

REGISTERED APPRENTICESHIP For High Quality Child Care

Contact us for more information

www.doleta.gov/atels_bat



U.S. Department of Labor
Employment and Training Administration
Office of Apprenticeship Training,
Employer and Labor Services
200 Constitution Avenue, NW
Washington, D.C. 20210

Creating Brighter Futures

Employer/Sponsor

High Quality Child Care - It Makes a Difference

Creating brighter futures for our children is a goal that we all can embrace. Providing high quality child care is a key factor in reaching that goal.

Registered Apprenticeship programs for child development are specifically designed to increase the education and competency level of those entrusted with our young children. The benefits are far reaching.



Childcare providers and centers have greater access to qualified workers who possess the knowledge and skills to nurture, educate, and care for children in the early, vital stages of development. Also, employee retention rates are higher in organizations that sponsor apprenticeship training.

Companies that sponsor child care centers staffed with committed, well-trained personnel are better able to recruit and retain employees.

Children receive high quality care from a well-trained staff and have a safe, appropriate early learning environment in which to learn and grow.

Parents know their children receive consistent, high quality care from a knowledgeable and committed staff, and they feel connected to the care givers.

Apprentices receive valuable technical and practical instruction that elevates their stature in the child care profession and rewards them with increased compensation.

Caring, Confident, Committed

People interested in a career in child development are caring individuals. But being prepared to handle the challenges of child care takes more than a concern for children; it takes extensive training and experience. Apprentices receive instruction that directly applies to their work with children and families. Course content includes:

- Child growth and development
- Health, safety, and nutrition
- Developmentally appropriate and inclusive practices
- Child observation, record keeping, and assessment
- Classroom design
- Guidance and discipline
- Culturally relevant curriculum
- Family and community relationships
- Administration and supervision
- Leadership skills

As apprentices progress, they are able to take on greater responsibility and their confidence builds. With experience and opportunity for advancement comes increased commitment to their jobs, their profession, and the children.



What is Apprenticeship?

Registered Apprenticeship is a formalized, structured program combining on-the-job learning and related instruction in which paid employees receive technical and practical training in a highly skilled occupation. Apprenticeship is industry-driven career training. Industry determines the skills that are essential to sustain a quality workforce.

The time requirements and substance of an apprenticeship training program are occupation dependent. In each program, apprentices work and learn under the direction of qualified mentors/ journeymen who are experienced in their professional field. Over time, apprentices are provided diverse and complex training that leads to becoming highly skilled in their chosen occupations.

Together, It Works!



Marsha Dawson
Director
Children's Place
Huntington, WV

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"The apprenticeship program has definitely improved the quality of my center. Parents notice the increased professionalism. The children get better care and they do well when they leave here."



Susan Heath Powers
Owner and Director
London Bridges, Reno, NV

"I can really see an improvement in the apprentices' awareness of a child's stages of development. It's a great program. It elevates the quality of care for children. I see the apprentices putting what they learn into practice. The apprenticeship training motivates my teachers...and the children reap the benefits."

PARENTS

Luis Roberto Marroquin knows first hand the benefits of apprenticeship training. He has two daughters who have attended centers that use apprenticeship training. He says that on his oldest daughter's first day of kindergarten, "the teacher asked 'Who taught her all these things?' Having a teacher recognize her abilities really amazed me. My daughter is happy and I am so proud."

Martin Hansberry is also pleased, "I've seen a very big improvement in my daughter's abilities since transferring to a center that offers apprenticeship training. The teachers here are very capable, and they place a strong emphasis on curriculum."



Proud parents Martin Hansberry (L)
and Luis Roberto Marroquin (R)

APPRENTICES

"Every day I draw from something I learned in class. The techniques and tools we develop to deal with different personalities and characteristics of children are very effective. I've grown tremendously and have gained a lot of confidence in my abilities."



Brandi Mendershausen
Apprentice
Reno, NV



Audrey Wiggins
Apprentice
Washington, DC

"I've been in child care for over twenty years and was excited about having the industry reach a more professional level. The courses and training have helped me plan curriculum and implement different, age-appropriate activities."

Make it Work for You

Registered Apprenticeship is a powerful tool for recruiting, training, and retaining a skilled staff of child development workers. It can be implemented in child care centers, family child care homes, corporations, or even in a Cow Bus (see right), which takes an innovative mobile approach to providing child development services to underprivileged children in Reno, NV.

