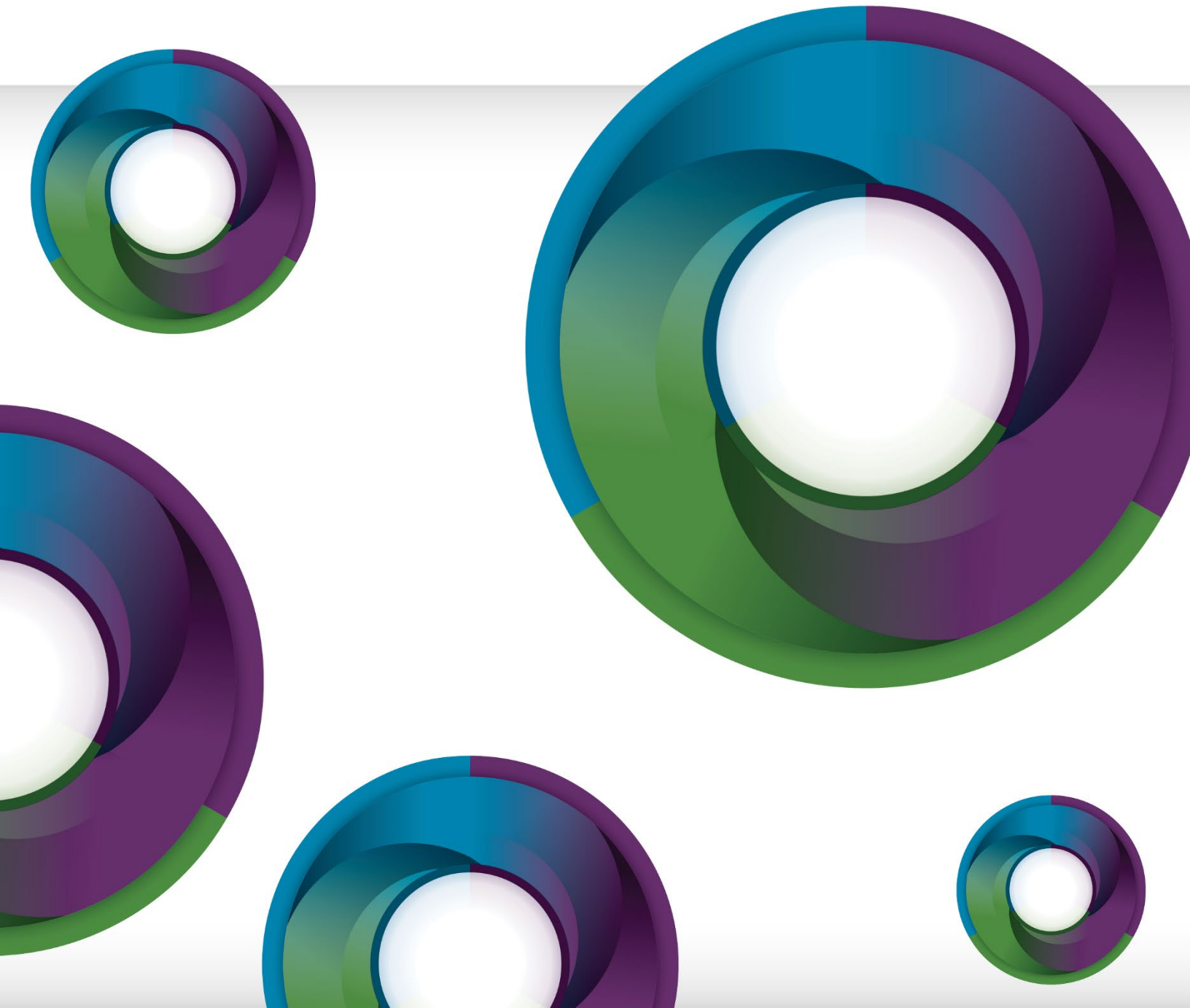




Center on Great Teachers
and Leaders

A FUNDING GUIDE FOR

Supporting a Registered Teacher Apprenticeship Program With Federal and State Funds



Introduction

For the past several years, our nation experienced a negative impact on the educator talent pool. With fewer individuals entering the profession, particularly via traditional routes, and increased attrition, the educator workforce has declined (Learning Policy Institute, 2023). States, districts, and educator preparation programs (EPPs) are leveraging alternative pathways to establish a pipeline of teachers to fill the nation’s classrooms (Woods, 2016). One such pathway is Registered Teacher Apprenticeship Programs (RTAPs). RTAP is an industry-vetted training model that is approved and validated by the U.S. Department of Labor (DOL) or a state apprenticeship agency and is designed to address teacher shortages and provide inclusive career pathways. [Pathways Alliance](#) and the DOL, alongside federal, state, and local workforce and education leaders, published [National Guidelines for Apprenticeship Standards for K–12 Teacher Apprenticeships](#), which establishes the requirements and responsibilities that apprenticeship programs must fulfill and includes a sample work process schedule that outlines the professional and pedagogical skills apprentices should attain.

RTAPs take various forms and provide pathways for several educator roles (e.g., K–12 general and special education teacher, teacher aide or assistant, early childhood or prekindergarten teacher, childcare development specialist, direct support specialist). For example, some Grow Your Own models support and invest in high school students and paraprofessionals, and some residency models support individuals with associate’s or bachelor’s degrees in obtaining certification (see the Appendix for definitions). RTAPs provide numerous benefits to the field and to the apprentice, including on-the-job learning or clinical experience, mentorship, and integrated coursework or related instruction, while the apprentice is getting paid.¹ Additionally, RTAPs open the opportunity for various federal, state, and private funding that addresses the financial, recruitment, and preparation challenges the field experiences and is foundational to program scale-up and sustainability. Accessing this funding can be complicated and requires braiding and blending of funding and strategic partnerships and coordination between and among states’ departments of labor; state education agencies; EPPs; workforce boards; local education agencies; and, most importantly, the apprentice.

This funding guide is designed to support RTAPs in accessing a variety of funding sources to support the [recommended standards and design principles](#) developed by the [National Education Association and the American Federation of Teachers](#) along with apprenticeship standards from the [Pathway Alliance](#). In addition, two states with RTAPs—Tennessee and New Hampshire—supported the selection of areas and elements of focus on the four exhibit charts.

¹ Differences exist between workforce and education terminology. See the Appendix and the Prepared to Teach brief [Registered Apprenticeship Programs and Teacher Residencies: Building Shared Understandings Between Workforce Development and Education Between Workforce Development and Education](#).

Exhibits 1 and 2 detail the funding opportunities for Registered Teacher Apprenticeship Programs. Exhibits 3 and 4 indicate the funding opportunities for Registered Teacher Apprenticeship Programs for Youth which are high school student programs. The areas and elements of focus are:

- **Program design:** The planning and creation of implementation structures, standards, environment, and measures needed to implement an effective RTAP
 - Elements: Program start-up, program expansion, program facilitation, recruitment, diversity outreach, and compensation
- **Field support:** On-the-job learning or clinical experience, mentorship, and related professional learning
 - Elements: Mentorship, coaching, certification assessment preparation, professional learning, induction Support, EPP, and district partnership
- **Wraparound services:** Support that strives to address barriers that could prevent apprenticeship participation
 - Elements: Tutoring, career counseling, transportation, housing, childcare, and food
- **Scholarship:** Grants or payments made to support the apprentice’s education or certification
 - Elements: Loan forgiveness, tuition reimbursement, certification fees, textbooks, and supplies

The section that follows provides specific details, including eligibility requirements, mechanisms to apply or use the funding, informational resources, and the specific activities authorized within the funding stream. Finally, the guide provides links to legislative opportunities, foundation listings, and state registered apprenticeship program website examples. See the Appendix for a glossary of terms used in the RTAP process.

For questions about these funding opportunities, please do not hesitate to reach out to us at gtlcenter@air.org. Also, please visit [Apprenticeship.gov](https://www.apprenticeship.gov), [Grants Overview | U.S. Department of Education](https://www.grants.gov), [grants.gov](https://www.grants.gov), [sam.gov](https://www.sam.gov), and [benefits.gov](https://www.benefits.gov) to view all federally funded opportunities, all amendments, and frequently asked questions about a specific opportunity. Be mindful of any use of fund requirements and/or restrictions.

[U.S. DOL Education Registered Apprenticeship fact sheet](#)

Exhibit 1. Program Design and Field Support

	Registered Teacher Apprenticeship Program											
	Program design						Field Support					
	Program start-up	Program expansion	Recruitment	Program facilitation	Diversity outreach	Apprentice compensation	Mentorship	Coaching	Certification assessment preparation	Professional learning	Induction support	EPP and district partnership
Augustus F. Hawkins Centers of Excellence Grants (HEA Title II)			X	X	X		X	X	X	X	X	X
Critical Sector Job Quality Grants			X		X		X	X		X		
Expansion of Registered Apprenticeship Programs – Tier 1	X	X	X	X	X	X	X		X			
Expansion of Registered Apprenticeship Programs – Tier 2		X			X		X		X			
Experimental Sites Initiative for Federal Work-Study Program			X		X							
Improving Basic Programs Operated by LEAs: ESEA, Title I-A			X		X							
Personnel Development to Improve Services and Results for Children with Disabilities: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)			X		X	X		X	X	X	X	X
Preparing, Training, and Recruiting High-Quality Teachers and Principals: ESEA, Title II-A	X		X		X	X	X	X	X	X	X	
Rural and Low-Income School Program: ESEA Title V, Part B, Subpart 2	X		X	X	X	X						
School Improvement Funds: ESEA, Title I, Section 1003			X		X		X	X		X	X	

	Registered Teacher Apprenticeship Program											
	Program design						Field Support					
	Program start-up	Program expansion	Recruitment	Program facilitation	Diversity outreach	Apprentice compensation	Mentorship	Coaching	Certification assessment preparation	Professional learning	Induction support	EPP and district partnership
Small, Rural School Achievement Program: ESEA Title V, Part B, Subpart 1	X		X	X	X	X		X	X		X	
Special Education—State Personnel Development Grants Program: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)	X	X	X		X		X	X			X	
Strengthening Career and Technical Education for the 21 st Century: Carl D. Perkins V	X	X			X		X	X		X		X
State Apprenticeship Expansion Formula Grants	X	X	X	X	X	X	X	X	X	X		X
Supporting Effective Educator Development Grants: ESEA, Title II-B, Subpart 4, Section 2242								X	X	X	X	X
Teacher Education Assistance for College and Higher Education Grant Program: HEA, Title IV			X		X			X	X	X	X	X
Teacher and Leader Incentive Fund Grant: ESEA, Title II-B			X		X		X	X		X	X	X
Teacher and Leader Incentive Fund Grant: ESEA, Title II-B	X		X		X	X	X	X	X	X	X	
Teacher and School Leader Incentive Program			X		X	X						
Workforce Innovation and Opportunity Act						X			X	X		
Workforce Opportunity for Rural Communities Initiative			X		X		X	X		X		

Note. EPP = educator preparation program; ESEA = Elementary and Secondary Education Act; HEA = Higher Education Act; IDEA = Individuals with Disabilities Education Act; LEA = local education agency.

Exhibit 2. Wraparound Services and Scholarship

	Registered Teacher Apprenticeship Program										
	Wraparound services						Scholarship				
	Tutoring	Career counseling	Transportation	Housing	Childcare	Food	Loan forgiveness	Tuition	Certification fees	Textbooks	Supplies
Augustus F. Hawkins Centers of Excellence Grants (HEA Title II)									X		X
Critical Sector Job Quality Grants											X
Experimental Sites Initiative for Federal Work-Study Program							X	X			
Federal Pell Grant							X	X			
GI Bill Benefits for Veterans or Dependents			X	X			X	X		X	X
Iraq and Afghanistan Service Grant							X	X			
Perkins Loan Cancellation for Teachers							X	X			
Personnel Development to Improve Services and Results for Children with Disabilities: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)		X		X	X	X	X	X	X		
Preparing, Training, and Recruiting High-Quality Teachers and Principals: ESEA, Title II-A			X	X			X	X	X	X	X
State Apprenticeship Expansion Formula			X	X							
Special Education—State Personnel Development Grants Program: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)									X		
Supplemental Nutrition Assistance Program			X		X	X					

	Registered Teacher Apprenticeship Program										
	Wraparound services						Scholarship				
	Tutoring	Career counseling	Transportation	Housing	Childcare	Food	Loan forgiveness	Tuition	Certification fees	Textbooks	Supplies
Supporting Effective Educator Development Grants: ESEA, Title II-B, Subpart 4, Section 2242								X	X		
Teacher Education Assistance for College and Higher Education Grant Program: HEA, Title IV								X	X		
Teacher Loan Forgiveness Program*							X	X			
Temporary Assistance for Needy Families			X		X						
Workforce Innovation and Opportunity Act	X	X	X	X	X			X	X	X	X
Workforce Opportunity for Rural Communities Initiative			X						X		X

Note. ESEA = Elementary and Secondary Education Act; HEA = Higher Education Act; IDEA = Individuals with Disabilities Education Act.

*Funding and services for the apprentice.

Exhibit 3. Program Design and Field Support

	Registered Teacher Apprenticeship Program for Youth											
	Program design						Field Support					
	Program start-up	Program expansion	Recruitment	Program facilitation	Diversity outreach	Apprentice compensation	Mentorship	Coaching	Certification assessment preparation	Professional learning	Induction support	EPP and district partnership
Career Z Challenge		X	X	X	X		X			X		X
Critical Sector Job Quality Grants			X		X		X	X		X		
Expansion of Registered Apprenticeship Programs - Tier 1	X	X	X	X	X	X	X		X	X		X
Expansion of Registered Apprenticeship Programs - Tier 2	X	X	X	X	X		X		X	X		X
Experimental Sites Initiative for Federal Work-Study Program			X		X							
Personnel Development to Improve Services and Results for Children with Disabilities: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)			X									
Preparing, Training, and Recruiting High-Quality Teachers and Principals: ESEA, Title II-A			X		X							
Rural and Low-Income School Program: ESEA Title V, Part B, Subpart 2	X		X		X							
Strengthening Career and Technical Education for the 21st Century: Carl D. Perkins V							X	X		X		X
Small, Rural School Achievement Program: ESEA Title V, Part B, Subpart 1	X				X		X					

	Registered Teacher Apprenticeship Program for Youth											
	Program design						Field Support					
	Program start-up	Program expansion	Recruitment	Program facilitation	Diversity outreach	Apprentice compensation	Mentorship	Coaching	Certification assessment preparation	Professional learning	Induction support	EPP and district partnership
Special Education—State Personnel Development Grants Program: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)	X	X	X			X						
State Apprenticeship Expansion Formula Grants	X	X	X	X	X	X						
Teacher Education Assistance for College and Higher Education Grant Program: HEA, Title IV			X		X							
Teacher Quality Partnership Grants: HEA, Title II-A			X		X							
Teacher and School Leader Incentive Program			X		X							
Workforce Innovation and Opportunity Act						X			X	X		
Workforce Opportunity for Rural Communities Initiative			X		X			X		X		
Workforce Pathways for Youth	X	X	X	X	X		X	X		X		X

Note. EPP = educator preparation program; ESEA = Elementary and Secondary Education Act; HEA = Higher Education Act; IDEA = Individuals with Disabilities Education Act.

Exhibit 4. Wraparound Services and Scholarship for Youth

	Registered Teacher Apprenticeship Program for Youth										
	Wraparound services						Scholarship				
	Tutoring	Career counseling	Transportation	Housing	Childcare	Food	Loan forgiveness	Tuition	Certification fees	Textbooks	Supplies
Career Z Challenge	X	X									
Critical Sector Job Quality Grants											X
Experimental Sites Initiative for Federal Work-Study Program							X	X			
GI Bill Benefits for Veterans or Dependents		X		X	X						
Federal Pell Grant							X	X			
Perkins Loan Cancellation for Teachers							X	X			
Personnel Development to Improve Services and Results for Children with Disabilities: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)		X		X	X	X					
Preparing, Training, and Recruiting High-Quality Teachers and Principals: ESEA, Title II-A			X	X							
State Apprenticeship Expansion Formula			X	X							
Teacher Loan Forgiveness Program							X	X			
Workforce Innovation and Opportunity Act	X	X	X	X	X			X	X	X	
Workforce Opportunity for Rural Communities Initiative		X							X		X
Workforce Pathways for Youth		X									

Note. ESEA = Elementary and Secondary Education Act; IDEA = Individuals with Disabilities Education Act.

Summary of Funding, Eligible Entities, Mechanisms, Resources, and Authorized Activities

Augustus F. Hawkins Centers of Excellence Grants (HEA Title II)
Eligible entities and funding mechanism
<p>Eligible entities: Postsecondary education established at historically Black colleges and universities; Tribal colleges or universities; or minority-serving institutions, such as Hispanic-serving institutions, with a state-accredited teacher preparation program</p> <p>Mechanism: To increase the number of teachers, including teachers of color to promote a more diverse teacher workforce.</p>
Resources
<p>Program information: Augustus F. Hawkins Centers of Excellence (Hawkins) Program (ed.gov)</p> <p>Legislation, regulations, and guidance: BILLS-116hr4288ih.pdf (congress.gov)</p>
Authorized activities
<p>These grants can be used to develop and implement initiatives to promote retention of teachers and principals of color, including mentoring and induction programs; to award scholarships to help students pay the costs of tuition, room, board, and other expenses of completing a teacher preparation program; to provide extensive, sustained, and high-quality preservice clinical experiences; and to support programs that prepare teachers to meet applicable state certification and licensure requirements, which may include qualifications related to meeting the needs of students with disabilities.</p>

Note. HEA = Higher Education Act.

Career Z Challenge

Eligible entities and funding mechanism

Eligible entities: Local education agencies, an area career and technical education school, an educational service agency, an Indian Tribe, a Tribal organization, a Tribal educational agency, or a consortium

Mechanism: This is a \$2.5 million multiphase prize competition seeking innovative ideas to expand work-based learning (WBL) opportunities for high school students.

Resources

Program information: [Challenge.Gov](#)

Launch Communication: [Career Z Launch - ED.gov Blog](#)

Legislation, regulations, and guidance:

Authorized activities

Through the Career Z Challenge, the U.S. Department of Education invites schools, districts, and consortiums to share their ideas for creating or enhancing WBL opportunities that

- engage collaborative ecosystems of educators, employers, industries, and community stakeholders and
- engage students across Grades 9–12 in meaningful career exploration, development, and preparation by providing WBL opportunities that are real-world, relevant, inclusive and accessible, interconnected and expansive, scalable, measurable, and sustainable.

The lessons learned from the Career Z Challenge will inform resources and models that will foster the growth and expansion of high-quality, sustainable WBL experiences for students nationwide.

Critical Sector Job Quality Grants

Eligible entities and funding mechanism

Eligible entities: Workforce development boards and state registered apprenticeship agencies

Mechanism: The primary focus of these demonstration grants is to support transformative efforts to improve job quality and availability of good jobs, particularly for the benefit of historically marginalized populations and communities that have experienced barriers to employment in good jobs.

Resources

Program information: [Critical Sector Job Quality Grants](#)

Authorized activities

The U.S. Department of Labor is requiring applicants to address core elements across these models in their plans to help funded projects accomplish the goals of the Critical Sector Job Quality Grants program. The four core elements that both tiers of applicants must address are Job Quality Strategy, Strategic Partnerships, Industry-Driven Workforce Development, and Worker Voice and Engagement.

Expansion of Registered Apprenticeship Programs - Tier 1	
Eligible entities and funding mechanism	
Eligible entities:	State and local education agencies
Mechanism:	Competitive grants administered by the U.S. Department of Labor
Resources	
Program information:	1605C2-23-R-00006
Authorized activities	
	Award multiple contracts to industry intermediaries to promote the development, launch, and expansion of registered apprenticeship program opportunities in emerging industries that have not traditionally used registered apprenticeships to address talent and occupational needs.

Expansion of Registered Apprenticeship Programs - Tier 2	
Eligible entities and funding mechanism	
Eligible entities:	State and local education agencies
Mechanism:	Competitive grants administered by the U.S. Department of Labor
Resources	
Program information:	1605C2-23-R-00004
Authorized activities	
	Award multiple contracts to industry intermediaries to work within established industries with an existing registered apprenticeship presence and the demand or capacity to accelerate and scale further growth and expansion to quality registered apprenticeships for all workers. Industry intermediaries will also demonstrate a clear commitment to promoting greater equity in registered apprenticeship and partnering with organizations to leverage proven strategies, such as pre-apprenticeship linkages and access to supportive services.

Experimental Sites Initiative for Federal Work-Study Program: HEA, Title IV, Section 487A(b)

Eligible entities and funding mechanisms

Eligible entities: Institutions of higher education that participate in the Federal Work-Study Program

Mechanism: Waivers administered by the Office of Federal Student Aid at the U.S. Department of Education. Entities submit an application to the Department for approval.

Resources

Program information: <https://experimentalsites.ed.gov/exp/index.html>

Authorized activities

The Experimental Sites Initiative waivers allow a limited number of institutions of higher education to test alternative methods of administering HEA, Title IV, including increasing the number of hours per week that participating students may work and allowing institutions to pay students with low incomes for work experiences required by their program of study.

Note. HEA = Higher Education Act.

Federal Pell Grants

Eligible entities and funding mechanisms

Eligible entities: Federal Pell Grants usually are awarded only to undergraduate students who display exceptional financial need and have not earned a bachelor's, graduate, or professional degree.

Mechanism: Submitting a [Free Application for Federal Student Aid \(FAFSA®\) form](#). Schools use the information on the FAFSA® form to determine your eligibility for a Pell Grant, and, if you are eligible, how much you are eligible to receive.

Resources

Grant information: [Federal Pell Grants | Federal Student Aid](#)

Authorized activities

- A Federal Pell Grant, unlike a loan, does not have to be repaid, except under certain circumstances.
- A student who meets certain requirements might be eligible for a larger Pell Grant if their parent died as result of military service in Iraq or Afghanistan or in the line of duty as a public safety officer.
- Pell Grant lifetime eligibility is limited to 12 semesters or the equivalent.

GI Bill
Eligible entities and funding mechanisms
<p>Eligible entities: Apprentices who are active-duty service members or veterans, a member of the National Guard or Reserves, or a qualified survivors dependent</p> <p>Mechanism: Veterans Affairs education benefits can help the participant pay tuition, pick out a school, choose a career, and more.</p>
Resources:]
<p>Website: GI Bill and other education benefit eligibility Veterans Affairs (va.gov)</p> <p>Program information: Hire Veterans Apprenticeship.gov; Troops to Teachers for service members The official U.S. Army benefits website</p>
Authorized activities
GI Bill benefits for apprenticeship programs can fund housing for apprentices, classroom instruction, and tools and materials for the classroom instruction portion.

Improving Basic Programs Operated by LEAs: ESEA, Title I-A	
Eligible entities and funding mechanism	
<p>Eligible entities: SEAs and LEAs</p> <p>Mechanism: Annual entitlement/formula grants administered by the U.S. Department of Education to SEAs and subsequently LEAs. LEAs submit applications for funds to SEAs. SEAs may reserve a portion of the state allocation for administration including statewide activities.</p>	
Resources	
Program information: https://www2.ed.gov/programs/titleiparta/index.html	
Authorized activities	
Title I-A provides supplemental funding to LEAs and schools with high numbers or percentages of students from low-income families for activities that enable students to meet challenging state standards. Allowable activities include:	
<ul style="list-style-type: none"> • Recruitment and Retention • Mentoring and Induction 	<ul style="list-style-type: none"> • Professional Development • Instructional Coaches

Note. ESEA = Elementary and Secondary Education Act; LEA = local education agency; SEA = state education agency.

Iraq and Afghanistan Service Grant

Eligible entities and funding mechanisms

Eligible entities: You may be eligible to receive the Iraq and Afghanistan Service Grant if you are not eligible for a [Federal Pell Grant](#) on the basis of your Expected Family Contribution but

- you meet the remaining Federal Pell Grant eligibility requirements;
- your parent or guardian was a member of the U.S. armed forces and died as a result of military service performed in Iraq or Afghanistan after the events of 9/11; and
- you were under 24 years old or enrolled in college at least part-time at the time of your parent’s or guardian’s death.

Mechanism: Submit a [Free Application for Federal Student Aid \(FAFSA®\) form](#). Schools use the information on the FAFSA® form to determine your eligibility for a Pell Grant and federal student aid.

Resources

Grant information: [Iraq and Afghanistan Service Grants | Federal Student Aid](#)

Authorized activities

- For students whose parent or guardian was a member of the U.S. armed forces and died as a result of performing military service in Iraq or Afghanistan after the events of 9/11
- Must be ineligible for a Pell Grant due to having less financial need than is required to receive Federal Pell Grant funds
- Must have been younger than 24 years old or enrolled at least part-time at a college or career school at the time of the parent’s or guardian’s death

Perkins Loan Cancellation for Teachers

Eligible entities and funding mechanisms

Eligible entities: Applicants must be (1) employed as full-time teachers in a school serving low-income families; (2) special education teachers, including teachers of infants, toddlers, children, and youth with disabilities; or teachers in the fields of mathematics, science, foreign language, or bilingual education or in any other field of expertise determined by a state education agency to have a shortage of qualified teachers in the state.

Mechanism: Application for cancellation or discharge of a Perkins Loan must be made to the school that made the loan or to the school's Perkins Loan servicer. The school or its servicer can provide forms and instructions specific to your type of cancellation or discharge.

Resources

Program information: <https://studentaid.gov/manage-loans/forgiveness-cancellation/perkins>

Authorized activities

For each full academic year (or its equivalent) of full-time teaching service, you are eligible to have a portion of your loan canceled. There is no requirement that you must teach a given number of hours a day to qualify as a full-time teacher; the employing school is responsible for making that decision.

An "academic year or its equivalent" for cancellation purposes is defined as one complete school year or two half-years that are from different school years. The two half-years must be complete and consecutive, excluding summer sessions, and must generally fall within 12 months.

If you are eligible for cancellation under any of the categories listed above, up to 100% of the loan may be canceled for teaching service, in the following increments:

- 15% canceled per year for the first and second years of service
- 20% canceled for the third and fourth years
- 30% canceled for the fifth year

Personnel Development to Improve Services and Results for Children with Disabilities: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)

Eligible entities and funding mechanisms

Eligible entities: Eligible applicants include institutions of higher education, LEAs, nonprofit organizations, SEAs, and other organizations or agencies.

In addition to the categories above, public charter schools that are LEAs under state law, other public agencies, private nonprofit organizations, for-profit organizations, outlying areas (American Samoa, Guam, the Northern Mariana Islands, and the U.S. Virgin Islands), freely associated states, and Indian Tribes or Tribal organizations.

Mechanism: Discretionary/Competitive grants administered by the U.S. Department of Education

Resources

Program information: <https://www2.ed.gov/programs/osepprep/eligibility.html>

Legislation: <https://www2.ed.gov/programs/osepprep/legislation.html>

Authorized activities

The Personnel Preparation program helps meet state-identified needs for adequate numbers of fully certified personnel to serve children with disabilities by supporting competitive awards to

- provide research-based training and professional development to prepare special education, related services, early intervention, and regular education personnel to work with children with disabilities;
- ensure that those personnel are fully qualified and possess the skills and knowledge needed to serve children with disabilities; and

Note. IDEA = Individuals with Disabilities Education Act; LEA = local education agency; SEA = state education agency.

Preparing, Training, and Recruiting High-Quality Teachers and Principals: ESEA, Title II-A	
Eligible entities and funding mechanism	
<p>Eligible entities: SEAs and LEAs</p> <p>Mechanism: Annual entitlement grants administered by the U.S. Department of Education. LEAs submit applications to SEAs. SEAs must reserve a portion of the state allocation for statewide activities.</p>	
Resources	
<p>Guidance: https://www2.ed.gov/policy/elsec/leg/essa/essatitleiipartaguidance.pdf</p> <p>Program information: https://www2.ed.gov/programs/teacherqual/index.html</p>	
Authorized activities	
<p>Title II-A provides funding for activities that increase academic achievement by improving the quality and effectiveness of teachers and leaders. Allowable activities include:</p>	
<ul style="list-style-type: none"> • Reforming Educator Certification • Mentoring and Induction • Alternative Certification Routes • Recruitment and Retention • Professional Development 	<ul style="list-style-type: none"> • Licensure Reciprocity • Merit-Based Compensation • Career Ladders/Teacher Advancement • Reform Tenure

Note. ESEA = Elementary and Secondary Education Act; LEA = local education agency; SEA = state education agency.

Rural and Low-Income School Program: ESEA Title V, Part B, Subpart 2	
Eligible entities and funding mechanisms	
Applications	
Resources	
<p>Program webinar:</p> <p>https://www2.ed.gov/programs/reapsrsa/reapwhatleasneedtoknowinfy2019presentation.pdf</p>	
Authorized activities	
<p>The purpose of the Rural and Low-Income School (RLIS) program is to fund initiatives in rural LEAs focused on increasing academic achievement. RLIS funds may be used for any activities authorized under ESEA Titles IA, IIA, III, and IVA. Allowable activities include:</p>	
<ul style="list-style-type: none"> • Mentoring and Induction • Recruitment and Retention • Professional Development • Teacher Leadership 	<ul style="list-style-type: none"> • Career Ladders/Teacher Advancement • Teacher Academies • Teacher Residencies and Apprenticeships • Merit-Based Compensation

Note. ESEA = Elementary and Secondary Education Act; LEA = local education agency.

School Improvement Funds: ESEA, Title I, Section 1003	
Eligible entities and funding mechanism	
<p>Eligible entities: LEAs with comprehensive or targeted support schools</p> <p>Mechanism: SEAs reserve funds from annual Title I entitlement/formula grants administered by the U.S. Department of Education. LEAs submit applications to SEAs. SEAs may allocate awards to eligible LEAs on a competitive or formula basis.</p>	
Resources	
<p>Program information:</p> <p>https://www2.ed.gov/programs/sif/index.html</p>	
Authorized activities	
<p>Section 1003 school improvement funds support the implementation of strategies to improve student achievement in schools identified as <i>comprehensive</i> or <i>targeted support</i> schools. Funds may be used for activities, listed in its SEA-approved improvement plan, that the LEA determines will help an identified school elicit improved outcomes. Example allowable activities include:</p>	
<ul style="list-style-type: none"> Recruitment and Retention Activities Mentoring and Induction 	<ul style="list-style-type: none"> Professional Development Instructional Coaches

Note. ESEA = Elementary and Secondary Education Act; LEA = local education agency; SEA = state education agency.

Small, Rural School Achievement (SRSA) Program: ESEA Title V, Part B, Subpart 1	
Eligible entities and funding mechanisms	
<p>Eligible entities: LEAs that meet certain criteria</p> <p>Mechanism: Annual entitlement grants administered by the U.S. Department of Education. LEAs apply for funding directly through Grants.gov.</p>	
Resources	
<p>Program webinar:</p> <p>https://www2.ed.gov/programs/reapsrsa/reapwhatleasneedtoknowinfy2019presentation.pdf</p>	
Authorized activities	
<p>The purpose of the SRSA program is to fund initiatives in rural LEAs focused on increasing academic achievement. SRSA funds may be used for any activities authorized under ESEA Title IA, IIA, III, IVA, and IVB. Allowable activities include:</p>	
<ul style="list-style-type: none"> Mentoring and Induction Recruitment and Retention Professional Development Teacher Leadership 	<ul style="list-style-type: none"> Career Ladders/Teacher Advancement Teacher Academies Teacher Residencies and Apprenticeships Merit-Based Compensation

Note. ESEA = Elementary and Secondary Education Act; LEA = local education agency.

Special Education—State Personnel Development Grants Program: IDEA, Subchapter IV (Part D Discretionary/Competitive Grants)

Eligible entities and funding mechanisms

Eligible entities: Eligible applicants include an SEA of one of the 50 states, the District of Columbia, or the Commonwealth of Puerto Rico or an outlying area (U.S. Virgin Islands, Guam, American Samoa, and the Commonwealth of the Northern Mariana Islands).

Mechanism: Discretionary/competitive grants administered by the U.S. Department of Education

Resources

Program information: <https://www2.ed.gov/programs/osepsig/index.html>

Legislation: <https://www2.ed.gov/programs/osepsig/legislation.html>

Authorized activities

The State Personnel Development Grants support research-based training and professional development to prepare special education, related services, early intervention, and regular education personnel to work with children with disabilities and ensure these personnel are fully qualified to serve students with disabilities. Priority areas for these grants are general personnel development, preparing beginning special educators, personnel serving children with low-incidence disabilities, and leadership personnel.

Note. IDEA = Individuals with Disabilities Education Act; SEA = state education agency.

State Apprenticeship Expansion Formula

Eligible entities and funding mechanism

Eligible entities: SEAs or state department of labor

Mechanism: Discretionary/competitive grants administered by the U.S. Department of Labor

Applicants have two options when applying for this funding:

1. Base formula funding determined by state/territory registered apprentice enrollment and labor market data
2. Base formula funding plus competitive funding up to \$6 million

Resources

Program information: [State Apprenticeship Expansion Formula Grant](#)

Authorized activities

The U.S. Department of Labor awarded a total of \$65 million to states and territories to increase their ability to serve, improve, and strategically expand the national apprenticeship system. Forty-five states received base formula funding, and seven states received additional competitive funding. This funding supports a coordinated, national investment strategy that aims to strengthen and modernize the registered apprenticeship program system. The State Apprenticeship Expansion Formula Grant program is intended to better support state capacity and state planning to create new registered apprenticeship programs while also driving system innovation and reform. The Department intends to provide, on an on-going basis, annual funding to all states that apply, as well as an opportunity for states to apply for additional competitive funding in future years.

Note. SEA = state education agency.

Strengthening Career and Technical Education for the 21st Century: Carl D. Perkins V	
Eligible entities and funding mechanisms	
<p>Eligible entities: SEAs and LEAs</p> <p>Mechanism: Annual entitlement grants administered by the U.S. Department of Education. LEAs submit application to SEAs.</p>	
Resources	
<p>Program information: https://cte.ed.gov/</p> <p>Guidance: https://s3.amazonaws.com/PCRN/docs/1830-0029-Perkins V State Plan Guide Revised 9-12-19- Expires 4-30-22.pdf</p> <p>In the memo below, OCTAE affirms that Perkins V dollars can be spent on (1) RA programs, (2) RA components such as related technical instruction or on-the-job learning, and (3) RA prerequisites such as pre-apprenticeships. The second memo indicates that states can use 10% of their total Perkins grant on state leadership activities, including recruiting, training, and retaining CTE teachers. In the guidance letter, OCTAE explains that states can use their Perkins leadership dollars to fund RA educator preparation programs for CTE teachers.</p> <ul style="list-style-type: none"> • ED-OCTAE Memo 23-1 Apprenticeship.pdf • Dear Colleague Letter: Guidance on Carl D. Perkins Career and Technical Education Act and Educator Preparation (PDF) 	
Authorized activities	
<p>Perkins V provides funding for CTE activities that support student preparation for career success. Authorized activities include:</p>	
<ul style="list-style-type: none"> • Recruitment and Retention • Mentoring and Induction • Personnel Preparation • Professional Development • Collaborative Professional Development 	<ul style="list-style-type: none"> • Instructional Leadership • Training to Work With Special Populations • Addressing Personnel Shortages

Note. CTE = career and technical education; LEA = local education agency; OCTAE = Office of Career, Technical, and Adult Education; RA = registered apprenticeship; SEA = state education agency.

Supplemental Nutrition Assistance Program (SNAP)	
Eligible entities and funding mechanisms	
<p>Eligible entities: Apprenticeship participants</p> <p>Mechanism: Funds awarded based on application eligibility requirements</p>	
Resources:	
<p>Program information: What Is SNAP E&T? SNAP to Skills (usda.gov); Better Jobs and Increased Incomes: Integrating SNAP E&T into Career Pathway Programs Food and Nutrition Service (usda.gov)</p>	
Authorized activities	

Supplemental Nutrition Assistance Program (SNAP)

SNAP provides food benefits to families with low incomes to supplement their grocery budget so that they can afford the nutritious food essential to health and well-being.

SNAP Employment and Training (SNAP E&T) offers funding to states to provide a package of employment and training services to SNAP participants, which states outlined in their annual SNAP E&T Plans.

Supporting Effective Educator Development (SEED): Grants ESEA, Title II-B, Subpart 4, Section 2242

Eligible entities and funding mechanisms

Eligible entities: Institutions of higher education, national nonprofits, Bureau of Indian Education, or partnerships of one of the aforementioned entities and a for-profit

Mechanism: Competitive grants administered by the U.S. Department of Education

Resources

Program information: <https://oese.ed.gov/offices/office-of-discretionary-grants-support-services/effective-educator-development-programs/supporting-effective-educator-development-grant-program/>

Authorized activities

The SEED grant program supports the increase of highly effective educators by supporting the implementation of evidence-based preparation, development, or enhancement opportunities for educators. Allowable activities include:

- | | |
|---|--|
| <ul style="list-style-type: none"> • Recruitment, Preparation, Hiring, and Retention • Professional Development | <ul style="list-style-type: none"> • Certification/Alternative Certification • Service and Learning Opportunities • Advance Credentialing |
|---|--|

Note. ESEA = Elementary and Secondary Education Act.

Teacher and Leader Incentive Fund Grant: ESEA, Title II-B	
Eligible entities and funding mechanisms	
<p>Eligible entities: SEAs with one or more LEAs; LEAs or a consortium of LEAs; nonprofit organizations in partnership with one or more LEAs or an LEA and SEA. The majority of schools where educators participate must be high-need schools (a public elementary or secondary school that is located in an area in which the percentage of students from families with incomes below the poverty line is 30% or more).</p> <p>Mechanism: Competitive grants administered by the U.S. Department of Education. Requires a 50% match.</p>	
Resources	
<p>Program information: https://oese.ed.gov/offices/office-of-discretionary-grants-support-services/effective-educator-development-programs/teacher-and-school-leader-incentive-program/</p>	
Authorized activities	
<p>The Teacher and Leader Incentive Fund supports the development and implementation of performance-based teacher and principal compensation systems and related human capital management strategies that increase access to effective educators in high-need schools. Allowable activities include:</p>	
<ul style="list-style-type: none"> • Performance-Based Compensation Systems • Human Capital Management System • Educator Evaluation 	<ul style="list-style-type: none"> • Recruitment and Hiring • Teacher Leadership • Teacher Residencies and Apprenticeship Programs

Note. ESEA = Elementary and Secondary Education Act; LEA = local education agency; SEA = state education agency.

Teacher Quality Partnership (TQP) Grants: HEA, Title II-A

Eligible entities and funding mechanisms

Eligible entities: Partnerships that include a high-need school district and its schools or high-need early childhood education programs and an institution of higher education. See website for more specifics.

Mechanism: Competitive grant administered by the U.S. Department of Education

Resources

Program information: [Teacher Quality Partnership Program - Office of Elementary and Secondary Education](#)

Authorized activities

TQP grants support the development of reforms for undergraduate preservice preparation programs that prepare teachers to work in high-need schools and subject areas. This is done by improving the preparation of prospective teachers and enhancing professional development activities for new teachers; hold teacher preparation programs at institutions of higher education accountable for preparing teachers who meet applicable state certification and licensure requirements; and recruit highly qualified individuals, including minorities and individuals from other occupations, into the teaching force.

Note. HEA = Higher Education Act.

Teacher Education Assistance for College and Higher Education (TEACH) Grant Program: HEA, Title IV

Eligible entities and funding mechanisms

Eligible entities: Applicants must be (1) enrolled in a postsecondary school that participates in the TEACH Grant Program; (2) meet the basic eligibility criteria for federal student aid programs to apply; and (3) meet additional criteria, including teaching for at least 4 years (see below).

Mechanism: Interested individuals should contact the financial aid office at the school of their enrollment for information. Individual awards of up to \$4,000 annually, provided conditions are met.

Resources

Program information: [TEACH Grants | Federal Student Aid](#)

Authorized activities

The TEACH Grant Program supports the recruitment of high-quality teachers in hard-to-staff areas and schools. As a condition of receiving a TEACH Grant, individuals sign a *TEACH Grant Agreement to Serve*. Requirements of the agreement include agreeing to teach

- in a high-need field (as determined by the federal government, state government, or local education agency, and that is included in the annual [Teacher Shortage Area Nationwide Listing](#));
- at an elementary school, secondary school, or educational service agency that serves students from low-income families; and
- for at least 4 complete academic years within 8 years of completing (or ceasing enrollment in) the course of study for which the grant was received.

Note. HEA = Higher Education Act.

Teacher Loan Forgiveness Program	
Eligible entities and funding mechanisms	<p>Eligible entities: Applicants must be (1) employed as a full-time, highly qualified teacher for 5 complete and consecutive academic years; (2) applicants must have been employed at an elementary school, secondary school, or educational service agency that services students from households with low incomes; and (3) the loan for which an applicant is seeking forgiveness must have been made before the end of the applicant’s 5 academic years of qualifying service.</p> <p>Mechanism: Apply for teacher loan forgiveness by submitting a completed Teacher Loan Forgiveness Application after completing the required 5 consecutive years.</p>
Resources	
Program information:	https://studentaid.gov/manage-loans/forgiveness-cancellation/teacher#apply
Authorized activities	<p>The Teacher Loan Forgiveness Program provides loan forgiveness for teachers who are employed as full-time, a highly qualified teacher for 5 complete and consecutive academic years and who have been employed at an elementary school, secondary school, or educational service agency that services students from households with low incomes.</p>

Teacher and School Leader Incentive Program	
Eligible entities and funding mechanisms	<p>Eligible entities: LEAs, SEAs, and the Bureau of Indian Education</p> <p>Mechanism: Competitive grant administered by the U.S. Department of Education</p>
Resources	
Program information:	Teacher and School Leader Incentive Program - Office of Elementary and Secondary Education
Legislation:	Funding and Legislation - Office of Elementary and Secondary Education
Authorized activities	<p>The grant award assists eligible grantees in developing, implementing, improving, or expanding comprehensive performance-based compensation systems or human capital management systems for teachers, principals, or other school leaders (especially for teachers, principals, or other school leaders in high-need schools) who raise student growth and academic achievement and close the achievement gap between high- and low-performing students.</p>

Note. LEA = local education agency; SEA = state education agency.

Temporary Assistance for Needy Families (TANF)	
Eligible entities and funding mechanisms	
Eligible entities:	Apprenticeship participants
Mechanism:	Funds awarded based on application eligibility requirements
Resources	
Website:	Temporary Assistance for Needy Families (TANF) Administration for Children and Families (hhs.gov)
Program information:	TANF-ACF-IM-2016-05 (Supporting Career Pathways for TANF Recipients) Administration for Children and Families (hhs.gov)
Authorized activities	
	TANF agencies may use TANF and maintenance-of-effort funds to support a range of benefits and services for parents with low incomes as part of a career pathways approach, such as adult basic education, job training, job placement, postsecondary education (including career and technical training), apprenticeships and subsidized employment, and support services such as childcare and transportation.

Workforce Data Quality Initiative (WDQI)	
Eligible entities and funding mechanism	
Eligible entities:	State governments
Mechanism:	Competitive grant administered by the U.S. Department of Labor
Resources	
Program information:	Workforce Data Quality Initiative
Authorized activities	
	<p>These grants support development or enhancement of state workforce longitudinal data systems, with the goal of developing data systems that include information about programs that provide training and employment services, connect with education data, are linked at the individual level and calculate disaggregated data, and are capable of generating performance information and outcomes. WDQI grants provide funding to states to support the following objectives:</p> <ul style="list-style-type: none"> • Develop or improve the state workforce longitudinal administrative database. • Connect workforce data with education data contained in the statewide longitudinal data system. • Improve the quality and breadth of the data in workforce longitudinal administrative databases. • Use longitudinal data to evaluate the performance of federally and state-supported education and job-training programs. • Understand the performance of federal and state education and job-training programs, specifically in serving historically underserved groups. • Provide user-friendly information to help customers select the education and training programs that best suit their skills. • Integrate performance, fiscal, and/or case-management systems with the longitudinal administrative database. • Advance racial equity. • Promote job quality.

Workforce Innovation and Opportunity Act (WIOA)

Eligible entities and funding mechanisms

Eligible entities: State department of labor, local workforce development boards, or American job centers. WIOA includes the following five titles:

- **Title I**—Workforce Development Activities: Authorizes job training and related services to unemployed or underemployed individuals and establishes the governance and performance accountability system for WIOA
- **Title II**—Adult Education and Literacy: Authorizes education services to assist adults in improving their basic skills, completing secondary education, and transitioning to postsecondary education
- **Title III**—Amendments to the Wagner-Peyser Act: Amends the Wagner-Peyser Act of 1933 to integrate the U.S. Employment Service into the One-Stop system authorized by WIOA
- **Title IV**—Amendments to the Rehabilitation Act of 1973: Authorizes employment-related vocational rehabilitation services to individuals with disabilities, to integrate vocational rehabilitation into the One-Stop system
- **Title V**—General Provisions: Specifies transition provisions from Workforce Investment Act to WIOA

Mechanism: State statutory formula funding

Resources:

Program information: [Workforce Innovation and Opportunity Act | U.S. Department of Labor \(dol.gov\)](https://www.dol.gov)

Legislation: [BILLS-113hr803enr.pdf \(congress.gov\)](https://www.congress.gov/bills/113/hr/803/enr/pdf)

Authorized activities

Registered apprenticeship programs are encouraged to use WIOA Title I funding. These funds can be potentially used to support eligible participants in the following ways:

- To fund the on-the-job learning component (a reimbursement equal to up to 50% of the apprentice’s wage) or the related classroom instruction
- On-the-job learning (or on-the-job training) and mentorship, using WIOA Adult and Dislocated Worker program funding
- Job-related classroom-based instruction, using WIOA Adult and Dislocated Worker program funding or WIOA Youth program funding
- Upskilling incumbent workers
- Support services: Skill and interest assessments, case management and connection to barrier mitigation and career-planning resources, quality pre-apprenticeship programs, basic skills training, childcare, books, supplies, and transportation

Workforce Opportunity for Rural Communities (WORC) Initiative Round 5

Eligible entities and funding mechanism

Eligible entities: Appalachian, Delta, and Northern Border Regions—state and local governments, workforce development boards, school districts, Tribal organizations, public housing authorities, unions, nonprofit organizations, and colleges

Mechanism: Competitive grant administered by the U.S. Department of Labor

Resources

Program information: [Workforce Opportunity for Rural Communities \(WORC\) Initiative | U.S. Department of Labor \(dol.gov\)](#)

Legislation, regulations, and guidance: [Workforce Opportunities for Rural Communities \(WORC\) Round 5: A Grant Initiative for the Appalachian, Delta, and Northern Border Regions | U.S. Department of Transportation](#)

Authorized activities

Grant funds to enable impacted communities to develop local and regional workforce development solutions aligned with existing economic development strategies and community partnerships to promote new, sustainable job opportunities and long-term economic vitality.

The funds can be used to provide technical assistance, workforce development, and training or education.

Workforce Pathways for Youth

Eligible entities and funding mechanism

Eligible entities: Out-of-school organizations, local workforce boards, and youth-serving organizations

- Eligible participants must be youth between the ages of 14 to 21 at the time of program participation

Mechanism: Competitive grant administered by the U.S. Department of Labor

Resources

Program information: [Workforce Pathways for Youth | U.S. Department of Labor \(dol.gov\)](#)

Authorized activities

These grants will focus on age-appropriate workforce readiness programming to expand job training and workforce pathways for youth, including soft skill development, career exploration, job readiness and certification, summer jobs, year-round job opportunities, and apprenticeships.

State Legislative Appropriations

State legislatures are on the frontlines of developing legislation and play a key role in appropriating funds toward teacher recruitment, preparation, and retention, including legislation providing funding and other supports for innovation in district recruitment and retention. Some examples of legislation include the following:

[Colorado Senate Bill 23-087](#)

Creates a teacher degree apprenticeship program that includes bachelor's degree requirement and training; allows Colorado Department of Education to issue teacher apprenticeship authorization

[Hawaii Senate Bill 2278](#)

Established a teacher home assistance program to provide housing vouchers for full-time teachers

[Idaho Senate Bill 1069](#)

Addresses certification requirements and liability insurance of teachers in apprenticeship program

[Maryland Senate Bill 0668](#)

Establishes the Teacher Apprenticeship Startup Grant Program in the Maryland Department of Labor

[North Carolina Senate Bill 257](#)

Offers loan forgiveness to candidates in special education or science, technology, engineering, and mathematics fields and offers scholarships and grants and loan forgiveness

[Wisconsin Assembly Bill 64](#)

Grant funding to coordinate with colleges and universities to provide practicums and student teaching placement in rural districts

State Teacher Apprenticeship Program Websites

[Classroom Academy Apprenticeship](#)

[Connecticut Student and Teacher Apprenticeships \(ct.gov\)](#)

[Idaho Registered Teacher Apprenticeship Program](#)

[Michigan Registered Teacher Apprenticeship Program \(michigan.gov\)](#)

[North Dakota Registered Teacher Apprenticeship Program \(nd.gov\)](#)

[Registered Apprenticeship Funding Opportunities | Iowa Registered Apprenticeship \(earnandlearniowa.gov\)](#)

[Tennessee Registered Teacher Occupation Apprenticeship \(tn.gov\)](#)

[Virginia Teacher Residency and Apprenticeship Programs](#)

[West Virginia Grow Your Own Pathway \(teachwv.com\)](#)

[Wyoming Teacher Apprenticeship Initiative](#)

Foundation Funding

A host of national foundations offer funding to support programs and strategies to attract, prepare, and retain effective teachers and leaders. Some foundations offer direct professional development for educators. Offerings may change annually or periodically based on strategic plans for each grant cycle, philanthropic focus, funding availability, and other factors. A few examples of foundations that consistently support educator-focused initiatives include the following:

[Bill & Melinda Gates Foundation](#): Grants for organizations or programs that prepare or train teachers and leaders to better serve underserved student populations

[Mellon Foundation](#): Grants for faculty and students who work toward greater equity in their fields

[Carnegie Corporation of New York](#): Grants for improving systems that prepare, recruit, and develop teachers and leaders to serve the needs of diverse learners

[William & Flora Hewlett Foundation](#): Grants that support teacher preparation and retention

[The NEA Foundation](#): Grants for teachers to participate in high-quality professional development and groups, including mentoring experiences

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Appendix

Glossary of Terms

For more support, see the [Teacher Registered Apprenticeship Common Terms](#) document, which provides an extensive crosswalk of education terms and labor terms that may not be addressed in this document.

Apprentice: A paid employee who participates in the RTAP (registered teacher apprenticeship program).

Coach: A person who provides tools, training, advice, and feedback, generally for instruction, to a person to help them reach their full potential.

Field Support: Work experience and professional learning.

Journey worker: A mentor teacher who shares their knowledge, skills, and/or experience, to help another person to develop and grow.

Registered teacher apprenticeship program: An industry-vetted training model that is approved and validated by the U.S. Department of Labor or a state apprenticeship agency.

Related instruction or educator preparation program coursework: An outline of an organized and systematic form of instruction designed to provide the apprentice with the knowledge of the theoretical and technical subjects related to the apprentice's occupation. A minimum of 144 hours for each year of apprenticeship is recommended. This instruction may be accomplished through media such as classroom, occupational or industry courses, electronic media, or other instruction. Generally, a related instruction outline should include a list of the anticipated courses, the learning objectives, and the estimated number of hours for each course.

Sponsor: Any person, association, committee, or organization operating an apprenticeship program and in whose name the program is registered or approved.

Teacher residency program: Preparation pathways that are anchored in partnership and reflect a program preservice curriculum that is collaboratively designed by local education agencies and teacher preparation programs to meet the goals of (1) ensuring aspiring teachers have affordable, high-quality opportunities and supports while they learn to teach and (2) supporting the instructional and staffing needs of local schools and districts. In their yearlong preservice clinical practice settings, residents are not teachers of record. They work alongside accomplished mentor teachers, experiencing the breadth of roles and responsibilities that teachers engage across the course of a year as educational professionals.

Work process schedule: Teacher professional standards statement setting forth a schedule of the work processes in the occupation or industry divisions in which the apprentice is to be trained and the approximate time to be spent at each process.

Youth apprenticeship program: Serves youth ages 16–24 in high school and postsecondary education and combines technical supplemental education with on-the-job learning.



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