

ECEPTS: Pathways to Promising Career Opportunities in a Growing Field

In summer 2019, Early Care & Education Pathways to Success (ECEPTS) launched an Early Care & Education (ECE) Youth Apprenticeship pilot in Oakland, CA. Given the national workforce shortage in ECE, ECEPTS aim to recast entry level ECE positions from being "dead-end jobs" to being on-ramps and springboards to well-paid careers in ECE and a variety of related fields.

The first step in an innovative, multi-level training model, the ECEPTS Youth Apprenticeship program addresses existing training gaps by supporting high school students through structured on-the-job learning, coordinated college coursework, and equitable compensation.

Led by **ECEPTS**, a sector-focused non-profit intermediary organization, partners in the Oakland youth apprenticeship pilot include:

- **YMCA of the East Bay**
- **Castlemont High School**
- **Berkeley City College**
- **Kidango**

The pilot builds on the success of multiple apprenticeship models ECEPTS has designed to provide California's early care educators an opportunity to advance in the field. By adapting the model to meet the needs of high school students, ECEPTS aims to give participants the experience and training they need to qualify for in-demand positions, while putting them on a structured pathway toward credentials and degrees necessary to secure higher-wage roles in ECE, social work, public health, and other human services. ECEPTS plans to expand its youth apprenticeship models in these fields to other regions of California, with the goal of increasing capacity to replicate them even more efficiently throughout the state over time.



With PAYA's support, ECEPTS will test and refine its pilot model to prepare for replication across California. Drawing on lessons from the pilot, ECEPTS is:

- **DEVELOPING A RIGOROUS PROGRAM MODEL** that can be adapted to new communities and other occupations in the social services sector;
- **BUILDING LOCAL CAPACITY TO SUPPORT PROGRAM REPLICATION** by providing technical assistance, resources, and tools to help communities develop youth apprenticeship programs in ECE and related fields; and,
- **CHAMPIONING INNOVATION AND SYSTEMS ALIGNMENT** to create a policy environment that supports the growth and sustainability of high-quality youth apprenticeship statewide and across multiple industries.



Youth Apprenticeships provide college coursework alongside on-the-job training. By the time apprentices graduate from high school, they've accrued college credit AND first-hand work experience in early care and education, the nonprofit arena, and social services – all with a focus on working with young children and families.

RANDI WOLFE, Ph.D., Executive Director of ECEPTS