



New Jersey Early Childhood Apprenticeship Pilot Program

The New Jersey Early Childhood Apprenticeship Pilot Program is focused on expanding the number of child care staff with the Infant/Toddler Child Development Associate (CDA) certification and increasing the capacity of the infant and toddler workforce across New Jersey. For the pilot, NJ has committed to supporting up to 20 licensed child care centers to employ up to a total of 20 full-time apprentices across the state. Participating centers will receive up to \$15,000 to support on-the-job training, mentorship and wages of the apprentice. Additionally, the apprentices' educational requirements will be supported through the NJ Scholarship Program as they pursue their CDA. It is estimated that most apprentices will complete the requirements of the program within 18 months.

This pilot is being offered by the New Jersey Division of Family Development (DFD) and Department of Labor and Workforce Development (DOL), in partnership with the NJ Workforce Registry. Funding is provided by the Preschool Development Grant Birth to 5 (PDG B-5). During the pilot phase, NJ will be working to register the Early Childhood Apprenticeship Program with the U.S. Department of Labor.

An early childhood apprenticeship is an arrangement between an employer (the licensed child care center) and an employee that allows the worker to gain direct experience with working with children through supervised on-the-job learning. This is in conjunction with the completion of required coursework and/or training. At the end of the apprenticeship, the employee may earn a recognized credential or certificate.

Workforce strategies like apprenticeship enable employers to develop and train their future workforce while offering career seekers affordable paths to obtain and secure quality jobs. Additionally, apprenticeship programs support the current need to strengthen the early childhood workforce, address workforce shortages and support an increase in recruiting and retaining a highly skilled workforce. DFD and DOL recognize the value of apprenticeship and the impact it can have across our state.

Employers benefit by:

- Recruiting and developing a diverse and inclusive skilled workforce
- Expanding opportunities within the early child care industry
- Reducing turnover, promoting loyalty and increasing retention
- Adopting standardized, industry-vetted training
- Improving productivity and profitability

Apprentices benefit by:

- Earning wages as they learn
- Potentially obtaining college credit
- Gaining career pathway and advancement opportunities
- Learning relevant workplace skills
- Preparing for their Child Development Associate (CDA) certification

Infant and Toddler Educator Apprenticeship Pilot Program Approved Employers:

- Chiki Daycare, Hudson County
- Half Pint Day Care, Hunterdon County
- Son Catchers Learning Center, Atlantic County
- Believers Learning & Day Care Center, Sussex County
- The Learning Gate, Somerset County
- The Learning Center, Mercer County
- The Nurturing Place, Hudson County

- Learning Tree Academy, Morris County
- Newark Federal Kids Care, Essex County
- Busy Bees of Palisade Day Care Learning Center, Hudson County
- Cinnamon Sticks Learning Center, Burlington County
- Linwood Head Start Center, Atlantic County
- Monmouth Day Care Center, Inc., Monmouth County
- Woodbine Head Start Center, Cape May County

▶ [Frequently Asked Questions](#)

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