



## Educational Partner Referral Process [www.KansasECAAP.org](http://www.KansasECAAP.org)

**Registered Apprenticeship** is a proven system for training employees in a variety of occupations and an ideal way for employers to build and maintain a skilled workforce. ECAAP, a Registered Apprenticeship Program, is a training model based on the skills and knowledge the early childhood industry need from its employees. It combines related technical instruction with planned, day-by-day training on the job under the supervision of a skilled worker. Apprentices start at a reasonable wage, determined by the employer. As their skills and value increase, so do their wages. Any center-based childcare or preschools and group home providers with qualified mentors may become a registered ECAAP sponsor. Apprentices must work a minimum of 30 hours per week for a registered ECAAP sponsor and complete 4,000 hours of One-the-Job Learning (OJL) working directly with children ages Birth to 5.

ECAAP has 20 hours of early childhood college credit the required Related Technical Instruction (RTI), obtained from one of our nine community colleges educational partners. Online and distance learning options are available as well as financial assistance to pay books fees and tuition for the required RTI. Apprentices may choose the class schedules that fit their needs. All courses used for ECAAP are listed in each educational partner's course catalogue and all credit can be applied toward a degree.

Our educational partners enhance the academic aspect of apprenticeship and allow apprentices to integrate traditional classroom-based educational programs with highly specialized, on-the-job learning experiences that support the practical application elements of learning. These partnerships engage employer-sponsors in the training and certification process that adequately meet the needs of the industry.

**NOTE:** For a list of all our educational partners and the ECAAP required Related Instruction from each school on our website as well. Click on the **PARTNER** link at the bottom right-and side of the home page—then on the **EDUCATIONAL PARTNER** link.

The **Child Development Associate (CDA)** National Credentialing Program competency standards and assessment process for center-based child care providers define, evaluate, and recognize the skills needed both to manage a well-run program and to meet the developmental needs of infants, toddlers, and preschoolers. It is widely identified as the first step and an entry-level credential in early childhood and is frequently required for employment. **Identified as the interim credential for ECAAP, all apprentices must apply for the CDA certificate by the end of the first year.**

Building on the CDA skills, the ECAAP Certificate of Completion is the next professional development step on the **Kansas Early Childhood Career Lattice**. The program provides integrated instruction for apprentices based on the collaboration of the program sponsors and educational partners. ECAAP sponsors ensure that apprentices have a CDA advisor, obtain adequate working hours, and help them prepare documentation for the assessment with the Council for Professional Recognition. **The first year of required courses from each of the ECAAP educational partners meets the 120 hours of formal child care education requirements and subject areas for the CDA.** Financial assistance for the CDA assessment fee is provided by ECAAP to all active, qualified apprentices.

### HOW TO PARTICPATE:

Registered Apprenticeship programs **must have an employer—employee relationship** in order to exist. An employer must develop and register a set of Standards of Apprenticeship with the Kansas Apprenticeship Council in order to become a sponsor. As a Registered Apprenticeship Sponsor, the employer will be responsible for all elements of the program, including the selection and placement of apprentices in their program. For information about becoming an ECAAP sponsor, visit our website: [www.KansasECAAP.org](http://www.KansasECAAP.org) or contact Marla Canfield, ECAAP Program Consultant. [Mcanfield@KansasCommerce.com](mailto:Mcanfield@KansasCommerce.com)

Individuals who would like to participate in ECAAP, must be employed by a Registered ECAAP Sponsor. **Apprentices must have their sponsors (employers) contact the ECAAP office in order to participate.** You can find our list of Registered ECAAP sponsors on our website: [www.KansasECAAP.org](http://www.KansasECAAP.org). Click on the **SPONSOR DIRECTORY** link on the left-hand side of the page. You may also check apprenticeship job postings on **KANSASWORKS.com**. **NOTE:** In order to connect Kansas job seekers to a Registered Apprenticeship program, Apprenticeship Program staff has requested employer/sponsors post all job openings on **KANSASWORKS.com**. Job seekers can do a key word search on **KANSASWORKS** for 'Apprenticeship' and it will identify all posting that mention the key word **apprenticeship**. Kansas employer/sponsors with a Registered Apprenticeship Program will be identified with a **BOLD RED 'RA'**. Job seekers should check those listings for openings in early childhood settings, and then follow the posted directions for application. The Sponsor will contact the Apprenticeship Consultant to register a new apprentice under their program.