



# T.E.A.C.H. Apprenticeship

## Summary for Employers

The T.E.A.C.H. Early Childhood® Minnesota Apprenticeship program is designed for early educators newer to the early childhood field who are interested in earning a degree in early childhood education and working one-on-one with a mentor to help develop necessary job skills for 2 years. Employers who agree to sponsor an apprentice in their program will receive \$5,000 for each apprentice per year to assist in offsetting costs. Email [apprenticeship@childcareawaremn.org](mailto:apprenticeship@childcareawaremn.org) for more information.

### Registered Apprenticeships contain the following components:

1. Paid Job Component
  - a. Apprentices must work 30-40 hours per week
  - b. Employer must agree to sponsor the apprentice
    - i. Pay 5% of tuition/books for college classes
    - ii. Offer 3-6 hours a week of paid release time
    - iii. Offer a \$1 raise after each year
    - iv. Employer will receive a \$5,000 stipend per apprentice each year
2. On-the-job Training
  - a. Apprentices will complete at least 2,000 hours of on-the-job training as part of their apprenticeship (2 years)
  - b. Apprentices will work with a trained mentor
3. Related Technical Instruction
  - a. Apprentices will be enrolled in a Minnesota college/university to complete classes required for a degree in early childhood
4. Mentorship
  - a. Apprentices will be supported by their T.E.A.C.H. counselor
  - b. Apprentices will also be paired with a mentor, preferably one who works at the same site.
  - c. Mentors will receive free mentorship training and a \$4,000 stipend
  - d. Mentors will have weekly and monthly contact with the apprentice via in-person or virtual check-ins
5. Credentials and degrees
  - a. Apprentices will earn college credits and ideally complete a degree during their apprenticeship

### Eligibility

#### Ideal Apprentice candidates:

- Have been employed for less than three years
- Have no college degree, less than 20 college credits, or an associate degree in early childhood (if pursuing a bachelor's degree)
- Are interested in working with a mentor
- Can be a current T.E.A.C.H. recipient willing to become an apprentice

#### Ideal Mentor candidates will:

- Have a college degree (bachelor's degree in early childhood preferred)
- Have worked in the early childhood field for a minimum of five years
- Work at the same site as the apprentice

### Requirements of Employers:

- Sponsoring the apprentice on a T.E.A.C.H. scholarship
- Allow flexibility where possible for apprentice and mentor to schedule check-ins