



RED ROCKS  
COMMUNITY COLLEGE

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CHILD CARE INNOVATIONS

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CHILD CARE DEVELOPMENT SPECIALIST  
APPRENTICESHIP

# How it began.



- 2000



- Triad Early Childhood Council



- Serving the greater Denver Metro Area until 2012

# Revision in 2017



- Reviewed the USDOL standards from 2000-2012
- Aligned with the current work in Colorado Shines QRIS
- Revised the Standards with the support of USDOL.
- Received provisional Sponsor status February 2018
- Received official Sponsor status March 2019.
- Triad Early Childhood Council became the first early childhood council sponsor.

# Child Care Development Specialist Apprenticeship

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## Standard Requirements:

- 16 years or older
- Pass a background check
- Complete set amount of education hours
- Complete set amount of on the job learning hours
- Supported by a mentor teacher (journey worker)
- Receive a wage increase every 6 months upon completion of specified goals.
- Evaluation

## And:

- Monthly check ins with apprenticeship staff.
- Completion of formal individual professional development plans
- Upload all documentation into Colorado Shines Professional Development Information System.

# July 2018



- Recruited 5 apprentices into the program



- Enrolled four of the apprentices into college level course work.



- 4 additional early learning programs paid using Colorado Shines Quality Improvement funds for their staff to be part of the program.

# Progress

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November 2018:

Received funding from the Office of Early Childhood.

Expanded program to:

38 apprentices

33 employer sponsors

38 mentor teachers

26 college courses completed

XXXX training hours completed

264 hours of coaching completed.

380 contact hours with apprentices from the coaching and outreach specialist.

Partnering with Alliance for Kids, the El Paso County Early Childhood Council for work with 7 apprentices.

# Where are we now?



- April 2019 - received the Early Milestones grant in partnership with the ECE Department at Red Rocks Community College



- We can support 30 apprentices with the Early Milestones funding.



- Developing mentor training with the ECE department to strengthen the mentor teachers.

# Early Milestones Workforce

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Funding covers:

- Operating costs
- Staffing
- Apprenticeship fee
- Mentor Teacher incentive
- Apprentice stipend



# What is needed?



- Funding for tuition and training



- Funding for recruitment and onboarding.



- Promotion of the pathway.

# Questions

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