

Teacher Registered Apprenticeship Program: Building a Sustainable Teacher Pipeline



Connecticut State Department of Education



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Introduction & Agenda

CT Teacher Registered Apprenticeship Program (T-RAP)

Interest Meeting for District Leaders

Learn how you can build a homegrown, sustainable teacher pipeline via the CT T-RAP model— what the program is, who it is for, and how to launch a Fall 2026 cohort.

1

Welcome & introductions

Who is in the room — CSDE, NCGYO, district & union partners

2

Why teacher apprenticeship — and why now

The workforce challenge, the purpose of the T-RAP model, and what apprenticeship is (and is not)

3

How the CT T-RAP works

Core features of the T-RAP, including structure, roles, responsibilities, and funding

4

Timeline & Commitments

From planning and intake to apprentices in classrooms

5

Your next steps — and who to contact

Exactly what to do, and by when, to launch a CT T-RAP within your local context.



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The 6-16 Pathway at a Glance



Educators Rising Middle & High School

- Clinical learning opportunities with experienced teachers
- Dual-enrollment coursework or CTE courses



Pre-Service Classroom Opportunities

- Sophomore & Junior Year of Bachelor's Level Educator Preparation Program
- On-the-job learning with substitute pay and an experienced mentor teacher



CT Teacher Registered Apprenticeship Program College

- Senior Year of Bachelor's Level Educator Preparation Program ; or,
- Master's Level Teacher Residency Program
- On-the-job learning with progressive pay and an experienced mentor teacher for **one full school year**.



Certified Teacher of Record in CT

- Continued employment in district
- Enrollment in CT's teacher induction and mentoring program





Utilizing Teacher Apprenticeships in CT

Connecticut's Teacher Registered Apprenticeship Program is designed to address three core priorities:

1

Build sustainable pipelines

Establish homegrown talent pipelines that fill local teacher vacancies — today and for years to come.

2

Respond to local needs

The T-RAP model can help districts navigate and respond to their own workforce needs and hard-to-staff content areas.

3

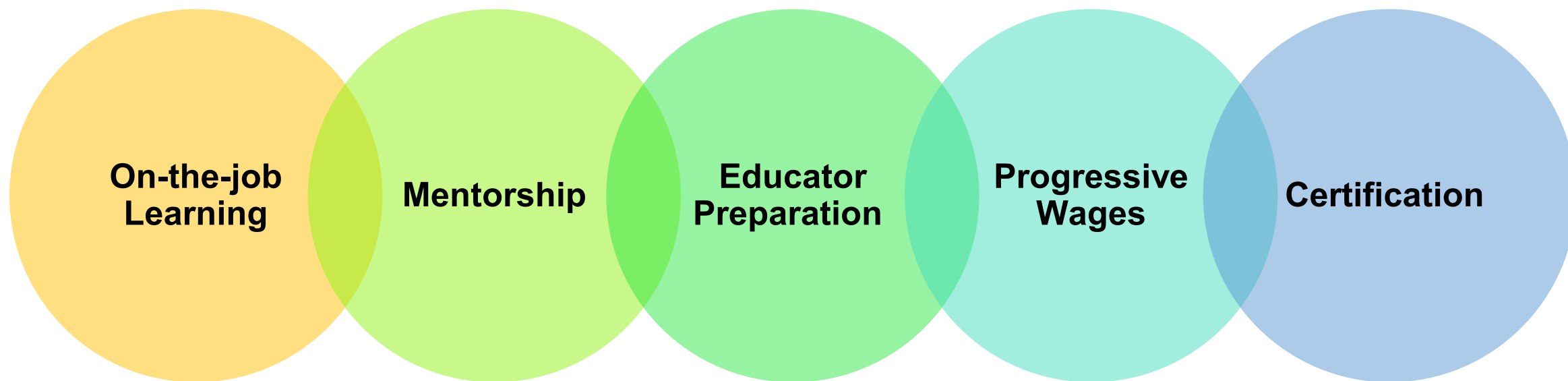
Pair preparation with practice

Blend high-quality CT educator preparation with meaningful, paid, and extended on-the-job classroom training experience.



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5 Core Features of Teacher Registered Apprenticeship





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What is a Teacher Registered Apprenticeship Program?

Apprenticeship provides structured, paid pathways for candidates to earn an initial teaching certificate.

Apprenticeship IS...

- A paid, on-the-job training experience in a CT classroom under the guidance of a mentor teacher.
 - Apprentices must serve in a paid role as a Teacher Apprentice within a CT public school district.
- A structured route to an initial teaching certificate that allows for a minimum of 1 school year of training and clinical experience.
- A district “grow your own” strategy built to meet local staffing needs.

Apprenticeship is NOT...

- **A program where candidates serve as the teacher of record** — apprentices always work under a qualified mentor teacher as they complete their training.
- A short, unpaid student-teaching placement.
- An internship, paraeducator role, or substitute teaching assignment.
- A lowering of preparation or certification standards.
- A one-size-fits-all model.



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T-RAP At a Glance: The Essentials

WHO

Aspiring teachers paired with a TEAM-trained mentor teacher:

- Rising college seniors enrolled in a Baccalaureate EPP pathway

OR

- Aspiring teachers with a bachelor's degree enrolled in a Post-Bacc. EPP pathway (e.g., parents/guardians, current school staff who will transition into apprentice roles, other community members).

WHAT

A paid, year-long classroom apprenticeship experience that leads to an initial CT teaching certificate.

- Baccalaureate or Post-Bacc. Pathway.
- Apprentices are employed by a CT public school district and serve in a Teacher Apprentice role.
- On-the-job training via a gradual-release model.

WHERE

Apprentices are placed in CT public-school classrooms and must be enrolled in a Connecticut-approved EPP.

WHEN

Programs must be at least one full school year in length. Districts confirm interest by July 23 for a Fall 2026 start.

COST

Largely state-funded (about \$22,610 per apprentice from CSDE); remaining costs covered by districts, EPPs, and individual apprentices. Funding for 2026-27 is available for up to 75 apprentices, statewide.

HOW

Districts, EPPs, local Unions, & CSDE partner to complete required paperwork; the apprentice is hired, placed, mentored, and certified.



How the Teacher Registered Apprenticeship Works

District partners with CSDE and Educator Preparation Program



District collaborates with local union to develop MOU



EPP and district collaborate to recruit, interview, and select candidates



Apprentice is hired in the district and is assigned a mentor



Apprentice earns certification and transitions into full-time teaching role



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Current Partners

Districts

Bridgeport

Danbury

East Haven

New Britain

Waterbury

Educator Preparation Programs

Central CT State University

Quinnipiac University

Southern CT State University

University of Bridgeport

Western CT State University



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Mentorship as Teacher Leadership

89%

of mentors rated the overall
T-RAP program positively

Source: 2025 T-RAP Mentor Survey

Teacher Leadership Opportunity & Retention Tool

T-RAP's paid mentorship model provides
an opportunity for current teachers to
take on leadership roles without leaving
their classrooms.

100%

of mentors shared interest in
serving as a mentor in the future

Source: 2025 T-RAP Mentor Survey

T-RAP's mentorship components strengthen the educators you already have — and builds the leadership bench that keeps a program growing.



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Mentor & Apprentice Professional Learning

Mentors and apprentices take part in a structured year of professional learning — the same sessions that build mentor leadership and apprentice readiness.

**Apprentices & Mentors
Participate in Ongoing
Professional Learning**



**Apprentices & Mentors
Participate in Continuous
Coaching & Reflection
Cycles**



**Mentors Provide Regular
Updates and Feedback on
Apprentice's Progress**





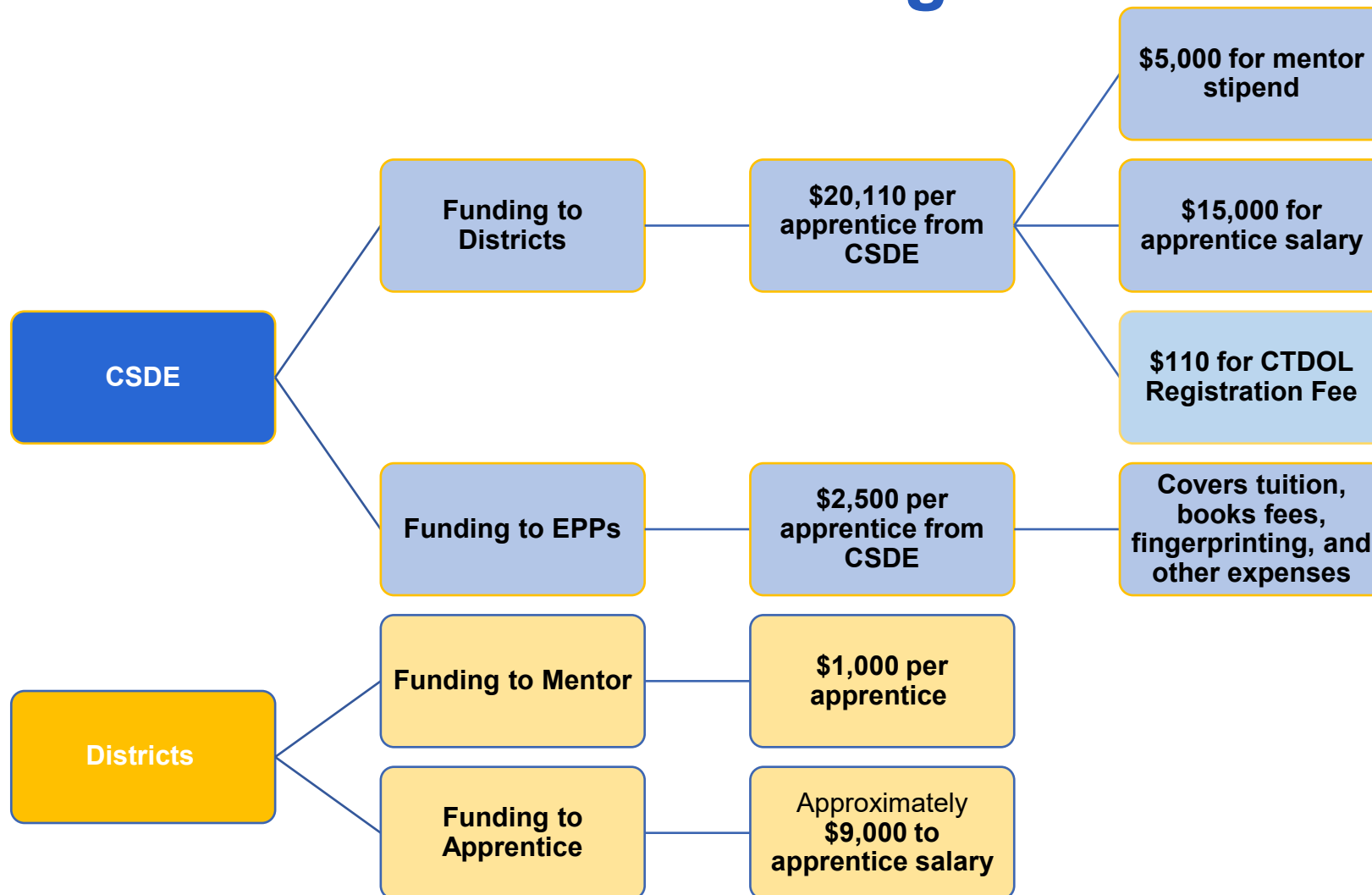
Funding Teacher Apprenticeships in Connecticut

- **State budget update:** Connecticut has committed \$2,000,000 in state funding to support Teacher Registered Apprenticeship expansion, allowing for up to **75** new apprentices to be selected and placed for the 2026-27 school year, starting in Fall 2026.
- Funding support is currently slated to recur year over year *(pending future budgetary decisions)*
- Immediate funding will help districts launch initial pilot programs, while recurring funding may support long-term sustainability, improvement, and growth.



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Investing in the Future



CSDE Contribution:

\$22,610 per apprentice

Apprentice salary \$15,000

Mentor stipend \$5,000

DOL Registration Fee \$110

EPP allocation \$2,500

District Investment:

\$10,000 per apprentice

Apprentice Salary ~ \$9,000

Mentor Stipend \$1,000

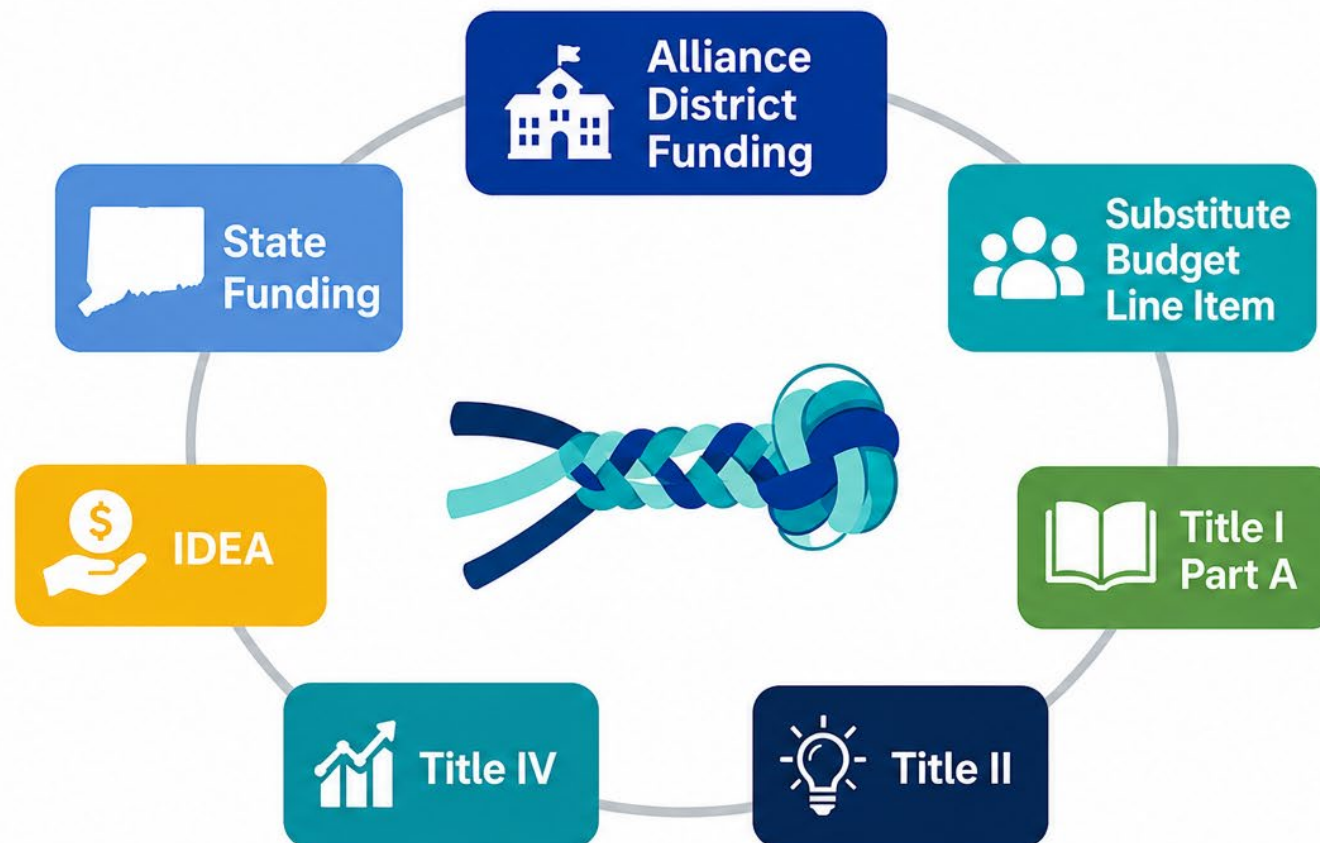
**Apprentice salary must be the equivalent to at least minimum wage.*



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Potential Braided Funding Sources

Braiding multiple funding streams helps sustain
Teacher Registered Apprenticeship programs.

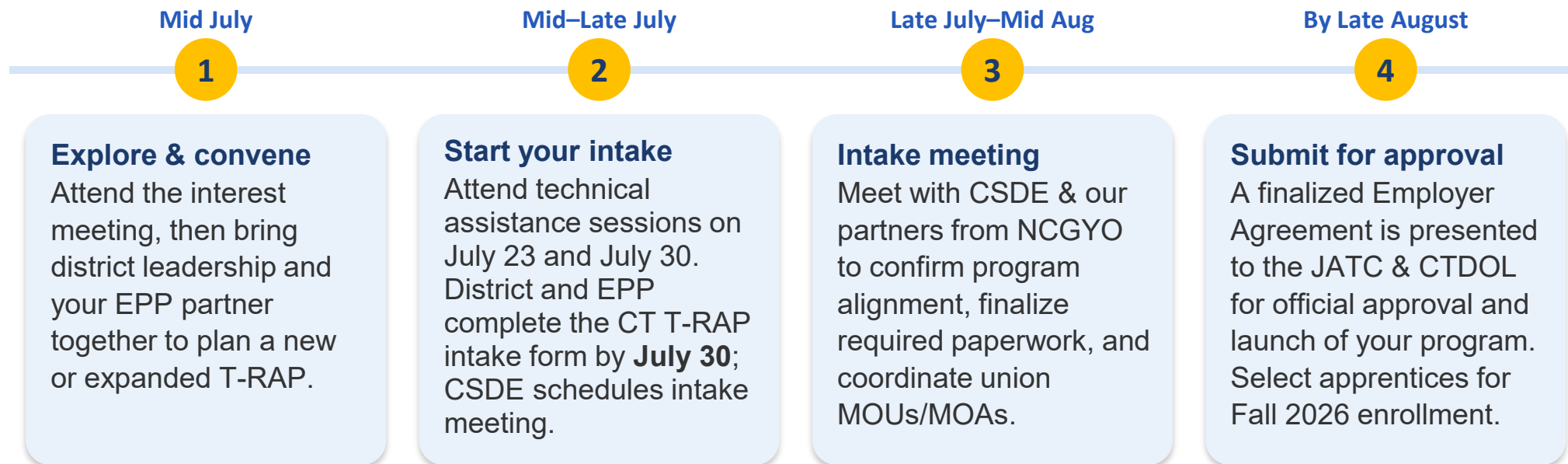




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Timeline for Program Approval: July – Late August 2026

A clear, summer-long on-ramp — from this meeting to apprentices enrolling in the fall.



Fall 2026: T-RAP pathways approved, apprentices begin their classroom employment and complete required coursework.



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Next Steps for LEA Partners

Three steps to set up a Teacher Registered Apprenticeship and access funding for a Fall 2026 cohort.

1

Confirm interest and submit your intake form

Complete your full [intake form](#) by **July 30**.



District
T-RAP
Intake
Form

2

Attend a technical assistance session

Join our upcoming **Technical Assistance session** on **July 23 or July 30** for additional support. Get hands-on support launching or expanding a Teacher Registered Apprenticeship in Connecticut.

3

Collaborate with CSDE, NCGYO, and your local partners to launch your program

Once your interest is confirmed, you will work closely with CSDE, our partners at the National Center for Grow Your Own, and your EPP and union partners to finalize required paperwork and launch your program by Fall 2026.

District T-RAP intake form: <https://forms.cloud.microsoft/g/BJLtSLStKT>



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- [Teacher Registered Apprenticeship Program Website](#)
- [T-RAP Overview Documents](#)



Questions & Clarifications





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Thank You!