

Back-to-School Webinar Series

August 13, 2025

Apprenticeship 201: From Learner to Leader

APPRENTICESHIP **NC**



NC Apprenticeships in Early Childhood



Reminders

- This webinar will be recorded and posted on the BBF web site, as well as the slides.
- Please mute your microphones and turn off your cameras unless speaking.
- Type your name, organization, and apprenticeship role in the chat.
- Ask questions in the chat or raise your hand. We will have breaks to answer them.
- Apprenticeship in NC is still new and evolving; keep checking in with us!



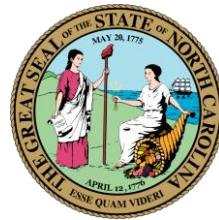
Session Overview

- Introductions: Who's Who in NC Apprenticeship
- Goals for Apprenticeship
- The Early Childhood Education Model in NC
- History of Early Childhood Education Apprenticeship and Pre-Apprenticeship in North Carolina
- Resources
- Creating Opportunities
- FAQs

Morgan Ford

Program Director

Building Bright Futures



The North Carolina Business Committee for Education (NCBCE) supports registered ECE apprenticeship participants with guidance, resources, and financial support.

Charlie Milling

Apprenticeship Consultant



ApprenticeshipNC is the State Apprenticeship Agency (SAA) authorized by the U.S. Department of Labor to register apprenticeship programs, pre-apprenticeship programs, and the participants in those programs.

Deidre McMahon

Workforce Initiatives Senior Manager



Early Years provides resources for ECE apprentices with its TEACH scholarship and sponsorship of a statewide apprenticeship program.

Goals for ECE Apprenticeship in NC



Create a talent pipeline for employers and a **supportive career track** for our future educators, increasing the early child care workforce and supporting NC's workforce



Elevate the profession with opportunities for more education and enrichment



Eliminate barriers and reduce or eliminate costs to participants



Share experiences and gather best practices to guide the future of ECE apprenticeships



Improve experiences for NC children, families, and the community



The ECE Apprenticeship Model in NC

APPRENTICESHIP NC

 **BUILDING
BRIGHT
FUTURES**
NC Apprenticeships in Early Childhood

 **Early Years**

Apprenticeship Components



SUPPLEMENTAL INSTRUCTION

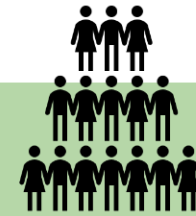
**High School/
College Classes**

Industry Training
Credentials/Certificates
Degrees



ON-THE-JOB LEARNING

Paid Hours Working
Real World Application
Competency Checklist
Mentoring



WORKFORCE GROWTH

Defined Career Pathways
Progressive Wage Scale
Talent Pipeline
Industry Relationships

Registered Apprenticeship Program (RAP)

Minimum Requirements



SUPPLEMENTAL INSTRUCTION

144
Contact Hours



ON-THE-JOB LEARNING

2,000
Paid Hours



PROGRESSIVE WAGE SCALE

Starting Wage
Increase in Wage
Ending “Journeyworker”
Wage

These are minimum standards, and are dependent on the amount of supplemental instruction and the educational and professional experience of the apprentice.

Who Can Be an Apprentice?

Apprentices are *paid employees*.

Current Employee

New Hire

16+ Years Old

Any Level of
Experience or Education

Prior Credit Available



The Apprenticeship Family

SPONSOR – The sponsor organization is responsible for developing the apprenticeship program and overseeing the administration of it. The sponsor is the liaison with ApprenticeshipNC.

EMPLOYER – Employers sign on to programs administered by the Sponsor. They employ apprentices and mentors.

APPRENTICE – An apprentice is a new hire or incumbent worker who works paid hours for the Employer and registers with ApprenticeshipNC as a registered apprentice.

MENTOR – The Mentor works for the Employer and provides oversight and guidance to the apprentice. The Mentor also works with the apprentice to learn skills outlined on the Competency Checklist.

CO-WORKERS – Although an Employer's staff and administration team are not registered apprentices, they are important partners in the success of the apprenticeship.

INSTRUCTOR – Instructors or subject matters experts at the high school, community college, Employer, Sponsor, or other educational institutions are key players to include in communications and planning.

SUPPORT PARTNERS – Partners like Building Bright Futures, Early Years, workforce boards, Smart Start, and other organizations that provide support to apprentices or workers.

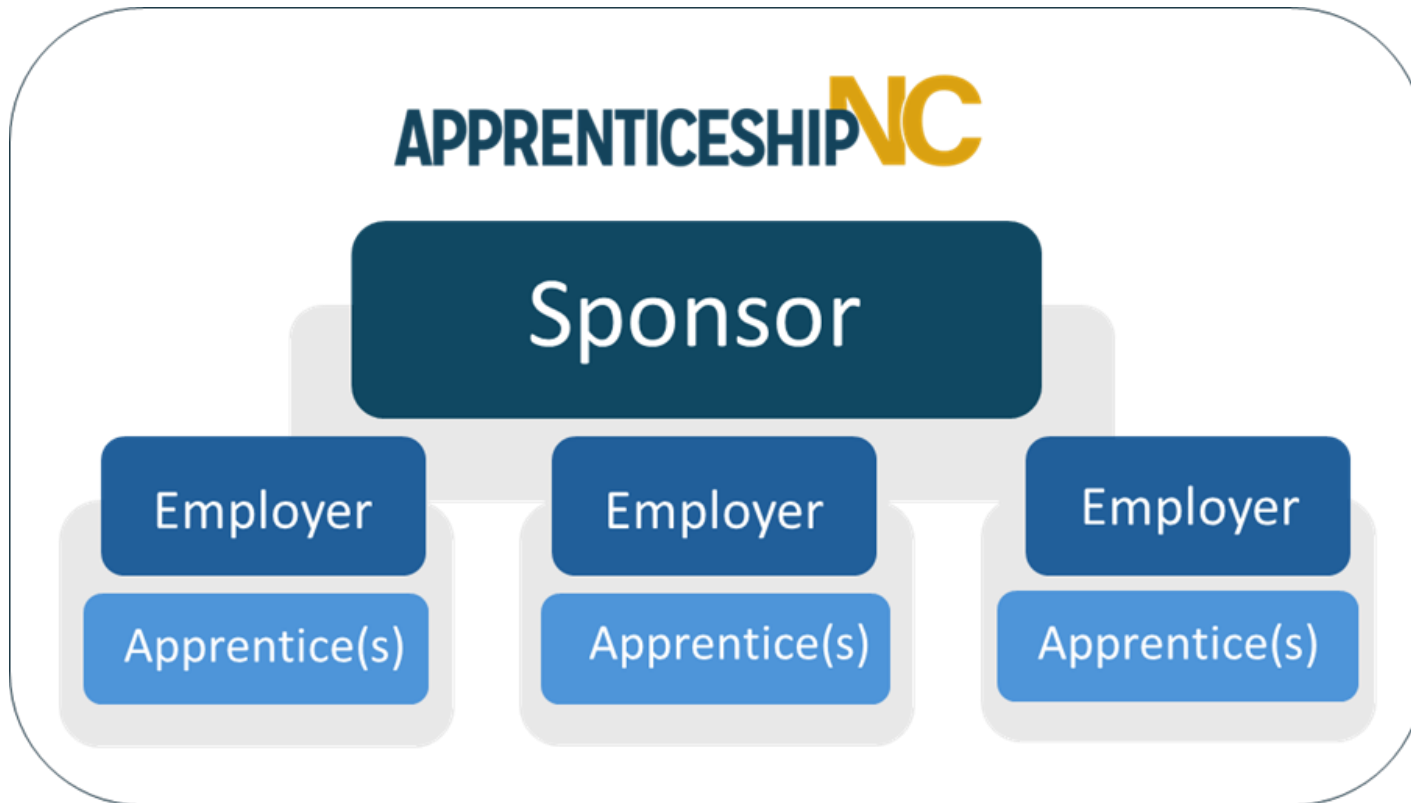
What is the Role of the Mentor?

- Mentors work closely with apprentices at their place of work.
- They have more experience and education than their mentee, with leadership and interpersonal skills.
- Mentors work with apprentices on the competency checklist, and determine proficiency of the apprentice regarding the checklist skills.
- They meet regularly with the apprentice, and help guide them with professional support.



Apprenticeship Structure

Group Program



Single Employer Program

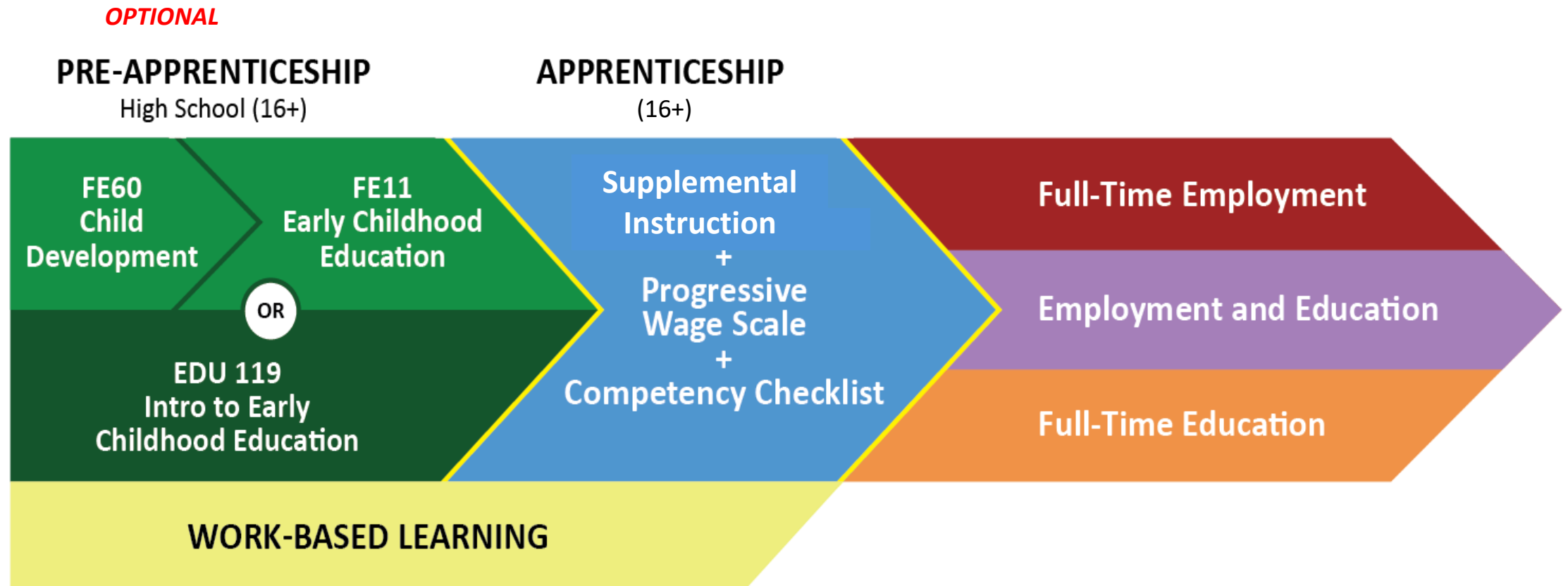


Pre-Apprenticeship

- Optional precursor to an apprenticeship
- Same basic requirements of a Registered Apprenticeship
 - Lower minimum requirements in terms of On-the-Job Learning hours, Supplemental Instruction, and wages
- Used as a recruiting tool that allows:
 - Employers to assess potential candidates for their apprenticeship slots
 - Potential apprentices to assess viability of a particular career choice
- Unlocks NC Community College Tuition Waiver for high schoolers



Apprenticeship Pathway



What is Apprenticeship?



Apprenticeship *is*...

- ✓ Paid employment
- ✓ Instruction by a subject matter expert, usually at a college
- ✓ A unique, mentor-guided structure for learning on the job
- ✓ A means to both upskill your current staff and scale your business
- ✓ A long-term workforce strategy – for the dedicated and “best of the best”
- ✓ Pipeline of talent

Apprenticeship *is not*...

- X Job shadowing
- X Extra help
- X Regular employment
- X A short-term fix
- X For everyone

History of ECE Apprenticeship in NC

APPRENTICESHIP NC



Child Care and Early Education in NC

- NC has been a leader in business for several years running.
 - More families and children are moving here.
 - There are only 55 available workers for every 100 open jobs.
 - Providers are only able to fill 1 in every 5 infant spots needed.
 - Insufficient child care availability is costing NC \$5.65 billion in lost economic activity each year:
 - lost tax revenue
 - employee turnover
 - absenteeism
- High quality educators impact the future of our children.
- ECE apprenticeship is a strategy for building the workforce, increasing the quality of early childhood educators, and providing higher quality care for children and families.



History of ECE Apprenticeship in NC



Where Are We Now?

Registered Statewide Programs:

- Early Years:
 - Associate Degree
 - Bachelor's Degree
- Autism Society of NC:
 - Adult Pre-Apprenticeship (in development)

Other Efforts:

- NC Task Force on Child Care and Early Education
- Future-Ready NC
- Governor's Council on Workforce and Apprenticeships
- Smart Solutions
- NC Career Launch
- Federal Focus

August 2025

APPRENTICES

368 - Currently Active

71 - Completers

PRE-APPRENTICES

9 - Currently Active

76 - Completers

70

NC Counties
Served by Apprenticeship

Resources

APPRENTICESHIP **NC**

 **BUILDING
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NC Apprenticeships in Early Childhood

 **Early Years**

Ecosystem of Support

EMPLOYER

- Apprentices
- Mentors
- Directors/Administration
- Other Staff

INSTRUCTORS

- Colleges
- Trainers
- Other Subject Matter Experts

APPRENTICESHIP AGENCIES

- ApprenticeshipNC
- US Department of Labor

TECHNICAL ASSISTANCE

- National, State, and Regional Intermediaries
- Other ECE Apprenticeship Participants
- Related Organizations and Partners

FINANCIAL AND OTHER SUPPORT

- FAFSA
- Scholarships
- Program Incentives
- Wraparound Support
- Government Programs

About Incentives and Support Programs

- Incentives are often short-term.
- They do not apply to everyone.
- Participate in apprenticeship for how it benefits your organization and the children and families you serve.
- Keep connected via newsletters, social media, and web sites to stay informed of the status of existing and new opportunities.
- Data collection from these programs is key to their sustainability.
- Don't be afraid to ask for help!

The North Carolina Business Committee for Education (NCBCE) supports registered ECE apprenticeship participants with guidance, resources, and financial support through its Building Bright Futures and NC Career Launch initiatives.

- Financial support
- Informational webinars
- Mentoring Community of Practice
- Guidance on resources and best practices
- Connections with other programs



Apprenticeships



Pre-Apprenticeships
High Schoolers

APPRENTICESHIP NC

- Links centers and programs with best sponsor choice
- Supports sponsor and employers in program implementation
- Coach participating employers on reasons to participate in program
- Assist sponsor and employers in finding resources to address challenges
- Ensure quality over time
- Education Apprenticeship Community of Practice





- Early Years (formerly known as Child Care Services Association) registered the first **statewide Early Childhood Educator (ECE) Apprenticeship Program** in North Carolina on October 31, 2024.

- The program focuses on developing a **seamless pathway into early education careers** with TEACH Early Childhood® Scholarships.



- **TEACH Early Childhood® Apprenticeship Scholarships** are available to ECE apprentices to take courses at any of NC's community colleges that offer an Associate Degree or universities with Bachelor's Degree in Early Childhood Education.
- The Scholarship provides **generous financial support** for costs associated with tuition and fees, books, course access, and release time, and awards a bonus for increased education.

The NC Apprenticeship Model

- Partnership with Building Bright Futures & ApprenticeshipNC
- Incentive Programs
- Onboarding
- Coaching
- Virtual Check-Ins
- NAEYC Alignment
- TEACH Early Childhood®
- Employer Guide



Creating Opportunities

- Educate about apprenticeship and the various players
- Provide participants with support to help manage the administrative work
- Include stakeholders who have unique needs
- Help apprentices maintain work/life balance
- Create more training and support for mentors
- Define diverse career pathways
- Collaborate to ensure program effectiveness, include the worker voice, and develop partnerships to support sustainability
- Fill in financial gaps

Back-to-School Schedule

Tuesday, **August 19**
1-2 pm

Pre-Apprenticeship:
Ready, Set, Learn!



***REGISTER
NOW!***

Tuesday, **August 26**
1-2 pm

Blueprint for Success:
Apprenticeship Best Practices

September
Date TBD

Earn, Learn, Succeed:
Building a Career Through Apprenticeship

For More Information



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