

Early Care & Education Pathways to Success (ECEPTS), a project of Tides Center, is a Statewide Sector Intermediary and Apprenticeship Sponsor dedicated to serving new and incumbent workers in the Early Care & Education (ECE) industry. ECEPTS' nontraditional apprenticeships for a diverse workforce helps to address the critical shortage of childcare workers and aims to uplift traditionally underpaid and undervalued roles within the care economy. This expansion project aims to expand employer partners, particularly in Alameda, El Dorado, Los Angeles, Marin and San Diego counties, register new ECE occupations, and diversify into new and adjacent industries.

Funding will be used to increase the geographic reach and programmatic depth of ECEPTS ECE apprenticeships. It will also focus on expanding the capacity of Registered Apprenticeship Programs (RAPs) and boosting enrollment. Apprentices will be registered over a 36-month period, while a new skills training program for on-the-job training mentors will be developed and implemented.

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## TARGET POPULATION

This project will target low-income parents of the children served by the employer partners, incumbent workers, and community members at large.

## PROJECT HIGHLIGHTS

- Register 655 new apprentices:
  - ECE Associate Teachers – 350
  - ECE Teachers – 150
  - ECE Lead Teachers – 40
  - Expanded Learning Program Leaders – 115
- Register adjacent industry occupations (i.e., Infant-Toddler Registered Apprenticeship).
- Expand ECEPTS RAPs into new regions.
- Bolster and expand ECEPTS RAP partnerships by providing supplemental funding for project staff, participant supports and services, and employment-related costs required of ECE workers.
- Develop and implement new skills training for On-the-Job Training mentors.
- Produce at least six new episodes of the ECEPTS podcast and at least 12 new Deep Dive webinars.

## KEY PARTNERS

- Child Care Resource Center Head Start
  - City of Oakland Head Start
  - Community Action Marin
  - El Dorado County Office of Education Child Development Program
  - Girls, Inc.
  - North Bay Children's Center
  - Oakland Unified School District
  - Skyline College Child Dev. Center
  - YMCA of East Bay
  - First 5 – Santa Clara
  - Santa Clara County Office of Education
  - Community Colleges: Skyline College, San Joaquin Delta College, Pierce College, Palomar College, Mission College, Merritt College, De Anza College, College of Marin, Chabot, Berkeley City College
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