

Project Title: Early Care and Education Pathways to Success (ECEPTS)

Project Lead: Wendy Nelson, Associate Dean, Workforce, Community and Continuing Education

Performance Period: 04/01/24-12/31/25; **Award Amount:** \$55,691

Funding Source: California Workforce Development Board – English Language Learner Integrated Education and Training (ELL IET) Fund (sub award via ECEPTS/Tides Center)

Project Goal: Expand access to Early Care and Education apprenticeship pathways by providing career-focused English language instruction and integrated support services that help English language learners succeed in registered apprenticeship programs.



Goals and Achievements

- Developed an Integrated Education and Training (IET) model that combined career-focused ESL instruction with Early Childhood Education apprenticeship training.
- Implemented contextualized ESL coursework, embedded tutoring, and flexible academic supports tailored to English language learners.
- Expanded access to ECE apprenticeship pathways through bilingual outreach, translated materials, and inclusive onboarding practices.



Student Impact

- Recruited 77 apprentices across three cohorts; 95% were English language learners and 99% identified as minoritized individuals.
- Apprentices earned an average 27% wage increase (\$4.84/hour), with multiple participants advancing into higher-level positions.
- Achieved strong student persistence, with 87% of Cohort 1 completing program requirements and 88% of Cohort 3 retained in the program.
- Supported participants in earning Associate Teacher permits and certifications, with many transitioning into or remaining employed in early care and education.



Partnerships & Collaborations

- Partnered with MAAC to deliver coordinated education, workforce training, and student support services for ECE apprentices.
- Aligned ESL instruction and workforce training with apprenticeship requirements through close collaboration with apprenticeship sponsors.
- Worked with college and community organizations to reduce language and access barriers through bilingual case management, translated materials, and coordinated support services.



Institutional and Community Impact

- Expanded Palomar College's capacity to deliver Integrated Education and Training (IET) programs for English language learners.
- Strengthened collaboration among education, workforce, and community partners to better support English language learners.
- Helped build a diverse pipeline of qualified early childhood educators to address regional workforce shortages.



What's Next?

Palomar College will build on the success of the ECEPTS initiative by increasing access for English language learners and strengthening partnerships with workforce and community organizations. Future efforts will focus on enhancing integrated student supports, increasing apprenticeship completion and credential attainment, and preparing a diverse workforce to meet the region's growing demand for early childhood educators.