



CONNECTICUT
Labor



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Education

Teacher Registered Apprenticeship Program

Registered Apprenticeships present a unique opportunity to "learn while you earn." Registered Apprenticeships are an industry-driven, high-quality career pathway where employers develop and prepare their future workforce. Individuals obtain paid work experience, receive progressive wage increases, classroom instruction by approved Educator Preparation Providers (EPPs), and a portable, recognized credential. District-led teacher preparation pathways that align to the Connecticut Teacher Registered Apprenticeship Programs (T-RAP) are registered with the Connecticut Department of Labor (CTDOL) and administered in partnership with a statewide Joint Apprenticeship & Training Council (JATC), comprised of members representing district employers, Connecticut State Department of Education (CSDE), state and local collective bargaining units (i.e., unions), and current teacher apprentices. As the operators of T-RAPs in Connecticut, local districts receive guidance and oversight, facilitate collaboration among partners, and ensure program quality through continuous improvement, compliance monitoring, and support from the JATC.

Connecticut Teacher Registered Apprenticeship Program



CT Teacher Registered Apprentices complete a course of study through a CTDOL-approved Educator Preparation Provider, earning a Connecticut Initial Educator Certificate. Teacher Registered Apprenticeship pathways may also result in a bachelor's or master's degree. Apprentices typically complete coursework outside of the typical school day to accommodate their work and study schedules.



Apprentices complete a minimum of one school year of supervised, hands-on classroom training in a PK-12 setting, serving in an instructional support role as paid employees of a Connecticut public school district, developing their skills under the guidance of a qualified mentor teacher.



Upon completion of a Teacher Registered Apprenticeship in Connecticut, apprentices will have demonstrated the knowledge, skills, and competencies needed for success, and will be prepared to serve as full-time, certified teachers-of-record in Connecticut public schools.

School Districts

T RAP Value

Unlocks potential apprenticeship funding to help lower preparation costs and support strategic braiding of funds to maximize impact and ensure alignment with local priorities.

Provides extended student teaching that strengthens apprentice preparation and deepens connections with students and school communities.

Enables districts to implement and codify a "grow your own" recruitment and teacher preparation model, tapping into local talent and current non-certified staff.

Strengthens teacher retention through hands-on, high-quality preparation that builds confidence, effectiveness, and familiarity with a district and its students.

Responsibilities

Employ apprentices in paid instructional support roles within the district. Teacher apprentices must be paid at least the equivalent of minimum wage and must receive at least one increase in their compensation during their training as they gain experience.

Deliver on-the-job support, including the guidance of a qualified mentor teacher.

Identify and recruit prospective educators to become teacher registered apprentices, strategically investing in a local talent pipeline.

Collaborate with the CTDOL to ensure accurate, timely reporting and registration of apprentices. Employing districts are responsible for remitting a registration fee of \$110 per apprentice to the CTDOL.



www.ct.gov/sde

SDE.TeacherApprenticeship@ct.gov



	T RAP Value	Responsibilities
Education Preparation Providers	Supports increased enrollment while reducing out-of-pocket costs for apprentices, allowing candidates to “earn and learn” while providing for an extended student teaching experience.	Provide academic instruction to apprentices, as approved by CTDOL and CSDE, that leads to a Connecticut Initial Educator Certificate. Some pathways may also result in a bachelor’s or master’s degree.
	Serves as the Related Technical Instruction (RTI) provider by formalizing a district or school partnership and applying best practices from established preparation pathways.	Design and deliver coursework in a manner that accommodates apprentices working during the school day within a PK-12 classroom setting.
	Expands opportunities for post-secondary degree and career attainment for a wider pool of individuals in CT.	Collaborate with the school or district to ensure alignment between the apprentice’s extended student teaching requirements and their full-time work responsibilities.
	Supports the future establishment of innovative “grow your own”, residency-based, and competency-based preparation models.	Collaborate with the CSDE and partnering district(s) to ensure accurate and timely reporting.
Registered Apprentice	T-RAPs provide apprentices with sustained, one-on-one support from a mentor teacher, enabling professional growth through guided practice, timely feedback, and a trusted relationship that builds confidence and accelerates skill development.	Complete all required coursework through a CTDOL-approved Educator Preparation Provider (EPP), typically outside of the school day, while actively engaging in structured collaboration with a mentor teacher through co-planning, observation, and feedback cycles.
	Leads to initial teacher certification in Connecticut without the requirement of the Praxis II content assessment, removing a significant barrier to entry for aspiring educators.	Maintain a high standard of professional conduct by engaging in reflective practice, responding constructively to feedback, and gradually increasing instructional responsibilities.
	Reduces the financial burden of becoming a teacher by allowing apprentices to earn a competitive and progressively increasing wage or salary while completing certification requirements through a structured, job-embedded “earn while you learn” model.	Serve as a school district employee, working collaboratively as part of the school team in an instructional support role while maintaining clear, consistent communication with mentors, faculty, and educator preparation provider staff.

Interested in joining the Connecticut T-RAP?



Visit the Teacher Registered Apprenticeship [Website](#)



Email SDE.TeacherApprenticeship@ct.gov with questions, if needed



Complete the [T-RAP Interest Form](#)

The Connecticut State Department of Education is an affirmative action/equal opportunity employer.



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