CHILDCARE WAGE INNOVATION

APPRENTICESHIP AS A PATH TO PROFESSIONALIZATION



WHAT WE KNOW

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Embarrasingly low pay and minimal benefits... From the 2024 Anchorage Child Care and Early Education (ACCEE) Fund Implementation Team Report



TRAINING DOESN'T PAY

Childcare workers are expected and encouraged to move up in SEED (System for Early Education Development) Levels, but there is no financial incentive to do so.

The quality assessment of childcare centers (Learn & Grow Level) is tied in part to the SEED Level of employees.

LEVEL	EC related Training or Higher Educ
1	Working or learning in the early chil
2	24 hours SEED-approved training wi
3	40 hours SEED-approved training*
4	80 hours of SEED-approved training
5	120 hours of SEED-approved training
6	Current CDA OR 6 SEED EC related Child Care Credential
7	12 SEED EC related field** credits (
8	24 SEED EC related field** credits
9	Associate Degree in EC or related fie related field** credits
10	Bachelor's Degree in EC or related fi EC related field** credits
11	Master's Degree in EC or related fiel related field** credits
12	Doctorate in EC or related field OR field** credits

cation Pathways

ildhood and/or school-age education profession

rith a High School diploma, GED, or the equivalent

OR 1 SEED EC related field** credit

* OR 2 SEED EC related field** credits

ng* **OR** 3 SEED EC related field** credits

d field** credits **OR** Alaska Early Childhood Family

OR Alaska Early Childhood Center Administrator Credential

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ield **OR** Bachelor's Degree in unrelated field with 12 SEED EC

field **OR** Bachelor's Degree in unrelated field with 30 SEED

eld **OR** Master's Degree in unrelated field with 30 SEED EC

Doctorate in unrelated field with 30 SEED EC related

OUR PROPOSAL: APPRENTICESHIP

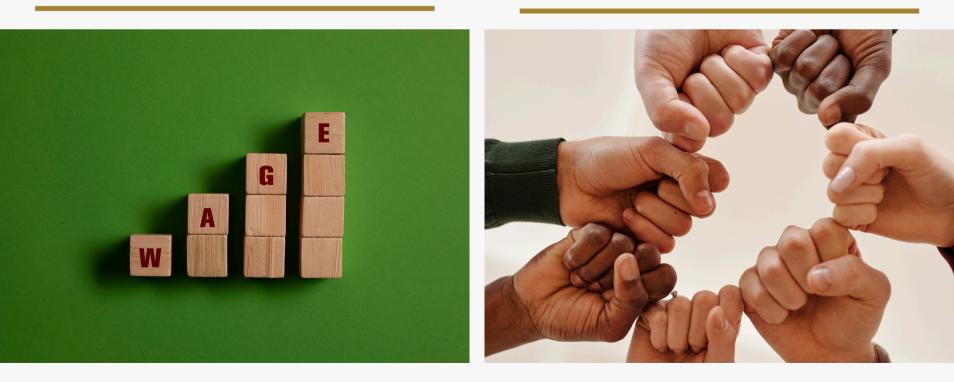
A pilot program that professionalizes childcare, elevates the existing workforce, and builds public support for additional investment is innovation worth exploring.

Incentivize Education

Create Cohorts







Raise Wages

Leverage Unions