

WEBINAR

Addressing State Teacher Shortages: The Promise of Apprenticeship Programs

@LPI_Learning



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Opening Remarks



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Recovery of Education Jobs

From February to May of 2020, the economy lost an estimated 730,000 local public education jobs, 9% of all these jobs.

Good news:

- More individuals working in local public education now than before the pandemic
- 40% more social workers than pre-pandemic
- 25% more nurses than pre-pandemic

Key challenges:

- Teacher shortages persist, including vacancies, teachers on emergency certifications, and teachers working out of their certification areas.
- Shortages disproportionately impact students of color, students from low-income families, English learners, and students with disabilities.
- Sustaining investments made with American Rescue Plan funds.



What Is a Registered Apprenticeship Program (RAP) in the U.S.?

Program registered with the U.S. Department of Labor or a State Apprenticeship Agency that meets the requirements of a registered apprenticeship program, including:

- All apprentices have a paid job and earn a progressively increasing wage.
- Programs provide structured on-the-job mentorship from an experienced mentor.
- Apprentices receive supplemental instruction that builds on their on-the-job training.
- Apprentices receive portable, nationally recognized credentials such as a teaching license.
- Programs are designed to meet the needs of individuals in the communities in which they operate and support workplace diversity, equity, and inclusion.





COMPENSATION AND WORKING CONDITIONS

Promote improving compensation and working conditions, including paying educators competitively and providing dedicated planning time to collaborate with peers



PATHWAYS INTO THE PROFESSION

Support high-quality and affordable pathways into the profession that incorporate significant clinical experience, including residencies, teacher apprenticeship, and Grow-Your-Own programs



INDUCTION AND PROFESSIONAL LEARNING

Support effective new educator induction, mentoring, and job-embedded professional learning programs that provide support to educators throughout their careers



LEADERSHIP AND ADVANCEMENT

Promote teacher excellence and career ladders, including opportunities for teachers to lead beyond their classrooms and be compensated for these additional responsibilities, and expanding distributed leadership models in our schools



EDUCATOR DIVERSITY

Promote educator diversity throughout the work of teacher recruitment, preparation, and retention, and ensure teaching is a career that people from all backgrounds are eager to and can pursue

Working Group



LEADING EDUCATOR PREPARATION SINCE 1948



A Union of Professionals



NATIONAL GUIDELINES for APPRENTICESHIP STANDARDS for K-12 TEACHER APPRENTICESHIPS

2023

www.thepathwaysalliance.org

The Pathways Alliance

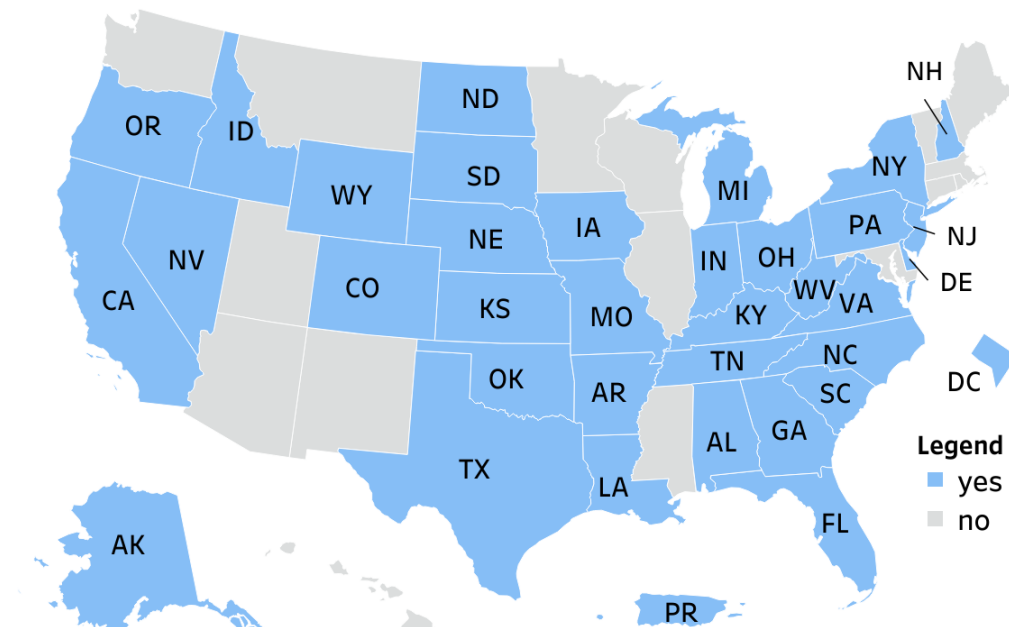


Lead the World

Registered Apprenticeships for K-12 Teachers

States with Registered Apprenticeship Programs for K-12 Teachers as of April 2024

Source: U.S Department of Labor, Employment and Training Administration, Office of Apprenticeship ([Link](#))



Legend
■ yes
■ no

**34 states, DC, and Puerto Rico
with registered teacher
apprenticeship programs**

Hover for notes



U.S. Department of Education Funds That Can Support Educator Preparation

Funds include but are not limited to:

- COVID Relief: ARP ESSER Funds
- Title I, Part A Formula Funds
- Title II, Part A Formula Funds
- Career and Technical Education State Grants (Perkins V)
- Rural Education Achievement Program
- **Augustus Hawkins Centers of Excellence Grants (Due June 18)**
- IDEA Part D Personnel Preparation Program Funds
- IDEA State Personnel Development Grants Program
- **Teacher Quality Partnership Grants (Due June 3)**
- National Professional Development Program
- Indian Education Professional Development Grants
- Alaska Native Education Program
- Native Hawaiian Education Program



Useful Resources

- [FAQs: Elementary and Secondary School Emergency Relief Programs; Governor's Emergency Education Relief Programs](#)
- [Dear Colleague Letter](#) calling on states to establish RAPs for teachers and take other strategic actions
- [Fact Sheet](#) on Sustaining Investments in Teachers Beyond the American Rescue Plan
- [OCTAE Program Memorandum](#) on using Career and Technical Education Perkins V funds to address CTE and other educator shortages
- [Funding Guide for Supporting a Registered Apprenticeship Program with Federal and State Funds](#) (CEEDAR Center, AIR, and Center on Great Teachers and Leaders)
- U.S. Department of Labor [Apprenticeship Program Partner Finder Tool](#)



Raise the Bar: Eliminate the Educator Shortage Webpage
www.ed.gov/raisethebar/educators



Research Briefing



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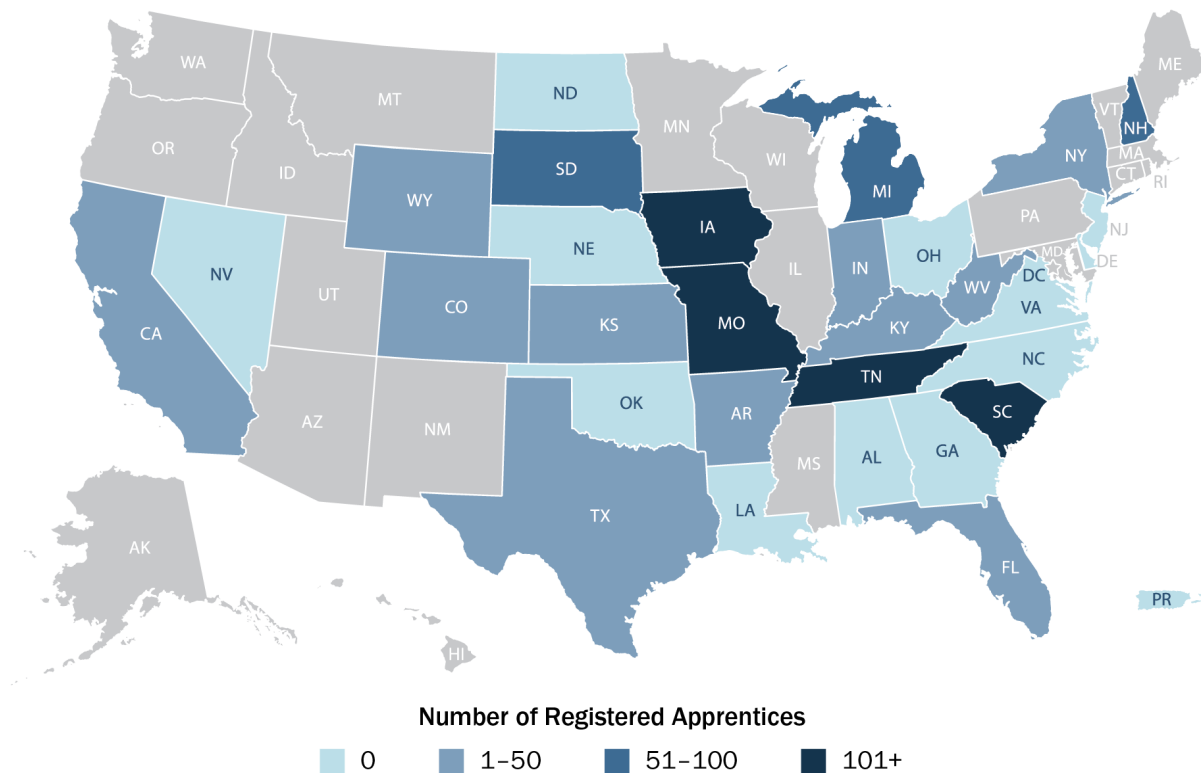
How States Can Support Teacher Apprenticeship

The Case of Tennessee

March 2024



Teacher Apprenticeship Programs by State, 2023



Why Study Tennessee?

- ▷ Most apprentices enrolled and completed
- ▷ Most mature state program
- ▷ Meets Pathways Alliance criteria for quality
- ▷ Strong state role in scaling apprenticeship

History

Clarksville
Montgomery teacher
residency launches
(2018)

State starts
GYO Program
(2020)

US DOL
approves RAP
(Jan 2022)

TN's Apprenticeship Model

- ▶ Apprentices work at least a year in the classroom, typically as a paraprofessional
- ▶ Mentors must be licensed, at least 3 years of experience, strong performance evaluation
- ▶ Apprentices take on increasing responsibility as they demonstrate competence

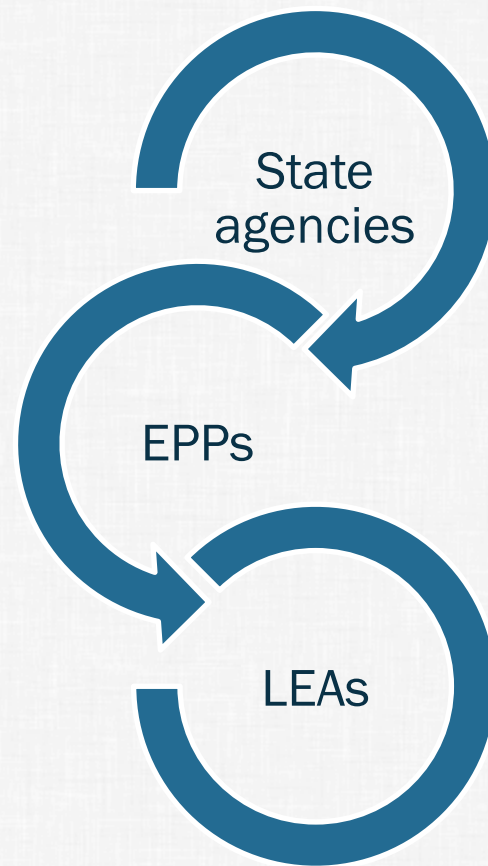
Candidate Pathways

Candidate prior education	Program length (minimum)	Qualifications earned
No / some college	3 years	B.A. and teacher license
Associates or equivalent	2 years	B.A. and teacher license
Bachelor's degree	1 year	Teacher license (and M.A.)

Note: Candidates must complete the equivalent of 2,000 hours of on-the-job training.

Agency Roles

- **Tennessee Department of Education (TDOE):**
Acts as sponsor; provides grants to EPPs
- **Education Preparation Programs (EPPs):**
Apply for grants, partner with LEAs to provide coursework
- **Local Education Agencies (LEAs):**
Recruit, oversee, compensate apprentices
- **Tennessee Grow Your Own Center:**
Supports TDOE as intermediary



Funding

EPPs

- ▶ State Grants: Originally \$100K, ~\$10K per apprentice
- ▶ Scholarships: Pell, GI, state
- ▶ Tuition reduction: Offered by some EPPs
- ▶ Unions: Covered cost of books locally

LEAs

- ▶ Existing paraprofessional roles, vacancies
- ▶ Federal education funding (Title I, IDEA)
- ▶ Workforce Innovation and Opportunity Act (WIOA) grants from local workforce development boards

Considerations for States

- ▷ Who will sponsor?
- ▷ What pathways will be prioritized?
- ▷ How will the higher education costs be funded?
- ▷ How will apprentices' compensation be funded?
- ▷ Which key partners need to be engaged?

Panel Discussion



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Thank you!