Course 3 
3	 Course 3 	 Course 3 	 Course 4 	 Course 4 	 Course 4 
4	 Course 4 	 Course 5 	 Course 5 	 Course 5 	 Course 5 

Micro-credential Model: Up to 25 students



Additional benefits

- Translating courses into a series of micro-credentials = cohort model = each faculty member supporting up to 25 students a year instead of up to 250 students
 - One faculty member will teach one group of 25 students who are all enrolled in the same five courses
 - Faculty facilitates weekly residency class and then spends the rest of the time in the field, observing students and providing real-time feedback





Enabling Conditions for Apprenticeship Sites

- Define strong leadership
- Define strong mentor teacher
- Release time during the day for coursework
 - How much time is reasonable?
 - How will the center make that work?
- What other conditions should we consider for success?





DOL Application Accepted

3/30/2023

- **Two Early Childhood Apprenticeships**
 - **Early Childhood Paraprofessional**
 - **Early Childhood Educator**
 - **Totaling 4 years**

- **Currently Recruiting Students**
- **Launch Date: August, 2023**





Thank you!

