



# ECEPTS: OUR WORK. OUR IMPACT. OUR YEAR.

## WHAT ARE THE FUNDAMENTALS OF ECEPTS?



### Vision

An Early Care and Education workforce that is highly qualified, widely respected and rightfully compensated.



### Mission

To advance the rigorous professional development and economic well-being of those who teach, nurture, and support young children and families.



### Strategies

- Apprenticeships
- Field Building
- Systems Change



### Values

- Respect
- Integrity
- Competence
- Commitment to Results



## WHAT IS UNIQUE ABOUT ECEPTS?

Since its inception in 2019, ECEPTS has expanded ECE apprenticeships across California and nationally, providing far-reaching field building opportunities and emerging as an influential national leader in both the early care and education (ECE) industry and the national Registered Apprenticeship system.

In ECE, ECEPTS is unique for its focus on apprenticeship as a workforce development tool that addresses the academic and systemic barriers facing early educators and care providers. Within the Registered Apprenticeship system, ECEPTS is distinguished by its commitment to the ECE sector and its representation of a large, diverse workforce – primarily women, many of whom are low-income, women of color, immigrants, and working mothers.

## WHY ARE ECEPTS APPRENTICESHIPS PARTICULARLY WELL SUITED FOR ECE WORKFORCE DEVELOPMENT?

The ECE workforce includes high numbers of non-traditional students and workers balancing jobs and family responsibilities. ECEPTS apprenticeships are designed to meet their needs by incorporating research-based supports that lead to consistently high rates of retention and completion. Apprentices complete 2,000 hours of paid, supervised on-the-job training; earn teaching permits and college degrees at no cost; receive steadily increasing wages; and are assured of employment upon graduation.

## HOW DOES ECEPTS ADDRESS THE CHALLENGES FACING THE ECE WORKFORCE?

Given that no single strategy can address the unyielding challenges facing the ECE field, ECEPTS focuses its work on three interconnected areas:

- **APPRENTICESHIP:** ECEPTS designs and sponsors state-of-the-art, replicable apprenticeship models that integrate on-the-job training, mentoring, no-cost college coursework, cohort learning, and increased compensation.
- **FIELD BUILDING:** ECEPTS is building a broad, collaborative national network of Registered Apprenticeship programs, partners, and stakeholders that reflects best practice in child development and professional development and is committed to strengthening the economic well-being of ECE workers.
- **SYSTEMS CHANGE:** ECEPTS collaborates with partners across ECE, workforce development, higher education, philanthropy, and government to advance policies and secure long-term public investment that will stabilize and sustain the ECE industry.

## WHAT IS ECEPTS' ROLE AS A SPONSOR, INDUSTRY INTERMEDIARY, AND FIELD BUILDER?

**As a Sponsor**, ECEPTS creates and manages Registered Apprenticeship programs across multiple ECE occupations and sub-sectors: Associate Teacher, Teacher, Lead Teacher, Infant-Toddler Teacher, Home Visitor, and Expanded Learning Program Leader. Additional ECEPTS program models include a pre-apprenticeship for entry-level workers, youth apprenticeship for high school students, and an on-the-job training program for Family Child Care providers.

**As an Industry Intermediary**, ECEPTS provides training and technical assistance to support the launch, growth, and sustainability of 61 Registered Apprenticeship programs that comprise the ECEPTS Network in California. Outside of California, ECEPTS works with community-based and statewide initiatives, offering guidance on program development, apprenticeship standards registration, and long-term implementation support.

**As a Field Builder**, ECEPTS creates wide-ranging opportunities to learn about the Registered Apprenticeship system and its application to ECE. These include an annual National Conference, Boot Camps, Deep Dive Webinars, ECEPTS Network Retreats, program reports and research publications, and a dedicated podcast, *Early Care and Education: All Things Workforce*. Together, these field-building efforts foster a shared understanding of ECE apprenticeship and build momentum for national expansion.

## KEY IMPACTS FROM 2025:

- Expanded the California network of ECEPTS Registered Apprenticeships and programs:
  - Increased the number of active Registered Apprenticeship partnerships from 17 to 24 (27% increase), representing more than 50 employers.
  - Increased the number of active apprentices from 618 to 762 (23% increase).
- Expanded the ECEPTS Library with three new publications that explore different aspects of developing and expanding ECE Apprenticeships.
  - Early Educator Apprenticeships in Public High Schools: Year 1 Report of an ECEPTS Youth Apprenticeship
  - Registered Apprenticeship: An Alternative Pathway to Teacher Credentialing
  - A Field in Motion: Publications on ECE Apprenticeship Development and Expansion
- Updated the ECEPTS Logic Model to ensure the organization's strategies and long-term outcomes are aligned.
- Hosted the fourth annual National Conference on ECE Apprenticeship, engaging 211 participants from 31 states and Washington, D.C., and representing ECE employers, higher education, state ECE and apprenticeship leaders, advocates, and funders.
- Held Boot Camps in Denver, Chicago and the Bay Area, engaging a total of 91 participants from 51 organizations in 10 states. Participants included ECE employers, community colleges and universities, community-based partnerships and stakeholders, national ECE organizations and state-level ECE leaders.
- Provided a two-day training institute and ongoing technical assistance in Connecticut to support the launch and implementation of a statewide ECE apprenticeship initiative. The institute engaged 47 participants from 14 organizations.
- Presented two national Deep Dive Webinars, engaging more than 200 participants on topics of widespread interest:
  - Data Driven Success: Optimizing Data Collection in ECE Registered Apprenticeship Programs
  - From Outreach to Enrollment: Effective Strategies for ECE Apprenticeships



## KEY IMPACTS FROM 2025 (cont'd)

- Produced three new episodes of the ECEPTS Podcast, *Early Care & Education: All Things Workforce*, featuring interviews with leaders from national workforce organizations and statewide ECE apprenticeship initiatives. On average, each episode had 241 'listens.'
  - Neighborhood Villages: Building ECE Apprenticeships and a Statewide Apprenticeship Network in Massachusetts
  - John Ladd on the Future of Apprenticeship: A Conversation from the 2025 ECEPTS Conference
  - Bringing a U.K. Lens to U.S. Apprenticeship: A Conversation with Harry Leech, Vice President of Apprenticeships for America
- Hosted the first annual ECEPTS Network Retreat, engaging 102 participants from 15 partnerships across California. The event marked a new level of Network purpose and connection, shaping it into an intentional community of learners.
- Presented at a wide range of conferences related to apprenticeship, workforce development, and ECE teacher preparation.
  - *Success by Design: ECEPTS Equity-Centered Apprenticeship Model* (Advancing California Apprenticeship Summit – Riverside, CA)
  - *Training Early Career Teachers* (New America's National Youth Apprenticeship Summit – Alexandria, VA)
  - *K-12 and ECE Apprenticeships: Working Together to Develop Teacher Preparation Pathways and Pipelines* (NASDTEC National Conference – Austin, TX)
  - *Registered Apprenticeship 101: Learning from ECE Models* (National AACTE 2025 Annual Meeting, Long Beach, CA)
  - *Framing the Moment: Opening Plenary Session* (BUILD25 National Conference – Los Angeles, CA)



## WANT MORE INFORMATION?

To learn more about ECEPTS, Registered Apprenticeship, and related resources, please visit [www.ecepts.org](http://www.ecepts.org). To join our mailing list and receive notification of ECEPTS events, activities, and publications, please email us at [ECEPTS@ecepts.org](mailto:ECEPTS@ecepts.org).