

An Initiative of the California Workforce Development Board

Launched in 2019, Early Care & Education Pathways to Success (ECEPTS) is California’s Sector Intermediary and Apprenticeship Sponsor for the field of Early Care & Education (ECE). ECEPTS apprenticeship programs have registered more than 350 apprentices, 96% of whom are female and 90% people of color. Registered Apprenticeship Programs (RAPs) using the ECEPTS model achieve high completion rates, with an aggregate attrition rate of less than 20%.

As a High Road Training Partnership, ECEPTS will dramatically expand its reach and deepen its impact by initiating a cohort-based RA training model, launching the ECEPTS network, deepening field-building activities, and implementing a Research and Evaluation plan. Through the year-long ECEPTS Institute, a cohort of 4-6 community-based RAP partnerships will be guided through the ECEPTS curriculum and receive intensive technical assistance as they engage in a structured process to design, develop, recruit for, and implement an ECEPTS-sponsored RAP. Upon successful completion of the ECEPTS Institute, RAP partners will join the ECEPTS Network, receive updated information and support through monthly webinars and online tools, and receive technical assistance to continue to grow and expand their ECE apprenticeships.

**PROJECT HIGHLIGHTS**

- Create a replicable model for scaling apprenticeship programs through ECEPTS Institutes that will engage and train 4-6 partnerships in each cohort.
- Register 775 new ECE Apprentices with the CA Division of Apprenticeship Standards.
- 80% of completers will be placed in higher positions; 60% will pursue AA/BA degrees.
- Host and publish a monthly podcast, “Early Care & Education: All Things Workforce.”
- Document, evaluate and disseminate information about the ECEPTS model and related research to regional/sector intermediaries and apprenticeship sponsors to support replication and expansion of apprenticeship statewide.

**KEY PARTNERS**

Sample of the total 35 ECE employers:

- Child Care Resource Center
- City of Oakland Head Start
- Community Action Marin
- El Dorado COE
- Girls, Inc.
- MAAC
- Oakland Unified School District
- Volunteers of America
- YMCA of the East Bay

Community Colleges:

- Berkeley City
- Chabot College
- College of Marin
- Contra Costa College
- De Anza College
- Los Medanos College
- Merritt College
- Mission College
- Palomar College
- Pierce College
- San Joaquin Delta
- Skyline College