## **Exploring Registered Teacher Apprenticeship Programs**

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#### **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 <u>Apprenticeship USA Education webpage</u> 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	•	•	0
Individualized support for candidates	•	•	0
Multiple on-ramps offered (high school, paraeducators, adult community members, etc.)	•	•	0
Provide progressive wage	•		
Paid work-based learning	•	•	0
Aligned coursework	•	•	•
Minimum number of hours/years of training	•		•
Cohorts	•	•	•
Culiminates in a degree	•	•	•
Prepares candidates for certification/licensure	•	•	•

- = always present
- sometimes present

From <u>ERA Blog: What's the Difference Between Grow Your Own, Teacher Residency, and Teacher Registered Apprenticeship?</u>



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**

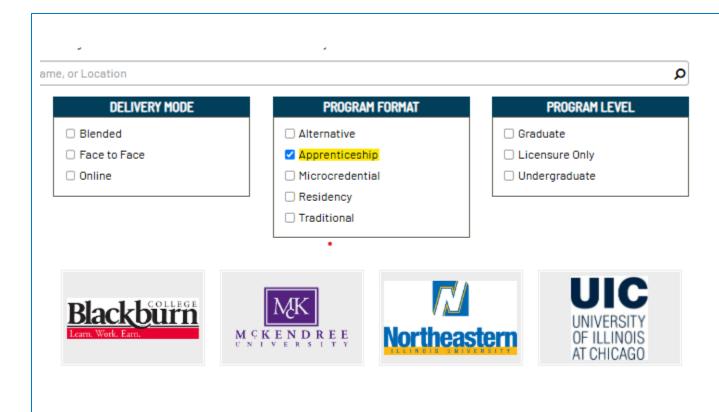
- Can you be flexible with apprentices to allow for a diverse training experience and access to learning experiences across the entire grade span of the endorsement?
- Does your collective bargaining support the initiative?
- How can you use teacher vacancy data to identify the area of need?
- How can 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



- Use the <u>Directory of Approved Programs</u> 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



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