

## ADECE'S WORKFORCE DEVELOPMENT GOAL

Build a workforce that is diverse, professionalized, well-trained, and ready to meet the demand for high quality early care and education programs and services.

## EARLY CHILDHOOD EDUCATION - ALABAMA OFFICE OF APPRENTICESHIP

### The Alabama Department of Early Childhood Education (ADECE)

- The ADECE is the state sponsor for Alabama's Early Childhood Education's Apprenticeship Program. The program is designed to be a credentialing pathway for individuals working in early care and education settings.
- ADECE sponsored apprentices are able to complete stackable credentials, a 9-hour short term certificate, an associate degree, and a bachelor's degree in early childhood education, all while employed with a child care provider or in an Alabama First Class Pre-K classroom.

### Early Childhood Education Apprenticeships:

- Provide an opportunity to increase the number of highly qualified early childhood educators in the workforce
- Apprenticeship training is distinguished from other types of workplace training by several factors, including paid work experience, classroom instruction, mentorship, and a portable, nationally recognized credential. Apprentices participate in on the job learning (OJL) and related technical instruction (RTI).
- Create opportunities to upskill early childhood workers
- Provide for seamless articulation of coursework between the community college and four-year university
- Allows apprentices to participate with no out-of-pocket costs while earning progressive wages.

### CHILDREN.ALABAMA.GOV

## EQUAL OPPORTUNITY EMPLOYMENT PLEDGE

*The Alabama Department of Early Childhood Education will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The Alabama Department of Early Childhood Education will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.*

### Why Should Employers Participate in Apprenticeship Programs?

- Apprenticeships allow employers to "grow their own" through an earn and learn model.
- Registered apprenticeships provide employers with a consistently high quality of workers.
- Participating employers are eligible to apply for incentive funding.

Employers interested in participating in the Early Childhood Education Apprenticeship program may contact the ADECE Workforce Development Director or the Alabama Office of Apprenticeship (AOA) for more information.

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Meredith Smith, AOA Assistant Director: [Meredith.Smith@commerce.alabama.gov](mailto:Meredith.Smith@commerce.alabama.gov)

### Apprenticeship Candidates:

- Must have a high school diploma or GED
- Must be employed or willing to be employed at an ADECE apprenticeship participating employer
- Must be enrolled or interested in enrolling (with no financial balance) with an ADECE apprenticeship participating college or university. For a list of participating college or university apprenticeship partners, [click here](#).
- Must apply for [Free Application for Federal Student Aid \(FAFSA\)](#).
- Must apply for the [T.E.A.C.H. Early Childhood Alabama Scholarship and the Leadership in Child Care Scholarship](#) (if eligible)
- Must be willing and able to meet all applicable licensing and employer requirements

## HELPFUL LINKS

[T.E.A.C.H.](#)

[LEADERSHIP IN CHILD CARE  
SCHOLARSHIP](#)

[FREE APPLICATION FOR  
FEDERAL STUDENT AID \(FAFSA\)](#)

[THE ALABAMA OFFICE OF APPRENTICESHIP](#)