



New Jersey Apprenticeship Pilot Design Input Your Feedback is Valued and Needed!

Background

The New Jersey Apprenticeship Workgroup consists of participants from five state departments — Education (DOE), Human Services (DHS), Health (DOH), Labor & Workforce Development (DOL), and Children & Families (DCF). The group has been committed to their work to design a **NJ Early Childhood Care and Education (ECCE) Registered Apprenticeship Program** to serve as a model for NJ.

US Department of Labor Registered Apprenticeship programs are a proven workforce development model with over 85 years of success. They serve as a proven solution to recruit, train, and retain highly skilled professionals. NJ's proposed program will be an employer-driven model that combines on-the-job learning with related formal education that increases an apprentice's knowledge, skill level and wages. Our "earn and learn" model means ECCE apprentices receive a paycheck from day one, so they earn wages while they learn on the job.

As part of **New Jersey's Birth-5 Preschool Development Grant (PDG) Initiative**, New Jersey plans to gather feedback on an apprentice framework and design. After feedback is received, a pilot serving **approximately 20 - 25 ECCE professionals** will be launched this fall. The pilot will include On-the-Job Training (OJT) and Related Technical Instruction (RTI).



Benefits

The potential benefits offered by the NJ Early Childhood Care and Education (ECCE) Registered Apprenticeship Program are felt by multiple groups including Child Care Businesses, ECCE Professionals and our economy.

Benefits for ECCE Businesses

- Proven recruitment strategy
- Reduced turnover and costs
- Higher productivity
- More diverse workforce

Benefits for ECCE Workforce

- Increased knowledge and skills
- Higher wages
- National credential
- Career advancement

Benefits for our Economy

- Parents can pursue work or school and build financial stability
- Ensure a stable workforce and consumer base for NJ businesses

Call for Input

Over the next 90 days we will be gathering potential apprenticeship candidates, members of the ECCE workforce, and ECCE system partners for feedback related to the design and roll out of the Apprenticeship Pilot Program. We are counting on our field to weigh in on topics such as: on-the-Job Training (OJT) competencies, formal education pathways, partnerships for instruction, program implementation and considerations, associated costs and so much more!

If you would like to provide written feedback or if there is an upcoming meeting where you would like to have a facilitator gather input from an ECCE audience you represent please complete the [online feedback form now](#). Virtual meetings will be given first preference.

