

DRAFT Appendix D

EMPLOYER ACCEPTANCE AGREEMENT FOR

The Illinois Early Childhood Apprenticeship Pilot Program

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by the University of Illinois Chicago, College of Education and agree(s) to carry out the intent and purpose of said Standards for *the Illinois Early Childhood Apprenticeship Pilot (IECAP)* and accompanying Appendices and to abide by the rules and decisions of the Sponsor established under these Apprenticeship Standards. (Employer) has been furnished a copy of the Standards and have read and understood them, and request certification to train apprentices under the provisions of these Standards. On-the-job, the apprentice is hereby assured qualified training personnel and adequate supervision during the apprenticeship. The training should follow the approved Work Process Schedule and Related Instruction Outline including the rotation of tasks. The employer further agrees to develop selection procedures in the Employer Acceptance Agreement that are consistent with the requirements set forth in 29 CFR § 30.10(b). This employer acceptance agreement will remain in effect until canceled voluntarily or revoked by the Sponsor, Employer, or the Office of Apprenticeship.

Employers participating in the Illinois Early Childhood Apprenticeship pilot program must identify and operate as a place of professional learning in addition to providing high quality early care and education programs and services. Employers must demonstrate ongoing and meaningful commitment to professional development and learning, must cultivate a culture that values professional learning, and commit resources to their employees professional development. Specific requirements of participation include the following:

- Identify at least xx# staff (*determined on a site by site basis*) who are going back to school to obtain any one of the following: additional Gateways Credentials and/or early childhood education degrees, or professional teaching licenses with an endorsement in early childhood.
- Must agree to implement a minimum salary scale, ([CELFE scale](#)) for all teaching/instructional staff and all apprentices based on role and Credential/Degree level according the following:

Metro Chicago Minimum Wage Scale

Position	Credential Level/ Degree Attainment	Hourly	Salary Annualized
Teacher	Bachelors + PEL	\$61,000	
	Bachelors + ECE Level 5	\$26.50	\$55,120
	Associates + ECE Level 4	\$22.25	\$46,280
	ECE Level 2 or 3	\$20.75	\$43,160
	DCFS minimum/ECE Level 1	\$19.25	\$40,040
Assistant Teacher	Associates + ECE Level 4	\$20.75	\$43,160
	ECE Level 2 or 3	\$19.25	\$40,040
	DCFS minimum/ECE Level 1	\$18.00	\$37,440

Outside Metro Chicago Minimum Wage Scale

Position	Credential Level/ Degree Attainment	Hourly	Salary Annualized
Teacher	Bachelors + PEL		\$49,522
	Bachelors + ECE Level 5	\$22.75	\$47,320
	Associates + ECE Level 4	\$19.00	\$39,520
	ECE Level 2 or 3	\$18.00	\$37,674
	DCFS minimum/ECE Level 1	\$17.25	\$35,880
Assistant Teacher	Associates + ECE Level 4	\$17.50	\$36,608
	ECE Level 2 or 3	\$16.75	\$34,944
	DCFS minimum/ECE Level 1	\$16.00	\$33,280

- Capacity to support on the job learning:
 - o Ensuring that center employs developmentally appropriate practices, as defined by NAEYC, across all classrooms and programs.
 - o On a weekly basis provide observation and reflective supervision/feedback for apprentices.
 - o Provide staff dedicated time for collaborative planning
 - o Support apprentices in connecting with a professional development advisor (PDA) at INCCRRA to identify career goals and/or a higher ed navigator at the local CCR&R, to support them with the application process, if needed.
- Capacity to support apprentices in their higher education programming requirements:
 - o Allowing for time off to attend class when needed.
 - o Ensuring opportunities to work with diverse groups of children e.g., age, ability, cultural backgrounds, etc.
- Identify a site-based Mentor(s) on staff with either a BA and a level 5 Gateways to Opportunity ECE Credential, a Professional Educators License (PEL) with an ECE endorsement, or a Gateways to Opportunity Directors Credential (IDC). The mentor must have adequate time to
 - o Participate in UIC credit bearing course to support development of competencies needed to be a mentor teacher
 - o Provide reflective supervision to apprentice(s)
 - o Provide other needed support to apprentice or connections to other resources to ensure persistence and success of apprentice(s)
- A commitment to documenting, collecting, and sharing data and information on the apprenticeship pilot, engaging in collaborative planning with apprenticeship intermediary (UIC) and local institutions of higher education as requested by UIC, including but not limited to the following:
 - o Participating in the SEQUAL (Supportive Environmental Quality Underlying Adult Learning) survey, developed by the Center for Study of Child Care Employment (CSCCE) to examine early educators' perspectives on their own work environments.

- Sharing data needed on apprentices' participation and progress with UIC per FERPA regulations.

Employer

Name of Company: _____ Federal Tax ID Number _____

Company Representative (Typed) Name _____

Title: _____

Address: _____

City/State/Zip Code: _____

Phone Number: _____ Email: _____

Reviewed and Approved by:

Signature _____ Date: _____

Title: _____