



APRENDE

ECE Apprenticeship Program

Catron Allred and
Krystel Sanchez

ECCOE's Mission and Vision

The Early Childhood Center of Excellence (ECCOE) at Santa Fe Community College uses multi-generation approaches to enhance early childhood education and the well-being of families in New Mexico.

The Early Childhood Center of Excellence is a state and national leader in using multi-generation approaches for family well-being through high-quality professional development and learning, workforce development, access to higher education, and innovative programming and opportunities in early childhood education.

APRENDE Model

Pre-
Apprenticeship

Registered
Apprenticeship

Mentorship /
Advanced
Degrees



External Evaluation

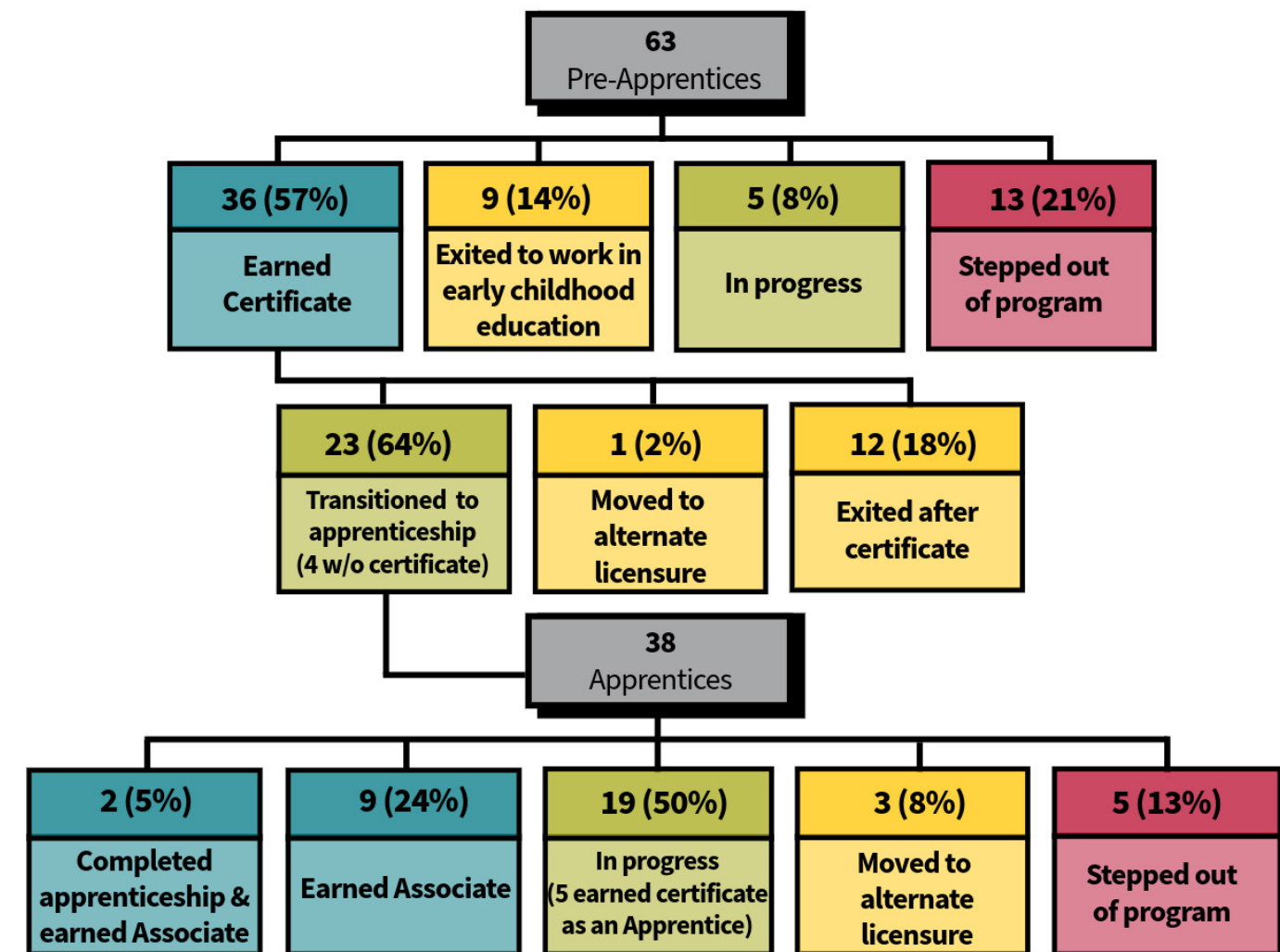
by the Cradle to Career Policy Institute

Pre - Apprenticeship Outcomes

Completion and apprenticeship conversion

Apprenticeship Outcomes

Completion, degree attainment, and career advancement



Results as of Spring 2025.

**“I would never have
tried college without
the APRENDE
program.”**

Pre-Apprentice

Pre- Apprenticeship

49% Employment upon completion
31 new educators in the Santa Fe area

64% Apprenticeship Conversion
23 new apprentices

Apprenticeship

Program Completion

2 apprentices completed,
more anticipated this year

Degrees and Promotions

9 AAs, 15 Certificates, 3 promotions



SUMMARY OF FINDINGS

Does APRENDE support the workforce behind the workforce?

Students, faculty, and employers report overall satisfaction with APRENDE design and outcomes

Program Benefits

Scholarship access and stipends

Relationships with partners and program staff

Quality of Work

Driven incumbent staff

Assignments linked to experience

Classroom Quality

Reciprocal learning with mentor teachers

Better adult to child ratios

Stakeholder Impact

Over 800 children served by APRENDE participants since 2022

More men and bilingual educators in the field

Accelerated degree completion and higher earning potential for educators

“You get people that are really motivated. They’re qualified. They’re really into it.

And you just say, OK, I have to hire this person before somebody else does.”

Employer Partner

APRENDE Partners

Santa Fe



RTI



Next Steps

How can APRENDE support universal childcare?

FY27- 29 funding priorities, \$300k/year

Pre - Apprentices

Approximately 40/year

Focus on becoming work -
ready

Registered Apprentices

Encourage completion

Transition into mentorship

Coursework

Expand competency -
based ECED courses

Embed CDC packet work

Thank You!

WEBSITE

<https://www.sfcc.edu/aprende/>

EMAIL ADDRESS

aprende@sfcc.edu

