

APPENDIX TABLE 3.3

Apprenticeship Programs, By State and Territory, 2024

CSCCE

State	Apprenticeship Program(s)	Apprenticeship Program Status/ Geographic Scope	Program Registered with U.S. Department of Labor or State Equivalent?	Description of Qualifications Received
Alabama	Alabama Department of Early Childhood Education (ADECE) Apprenticeship	Northern Alabama	No	Short-Term Certificates in Early Childhood Education in Wallace State’s Child Development Program (online) Associate in Science degree in General Studies with a concentration in Child Development (online) Bachelor’s degree in Early Instructor at Athens State University (online)
Alaska	Not Available	In Development	Not Available	Not Available
Arizona	Arizona Early Childhood Educator Apprenticeship Pathway	Localized at participating colleges and eligible employers with Department of Economic Security contracts	Not Available	Central Arizona: 18 credits in Early Childhood Education courses; Foothill College: 23 quarter Early Childhood Education units
Arkansas	Not Available	In Development	Not Available	Coursework toward an associate or bachelor’s degree in Early Childhood Education
California	Not Available	Localized	Yes	Varies: associate teacher permit, associate degree, or bachelor’s degree
Colorado	Child Care Development Specialist Apprenticeship	Offered through Red Rocks Community College in greater Denver area	Yes	Certified Child Care Development Specialist and Colorado Early Childhood Professional Credential
Connecticut	Family Child Care Registered Apprenticeship Program	Not Available	Yes	CDA and credentials from National Association for Family Child Care
Delaware	Delaware State Apprenticeship Agency	Not Available	Yes	Not Available
District of Columbia	None	Not Applicable	Not Applicable	Not Available
Florida	Not Available	Localized at participating colleges	Yes	Child Care Apprenticeship Certificate and CDA equivalency; Child Care Development Specialist
Georgia	Not Available	In Development	Not Available	Not Available

CSCCE

Apprenticeship Programs, By State and Territory, 2024

State	Apprenticeship Program(s)	Apprenticeship Program Status/ Geographic Scope	Program Registered with U.S. Department of Labor or State Equivalent?	Description of Qualifications Received
Hawaii	Keiki O Ka 'Aina	Localized	Not Available	Not Available
Idaho	None	Not Applicable	Not Applicable	Not Available
Illinois	Smart Start - Illinois Early Childhood Apprenticeship Pilot	Statewide	Yes	Not Applicable
Indiana	None	Not Applicable	Not Applicable	Not Applicable
Iowa	Child Care Development Specialist Registered Apprenticeship Program	Statewide	Yes	Not Applicable
	Childcare Apprenticeship Program (youth apprenticeship)	Statewide	Yes	Not Available
Kansas	Early Childhood Associate Apprenticeship Program (ECAAP)	Statewide	Yes	Not Applicable
Kentucky	Child Development Specialist Youth Apprenticeship	Statewide	Not Available	National Journey Worker Credential
	Early Childhood Instructor Apprenticeship	Statewide	Not Available	National Journey Worker Credential
	Early Childhood Program Administrator/ Director Apprenticeship	Statewide	Not Available	National Journey Worker Credential
Louisiana	None	Not Applicable	Not Applicable	Not Applicable
Maine	Early Childhood Education Registered Apprenticeship Program	Statewide	Yes	Early Childhood Specialist 1; Early Childhood Specialist 2
Maryland	Maryland Early EdCorp Program	In Development	Not Available	CDA and Child Care Credential Level 4
Massachusetts	Early Childhood Education Teacher Apprenticeship Program	Localized	Not Available	CDA and Early Childhood Education Teacher certification
	Neighborhood Villages Apprenticeship	Localized	Not Available	CDA
Michigan	Early Childhood Apprenticeship (Great Start to Quality)	Statewide	Yes	CDA

CSCCE

Apprenticeship Programs, By State and Territory, 2024

State	Apprenticeship Program(s)	Apprenticeship Program Status/ Geographic Scope	Program Registered with U.S. Department of Labor or State Equivalent?	Description of Qualifications Received
Minnesota	T.E.A.C.H. Early Childhood® Minnesota Apprenticeship Program	In Development	Yes	Not Available
Mississippi	None	Not Applicable	Not Applicable	Not Applicable
Missouri	LUME Early Childhood Apprenticeship	Statewide	Yes	CDA
Montana	Montana Early Childhood Apprenticeship Program (MECAP)	Localized, at three participating colleges	Yes	24 Early Childhood Education college credits; Child Care Development Specialist Credential; Level 4 on Registry Career Path
Nebraska	Not Available	In Development	Not Available	Not Available
Nevada	None	Not Applicable	Not Applicable	Not Applicable
New Hampshire	Early Childhood Apprenticeship Program	Statewide	Yes	CDA; 3,000 hours of work; 6 college classes
New Jersey	Early Childhood Care and Education (ECCE) Apprenticeship	Not Available	Not Available	Not Available
New Mexico	APRENDE Early Childhood Educator Apprenticeship Program	Statewide	Not Available	Associate degree; Child Development Certificate; and Early Childhood Professional Certificate
New York	Not Available	In Development	Not Available	Not Available
North Carolina	Building Bright Futures Apprenticeship Program	Statewide	Not Available	Not Available
North Dakota	None	Not Applicable	Not Applicable	Not Applicable
Ohio	Not Available	In Development	Not Available	Not Available
Oklahoma	Not Available	In Development	Not Available	Not Available
Oregon	Early Childhood Education Apprenticeship Program	Southwest Oregon	Not Available	Not Available

CSCCE

Apprenticeship Programs, By State and Territory, 2024

State	Apprenticeship Program(s)	Apprenticeship Program Status/ Geographic Scope	Program Registered with U.S. Department of Labor or State Equivalent?	Description of Qualifications Received
Pennsylvania	Registered Early Childhood Education Apprenticeship Program	Statewide	Yes	Participants have an existing CDA and progress to earn an associate or bachelor's degree; 4,000 hours of on-the-job training
Rhode Island	FCC Apprenticeship	Statewide	Yes	CDA and Certificate of Achievement
South Carolina	None	Not Applicable	Not Applicable	Not Applicable
South Dakota	None	Not Applicable	Not Applicable	Not Applicable
Tennessee	None	Not Applicable	Not Applicable	Not Applicable
Texas	Camp Fire Early Education Apprenticeship Program (EEAP)	Localized	Not Available	Early Childhood Educator Certificate I, II, or III
	Early Education Apprenticeship Program (EEA)	Localized	Not Available	CDA
Utah	None	Not Applicable	Not Applicable	Not Applicable
Vermont	Vermont Early Childhood Apprenticeship Program	Statewide	Yes	4,000 hours work, 18-21 college credits, CDA if desired, Certificate of completion as Child Development Specialist from Department of Labor
Virginia	Early Childhood Workforce - Registered Apprenticeship	Statewide	Yes	Not Available
Washington	Washington State Early Care and Education Apprenticeship	Not Available	Yes	Not Available
West Virginia	West Virginia Apprenticeship for Child Development Specialist (ACDS)	Statewide	Yes	Not Available
Wisconsin	Early Childhood Educator Apprentice	Localized, offered at five technical colleges	Yes	A Wisconsin credential in Infant-Toddler, Preschool, Administrator, Afterschool & Youth Development, or Family Child Care
Wyoming	None	Not Applicable	Not Applicable	Not Applicable

CSCCE

Apprenticeship Programs, By State and Territory, 2024

Territory	Apprenticeship Program(s)	Apprenticeship Program Status/ Geographic Scope	Program Registered with U.S. Department of Labor or State Equivalent?	Description of Qualifications Received
American Samoa	Not Available	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available	Not Available

Sources: CSCCE scan of state agency websites and Smith, L.K., Williams, T., & Mercado, K. (2023). Apprenticeships: Building a Strong Child Care Workforce Pipeline. *Bipartisan Policy Center*.

Notes: This is not a comprehensive list of registered apprenticeships for early childhood educators across the country. The information in this table is provided for informational purposes only; the Index does not currently assess states based on their apprenticeship programs.