Strengthening the Workforce: Apprenticeships in Out-of-School Time

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Mindfulness Moment

• Pause
• Breathe in and out three times slowly
Agenda

• Welcome
• Apprenticeship Guide Introduction
• Panel Discussion
• Supporting the Continuum: Comments and Reflections from Early Childhood
• Wrap-Up and Feedback
Polls

• What is your role?

• How much experience have you had with out-of-school time (OST) workforce apprenticeships?
Apprenticeships...

- are an affordable pathway to career advancement
- support the workforce in the communities in which they live and work
- eliminate the cost of higher education
- can lead to job opportunities in allied fields

Strengthening the OST Workforce: A Guide to Developing Apprenticeships

Apprenticeships are gaining momentum in out-of-school time (OST) as an alternate career pathway that supports equity in the workforce. Learn why apprenticeships are a useful strategy for OST staff, programs, and field leaders. Identify challenges to address and explore key elements of an apprenticeship program and promising practices.¹

MAKING THE CASE FOR OST APPRENTICESHIP PROGRAMS

Apprenticeships are industry-driven career pathways that combine classroom instruction, on-the-job training (paid work experience), and mentorship, generally leading to a nationally recognized credential or degree. Why should you consider developing OST apprenticeships in your state, territory, or tribe?

OST professionals are essential to the well-being of our local, state, and national economies, but OST programs have consistently struggled to recruit enough staff. At the same time, there is the potential for OST jobs to lead to a career and employment pathways. States, territories, and tribes need to pay attention to who makes up this workforce and what supports and opportunities that workforce needs. An apprenticeship can be an additional entry point into the field, providing an affordable and accessible training model.

# Apprenticeship Benefits

<table>
<thead>
<tr>
<th>Benefits for Individuals</th>
<th>Benefits for Programs and Employers</th>
<th>Benefits for the OST Field</th>
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<tbody>
<tr>
<td>Offers an alternative and experiential approach to learning</td>
<td>Provides one source of dedicated staff through a “grow your own” approach</td>
<td>Strengthens career pathways</td>
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<tr>
<td>Supports learning through supervisors, mentors, and a cohort of peers</td>
<td>Brings leadership opportunities for more experienced staff who can serve as mentors</td>
<td>Supports professionalization of the field by creating education, training, and advancement opportunities</td>
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<td>Eliminates the high cost of education and earning while learning</td>
<td>May help recruit and retain staff in a sustainable way to strengthen the OST workforce</td>
<td>Builds equity in the workforce</td>
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<tr>
<td>May increase compensation</td>
<td></td>
<td>May increase compensation for the OST workforce</td>
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Apprenticeship Challenges

- Compensation
- Licensed vs. Unlicensed Programs
- Part-Time Positions
- Lack of Credential
- Hard-to-Meet Partner Requirements

Visit the [NCASE Resource Library](#)!
Panel Discussion

- Why apprenticeships?
- How are you approaching apprenticeships in your state?
- What recommendations & lessons learned can you share?
Questions, Reflections, Ideas
Please take a few minutes to provide feedback to help us plan for future webinars.
Thank You!

Visit the NCASE section of the CCTA website. To contact NCASE, please email us at:

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