

CHILDCARE WAGE INNOVATION

**APPRENTICESHIP AS A PATH TO
PROFESSIONALIZATION**

WHAT WE KNOW

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**Embarrassingly
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 Education Pathways
1	Working or learning in the early childhood and/or school-age education profession
2	24 hours SEED-approved training with a High School diploma, GED, or the equivalent
3	40 hours SEED-approved training* OR 1 SEED EC related field** credit
4	80 hours of SEED-approved training* OR 2 SEED EC related field** credits
5	120 hours of SEED-approved training* OR 3 SEED EC related field** credits
6	Current CDA OR 6 SEED EC related field** credits OR Alaska Early Childhood Family Child Care Credential
7	12 SEED EC related field** credits OR Alaska Early Childhood Center Administrator Credential
8	24 SEED EC related field** credits
9	Associate Degree in EC or related field OR Bachelor's Degree in unrelated field with 12 SEED EC related field** credits
10	Bachelor's Degree in EC or related field OR Bachelor's Degree in unrelated field with 30 SEED EC related field** credits
11	Master's Degree in EC or related field OR Master's Degree in unrelated field with 30 SEED EC related field** credits
12	Doctorate in EC or related field OR Doctorate in unrelated field with 30 SEED EC related field** credits

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

