



**Educator Registered
Apprenticeship Intermediary**
a new ERA in education



Connecticut's Registered Apprenticeship Programs for Teachers

November 7, 2024
10:00 – 11:00 AM ET

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Welcome!

Mary Glassman, CSDE

Agenda

Overview of the Educator Registered Apprenticeship (ERA) Intermediary	5 min	Melissa Rasberry, WestEd
Introduction to Registered Apprenticeship (RA) and the NextGen Model in CT	15 min	Nicole Reddig, RTI International
NextGen Apprenticeship Model in Practice: Supports, Roles, and Responsibilities	10-15 min	CCSU and Waterbury School District
Next Steps	5-10 min	Mary Glassman, CSDE & Nicole Reddig, RTI
Q&A	10-15 min	All

Introduction to Teacher Apprenticeship

The Connecticut State Department of Education, in partnership with the Connecticut Department of Labor is the sponsor of the CT Registered Teacher Apprenticeship Program. Established by legislation in 2023, the program is intended to remove the financial barriers of becoming a teacher and to allow college students to earn while they learn.

This pathway is beneficial to both districts and educator candidates. Candidates have opportunities to learn about district policies and culture and build supportive relationships early in their career, which support teacher induction and retention.

What is the ERA Intermediary?

The Educator Registered Apprenticeship (ERA) Intermediary is...

- ...led by RTI International and partners at Gateway Education Partners, New America, TEACHMEducation, and WestEd.
- ...funded by the U.S. Department of Labor (DOL) to support state and local education agencies and their partners in developing apprenticeships for educators.

ERA Educator Registered Apprenticeship Intermediary
a new ERA in education

Interested in learning more about Educator Registered Apprenticeships (ERAs)?

Advancing the integration of Registered Apprenticeship programs into the education sector will expand access to the profession and reduce barriers for apprentices by providing paid on-the-job training along with tuition assistance for related postsecondary instruction.

The Educator Registered Apprenticeship (ERA) Intermediary, led by RTI International and partners at WestEd, New America, and TEACHMEducation with funding from the U.S. Department of Labor, will support state and local education agencies in developing apprenticeships for educators.

The ERA Intermediary

will support the development, launch, and sustainability of Educator Registered Apprenticeships across the country by...

- Conducting monthly information sessions
- Facilitating virtual academies
- Co-hosting state and district accelerators
- Providing customized support
- Delivering training workshops
- Coordinating career fairs to help recruit diverse candidates
- Providing incentives

What is a Registered Apprenticeship Industry Intermediary?

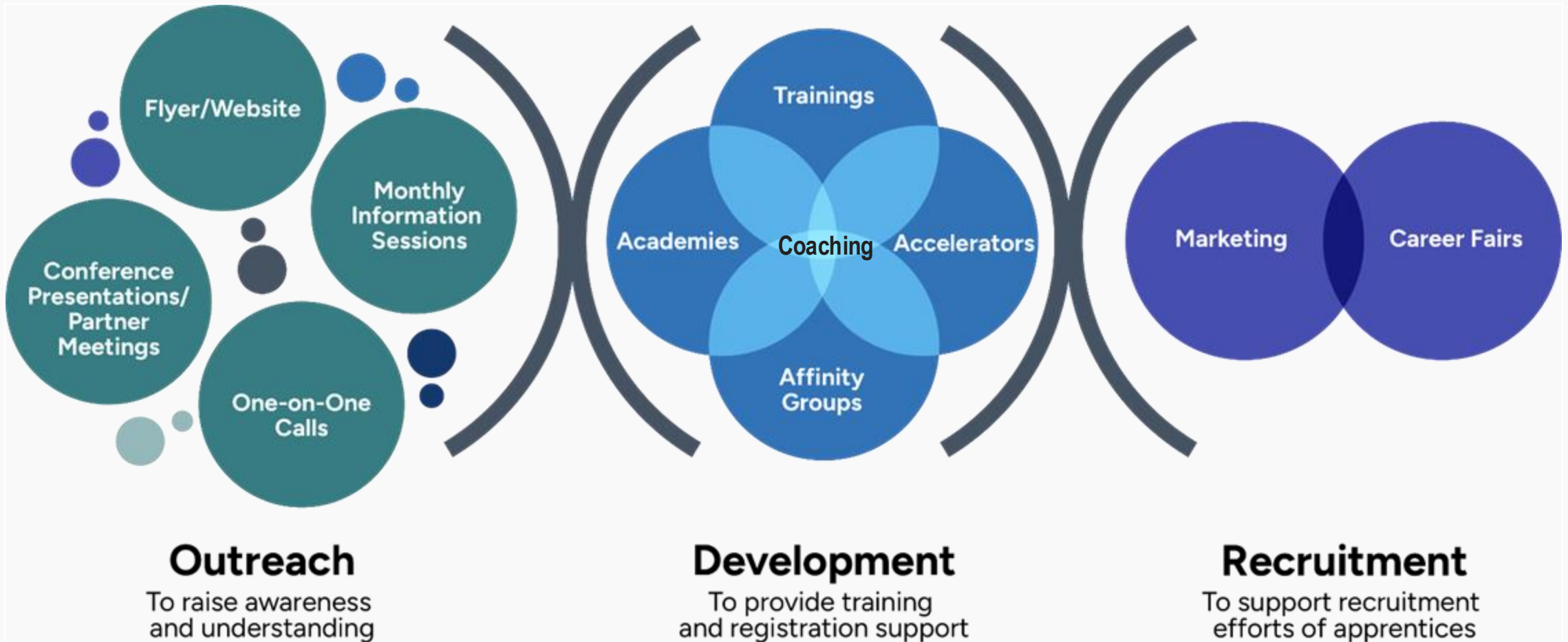
The U.S. Department of Labor funds Registered Apprenticeship Industry Intermediaries to provide expertise and support to employers and their partners in creating Registered Apprenticeship programs for high-demand occupations.

Contact the ERA Intermediary today to see how you can become part of a whole new ERA...
Website: www.educatorapprenticeships.com
Email: educatorapprenticeships@rti.org

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The ERA Intermediary Approach



Introduction to Registered Apprenticeships

Nicole Reddig, RTI International



Registered Apprenticeship (RA) Defined

A Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce and individuals can obtain paid work experience and receive progressive wage increases, classroom instruction, and a portable, nationally recognized credential.

Seven Components of Registered Apprenticeship (RA) programs



What is an **Educator Registered Apprenticeship (RA)** program?

A recruitment, preparation, and mentoring strategy led by employing school districts and their partners at the state or local level

6 Apprenticeable Occupations

Early Childhood Educator
(11-9031.00)

Teacher Aide I (25-9042.00)

K-12 Teacher (25-3099.00)

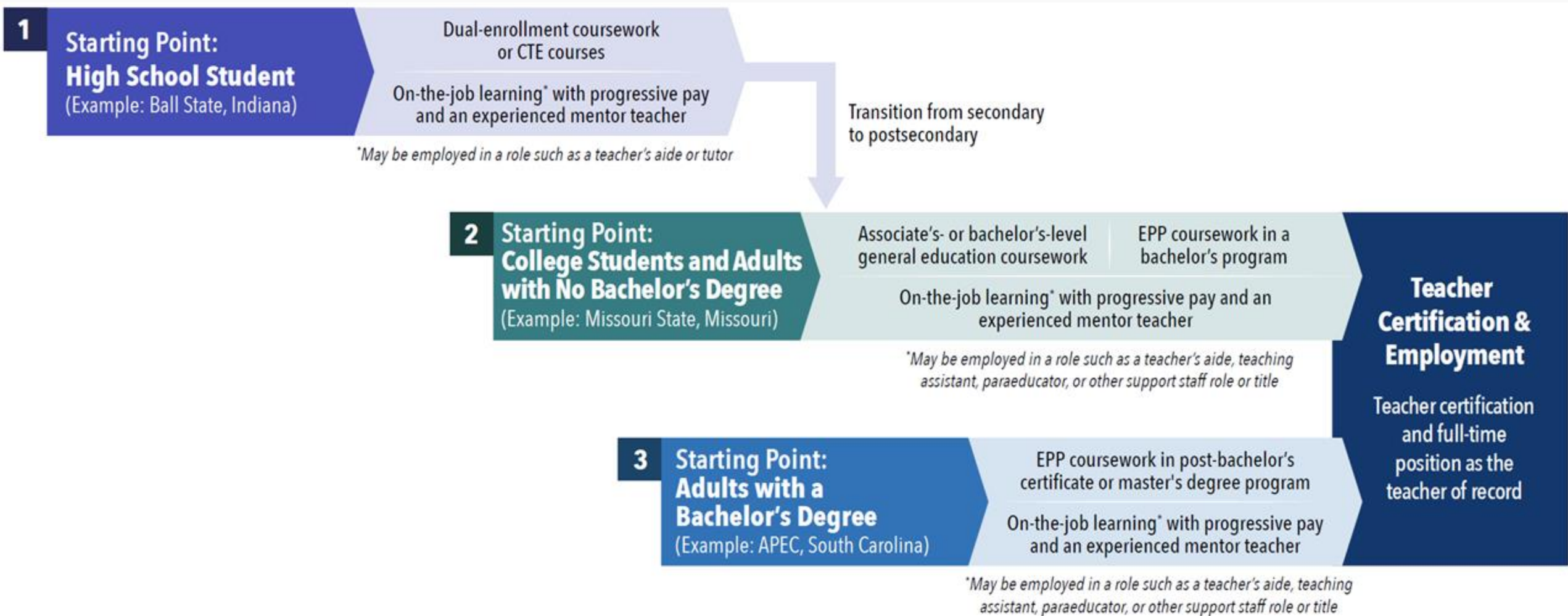
Principal (11-9032.00)

School Counselor (21-1012.00)

CTE Teacher HS (25.2032.00)

CTE Teacher MS (25.2023.00)

Example Entry Points to K-12 Teacher RA programs



APEC = Alternative Pathways to Educator Certification; CTE = career and technical education; EPP = educator preparation program

Core Partners in Educator RA programs



Benefits of Educator RA Programs

State and District School Systems

- Effective recruitment and retention of diverse, high-quality educators
- **Incentive and braided funding streams for program development and implementation**

Educator Preparation Programs

- **Effective strategy to recruit and support diverse students**
- Rigorous instruction combined with intensive on-the-job learning
- Streamlined partnerships with state/district education agencies

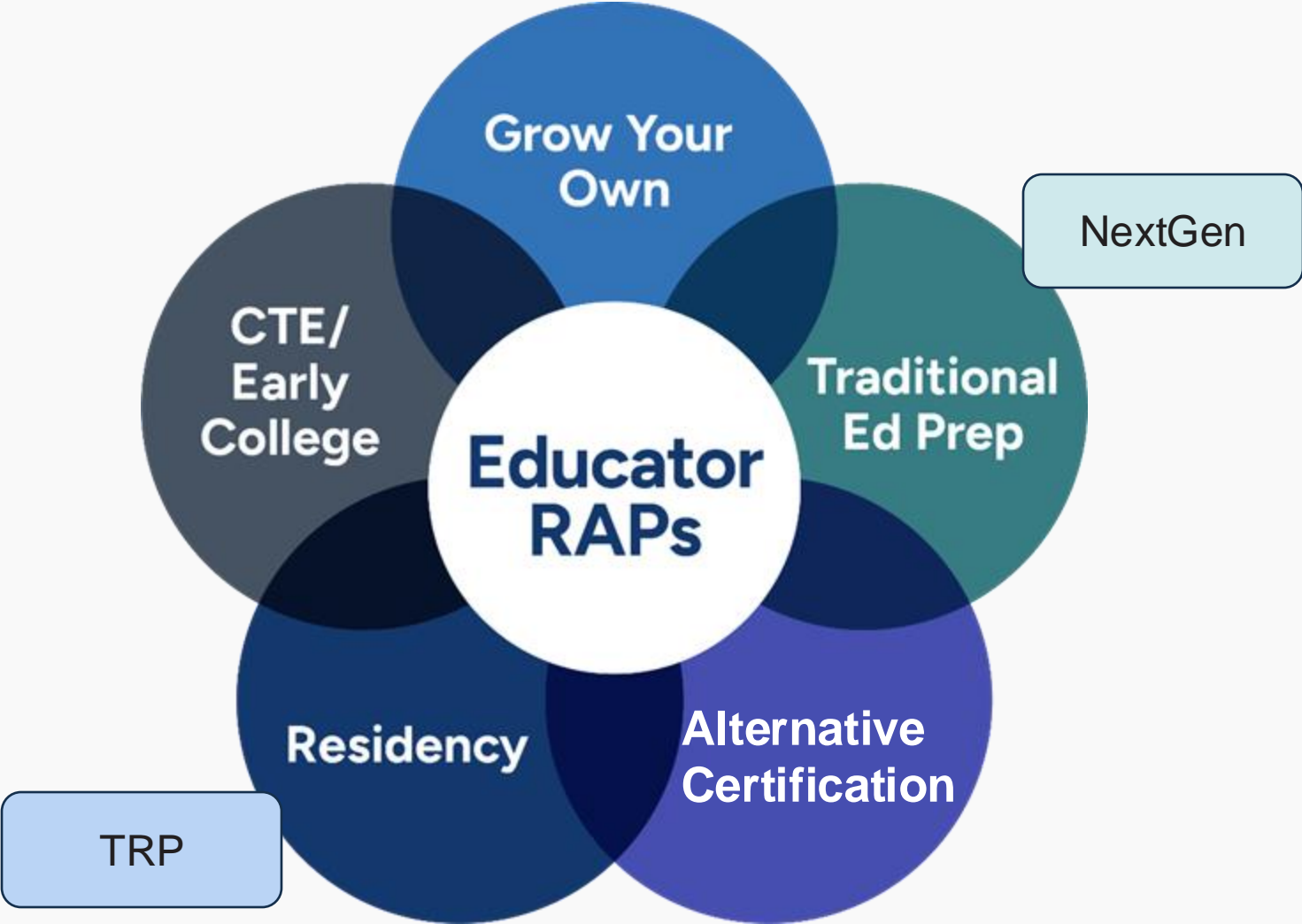
Teacher Unions

- Increased membership by growing the educator workforce
- Expanded scope of bargaining
- Professional growth pathways for their members (as mentors)
- Rigorous training that may improve retention and quality of educators
- **Opportunities for labor management partnerships**
- Organizing opportunity

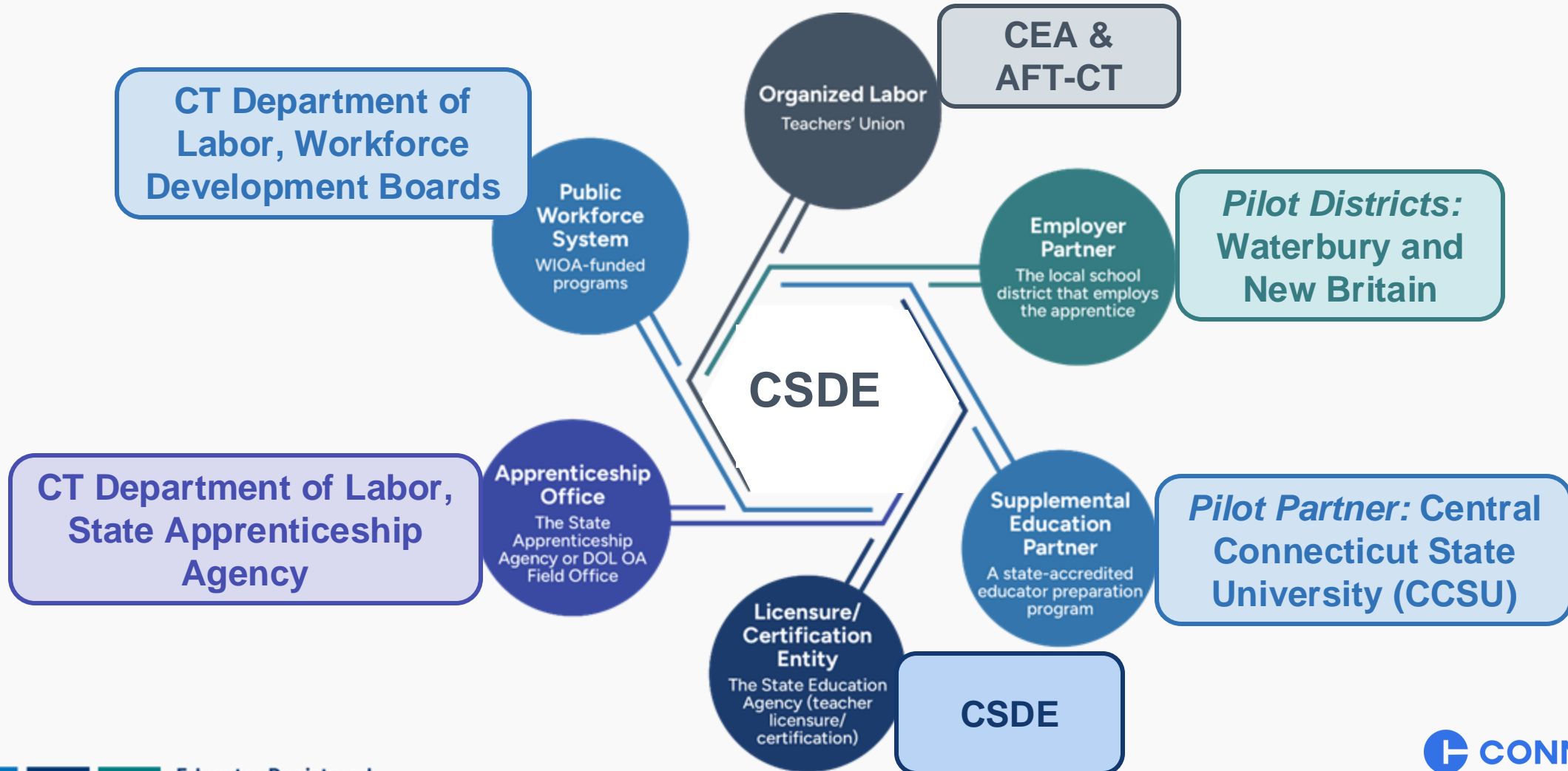
Educator Apprentices

- **Clear pathways to educator credentials and licenses**
- **Pay during student teaching**
- “Earn While You Learn” model that helps **eliminate financial burdens** of educator preparation programs (EPPs)
- Long-term mentorship beyond student teaching experience
- High-quality new teacher induction and job-embedded professional learning

RA Programs can be aligned to existing programs



What does this all look like in CT?



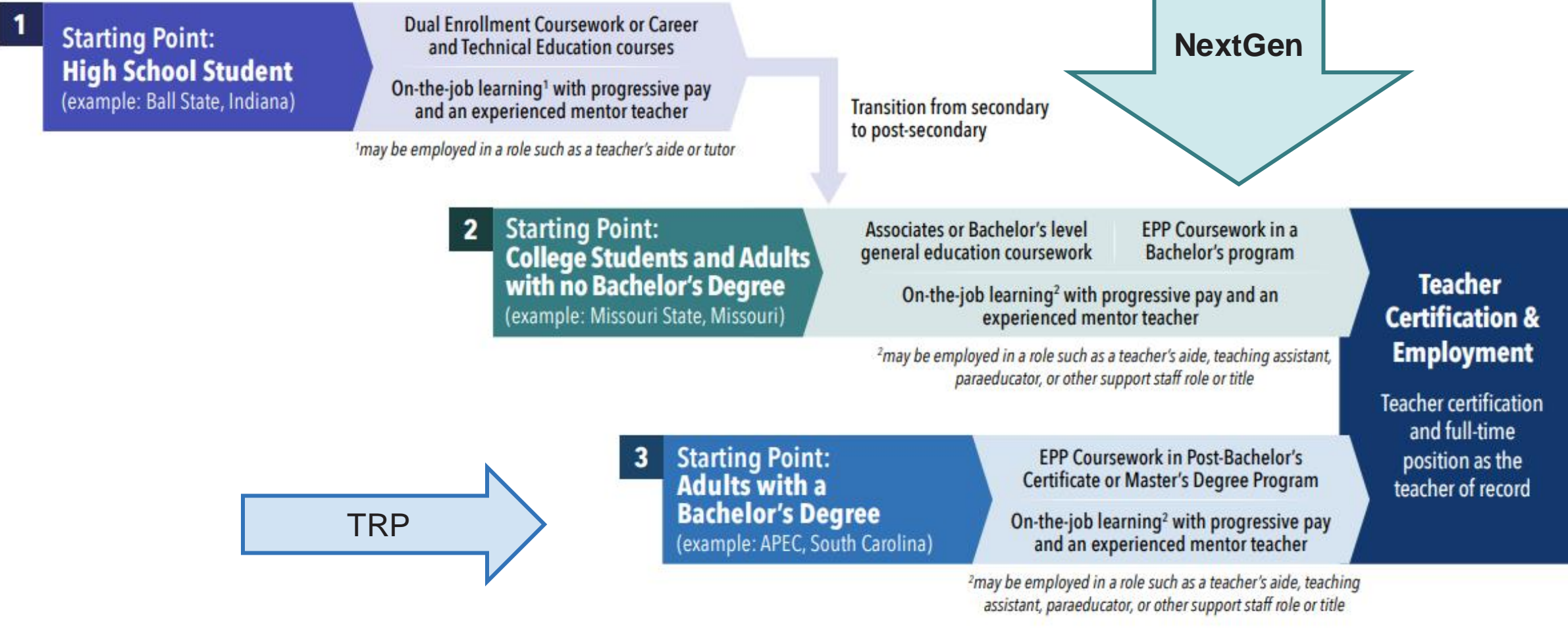
JATC overview

# of Members	Organization	Member Names
2	Connecticut State Department of Education Representatives	<ul style="list-style-type: none"> Mary Glassman Shuana Tucker
1	American Federation of Teachers	<ul style="list-style-type: none"> Sue Humanik, At-Large Vice President, AFT (Eric Leavy-Alternate)
1	Connecticut Education Association Representative	<ul style="list-style-type: none"> Kate Dias
1	Connecticut Association of Public-School Superintendent's Representative	<ul style="list-style-type: none"> Fran Rabinowitz
1	American Association of Colleges of Teacher Education	<ul style="list-style-type: none"> Paula Talty
1	Current Teacher Apprentice Representative, or Representative that has completed a Connecticut-based Teacher Apprenticeship program within the last two (2) years	<ul style="list-style-type: none"> Tanner Callahan (Waterbury)
1	Connecticut Office of Apprenticeship Training (OAT) State Director <i>[non-voting member]</i>	<ul style="list-style-type: none"> Todd Berch

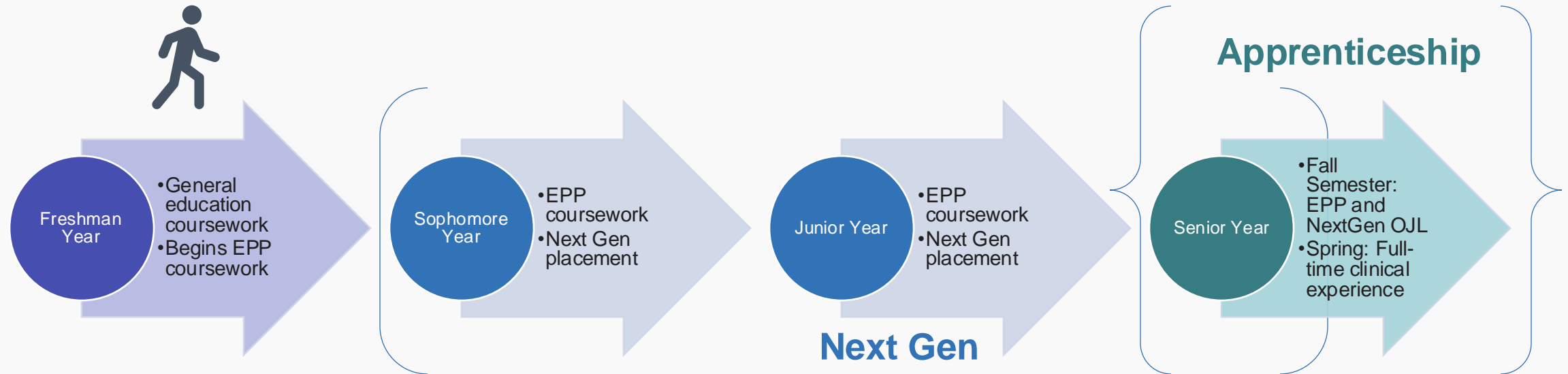
Additional Attendees:

- Governor's Office: Megan Krementowski and Katie McGarry
- Notetaker: Michelle Belcher-Felton
- CSDE: Deputy Commissioner Sinthia Sone-Moyano; Ashley Wright, Jessica Ocasio
- ERA: Nicole Reddig

Entry Points to K-12 Teacher RA Programs in CT



NextGen + Apprenticeship Journey



Next Gen Apprenticeship Model

- **Paid Job:** Apprentices are paid during classroom support role and while student teaching, with at least one wage increase over course of RA program; progressive wage scale is defined in collaboration with the local teacher union



Wage Scale for Waterbury Public Schools

<i>Occupational Step</i>	<i>Requirements Met</i>	<i>Compensation Rate</i>
Step 1	Upon registration	\$17.14/hour*
Step 2	Successful completion of probationary period, as documented by mentor teacher or administrator probationary period completion sign-off.	\$20.00/hour*
Completion of Apprenticeship	Successful demonstration of all competencies and performance areas, completion of all related instruction requirements, completion of all required OJL hours, and completion of all requirements necessary in order to earn a Connecticut Initial Educator Certificate	\$58,183.00/year*

* Wage schedules are subject to employer's annual board review and approvals process

Next Gen Apprenticeship Model

- **OJL/Mentoring:**
 - Apprentices work through a competency checklist aligned to the CT Common Core teaching standards
 - Apprentices have a dedicated mentor teacher over the course of the RA program who provides feedback and assesses their competency attainment



COMPETENCIES AND PERFORMANCE AREAS									
Competency Domain		Core Teacher Skills	Indicator	Training Received Date	Mentor Teacher Probationary Period Sign-Off Date	End of Probationary Period Assessment and Areas and Growth	Proficient in Competency (Insert Date)	Mentor Teacher Proficiency Sign-Off	Evidence & Notes
Domain 1-- Classroom Environment, Student Engagement and Commitment to Learning	<i>Teachers promote student engagement, independence and interdependence in learning and facilitate a positive learning community by:</i>	Creating a positive learning environment that is responsive to and respectful of the learning needs of all students.	1 a						
		Promoting developmentally appropriate standards of behavior that support a productive learning environment for all students.	1 b						
		Maximizing instructional time by effectively managing routines and	1 c						

Source: Waterbury Program Standards

Next Gen Apprenticeship Model

- **Supplemental Education:**

- Apprentices finish out their EPP coursework at CCSU



Program Year	Fall Semester (credit hours in parentheses)	Spring Semester (credit hours in parentheses)
Program Year 1 (Year 4 of Bachelor's granting EPP program)	EDEL 420 Effective Elementary Teaching II (3)	EDEL 430 Elementary Student Teaching (9)
	LLA 412 Literacy in Elementary Teaching II (3)	
	Math 412 Elementary Mathematical Methods (3)	
	SCI 412 Learning and Curriculum Studies in Science (2)	EDEL 431 Seminar in Leadership & Learning Communities (1)
	ENG 300/400 literature/cinema studies, or ENG 220 (3)	
Total Credits	24 credit hours (360 contact hours)	

Source: Waterbury Program Standards

Next Gen Apprenticeship Model

- **Diversity:** Districts complete an affirmative action plan and use evidence-based strategies to support educators of color
- **Quality & Safety:** Districts provide apprentices with training in physical and emotional safety and create a safe and supportive work environment
- **Nationally Recognized Credentials:** Apprentices will receive a completion certificate and complete the requirements for CT initial licensure



Why combine the NextGen program with apprenticeship?

- **Paid** student teaching experience; candidates can focus on student teaching because it is their job
 - Equitable options for the district to attract diverse teacher candidates
- Dedicated mentor teacher (with stipend and training)
- Funding from CSDE through Public Act 23-167 (Sec. 8)
- Additional funding channels through federal resources, such as WIOA
- Technical assistance and support from CSDE and ERA
- Immerses candidate with school policies and culture early on

NextGen Apprenticeship Model in Action

Dr. Paula M. Talty, CCSU and Waterbury Public Schools

NextGen Educators Program

CCSU students are eligible for the NextGen Educators Program beginning in their sophomore year. NextGen Educator candidates apply to the program and we match candidates with districts.

NextGen Educators can –

- Provide one to one support to students
- Assist with small group instruction
- Cover classes during PPT meetings
- Prepare instructional materials
- Assist with lunch/recess duty
- Substitute in their junior year

NextGen Educators receive support through an Anchor Teacher identified in the building and mentors through the SDE upon request. Districts pay the NextGen Educators at the daily substitute pay rate.



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WPS Teacher Apprenticeship Program

- NextGen experience serves as a pre-apprenticeship requirement
- Created a new “WPS Teacher Apprentice” job description that mimics the classroom assistant role
- Developed a Screening & Selection Process for Teacher Apprentice Candidates
- Developed a Screening & Selection Process for Mentor Teachers
- Collaborated with bargaining unit (WTA) to execute MOU for Mentor Teacher Stipend
- Follow Placement Procedures Similar to Traditional Student Teaching
 - area of certification
 - strong & supportive leadership
 - equity mindset (Mentor Teacher & Building Administrator)



Pilot Expansion

Mary Glassman, CSDE

Funding Opportunities

- CSDE planning to fund up to 62 apprentices in 2024-2025, with rolling acceptance
 - NextGen model
 - TRP model
- Mentor stipend (to districts) - \$5,000
- Tuition, books and fees (to EPPs) - \$5,000
- EPP costs (shortage area support, licensing, fingerprinting, testing, technology support) (to EPPs) - \$2,500
- Student teacher salary (to districts) - \$10,000
 - **Total support - \$22,500 per apprentice**
- Alliance District Increasing Educator Diversity Grants can be used to fund residency programs and apprenticeship programs for diverse candidates
- We requested additional funding for FY 25-26 from the General Assembly

Additional Apprenticeship Supports

- **Mentor training** and resources
- **ERA incentive funding**
 - ~\$500 per apprentice that can be applied to any uncovered expenses – except wages
- **Technical assistance**
 - Monthly cohort check-ins with CSDE and ERA
 - Individualized coaching from the ERA Intermediary

Application of Registered Apprenticeship to NextGen in Connecticut

Mary Glassman

Phase One

- If interested in learning more, use this QR code to complete the interest form no later than November 8, 2024 to receive an invitation to 1:1 office hours to discuss any questions you may have.
- Attend office hours on November 13 at 12pm.
- Sign commitment MOU with partnering university to receive funding by December
 - Send MOU to CSDE by 12pm November 15th.
 - Provide name of union representative and HR Director
 - ARPA funds need to be obligated by December 31, 2024, and need to be liquidated by December 31, 2026.



Phase Two

After filling out MOU...

- Engage in collective bargaining for apprentice wages, job description, and mentoring activities
- Complete Registered Apprenticeship Paperwork with support of CTDOL, CSDE, and ERA
 - Appendix D: Employer Acceptance Agreement
 - Bargained wage scale
 - Supplemental education outline
 - MOU or CBA with local union
 - Apprentice application form and/or selection criteria, if applicable
 - Apprentice job description, if applicable
 - Affirmative Action plan

Questions?



Thank You!



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