

ECE Registered Apprenti ceship



Agenda

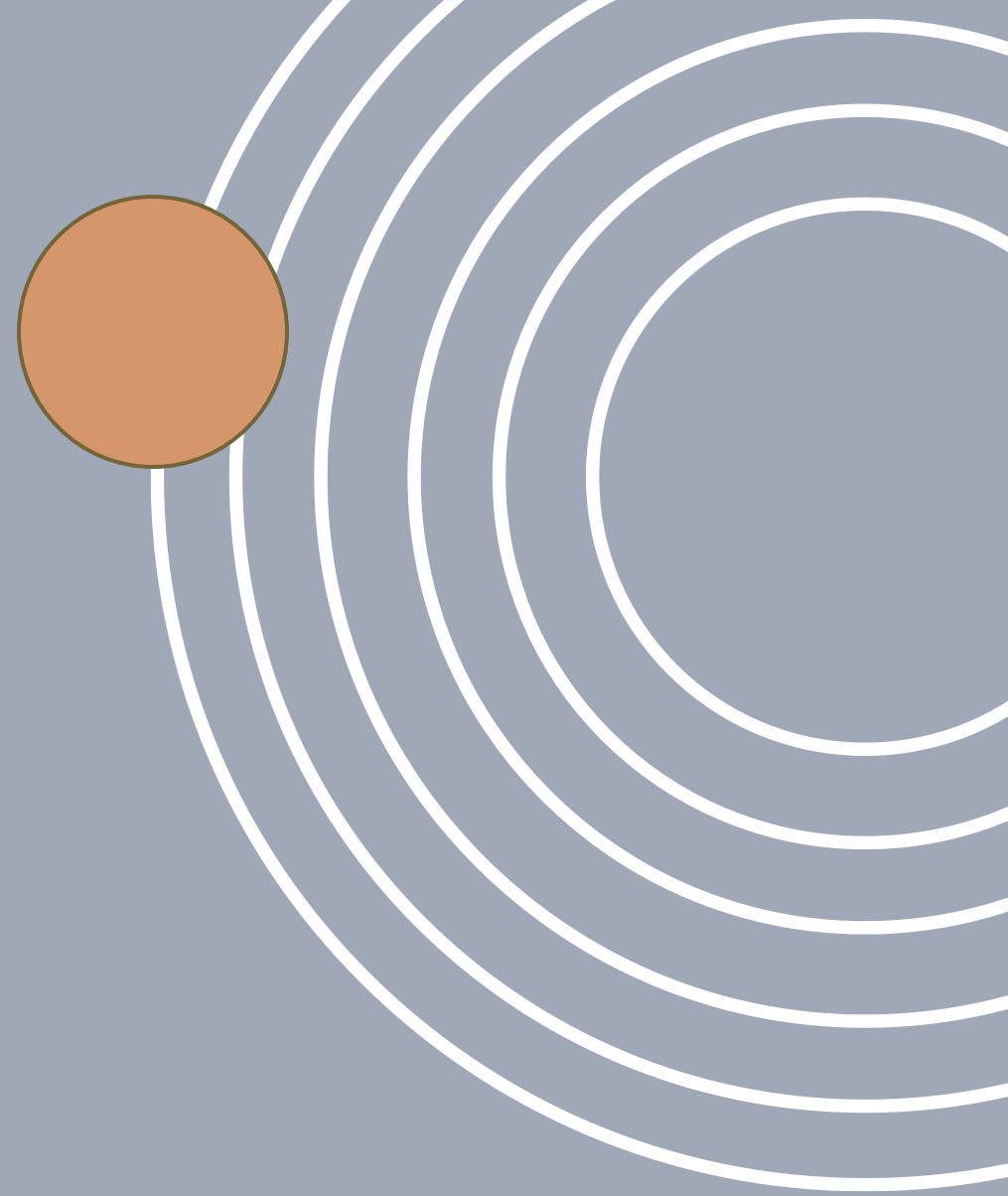
Introduction

History of ECE Apprenticeship in Montana

Apprenticeship Program Overview

Roles of Apprentice, Mentor, Employer (Sponsor)

How to Participate



Introduction



Montana Child Care Apprenticeship Pathways

Child Care Development Specialist Certificate

- Established in 2001 in collaboration with the Department of Labor & Industry, the Early Childhood Services Bureau, and the Early Childhood Project
- 400+ participants
- Supports pathway to Early Childhood Education Associate's Degree

Certified CDA Pre-Apprenticeship Pilot 2023

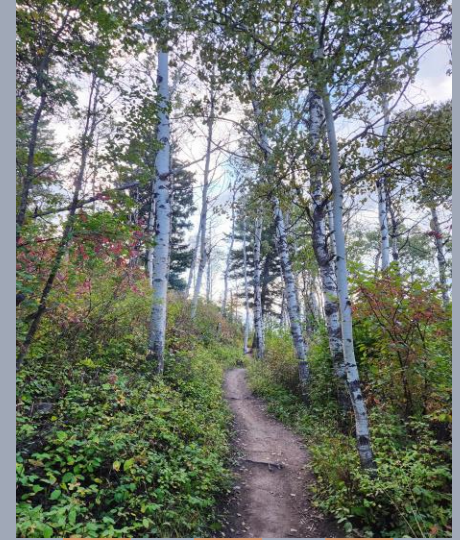
- 16 participants

Registered CDA Apprenticeship 2025

- 29+ participants

High School Certified Pre-Apprenticeship 2025

- Now enrolling



Registered CDA Apprenticeship

Support Child Development Associate Certificate

- 1 year program
- 144 hours of training
 - Completed through childcaretraining.org
 - 2 courses, required licensing training, and 20 hours of training of choice
 - Foundational child development, family partnership, program management, and resilience and wellness
- 1000 hours of on-the-job application and training
- Mentor and Employer Support

Incentives paid by the Early Childhood Services Bureau, processed by the Early Childhood Project



Certified CDA High School Pre-Apprenticeship

High School students

- Enroll in Child Development courses through Family Consumer Science programs
 - Curriculum crosswalk support
 - Match with licensed child care programs for mentor support and on-the-job application
 - Incentives provided by the Early Childhood Service Bureau to cover the cost of CDA (Child Development Associate) Certificate and mentor support
 - Support and resources provided by DLI, Early Childhood Project, and OPI



Role of Mentor and Sponsor

Each apprentice has a mentor and sponsor (employer)

Mentor supports putting theory into practice

- Support what this looks like in everyday work that fits with program policies and procedures
- Available to assist in answering questions about practices
- Guide the development of new skills by modeling and supporting new ideas



Sponsor supports the apprentice and mentor by record keeping

- Sponsor guarantees a wage increase after completion of CDA certificate

Mentors and Sponsors are supported with resources, community of practice, and advanced training- **Montana Mentors**

Employer and Employee Benefits

Employee Benefits

These structured on-the-job training programs allow you to earn while you learn, while building skills needed to become a confident, qualified child care professional.

- **Work With Young Children and Their Families**- support the youngest learners during their most important developmental years
- **Training Matched to Child Development Foundations**- apply what you learn in everyday work experiences
- **Experience is Guided by Expert Mentors**- get ongoing support to put theory into practice
- **Path to Certification**- work to complete the recognized Child Development Associate Certificate (CDA) in early childhood education
- **Nationally Recognized Occupational Credential**- upon completion of the program, participants earn a Certificate of Completion from MT Registered Apprenticeship

Employer Benefits

Through structure and support, your employee(s) can earn recognized credentials that enhance quality and care in their everyday work practices.

- **Grow Your Own Highly Skilled Team**-support your employee to learn and apply high- quality child care practices
- **Increase Retention and Recruitment**-attract new talent and support your employees with career growth opportunities
- **Support for Success**- in collaboration with the Early Childhood Services Bureau and the Early Childhood Project, on-demand support is available to support success in program participation
- **Possible Eligibility for the MT Registered Apprenticeship Tax Credit**

Testimonials

"The CDA apprenticeship program has been such a valuable experience for me. It gave me the hands-on training, guidance, and confidence I needed to grow as an early childhood educator. I was able to connect what I learned in the program directly to my classroom and see the positive impact on the children I care for every day. I'm so grateful for the opportunity, it has truly strengthened both my skills and my passion for working with young children.

Furthermore, Taking part in the CDA apprenticeship program has been an amazing journey. I learned so much about myself as a teacher and gained the confidence to provide the best care and learning experiences for my little ones. The support and guidance I received made the process feel encouraging and meaningful. This program not only helped me grow in my career but also deepened my love and passion for working with children."

Rebecca Elliott Apprentice
Flint Creek Childcare-Phillipsburg MT



Joshua Richards
Apprentice
Friendship House of
Christian Services- Billings
MT



Amy Benson
Mentor/Sponsor
Jalyn Fasting Apprentice
Stepping Stone Preschool-
Bozeman MT

" I am excited about what the apprentice is learning. I am seeing the apprentice become more independent and how they are having proud moments. After doing the one-on-one check-ins with the apprentice, I have started doing it with all staff. This is allowing to build relationships with the staff and tune into what they can be supported with."

Mentor

Thank you

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