



Growing the Early Childhood Workforce:

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 work-based learning and related technical

Instruction all without incurring high post-secondary loan debt. The Commonwealth has the opportunity to grow and strengthen the Early Childhood Workforce Pipeline through Apprenticeships by elevating experience in the workplace and/or post-secondary education.

Highlights of the Pathways

- Kentucky offers three apprenticeship options; Child Development Specialist Youth Apprenticeship, Early Childhood Instructor Apprenticeship and Early Childhood Program Administer/Director Apprenticeship.
- Apprenticeships offer a new pathway for the early care and education workforce to earn professional certifications that value high quality experience and/or education equally.
- Supporting apprenticeships provides opportunities for Early Care and Education Programs to advance in Kentucky's Quality Rating System at little to no additional cost.
- Apprentices earn a national journey worker credential, graduated pay raises and bonuses, all while working in a quality early care and education program.
- Employers do not incur any training costs, and progressive wage increases, mentor stipends, and milestone achievements are all covered by the apprenticeship program.
- Apprentices have 89% higher rate of retention after three years than standard hires.

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