

Example
Early Childhood Educator • 03-092227018-01-T
Exhibit A - Program Provisions

Approved:

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 24 months of not less than 4,432 hours. Hours of labor shall be the same as established for other skilled employees in the occupation.

PROBATIONARY PERIOD: The probationary period shall be the first 6 months of the apprenticeship. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department.

PAID RELATED INSTRUCTION ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 432 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the occupation, the apprentice shall have experience and training in the following areas. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
Maintain a safe environment A. Assess environments/materials/toys for safety hazards B. Maintain a clean and sanitary environment C. Adhere to medication procedures D. Follow all Child Abuse and Neglect procedures E. Follow Sudden Infant Death (SIDS) practices F. Follow Shaken Baby Syndrome (SBS) practices G. Follow CPR/AED/First Aid practices H. Care for minor injuries I. Adhere to emergency procedures J. Care for minor illnesses K. Implement child tracking procedures	750
Promote child development A. Conduct observations using a range of methods B. Analyze children's development C. Track child progress D. Administer screening and assessment tools in culturally appropriate methods E. Communicate assessment results F. Identify goals for the child G. Make necessary referrals	400
Promote child nutrition and hygiene A. Perform food preparation B. Serve meals C. Foster social interaction during meals D. Instruct children on personal hygiene E. Model personal hygiene F. Follow toileting and diapering procedures	400

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Guide children's behavior	750
A. Establish developmentally appropriate expectations	
B. Create predictable routines	
C. Identify children that need additional behavioral supports	
D. Implement developmentally appropriate positive guidance strategies	
E. Teach social and emotional skills	
Implement curriculum.	750
A. Plan developmentally appropriate lesson plans across domains.	
B. Apply standards to learning	
C. Implement culturally responsive environments, activities, and materials.	
D. Incorporate teacher-directed activities for small and large groups.	
E. Incorporate child-directed activities and play.	
F. Create developmentally appropriate and culturally relevant indoor learning environment.	
G. Create developmentally appropriate and culturally relevant outdoor learning environment	
H. Modify routines, environment and equipment to ensure inclusivity.	
I. Integrate learning opportunities into caregiving routines.	
J. Provide support for dual language learners.	
K. Evaluate lesson plan	
Engage family	200
A. Prepare a variety of communication pieces	
B. Conduct family-teacher conferences	
C. Establish positive relationships with children and families	
D. Model interpersonal skills with children and families	
E. Connect families to community resources	
F. Plan family engagement strategies	
Demonstrate leadership and professionalism	130
A. Ensure compliance with regulations	
B. Maintain child records	
C. Engage in reflective practice	
D. Advocate for the early childhood profession	
E. Uphold ethical standards	
F. Maintain knowledge of best practices and developments	
G. Model professionalism as an Early childhood Educator	
Local Optional Work Processes	620
Paid Related Instruction	432
TOTAL	4432

The above schedule is to include all operations and such other work as is customary in the occupation.

MINIMUM COMPENSATION TO BE PAID:

1st period of 6 months at \$xx.xx per hour

2nd period of 18 months at \$xx.xx per hour

DETA-10408-E (R. 02/2023)

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The base skilled wage rate is \$xx.xx per hour.

If the apprentice is covered under a collective bargaining agreement, the wage rate specified by that collective bargaining agreement applies.

If the apprentice is not covered under a collective bargaining agreement, the employer may exceed the base skilled wage rate at their discretion.

An apprentice's rate of pay for overtime shall be increased by the same percentage as the journey worker's rate of pay for overtime is increased in the same industry or establishment.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved: N/A

School credit hours approved:

Paid related instruction: N/A

Unpaid related instruction: N/A

Total credit hours to be applied to the term of the apprenticeship: N/A

SPECIAL PROVISIONS:

The apprentice must:

1. Obtain Infant/Child, AED, First Aid and CPR certification during the first three months of the program and maintain it throughout.
2. Complete DCF certification requirements to provide care to children within the first six months of the program.
3. Register with "The Wisconsin Registry" within the first six months of the program and keep their registration updated.
4. Successfully complete Transition to Trainer in the final year of the program.