

# *Pre-Apprenticeship Webinar #2*

---

## How to Earn an ECE Degree Without Debt!

March 6, 2024

# Building Bright Futures

---

- Statewide initiative provides **resources and support** for students interested in or currently pursuing a career in **early childhood education** through pre-apprenticeship or apprenticeship.
- Offer **enrichment opportunities** to learn more about topics related to ECE.

# Valerie Williams

---

**Family and Consumer Sciences Education Consultant**  
*Curriculum and Assessment*

Office of Career and Technical Education  
NC Department of Public Instruction

# Charlie Milling

---

**ApprenticeshipNC Consultant**

Economic Development Division - NC Community College System  
Serving the Western and Northwestern NC Prosperity Zones

# ApprenticeshipNC - Who We Are and What We Do

- ApprenticeshipNC is the registering agency on behalf of the US Department of Labor for all things apprenticeship
- Educate and advocate the value of apprenticeships
- Work with business and industry to help develop Registered Apprenticeship Programs (RAPs)

# Apprenticeship - A Time Tested Model



- Centuries-proven method & the gold standard for Work-Based Learning
- Over 1,100 “apprenticeable” occupations
- Age 16 and over can participate in apprenticeship

# Registered Apprenticeship Program Components

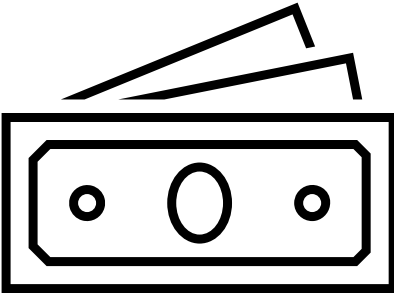
## Related Instruction



## On the Job Learning & Mentorship



## Wages



<b>Create a classroom family and sense of community.</b>	Apprentice Initials	Supervisor Initials
A. Use consistent schedules and predictable routines as part of the curriculum.		
B. Include materials and activities that include representation of different cultures, values, etc., which reflect those of the children and families in your classroom.		
<b>Comments:</b>		

<b>Modify teaching methods and materials to accommodate for individual child needs, considering the culture and family context.</b>	Apprentice Initials	Supervisor Initials
A. Demonstrate respect for each child as a feeling, thinking individual and respect for each child's culture, home language, individual abilities, family context, and community.		
B. Always maintain professional, positive conduct when children, other staff, and families are present.		
C. When challenging behaviors or situations arise, seek support directly from your mentor teachers or directors.		
<b>Comments:</b>		

<b>Playground Supervision</b>	Apprentice Initials	Supervisor Initials
A. Participate in playground monitoring by following the State's requirements to supervise from different zones on the playground. Rotate zone positions each day.		
B. Lead children in simple games while outside like Simon Says, simple exercises, etc.		
C. Observe children's interactions and offer support when conflicts arise.		
D. Assist children in tidying up the playground before returning to the classroom.		
<b>Comments:</b>		



# Progressive Wages for Skill Attainment



At least one progressive wage increase

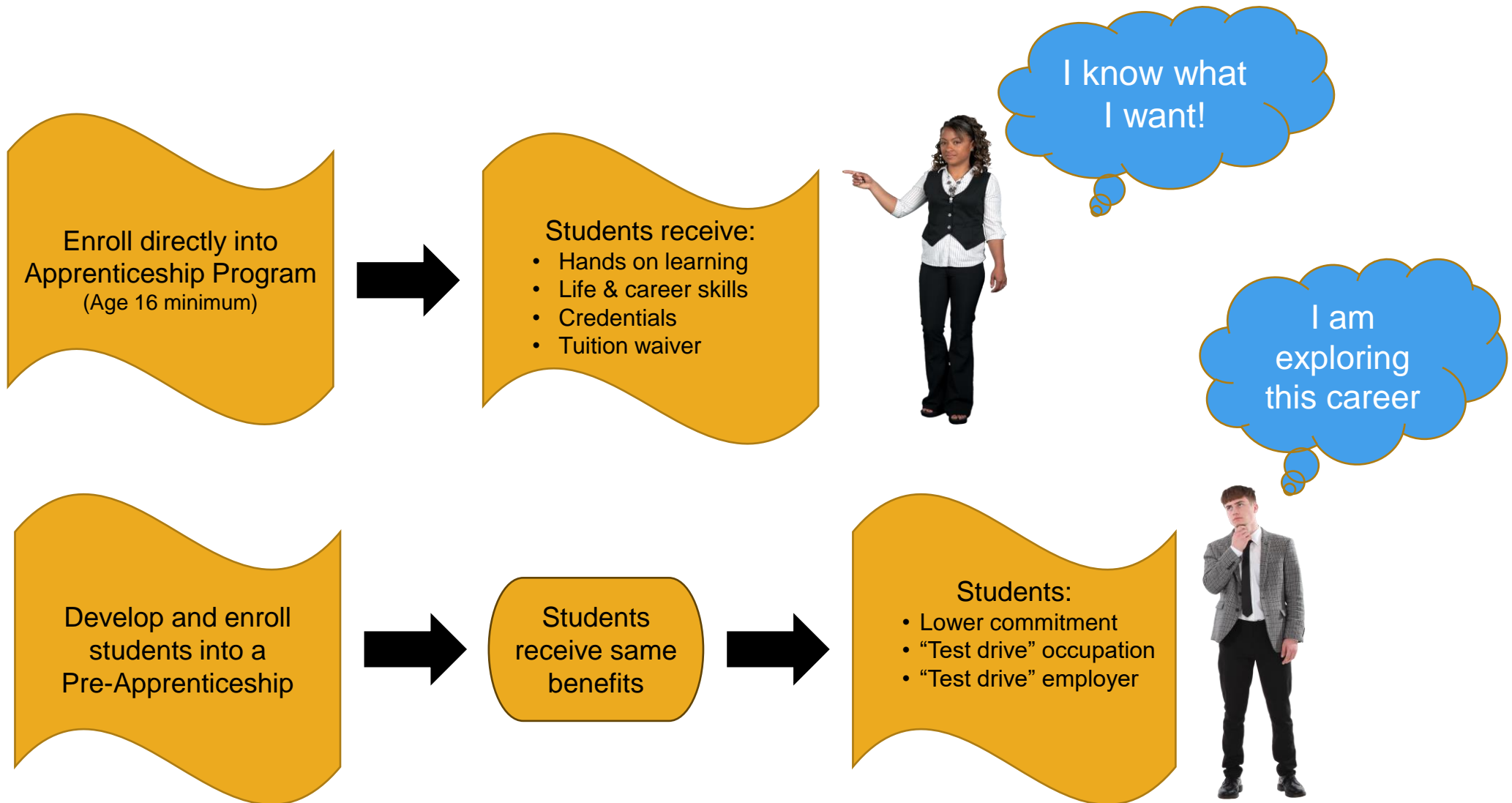


Apprentice graduates to full journeyworker wage

Federal minimum of \$7.25 or 50% of journeyworker wage



# The Youth Pre-Apprenticeship Model



# Benefits for the Participant

## For Apprentice/ Pre-Apprentice

- ✓ Earn while you learn
- ✓ Get licenses and credentials in a mentored, structured way
- ✓ Increasing wages
- ✓ **FREE COLLEGE!!!**

# NC Community College Tuition Waiver

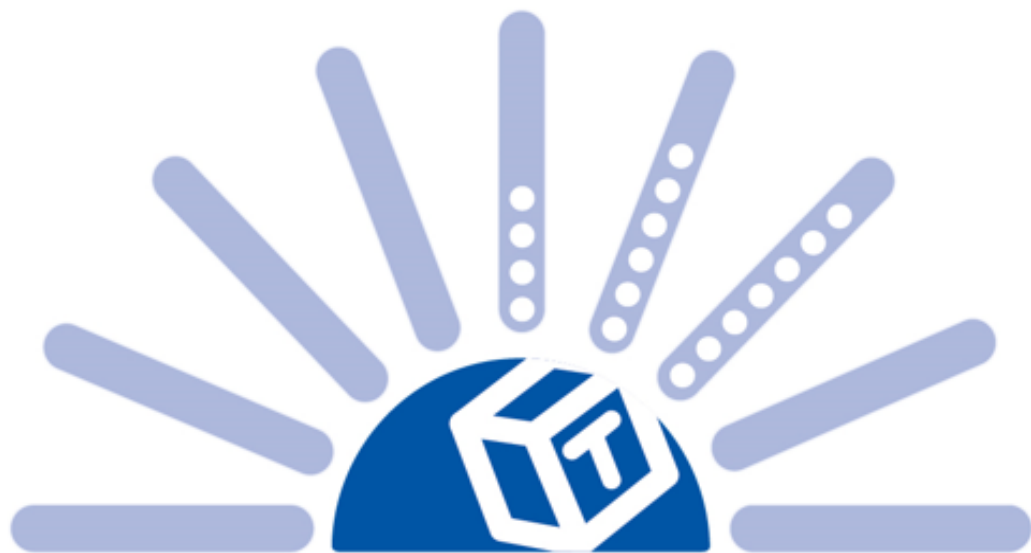
- Waives tuition of community college courses
- Eligibility:
  - Participate in a pre-apprenticeship while in high school and then enroll in an apprenticeship within 120 days of your high school graduation date
  - Enroll directly into an apprenticeship while in high school

# Kristi Snuggs

---

**President**

Child Care Services Association (CCSA)



**T.E.A.C.H.** Early  
Childhood®

**North Carolina**

*A Program of*  
**Child Care Services Association**



*Celebrating 50 years of leading efforts to strengthen accessible and affordable quality early care and education*

# The Vision

Every child in an early childhood setting has a teacher who is well educated and well compensated.

Every early childhood teacher has access to affordable college education and workforce supports and earns a living wage.

# Why Should Education be Important to YOU?

- Increases your knowledge and skills as an Early Childhood Professional
- As an Early Care and Education Professional, you play a key role in the development of young children
- Provides more career opportunities in the field of Early Childhood Education
- Provides an opportunity for an increase in wages





# Why YOU should become a T.E.A.C.H. Early Childhood® NC Recipient



- Debt Free College Education
- Compensation awards for completing credit hours and graduating
- Bonus incentives for continuous enrollment
- Achieve degree attainment

# What is T.E.A.C.H. Early Childhood® NC?

T.E.A.C.H. is a statewide program designed to provide sequenced educational scholarship opportunities for early educators and others within the early care and education system who work in regulated settings.

Every T.E.A.C.H. scholarship has five components:

- Scholarship**
- Education**
- Compensation**
- Commitment**
- Specialist**

# T.E.A.C.H. Scholarship Components

## Scholarship

Partial support for tuition, books, travel, and paid release time

## Education

Requirement to complete a specified number of credit hours per contract

## Compensation

Required bonus or raise upon completion of required credit hours

## Commitment

Requirement to remain in child care setting for a specified time period upon receipt of bonus or raise

## Specialist

Dedicated scholarship support from a specialist

# T.E.A.C.H. Early Childhood® NC Scholarship Program Goals

To provide educational scholarship opportunities for people working in regulated early care centers and family child care homes

To increase the knowledge base of early care and education professionals working with young children, thus improving the care these children receive

To encourage early care and education professionals and organizations continuing to support the education of their staff

To provide increased compensation that is directly related to increased education

# T.E.A.C.H. Early Childhood® NC Scholarship Program Goals



To reduce staff turnover by supporting the previously mentioned goals while also requiring from participants a one-year commitment to early education after their scholarship year



To provide a sequential professional development path for teachers, directors, and family child care home providers currently in the field



To create a model of partnership for improving the quality of care that children in early education programs in North Carolina receive

# How Can YOU Apply for a Scholarship?

To be eligible for most T.E.A.C.H. Early Childhood<sup>®</sup> scholarships, an applicant must meet the following:

- Work a minimum of 30 hours per week in a licensed early care and learning program or in an early care focused agency or organization
- Have the sponsorship of their employing facility or organization
- Income cap suspended temporarily (earn at or less than \$18.00 per hour)

*\*Each scholarship may have additional eligibility criteria*

# Comprehensive Scholarship Models

Associate Degree

Bachelor Degree

Working Scholars

## What does the scholarship provide?

- Tuition Assistance
- Book Assistance
- Access Stipends (excludes Working Scholars)
- Release Time (excludes Directors and Working Scholars)
- Compensation

# Early Childhood Associate Degree Scholarship Programs

## Teacher Staff (two options)

Recipient	Center	TEACH	Compensation
5% tuition & 5% books 5% tuition & 5% books	5% tuition 5% tuition & 5% books	90% tuition & 95% books 90% tuition & 90% books	3% - 4% raise \$675 (T:\$475 / C:\$200) \$825 (T:\$475 / C:\$350)

## Director Employee

Recipient	Center	TEACH	Compensation
5% tuition & 5% books	5% tuition & 5% books	90% tuition & 90% books	\$725 T: \$475 / C: \$250

## Director Owners/Family Child Care Providers

Recipient	TEACH	Compensation
5% tuition & 5% books	95% tuition & 95% books	\$475 (T.E.A.C.H.)



# Early Childhood Bachelor Degree Scholarship Programs

## Teaching Staff (two options)

Recipient	Center	TEACH	Compensation
5% tuition & 5% books	5% tuition	90% tuition & 95% books	4% raise
5% tuition & 5% books	5% tuition & 5% books	90% tuition & 90% books	\$725 (T: \$475/C: \$250)

## Director Employee

Recipient	Center	TEACH	Compensation
5% tuition & 5% books	5% tuition & 5% books	90% tuition & 90% books	\$725 (T: \$475 / C: \$250)

## Director Owners/Family Child Care Providers

Recipient	TEACH	Compensation
5% tuition & 5% books	95% tuition & 95% books	\$475 (T.E.A.C.H.)

# Working Scholars Scholarship

*Who's Eligible?*

Early child care educators employed in a licensed child care program that cannot provide sponsorship on a traditional T.E.A.C.H. scholarship model

Applicant must be employed 30 hours per week

Able to enroll and complete coursework

Pursue a degree in Early Childhood Education or Child Development

# Capped Scholarships: Working Scholars

Associate Working Scholars	Bachelor Working Scholars	BA Plus
\$625 per semester	\$1,250 per semester	\$1,250 per semester
\$350 bonus every 12 credits	\$350 bonus every 12 credits	\$350 bonus every 12 credits

# Additional T.E.A.C.H. Scholarship Types & Incentives

## **Credential Scholarships**

- N.C. Early Childhood Administration Credential
- CDA Direct Assessment, CDA Renewal, & CDA for Quorum/Teaching Strategies
- Early Childhood Certificate

## **Early Childhood Associate Degree Scholarships**

- Associate Degree for Early Educators
- Quick Start/Final Step Associate Degree

## **Early Childhood Bachelor Degree Scholarships**

- Bachelor Degree for Early Educators
- Bachelor Degree Practicum Only
- Quick/Start Final Step Bachelor Degree
- Birth-Kindergarten Practicum Only

# Additional T.E.A.C.H. Scholarship Types & Incentives

## **Capped-Based Scholarships**

- Preschool Add-On
- Associate Scholars
- Working Scholars (Associate or Bachelors)

## **Scholarships for Non-Facility-Based ECE Professionals**

- Early Care and Education Community Specialist

## **Early Childhood Graduate Degree Programs**

- Master's Degree in Early Childhood Leadership and Management
- Bachelor's Plus

# Additional T.E.A.C.H. Scholarship Types & Incentives

## Leadership in Infant Toddler Learning Post-Baccalaureate Certificate

- LITL Certificate for Infant/Toddler Teachers
- LITL Certificate for Child Care Facility Directors
- LITL Certificate for Field-Based Specialists

## Scholarship for Early Childhood Apprentices

- Early Childhood Educator Associate Degree Apprentices
- Early Childhood Educator Bachelor Degree Apprentices

## Contract Renewal Incentive Bonuses

## Degree Attainment Bonuses



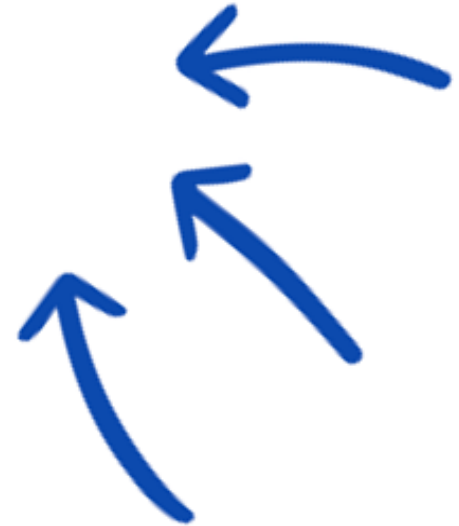
# Degree Attainment Bonus

Associate's Degree	Bachelor's Degree	Birth – Kindergarten
\$1,200 one-time bonus	\$2,000 one-time bonus	\$2,000 one-time bonus

\*Degree conferred date must be after July 1, 2019.

# New T.E.A.C.H. Scholarships

- **Early Childhood Educator Associate Degree Apprentices**
- **CDA for Quorum/Teaching Strategies Members**





# Early Childhood Educator Associate Degree Apprentices

The Associate Degree Scholarship for Early Childhood Apprentices is specifically designed for early childhood apprentices working in licensed programs enrolled in a registered apprenticeship program in North Carolina.

Recipient	Center	TEACH	Compensation
Completes 9-15 credit hours of coursework toward an Associate Degree	Provides 3 hours paid release time/week per semester	100% tuition & 100% books Access Stipend Reimburse 100% of release time	\$675 bonus (\$100 employer, \$575 TEACH)

# CDA for Quorum/Teaching Strategies Members

Teachers working in an NC PreK classroom at least 30 hours per week and completing CDA training through Quorum/Teaching Strategies are eligible to apply.

Recipient	TEACH	Compensation
Complete CDA training through Quorum/Teaching Strategies and direct assessment through the Council	100% CDA book 100% Assessment fee	\$200 Bonus upon award of CDA

# Priority Deadlines

## Priority Application Deadline

FALL (June - July)  
SPRING (Sept. - October)  
SUMMER (Feb. - March)

## Priority Pre- Authorization Deadline

FALL (August 1)  
SPRING (December 1)  
SUMMER (April 1)

# Questions and Wrap Up

Child Care Services Association (CCSA)

Chapel Hill, NC

(919) 967-3272

[www.childcareservices.org](http://www.childcareservices.org)

Email: [TEACHNC@childcareservices.org](mailto:TEACHNC@childcareservices.org)





# Michele Miller-Cox

---

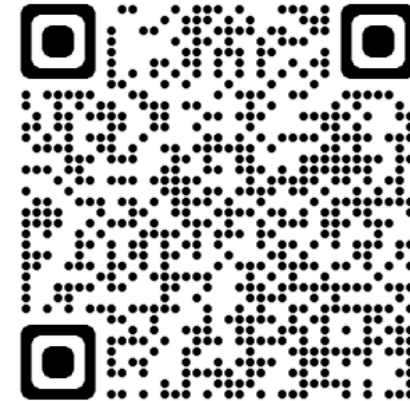
**Executive Director**

First Presbyterian Day School  
Durham, NC

# Funding Resources

---

- ApprenticeshipNC's Tuition Waiver
- CCSA's T.E.A.C.H. Scholarships
- Building Bright Futures
- FAFSA
- Community College
- NC Promise (Bachelor's)



Scan for a list of available  
funding resources!

# Thank you!

---

Your feedback is important to us.  
Please scan the QR code to complete a brief survey.

For more information on Building Bright Futures,  
please contact:

**Morgan Ford**  
*Program Director*  
[morgan.ford@nc.gov](mailto:morgan.ford@nc.gov)

**Megan Johnson**  
*Program Manager*  
[megan.johnson@nc.gov](mailto:megan.johnson@nc.gov)



@NCBCEBBF