



NATIONAL CENTER FOR  
**GROW YOUR OWN**

# The Problems to Address

**Remove financial barriers**

**Address vacancies - with focus on SPED and ESL**

**Eliminate concept of a first-year teacher**

**Educator diversity**

**EPP deserts and quality**

# What We Did

**Become a teacher for free and get paid to do so**

**All graduates dual certified in either SPED or ESL**

**Minimum of two years for student teaching**

**Incorporated diversity into the rubric**

**Increased access to high quality EPPs**

# What This Led To

**65 districts, 14 EPPs and 670+ future educators**

**Dramatically lowered cost of EPPs to under \$10K**

**US DOL application for teacher apprenticeship**

**Increase in diversity of EPP enrollees**

**Higher performing EPPs serving more enrollees**

# US DOL Registered Apprenticeship in Teaching

**2/4/15**

**Occupation approved in November 2021**

**First federally registered program in Jan 2022**

**Available for any state now**

# Main Benefits of Registered Apprenticeship

**“Earn and Learn” Model**

**Quality Control**

**Opens up potential access to Labor funding**

# Network helping states explore registered teacher apprenticeships

The National Center for Grow Your Own launched a new effort to connect states looking to use the apprenticeship model to combat teacher shortages.

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Anna Merod  
Associate Editor



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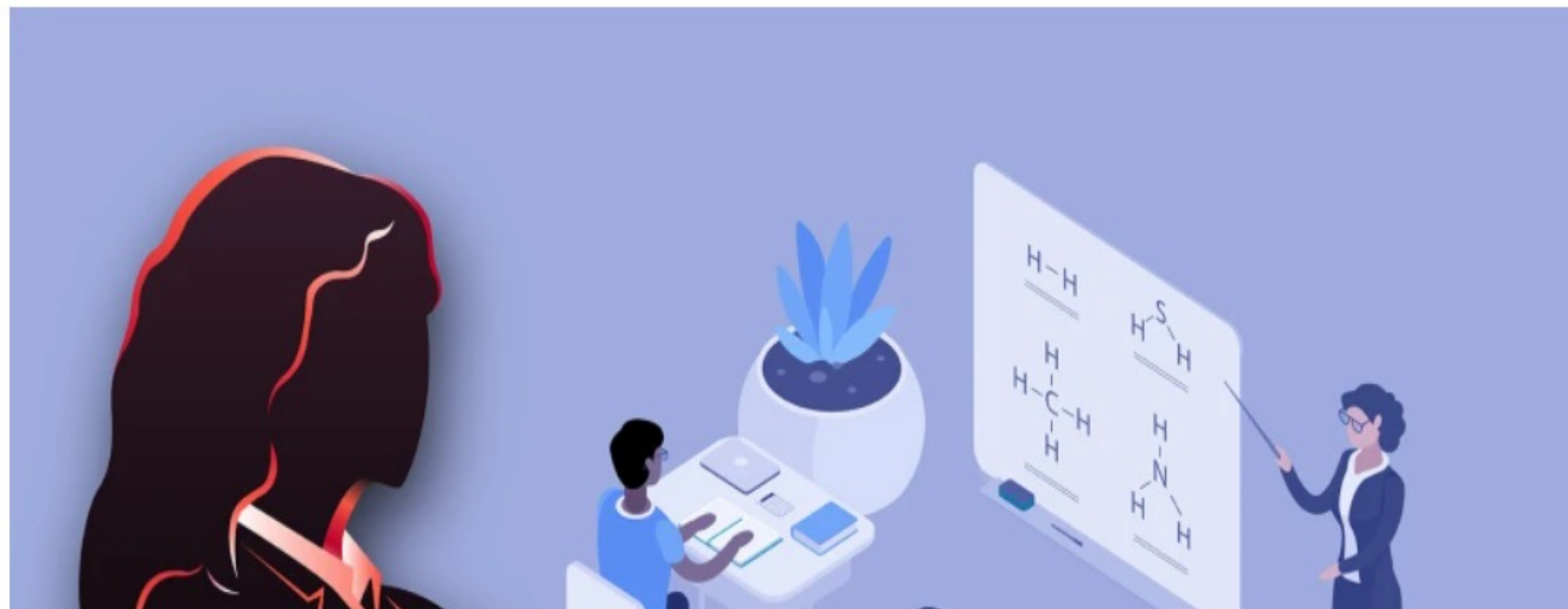


## TEACHER PREPARATION

# Apprenticeships Are the New Frontier of Teacher Preparation. Here's How They Work



By [Madeline Will](#) — October 31, 2022 ⌚ 8 min read



“Our goal is creating a world in which aspiring teachers can become a teacher for free and be paid to do so,” said David Donaldson, the founder and managing partner of the National Center for Grow Your Own, a nonprofit that provides technical assistance to states and school districts to set up apprenticeship programs.

With federal dollars up for grabs, “I actually think that’s a possible scenario,” he said.





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# Apprenticeship Programs (Official Definition)

**A Registered Apprenticeship Program (RAP) is a proven model of apprenticeship that has been validated by the U.S. Department of Labor or a State Apprenticeship Agency.\***

**Youth Apprenticeship Program: any registered apprenticeship program in which the employer specifies in the apprenticeship agreement that individuals age 16 and above may participate.\***

**Pre-apprenticeship is a program or set of strategies designed to prepare individuals for entry into Registered Apprenticeship Programs (RAP) or other job opportunities. Pre-apprenticeships may last from a few weeks to a few months and may or may not include wages or stipend.\***

**\*Definitions from U.S. Department of Labor  
and [apprenticeship.gov](https://www.apprenticeship.gov)**

# **Apprenticeship Programs (Recommended Definition)**

**Registered apprenticeships in teaching should be viewed as phase two of high quality GYO programs and teacher residencies.**

**Phase two being the financial sustainability or expansion of what already works or could be working in your respective context.**

**If not careful, bad actors and low performing current operators will use RAPs to just gain access to labor funding to keep doing exactly what they have always done.**



# Roles within an apprenticeship

**There are three roles to an apprenticeship model:**

**Employer: LEA**

**Related Instruction Provider: EPP**

**Sponsor: Flexible, but recommendation is SEA or closely connected state labor/workforce department due to quality control**

# Types of Apprenticeship Programs

**Time based**

**Competency based**

**Hybrid**

# Components of Apprenticeship Programs

**On-the-job competencies**

**Related instruction outline**

**Wage schedule**



# Length and Outcome of Apprenticeship Program

**The registered apprenticeship in teaching was designed to be competency based, this gives the employer flexibility on time – 1, 2, 4 and 6 year pathways for example**

**Outcomes could include a BA, MA and/or licensure**

# Funding Considerations

**The only way this program will scale is if we have affordable rates from EPPs.**

**Priority of funding sources from SEA level: 1) leverage available funding at HS level 2) ESSER 3) Title II 4) IDEA and Title III 5) state general funds 6) Perkins V 7) apprenticeship funds**

**Priority of funding sources from LEA level: 1) fully funded vacant teaching positions 2) leverage available funding at HS level 3) ESSER 4) Title II 5) IDEA and Title III 6) state general funds 7) Perkins V 8) apprenticeship funds**

# Apprenticeship Funding Sources

**Regional**

**State**

**Federal**



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# Technical Assistance Process

01

## Talent/HR

We start with this team to identify vacancy areas and projected turnover to determine endorsement area needs, identify potential candidates and audit transcripts to determine program design and pathways.

02

## CFOs

We work with CFOs to identify available and braided funding opportunities to leverage one-time and sustainable sources. From there, we work with procurement to draft the RFP for EPPs to apply.

03

## EPPs

We provide extensive engagement to EPPs to encourage applying to the RFP and answering technical questions to ensure eligibility.

04

## CTE/Labor

For apprenticeship purposes, we support the process of establishing the sponsor, employer and related instruction provider. We help design the on the job competencies and coursework selection to be eligible to register.