



Growing the Early Childhood Workforce: **Youth Apprenticeships**

Hiring qualified staff in the early care and education sector has become increasingly difficult, with a significant lack of secondary education and training for future employees. Apprenticeships offer a new pathway for workforce development that combines on-site experience and learning

with educational preparation, all without incurring high school loan debt. The Commonwealth has the opportunity to grow and strengthen the Early Childhood Workforce Pipeline through Youth Apprenticeships by building strong partnerships with Family and Consumer Science Programs.

Highlights of the Pathway

- Junior and senior students can choose an Early Childhood Education Pathway through the Family Consumer Sciences.
- Supporting Youth Apprenticeships provide opportunities for Early Care and Education Programs to advance in Kentucky's Quality Rating System at little to no cost.
- Employers do not incur any training costs. The Kentucky Educational Excellence Scholarship (KEES) money can be used for training costs after graduation.
- Students in a registered Apprenticeship Program can earn 9-12 hours of college credit in an Early Childhood Program through Kentucky Community and Technical College System (KCTCS).
- In addition, most Youth Apprentices are graduating with a Child Development Assistant (CDA) certification.
- Apprentices have better rates of retention than standard hires.

Learn more at kyecac.ky.gov and ewdc.ky.gov