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California
Community
Colleges

Growing Apprenticeships in the San Francisco Bay Area

A Panel Presentation - August 18, 2021



Panelists

**Moderator: Kathleen White, CCSF,
BACCC ECE/EDU Regional Joint
Venture**

**Randi Wolfe, PH.D.
Executive Director, Early Care &
Education Pathways to Success
(ECEPTS)**

**Joya Chavarin/ Lisa Cook,
Berkeley City College EDU
Apprenticeship**

**Tina Watts, Skyline College
Early Childhood Apprenticeship
Program (ECAP)**

**Tracy Burt, ECE/EDU CCSF
Apprenticeship**

**Aleah Rosario, Partnership for
Children and Youth (Formerly
California Afterschool Network- EXL
Apprenticeship Project)**

**Adele Burnes, BACCC Regional
Director of Apprenticeship**

Welcome and Introductions

Thank you for Attending!

Introduce Yourself in the Chat

(Name & Affiliation)

Overview

Focus on ECE/EDU Apprenticeships

Community Colleges link to jobs that those entering the TPP pipeline can obtain after completing community college coursework AS well as after transfer!

The ECE/EDU Apprenticeship Project is a project of the Bay Area Community College Consortium

- Focus on the SF Bay Region
- Funding from Strong Workforce Program Funds, California Community College Chancellor's Office
- Structured as a Regional Joint Venture which supports all colleges with ECE/EDU Programs in the region
- The RJV supports ECE/EDU Apprenticeship and Teacher Pipeline formation at all levels: ECE, K-12, After-school, Extended Learning, Transitional Kindergarten
- BACCC Supports Apprenticeship Growth ~~and~~ and has hired an Apprenticeship Director to support all sectors

Why Apprenticeship?

Making the Case!

Significant Labor Shortages at all levels of ECE/EDU Sector - Prior to Pandemic and Post-Pandemic in SF Bay Region

Significant Disruption of Labor Market and Workforce Due to COVID Pandemic in SF Bay Region

Significant Concern that Federal and State Expansion Funds for Child Care, Transitional Kindergarten, Expanded Learning will not be utilized due to lack of workforce

Public Support for the Importance of K-12 Teachers, Child Care rose during pandemic

Disruption of school and child care resulted in college, education, employment, workforce and labor instability

Apprenticeship creates a structured pipeline into ECE /EDU jobs, supported by employers, that can lead to wage gains, educational achievement, structured employment on-the-job training and college/employment partnerships

High Cost of Living Demands Jobs Linked to Education

**Introducing Adele Burnes, BACCC,
Regional Director of Apprenticeships**

Early Care and Education Apprenticeships

Adele Burnes
Regional Director of Apprenticeships
adele@baccc.net



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Adele Burnes

Regional Director of the Apprenticeships
Bay Area Community College Consortium
adele@baccc.net



BACCC's Five Economic Subregions

North Bay

- Marin
- Napa Valley
- Santa Rosa
- Solano

East Bay

- Alameda
- Berkeley
- Chabot
- Contra Costa
- Diablo Valley
- Laney
- Las Positas
- Los Medanos
- Merritt
- Ohlone

Mid Peninsula

- Cañada
- San Francisco
- San Mateo
- Skyline

Silicon Valley

- DeAnza
- Evergreen Valley
- Foothill
- Gavilan
- Mission
- San Jose City
- West Valley

Santa Cruz & Monterey

- Cabrillo
- Hartnell
- Monterey Peninsula



This project is funded by a Carl D. Perkins Title I, Part B State Leadership Grant, #17-150-002, awarded by the California Community Colleges Chancellor's Office and by a grant from the Bay Area Workforce Funding Collaborative.

10/2/2014

What is an Apprenticeship?



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What is a Registered Apprenticeship (RA)?

A structured education and training program that takes place in the workplace and includes:

- On-the-job (OTJ) training – usually at least 2000 hours (1 year FT)
- Classroom-based, related and supplemental instruction (RSI) – recommended 144 hours

An apprentice is a full-time, paid employee of the sponsoring organization.

Related Supplemental Instruction (RSI)

- Curriculum specifically tailored to employers needs
- Instills thorough understanding of occupation
- Classes may count towards a college degree
- Learn via lectures, hands-on-demonstrations, presentations, and examinations



On-The-Job Training

- Work processes established in partnership with employer
- Learn By Doing
- Designated **mentor** trains the apprentice on the job
- Progressive Wages Scales
 - **Articulated skills progression** with at least one **wage increase**.
 - **Wage progression** that starts around ~50% of what an experienced person holding that role (journeyperson) would be making. That progression should finalize ~90% of a journeyperson compensation.

Types of Registered Apprenticeship

Time-based program

Measures progress based on the number of hours an apprentice has spent in on-the-job training (OJT) and related and supplemental instruction (RSI)
Typically 2000 hrs OJT and 144 hrs RSI

Competency based Program

Measures progress based on the apprentice's demonstrated ability to perform the duties associated with the occupation
The program cannot be less than six months

Hybrid program

Includes both time-based and competency-based requirements.

Education Apprenticeships



Early Care and Education Apprenticeship

- Occupation: Early Educator Apprentices
- **Berkeley City College**
- Partnership with Kidango, YMCA and Castlemont High School
- ECEPTS as Intermediary Partner

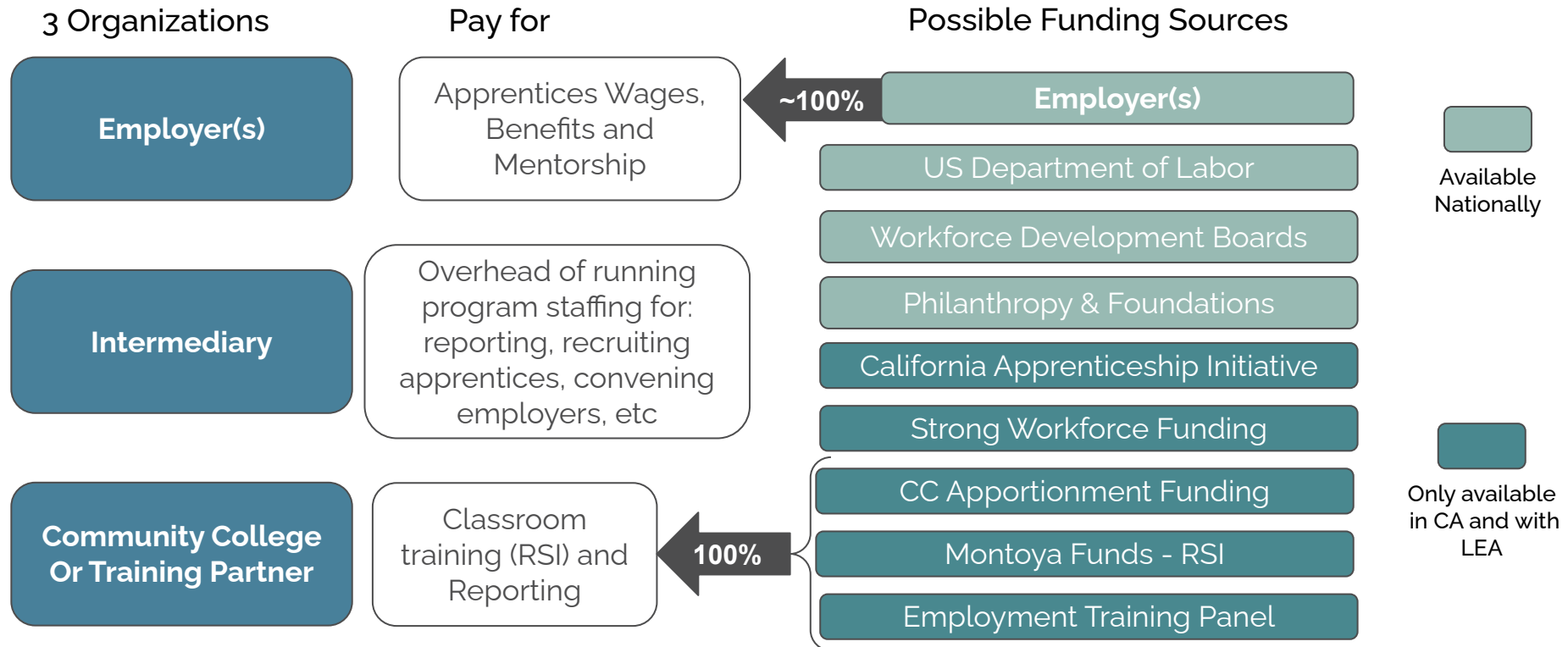
City College of San Francisco Early Childhood Development Apprenticeship Program

- Occupation: Early Education Instructional Aide
- Partnership with United Educators of San Francisco

San Mateo Community College District -

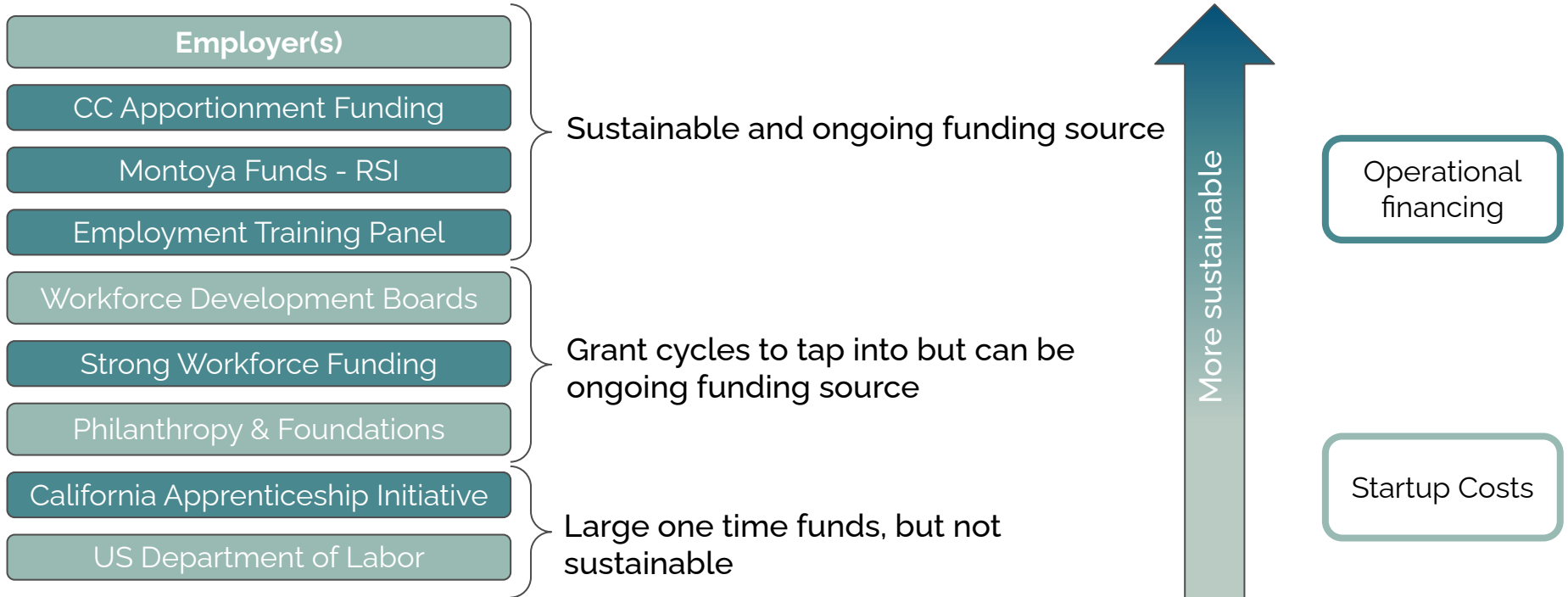
- Partnership with Child Development Laboratory Center
- ECEPTS as Intermediary Partner

Funding Reality of Apprenticeship in CA



Funding Reality of Apprenticeship in CA

Possible Funding Sources



Current Funding Opportunities

K12 SWP Funding

Ideal for the development of Youth or High School Apprenticeships and PreApprenticeship Program.

Applications are currently open.

<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/K12-Strong-Workforce>

EDA - Good Jobs Challenge

Released July 22, 2021

Deadline Jan 26, 2022

Total funding 500M, Award Range - \$1M -\$25M

<https://www.grants.gov/web/grants/view-opportunity.html?oppld=334720>

Upcoming Funding Opportunities



Combined Pre-Apprenticeship and Apprenticeship Grant Opportunity

- RFA aiming to release it in **August**, submission **due in December**
- They will have focus sectors and focus regions, but likely open to additional programs
- Total Pool of funds is \$45-60M, and historically the grant size has been **100K-500K**, therefore likely to be 100-200 grants awarded

Questions?

Adele Burnes

Regional Director of Apprenticeships

adele@baccc.net

**Introducing Randi Wolfe, Executive Director,
Early Care & Education Pathways to Success (ECEPTS)**



EARLY CARE & EDUCATION PATHWAYS TO SUCCESS (ECEPTS)

www.ECEPTS.org
626-497-7645



**1,067,570
ECE
Workers**

**94%
Female**

**68%
Women of
Color**











**CREATING
APPRENTICESHIPS**

**FIELD
BUILDING**

**SYSTEMS
CHANGE**





- ❖ ECE Associate Teacher
- ❖ ECE Teacher (AA or BA Degree)
- ❖ Family Child Care Provider
- ❖ Home Visitor

Highlights

APPRENTICESHIP

- STRENGTHEN
CA NETWORK
- LAUNCH
NATIONAL
PARTNERSHIPS

FIELD BUILDING

- NATIONAL
CONFERENCE
- FEB 28-MAR 2
ONTARIO, CA

SYSTEMS CHANGE

- UNIVERSAL TK
IMPLEMENTATION
- SUBSIDIZED CARE
RATE REFORM



SECTOR INTERMEDIARY

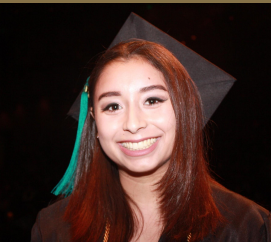
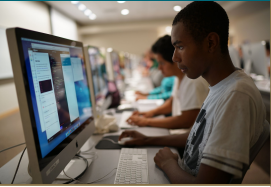
- Conduit between partners
- Accelerates program development
- Creates new sector-based apprenticeship partnership
- Offers sector expertise and insight

APPRENTICESHIP SPONSOR

- Entity that operates an RA program
- Sponsors can take many forms
- Assumes responsibility for program admin and operation
- Assumes legal responsibility of ensuring program compliance with state and federal regulations
- Ongoing role

**Introducing Joya Chavarin and Lisa Cook,
Berkeley City College**

EDUCATION TEACHER PREPARATION PROGRAM



- Mission is to create exceptional teachers
- Support students in finding the educational and career pathway appropriate to their individual interests
- Provide mentoring, tutoring, training and other resources to ensure postsecondary completion, industry recognized certificates, and an onramp to a career teaching in early childhood education, transitional kindergarten, K-12 classrooms, two- or four-year colleges, or career education (CE) programs.
- Early Educator Apprenticeship: early childhood education/transitional kindergarten RSI

EDUCATION TPP: PROGRAM SUMMARY

Academic & Professional Credentials

CERTIFICATE OF PROFICIENCY

- Education: School Readiness

CERTIFICATE OF ACHIEVEMENT

- Teacher's Aide

DEGREE OPTIONS

- AA in Liberal Studies Teacher Preparation
- AA-T in Elementary Education

INDUSTRY RECOGNIZED CREDENTIALS

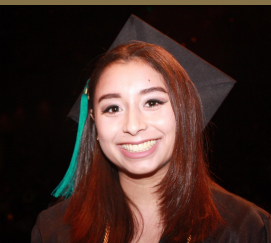
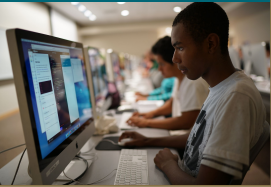
- Child Development Permit
- Tutor CRLA Certification

Career Pathway Entry Points

Assistant teachers and teacher aides in preschool/pre-kindergarten, transitional kindergarten, and afterschool programs

Industry Partners

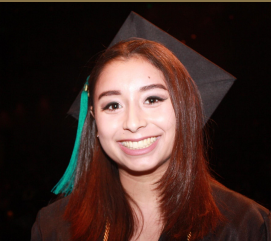
Local publicly-funded programs serving children and families



EARLY EDUCATOR APPRENTICESHIP PROGRAM GOALS



BERKELEY CITY COLLEGE
1974
TRANSFORMING LIVES

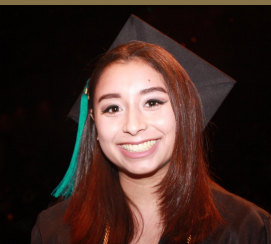


Support in strengthening professional knowledge, skills, and competencies of Early Care and Education workers

Increase earning capacity through on-the-job training, college coursework, and cohort learning experiences typical of apprenticeships

Support in transforming the Early Care & Education field to be viewed as entry into a sustainable career pathway

EARLY EDUCATOR APPRENTICESHIP TRAINING COMPONENTS



Job Readiness

Application Support;
Mock-Interview; College
readiness needs assessment;
Livescan; Goodness-of-fit job
placement exploration



Soft Skills

21st Century New World of
Work (NWoW):

Adaptability, Solution Mindset,
Collaboration, Communication,
Digital Fluency, Empathy,
Resilience, Self Awareness,
Social/Diversity Awareness



Hard Skills

ECE Educator
Competencies:

Child Development & Learning;
Relationships / Interactions;
Family & Community; Dual
Language Dev; Observation;
Special Needs; Learning
Environments; Health & Safety

Work Life Balance

EARLY EDUCATOR APPRENTICESHIP

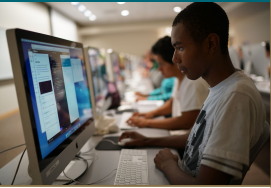
PROGRAM GUIDING PRINCIPLES

- **Career-oriented:** Learning is structured around knowledge, skills, and competencies that lead to careers with living wages.
- **Equitable:** Learning is accessible to every student, with targeted supports for those adversely impacted by long-standing inequities in our education system and labor market.
- **Portable:** Learning leads to postsecondary degree completion, credentials and transfer to expand options for students.
- **Adaptable:** Learning is designed collaboratively to be recognized and valued across an industry or sector.
- **Accountable:** Student and program outcomes are monitored using transparent metrics to support improvement.

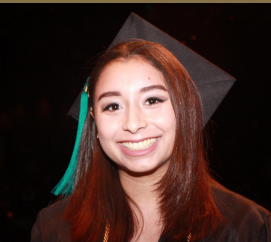
Adapted from the Partnership to Advance Youth Apprenticeship (New America, 2018)

PROGRAM SUPPORTS OFFERED

- Paid tuition and textbooks
- Embedded tutoring and success coordination
- Individualized health and wellness services
- Cohort-based learning communities, mentoring and peer support
- Work life balance support

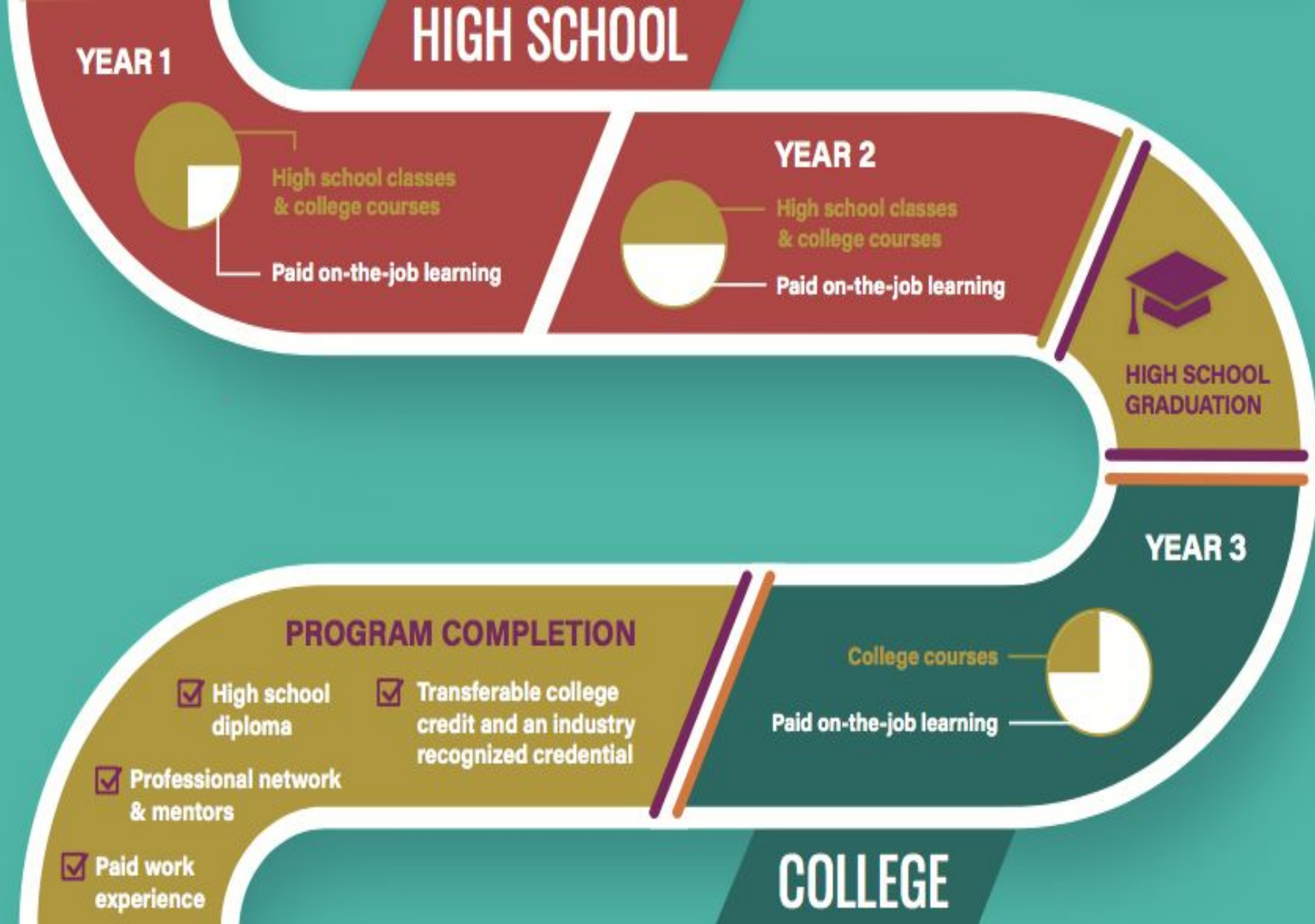
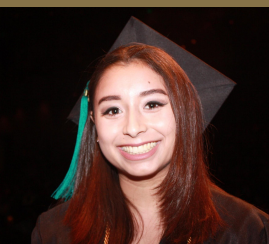


BERKELEY CITY COLLEGE
1974
TRANSFORMING LIVES





BERKELEY CITY COLLEGE
1974
TRANSFORMING LIVES



YEAR 1

HIGH SCHOOL

High school classes
& college courses

Paid on-the-job learning

YEAR 2

High school classes
& college courses

Paid on-the-job learning



HIGH SCHOOL
GRADUATION

YEAR 3

PROGRAM COMPLETION

✓ High school
diploma

✓ Transferable college
credit and an industry
recognized credential

✓ Professional network
& mentors

✓ Paid work
experience

College courses

Paid on-the-job learning

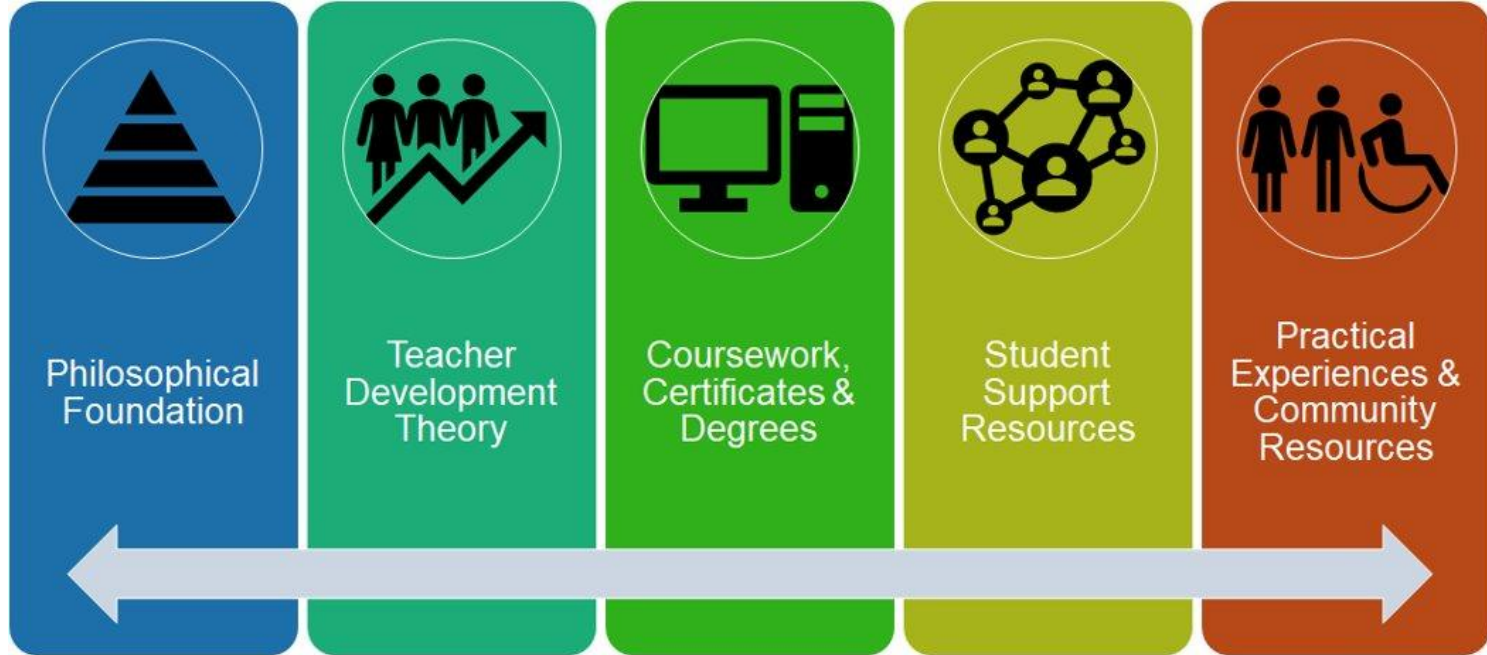
COLLEGE



Thank you

Introducing Tina Watts, Skyline College San Mateo County Community College District

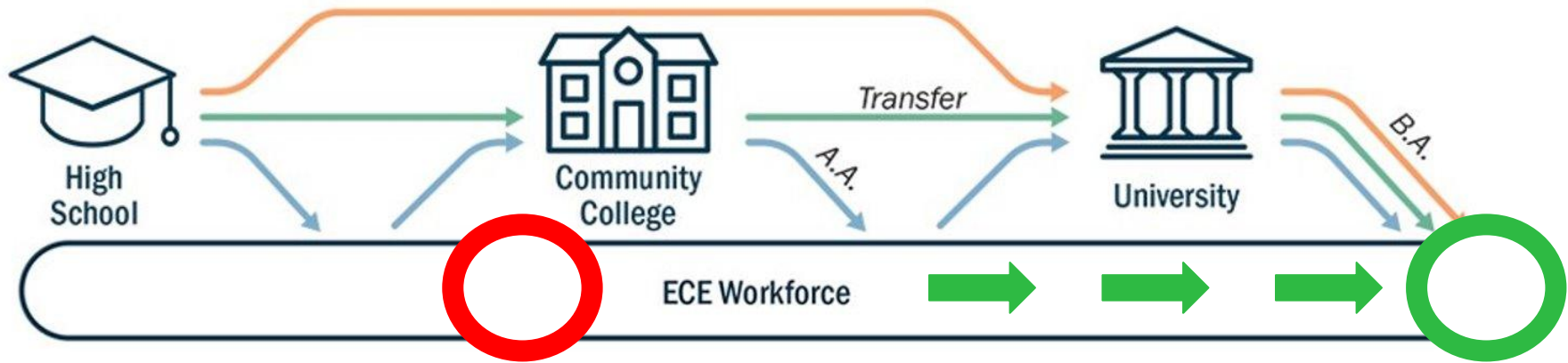




SMCCD Early Childhood Apprenticeship Program



Figure 1
There Is No Traditional Route to an Early Education Career



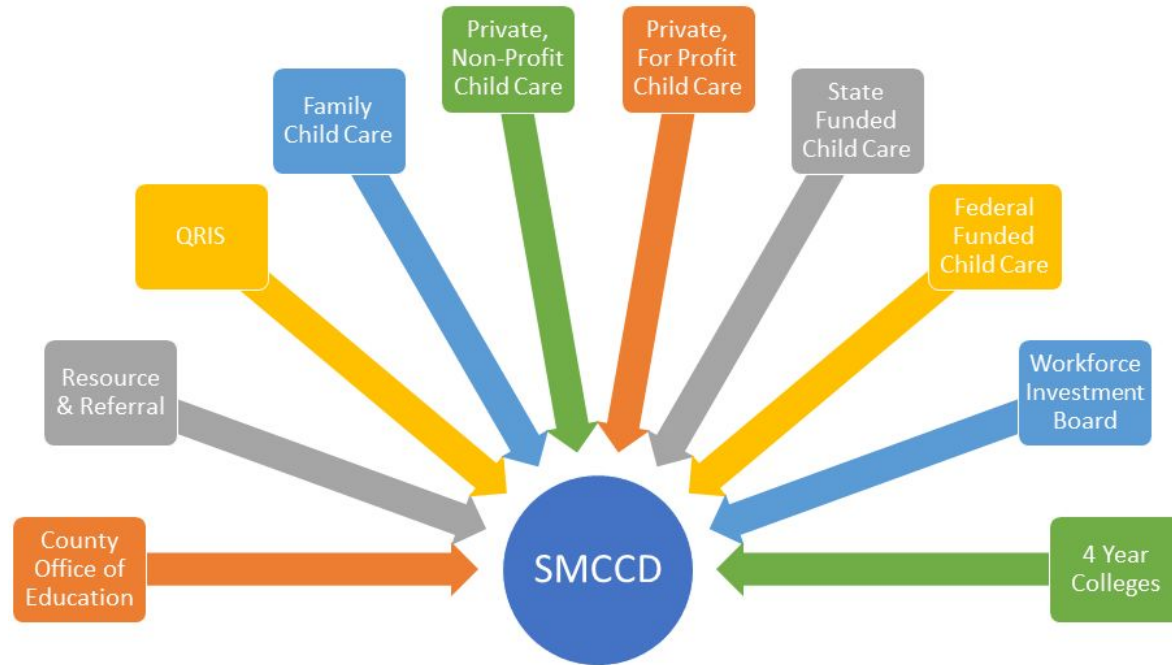
ADAPTED FROM: GARDNER, M., MELNICK, H., MELOY, B., & BARAJAS, J. (2019). *PROMISING MODELS FOR PREPARING A DIVERSE, HIGH-QUALITY EARLY CHILDHOOD WORKFORCE IN CALIFORNIA* (RESEARCH BRIEF). PALO ALTO, CA: LEARNING POLICY INSTITUTE.

SMCCD Early Childhood Apprenticeship Program



Year	Year 1 Associate Teacher Permit 50 Days of 3+ hours	Year 2 Teacher Permit Additional 125 days of 3+ hours	Year 3 – AS-T in ECE Master Teacher Permit Additional 175 days of 3+ hours
General Education Courses	9+ GE Units Specific Course Sequence Designated Instructors	12+ GE Units Specific Course Sequence Designated Instructors	15+ GE Units Specific Course Sequence Designated Instructors
EDU-CD Courses	12 ECE Units Required for Associate Permit	12 ECE Units Required for Teacher Permit	10 ECE Units Required for Master Teacher Permit
On the Job Training	6 COOP Units Part-Time Employment Credit for Prior Learning	6 COOP Units Part-Time Employment Credit for Prior Learning	Part-Time Employment Full-Time Employment Credit for Prior Learning

SMCCD Early Childhood Apprenticeship Program



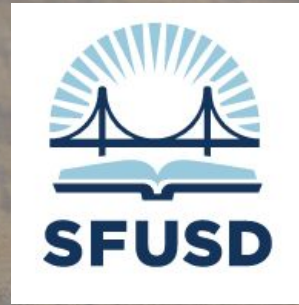
SMCCD Early Childhood Apprenticeship Program

**Introducing Tracy Burt,
City College of San Francisco**

Student-Facing Materials



CCSF-SFUSD Early
Childhood & Special
Education
Apprenticeship
Program:



Beginning Fall 2021;
Interviewing
August 2021

Process:

1. Online Orientation
2. Applications
3. Interviews
4. Connections with SFUSD
5. Hiring
6. Repeat

*Scan QR Code for a Presentation for Candidates

 Passionate about Working with Young Children? Become a Para Educator with SFUSD!	Become a paid apprentice working with young children in SFUSD while you attend classes at CCSF! *A supported career pathway for those entering early childhood education and/or special education.
	
Contact: Tracy Burt tburt@ccsf.edu More Info here: 	Become an Educator! Gain support. Make a difference. Follow your heart. 

The Numbers: May 2021 to August 2021

- 3 orientation sessions with 130 students, plus asynchronous class outreach
- 35 applications
- 18 interviews: 14 verbal offers
 - 2 earning 6 units
 - 2 pursuing Special Ed elementary placements in SFUSD
 - 1 hired
 - 1 onboarding
 - 6 in process with SFUSD
 - 4 withdrew (wages or unknown reasons)
 - 2 in process

CCSF-SFUSD Apprenticeship

SFUSD: Employment, identify & support para mentors, on the job supervision, commitment to hire apprentices.

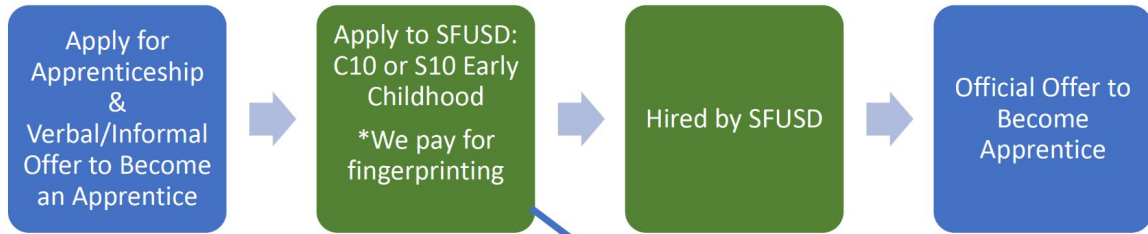


CCSF: Ongoing:

- Community of practice, embedded supports (advising, counseling)
- Recruitment, applications, interviews, tracking through Workhands, standards, Ed Plans, administration of grants, reporting, grant writing.

A work in process.

Process for Becoming an ECE & Special Education Apprentice at CCSF



Apprentice Onboarding (after you get & accept position):

Official Contract

Workhands App:

1. Send Tracy Unofficial Transcript & Ed Plan*(at beginning of program and after grades post each semester)
2. Join "Workhands" App & Watch Your Progress!
3. Tracy Uploads Courses after each semester
4. Enter hours each month

*Connect with Para Mentor at SFUSD

*Come to our Community of Practice meetings (monthly) FUN!

*Apply for permits as you earn them with Wendy. Fees paid by program.

*Create an Ed Plan if you don't have one yet (due 3 months after you start working at SFUSD) Make appointment through Anne

Process for Applying to SFUSD:

- Start at account at sfusd.edu/careers
- Upload resume
- Apply for Citywide Pool
- Email Mari to set up informational interview
- Contact Principals to apply for specific positions
- Onboarding with Ellen (fingerprinting physical, etc.)

EARLY CHILDHOOD &
SPECIAL ED
APPRENTICE
FALL 2021 KICK-OFF!

Zoom:
Thursday, August 12th,
2021
6:00 - 7:30 pm

Bring your dinner and
a smile! We will build
connections with each
other, share strategies
and see about taking
classes together!

WHAT WILL YOU BRING TO
YOUR WORK WITH CHILDREN?
HOW WILL YOU MOLD THEM
AS YOU TRUST THEM TO
DEVELOP?

Community of Practice

**Introducing Aleah Rosario, Partnership for Children and Youth
(previously with California Afterschool Network)**

Expanded Learning Apprenticeship

Aleah Rosario
Partnership for Children and Youth
(previously with California AfterSchool Network)

aleah@partnerforchildren.org

Expanded Learning in CA

Funding

State: After School Education and Safety (ASES) program

Federal: 21st Century Community Learning Centers (21st CCLC)

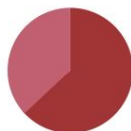
New Funding

\$4.6 billion Expanded Learning Opportunities Grant (AB86) through 8/2022

\$1 billion Expanded Learning Opportunities Program (ongoing) + \$750 million (one-time)

4,500 programs	+ potential for 3,000 new
~ 25,000-30,000 staff	+ potential for 18,000 more

WORKFORCE AT A GLANCE



63% are
ages 20-29¹



65% are
women



Majority are pursuing careers in teaching,
afterschool leadership, education
administration or school counseling



69% are part time and earn minimum wage, or
\$1-2 more, and do not get health insurance

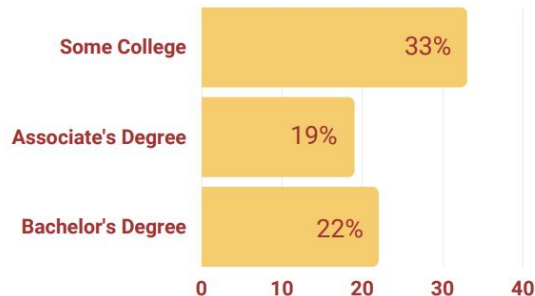


Publicly funded expanded learning programs
employ 30,000+ professionals statewide



Serving 900,000+ students at
4,500 schools in 58 counties

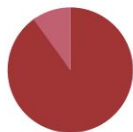
Education Levels



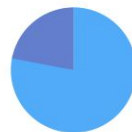
A DIVERSE WORKFORCE ROOTED IN THEIR COMMUNITIES²



70% are people
of color



90% are bilingual in
English and Spanish³



78% live in the
community they serve

Expanded Learning Workforce Implementation Committee

Purpose: To advance the development of a diverse EXL workforce that is prepared to support the growth of children and youth, and deliver high-quality programming.



Explore and develop an **earn and learn model**, such as an apprenticeship, that will promote career advancement and economic mobility for low-income people and people of color

Expanded Learning Apprenticeship

Target population:

- 18-25 yo with a high school diploma
- No or limited college experience
- Passion for education who need support to complete college
- Incumbent staff who would benefit from formal training on a path to leadership positions

Apprenticeship Pathway

1. Entry level employment
2. Pass IA Exam (CPR Certified, Mandated Reporter)
3. AA Degree/60 Units

Competencies

- Youth Voice and Leadership
- Activity Preparation and implementation
- Youth Development
- Stakeholder Engagement
- Diversity, Equity and Inclusion
- Social and Emotional Learning/ Wellness
- Safe and Supportive Environment

Thank You for Attending!

Resources and Contact Information

Kathleen White, ECE/EDU Regional Joint Venture, BACCC, CCSF - kwhite@ccsf.edu

Adele Burnes , BACCC, Regional Director of Apprenticeships - Adele@baccc.net

Randi Wolfe, PH.D.

Executive Director, Early Care & Education Pathways to Success (ECEPTS) - www.ecepts.org

Joya Chavarin, Berkeley City College Apprenticeship Program - jchavarin@peralta.edu

Lisa Cook, Berkeley City College- Apprenticeship Program - lrcook@peralta.edu

Tina Watts, Skyline College, SMCCD- wattst@smccd.edu

Tracy Burt, City College of San Francisco [-tburt@ccsf.edu](mailto:tburt@ccsf.edu)

Aleah Rosario, Partnership for Children and Youth - aleah@partnerforchildren.org