

# Exploring Registered Teacher Apprenticeship Programs

Sabrina Ollie and Ashley Hommert  
Educator Effectiveness  
Illinois State Board of Education  
May 20, 2025

# Agenda



Program Overview



Eligibility and Application



Support and Resources



# Program Overview

# What is Apprenticeship?

- Registered Apprenticeship is **an industry-driven pathway to high-quality careers** in which **employers can develop and prepare their future workforce**, and individuals can obtain paid work experience; progressive wage increases; classroom instruction; and a portable, nationally recognized credential.

# 7 Components of Apprenticeship

---

Led by Industry

---

Paid Job

---

Structured On-the-Job Learning/Mentorship

---

Supplemental Education

---

Equal Employment Opportunity

---

Quality and Safety

---

Credentials

See the [Apprenticeship USA Education webpage](#) for more information.

# Key Differences

## APPRENTICESHIP

1-4 Years

Structured training focused on mastering specific skills.

Mentorship is required.

Paid and continued career path w/district.

Nationally recognized credential.

The goal is for candidates to obtain debt-free college credit for employer-provided training.

## INTERNSHIP

1-3 Months

Structured training is optional and there is a focus on entry-level work experience.

Mentorship isn't always offered.

May be unpaid and not lead to full time job.

No credential.

May be for college credit.

## PAID STUDENT TEACHING

1 Semester -1 year

Paid.

Emphasis is on practicing skills.

Mirrors traditional student teaching.

## A Look Across GYO, Teacher Residency, and Teacher Registered Apprenticeship

Feature	RAPs	GYO	Residency
Community-based recruitment	●	●	●
Individualized support for candidates	●	●	●
Multiple on-ramps offered (high school, paraeducators, adult community members, etc.)	●	●	●
Provide progressive wage	●		
Paid work-based learning	●	●	●
Aligned coursework	●	●	●
Minimum number of hours/years of training	●		●
Cohorts	●	●	●
Culminates in a degree	●	●	●
Prepares candidates for certification/licensure	●	●	●

● = always present

● = sometimes present

From [ERA Blog: What's the Difference Between Grow Your Own, Teacher Residency, and Teacher Registered Apprenticeship?](#)

**Apprenticeship is a long-term commitment to a training model that focuses on ongoing growth and development of skills and proficiencies.**



# Teacher Apprenticeships



Through these partnerships ISBE has developed a plan to support Illinois Institutes of Higher Education (IHEs) in the development and implementation of Teacher Apprenticeship Programs.

# The U.S. Department of Labor

- The U.S. Department of Labor's Office of Apprenticeship **promotes and oversees** quality, accessible Registered Apprenticeship opportunities for workers seeking higher-skilled, higher-paying jobs and engages employers seeking to build a qualified, diverse, and inclusive workforce.

## Benefits for State and District School Systems

- A well-prepared and diverse educator workforce.
- An expanded pool of individuals eligible to become teachers through increased access to affordable pathways.
- Effective recruitment and retention of high-quality educators..
- Incentive and braided funding streams for program development and implementation.

From: [Educator Registered Apprenticeship Intermediary Benefits webpage.](#)



# Eligibility and Application

# Who can Sponsor a Registered Teacher Apprenticeship?

- Institutions of higher education (IHEs) can propose the creation of a registered teacher apprenticeship (RTA).
- The proposal is reviewed by ISBE and must be submitted to the State Educator Preparation and Licensure Board for review and approval.
- The IHE is responsible for completing all requirements of the U.S. Department of Labor and registering the RTA.
- A district can work in partnership with an IHE in the creation of the RTA to ensure the program is in alignment to district needs.

# Who is a Candidate for a Registered Teacher Apprenticeship?

- Programs could target candidates who are:
  - District employees who hold a paraprofessional license and need to earn a bachelor's degree as well as require additional training and coursework for full licensure.
  - District employees who hold an Illinois substitute license and require additional training and coursework for full licensure.
  - Community members or district volunteers who qualify for either a paraprofessional license or substitute certificate and have shown interest in becoming fully licensed.
  - Community members who hold other related certifications, such as the Gateway 5 credential, and have shown interest in becoming fully licensed.

# Considerations for Districts


- Can you be flexible with apprentices to allow for a diverse training experience and access to learning experiences across the entire grade span of the endorsement?
- Does your collective bargaining support the initiative?
- How can you use teacher vacancy data to identify the area of need?
- How can you strengthen your teacher workforce pipeline by offering an opportunity to upscale for current employees and/or offering an opportunity to community members to initiate a career change?







# Support and Resources



# RTA's operating in Illinois

ame, or Location 

DELIVERY MODE	PROGRAM FORMAT	PROGRAM LEVEL
<input type="checkbox"/> Blended <input type="checkbox"/> Face to Face <input type="checkbox"/> Online	<input type="checkbox"/> Alternative <input checked="" type="checkbox"/> Apprenticeship <input type="checkbox"/> Microcredential <input type="checkbox"/> Residency <input type="checkbox"/> Traditional	<input type="checkbox"/> Graduate <input type="checkbox"/> Licensure Only <input type="checkbox"/> Undergraduate



- Use the [Directory of Approved Programs](#) to search for programs and to monitor new approvals.
- If you partner with an IHE that does not currently offer an RTA, you may consider reaching out about development.

# Resources

- [ISBE Apprenticeship Site](#)
- [Department of Labor](#)
- [Office of Apprenticeship](#)
- [Educator Registered Apprenticeship \(ERA\) Intermediary](#)
- [National Center for Teacher Residencies](#)
- [National Center Grow Your Own](#)
- [Grow Your Own Tennessee](#)

thank you