



**Educator Registered  
Apprenticeship Intermediary**

a new ERA in education



# **ERA Information Session: Rural Impacts of Teacher RA programs**

January 22, 2025  
1:00 PM – 2:15 PM ET

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## Meeting Recording Notice

This session will be recorded, including any audio, visuals, participants, and other information sent, verbalized, or utilized. By joining this meeting, you automatically consent to such recordings. Any participant who prefers to participate via audio only should disable their video camera so only their audio will be captured.

# Agenda

What	Who
Welcome & Overview of the Educator Registered Apprenticeship (ERA) Intermediary	Jessie Stadd, RTI International
Introduction to Educator RA Programs	Joyce Milling, RTI International
Spotlight: Rural Workforce Impacts of the Teacher RA Program	Dr. Kate Hall and Dr. Charlene Russell, TN GYO
Panel of Rural School Leaders	Dr. Diana Bowers, Debbi Pressnell, Robin Thompson
Partner Spotlight: Study.com	Tim Bieser, Study.com
Q&A	All
Engaging the ERA	Jessie Stadd, RTI International

# 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 RA programs in the K-12 Education sector, including the K-12 Teacher, CTE Teacher, Principal, and Paraeducator occupations.

**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.org](http://www.educatorapprenticeships.org)  
Email: [educatorapprenticeships@rti.org](mailto:educatorapprenticeships@rti.org)

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# The ERA Intermediary Team



Willow Alston-Socha  
Joyce Milling  
Nicole Reddig  
Olivia Rice  
Jessie Stadd  
Elizabeth Standafer

Andrea Dixon  
Kristi Kirschner  
Rebecca Kelley

Amaya Garcia  
Mary Alice McCarthy  
Taylor White

Stephen Danna  
Katherine Kelleher  
Colleen McDonald  
Patricia Paser  
Ellen Sullivan

Caitlin Beatson  
John Diaz  
Dana Grayson  
Erica Moore  
Jackie Peng  
Melissa Rasberry  
Saroja Warner

# Introduction to Educator RA Programs

Joyce Milling, RTI International

# What are Educator Registered Apprenticeship Programs?

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

## Apprenticeable Occupations

Teacher Aide I/Paraeducator (25-9042.00)

Elementary School Teacher (25-2021.00)

K-12 Teacher (25-3099.00)

Principal (11-9032.00)

School Counselor (21-1012.00)

CTE Teacher (25-2032.00)

# K-12 Teacher RA Programs by State\*

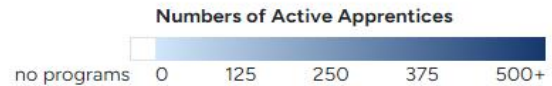
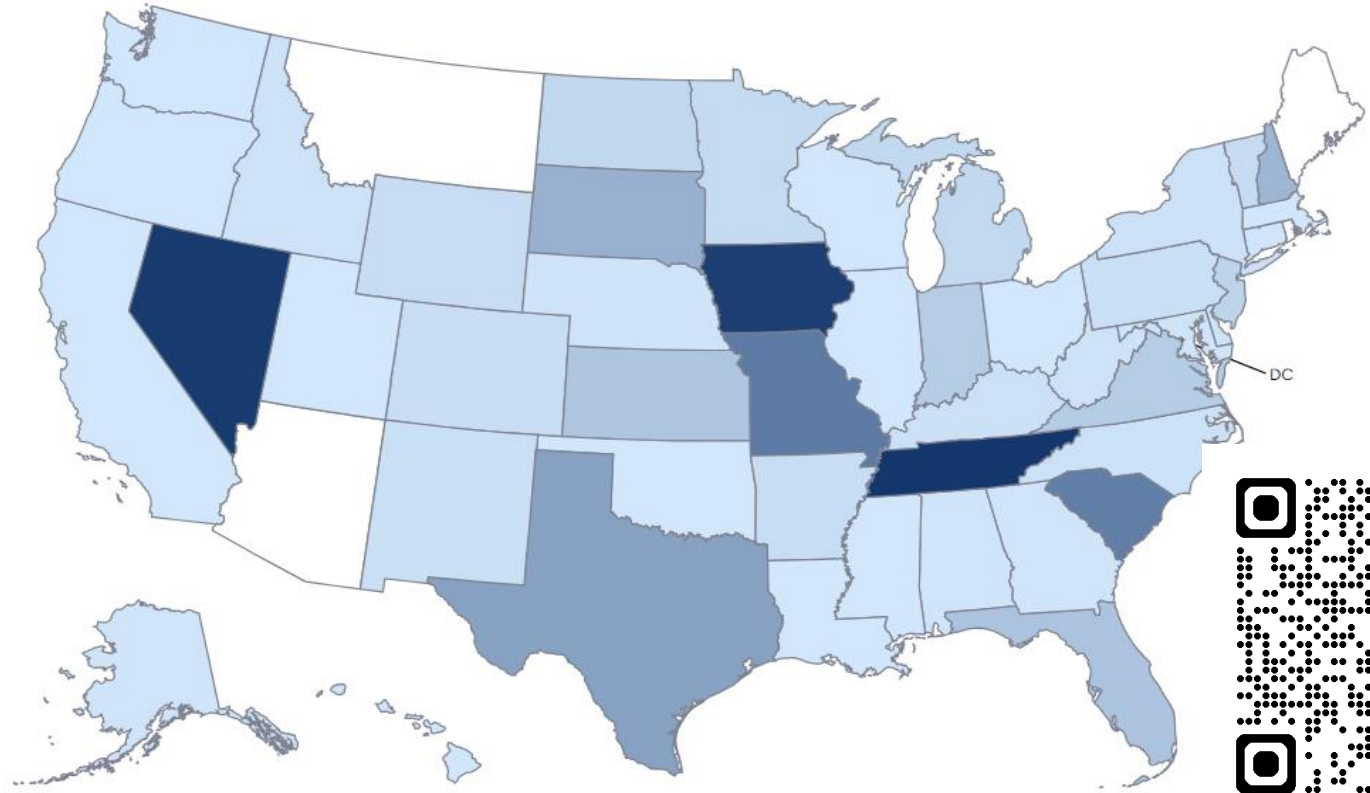
Total Active K-12 Teacher Apprentices:  
**3,702**

Number of States/  
Territories with  
K-12 Teacher RA  
Programs:  
**49** (46 states + DC/PR/VI)

*\*In RAPIDS or reported to  
U.S. DOL as of 12/16/24*

View by **Number of Active Apprentices** Number of Completed Apprentices Sponsor Type

Map **Table**

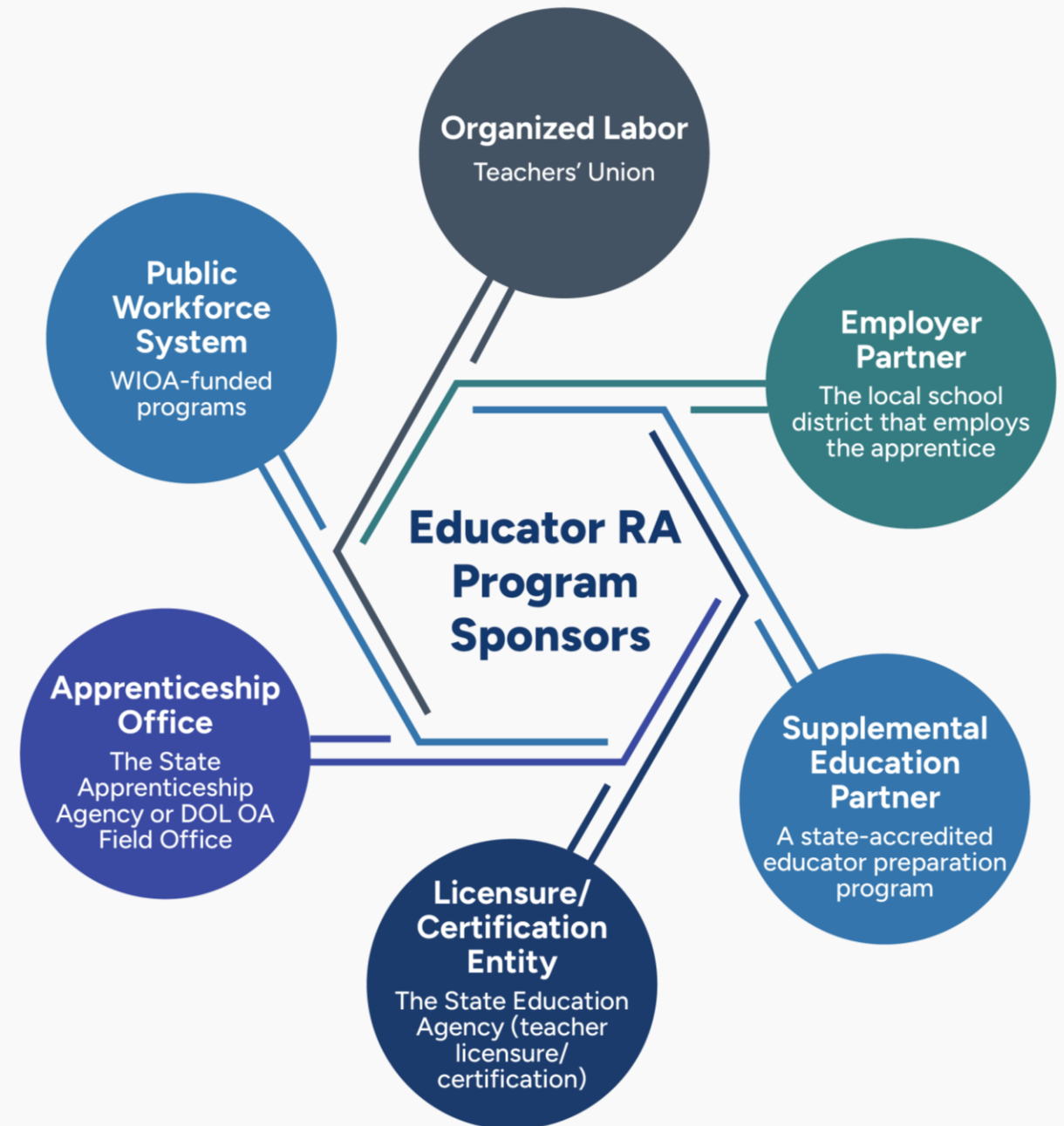




# Seven Components of Educator RA Programs



# Key Partners in Educator RA Programs



# Tennessee Grow Your Own Center

Dr. Kate Hall, Director

Dr. Charlene Russell, Middle Tennessee Regional Manager


# BRIDGING THE GAP: IMPLEMENTING RURAL APPRENTICESHIPS FOR TOMORROW'S WORKFORCE

Dr. Kate Hall  
Dr. Charlene Russell

Tennessee Grow Your Own Center



GROW YOUR OWN CENTER



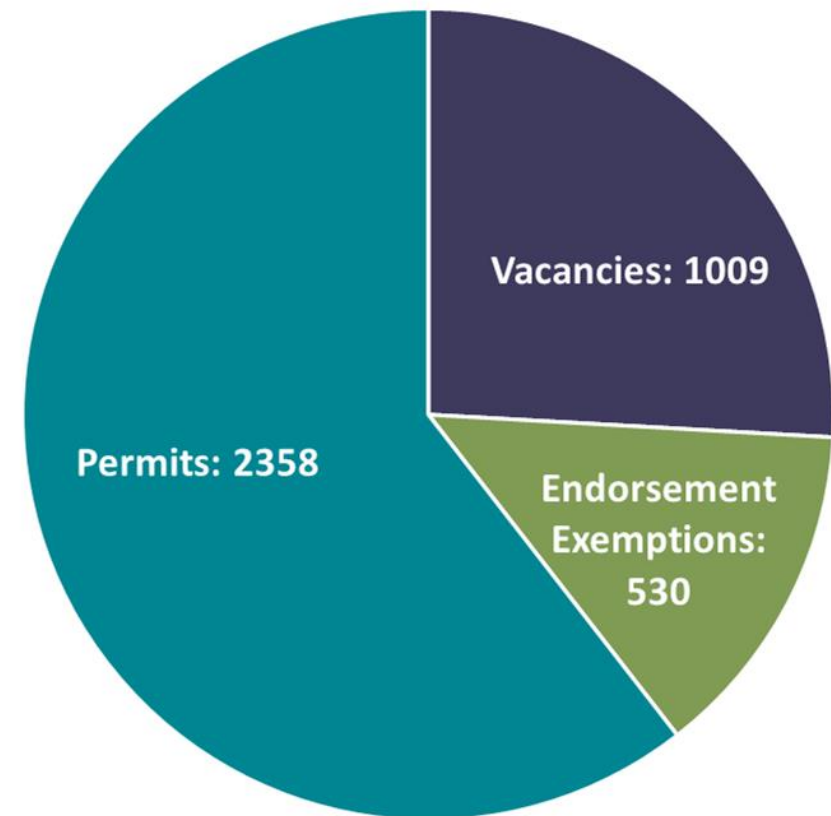
## Session Objectives

- Provide an overview of the Tennessee Grow Your Own (GYO) initiative
- Discuss the impact of GYO on rural communities
- Explore insights from a panel on:
  - Motivations behind starting GYO Programs
  - The implementation process & key lessons learned
  - The future of teacher apprenticeship pathways
- Share actionable steps to address teacher shortages in local communities

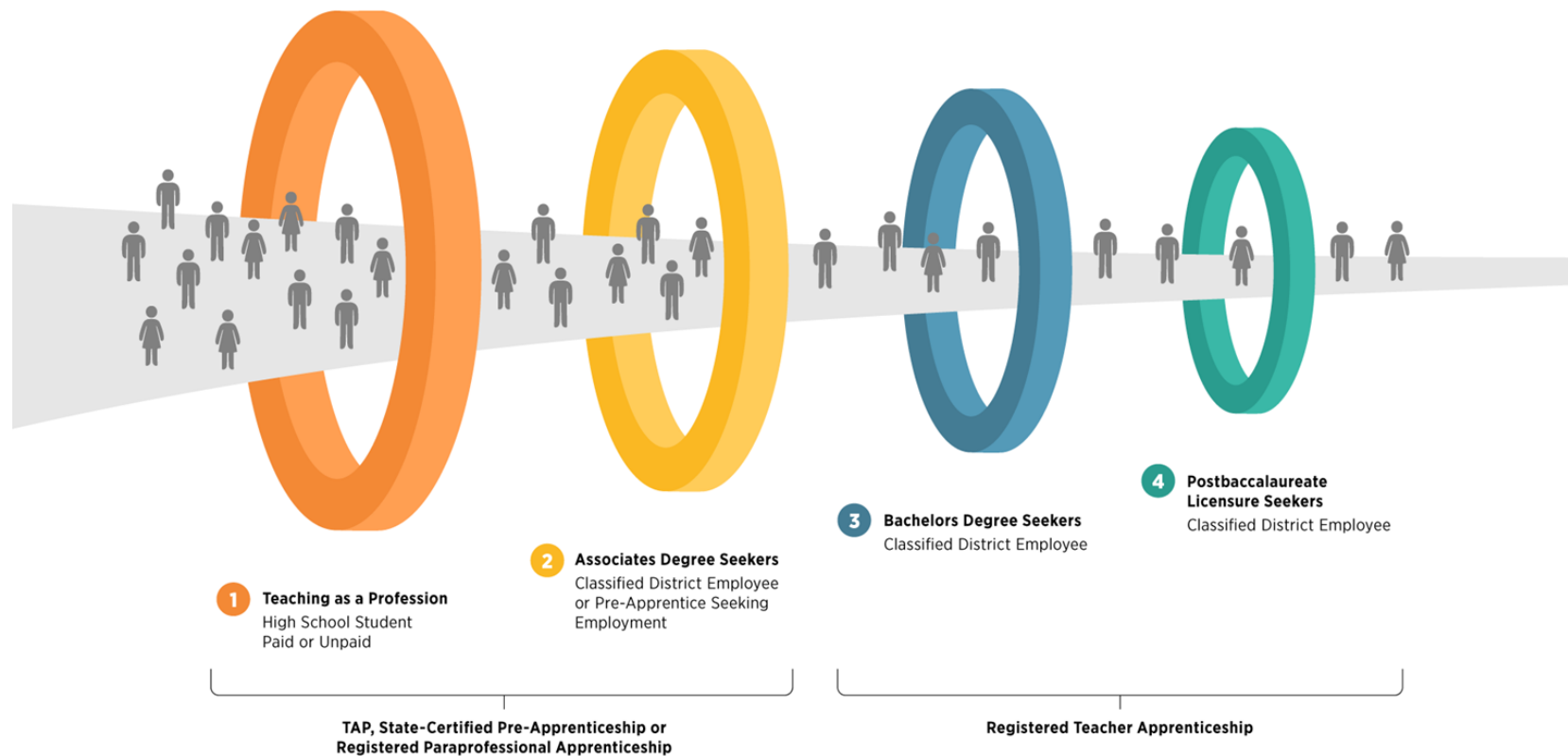
# Statewide Need

In fall of 2022, a total of **3,897 positions- or 5.5 percent of total teaching positions in the state-** were either vacant or filled with a teacher on an emergency credential (permit or endorsement exemption).

There are an average of **20.4 positions per district** either vacant or with a teacher on an emergency credential.



# TENNESSEE GROW YOUR OWN EDUCATOR WORKFORCE PIPELINE



\* K-12 Teacher apprentices' educational expenses are covered through state, federal, and institutional sources of non-repayable aid, sometimes supplemented by school districts. Apprentices pay \$0 in tuition, books, fees, and testing as long as they stay continuously enrolled and make satisfactory academic progress.



**Callie**

**Employment:** Teaching Assistant or Educational Assistant

**RAP:** Pre-apprentice, Paraprofessional or K-12 Teacher

**Related Instruction:** AST degree seeker at a community college.



**Bart**

**Employment:** Teaching Assistant or EA

**RAP:** Paraprofessional or K-12 Teacher

**Related Instruction:** AST degree completer at a community college.

Incumbent worker with DLWD.



**Andi**

**Employment:** teaching assistant or EA

**RAP:** K-12 Teacher

**Related Instruction:** BS degree completer at a 4-yr EPP.

Incumbent worker with DLWD.



# Dante: Post-Bacc



## Apprenticeship Pathway

Employed as a teaching assistant and paraprofessional apprentice. Earns \$20-25k/year

Enrolled in a licensure-only pathway.

- Credit or non-credit
- One year-> Fully licensed

## Alt Cert Pathway

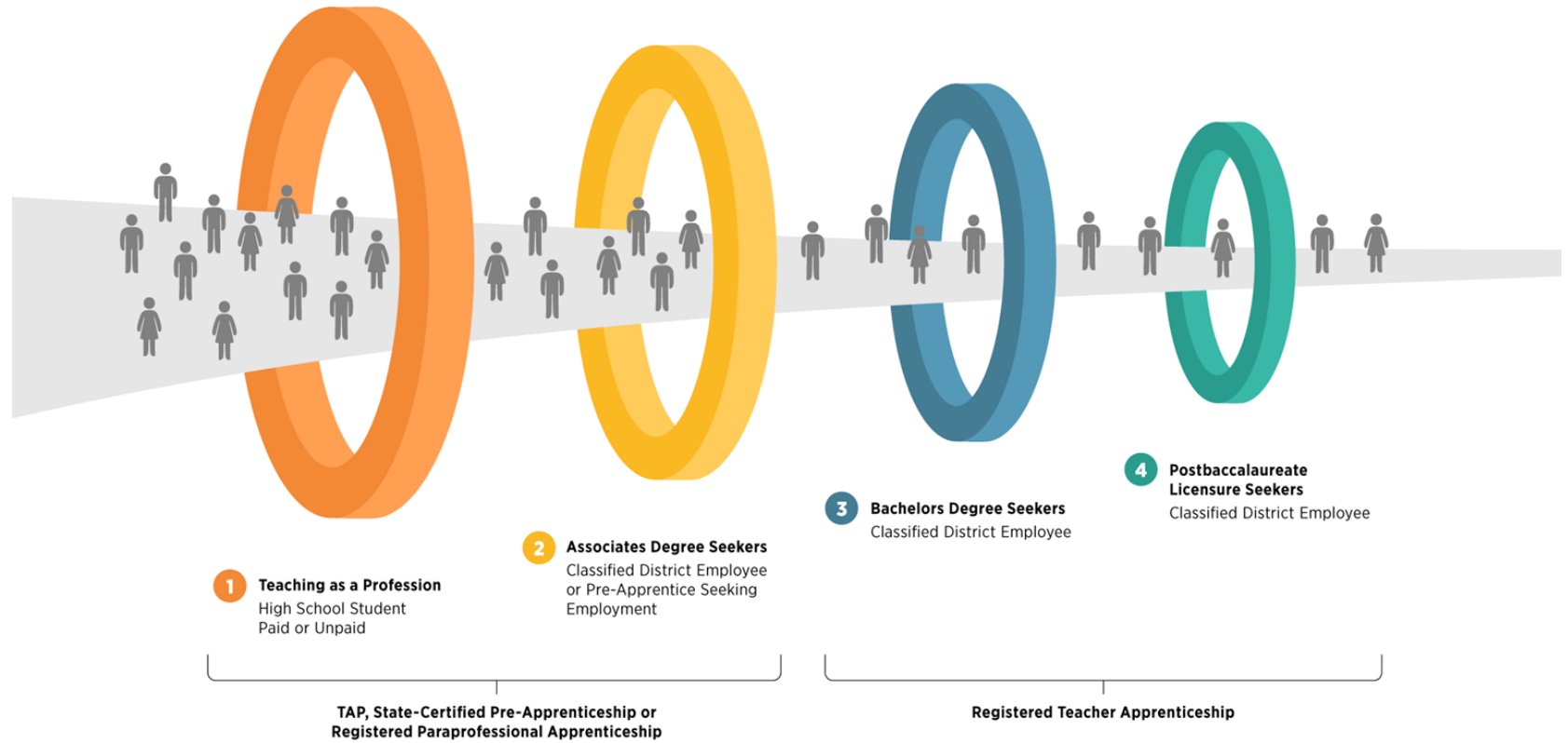
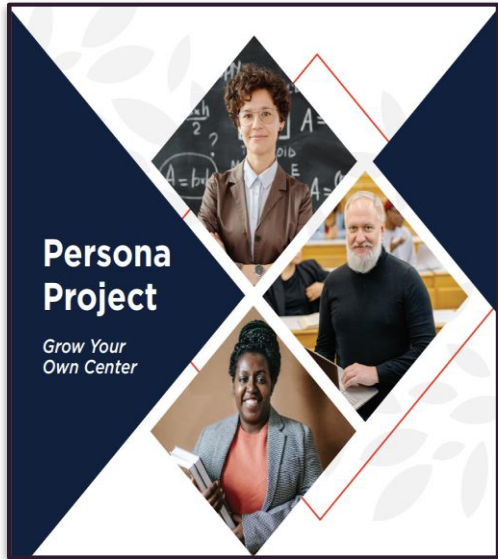
Employed as the teacher of record. **Not an apprentice.** Earns \$38k-50k/year

Enrolled in a licensure-only or master's degree pathway.

- Candidates pay their own way
- LEAs should evaluate level of candidate readiness and available supports for Alt Cert
- Temporary licensure (3-year limit)

OR

# TENNESSEE GROW YOUR OWN EDUCATOR WORKFORCE PIPELINE

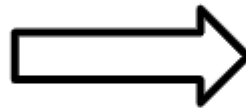


# State-Certified Pre-Apprenticeship and Registered Apprenticeship Programs Form Talent Pipelines

## Pre-Apprenticeship

- Related instruction **with or without** employment
- May require financial contribution from pre-apprentice
- **Must be connected with a RAP**

Interview



Credit  
Awarded

## Registered Apprenticeship Program (RAP)

- Sponsor, Employer, Training Provider
- **Requires Employment** with a partnering employer
- Cannot require financial contribution from apprentice

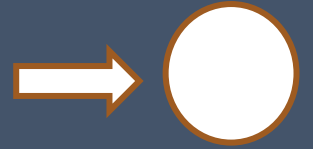
# Pathways to Licensure

Sponsor /Administrator	Program	Target Population	Funding
LEA	TAP - State-certified <b>pre-apprenticeship</b> for high school students	High School students	Dual enrollment grant TN Promise
Community College	State-certified <b>pre-apprenticeship</b> for adult learners	Adult learners in AST programs who are <b>not</b> employed with a participating LEAs	TN Reconnect
Community College	<b>Registered Apprenticeship Program</b> for Paraprofessionals	Adult learners in AST programs who are employed with a partnering LEAs	TN Promise or TN Reconnect
TDOE	<b>Registered Teacher Apprenticeship</b> Program	Adult learners are employed with a participating LEAs and plan to transition to a participating EPP	GYO and other braided funding

# CURRENT BARRIERS

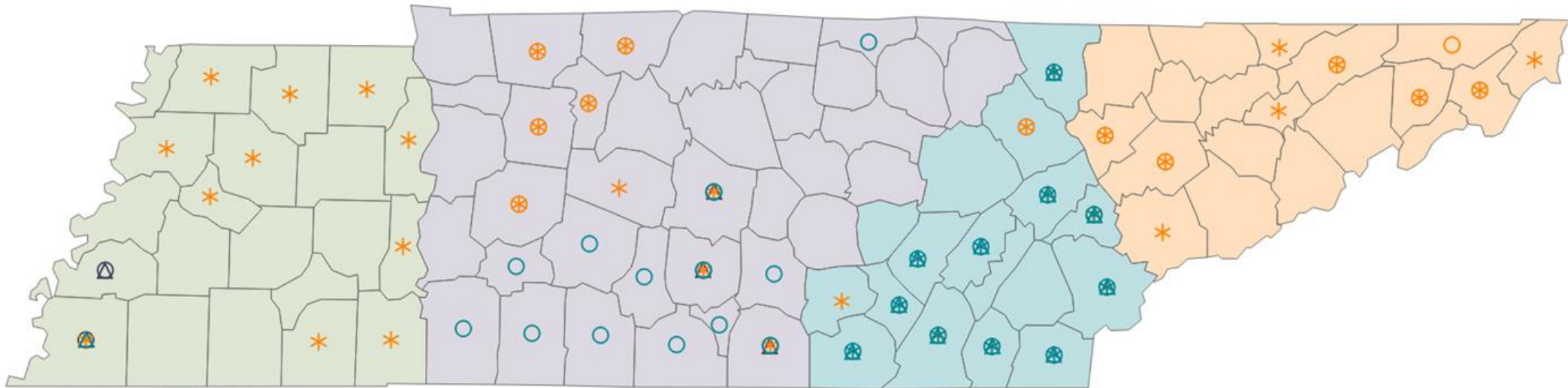
- 43% of college credits are lost when learners transfer (nationally- CAEL)
- Too many AS in Teaching (AST) completers retake coursework at EPPs
- On-the-job learning is not recognized for college credit
- Prior learning and experience are not recognized for college credit
- Enrollment processes are not designed for working learners
- Learner support can be difficult to access in the evenings and on weekends
- Lack of equity around EdTPA requirements
- **Access disparities- rural districts lack access to EPPs and pathway options**
- Post-baccalaureate, licensure-only pathways are needlessly lengthy and expensive

# Pathways and Gaps



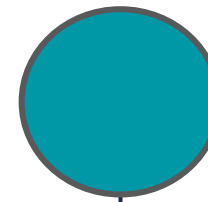
## 2024-2025 Tennessee Grow Your Own Pathways

- |                   |                            |   |
|-------------------|----------------------------|---|
| <b>GYO Region</b> | <b>Bac/Postbac Pathway</b> | <b>Program Format</b>                   |
| East 1            | ○ Baccalaureate            | Hybrid                                  |
| East 2            | * Licensure Only           | Online (Learn from anywhere)            |
| Middle            | △ Postbaccalaureate        | Onsite (Learn in a designated location) |
| West              |                            |   |

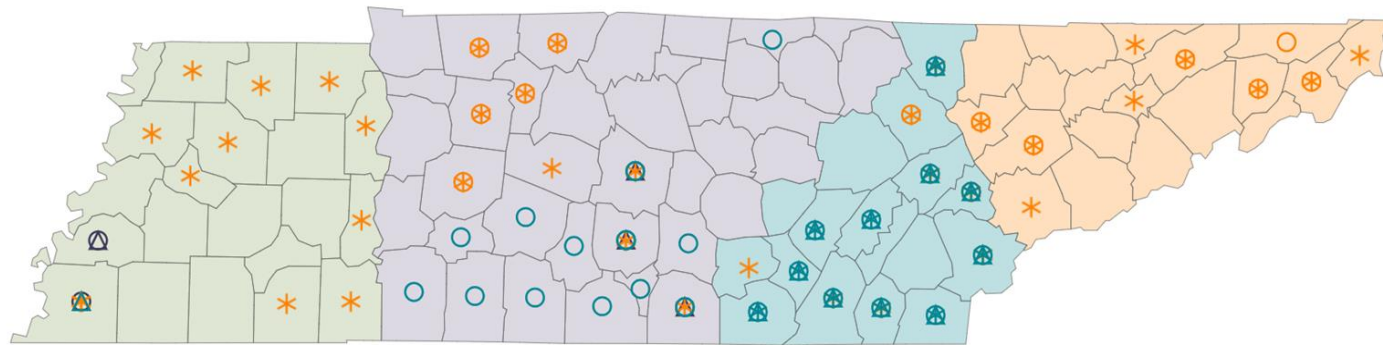


# Registered Teacher Apprenticeship Program of Study (RTAPS)

Ascendium Grant to TNGYOC:  
\$1.8 million over 2 years



BY DECEMBER 2025



## GYO Region

- East 1
- East 2
- Middle
- West

## Bac/Postbac Pathway

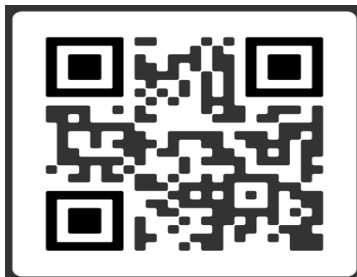
- Baccalaureate
- Licensure Only
- Postbaccalaureate

## Program Format

- Hybrid
- Online (Learn from anywhere)
- Onsite (Learn in a designated location)

- LEAs with aspiring educators from every TN county have **access** to a high quality, affordable preparation pathway.
- Every EPP in the state has access to a **competency-based** educator curriculum to accelerate innovative approaches.
- A collaborative and inter-collegiate group of faculty fellows has established a robust **research** agenda to study and publish their findings related to varied approaches to educator preparation.

TNGYOC RTAPS  
Website

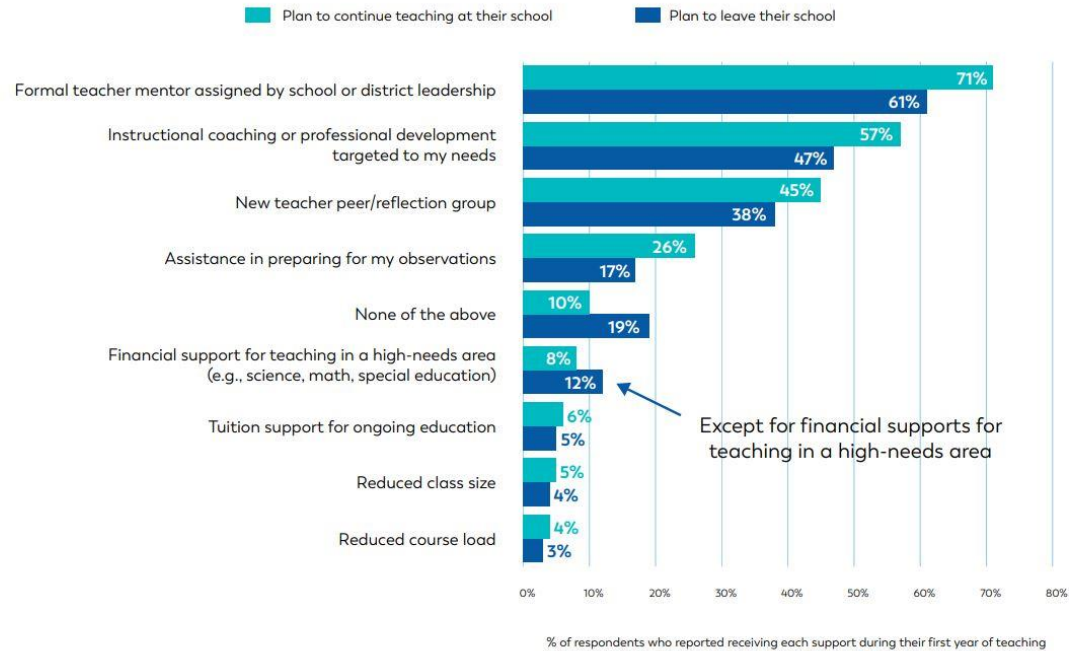




# Mentoring Matters

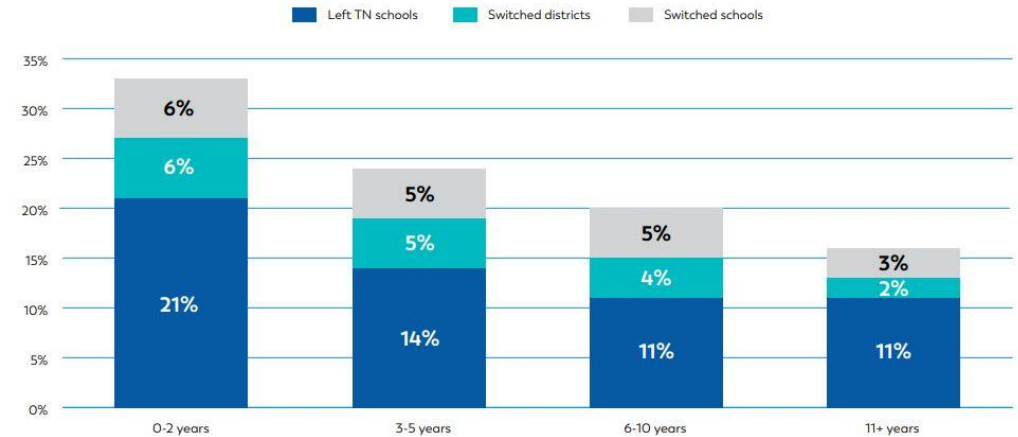
## First-year teachers who planned to stay at their schools received more support.

Supports received by first-year teachers who...



## Teacher turnover is highest among novice teachers.

Teacher turnover by experience level, 2016-17 to 2022-23







# Mentoring Matters

- Consistent training and increased engagement of mentor teachers.

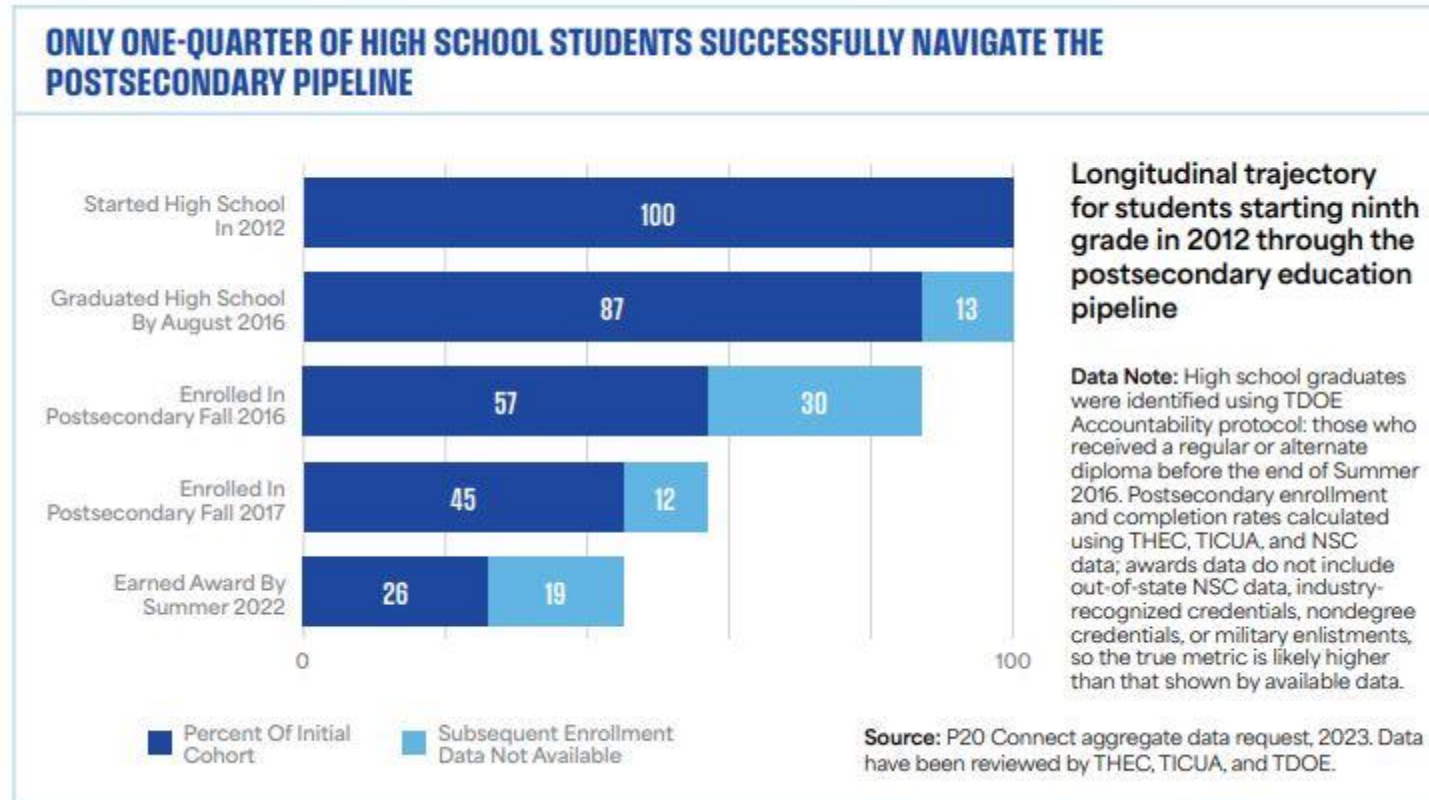
“It is a wonderful program and supports the mentors and students tremendously. So excited for my assistant to obtain her license! She works so hard and loves the students. She is a mother of 4 and needed this program to be able to complete her degree while still earning a salary during the process!”



# Evidence of Success

- Higher than average retention in program of study.
- Increases in enrollments for minority populations.
- Recruitment efforts have been fruitful.
- Over 90 teacher apprentices have completed the program
- 704 teacher apprentices in the state have enrolled, completed or are on track to enroll from a community college pre-apprenticeship program.
- Minimum full year of coursework and clinical experience **before** becoming a teacher of record.

# Navigating the Postsecondary Pipeline



*Rural District Leader perceptions of the educator labor market. (2024, September 3). Tennessee SCORE.*

## Pathways and Partners Matrix: A planning tool for LEAs

- Identify your GYO Program Leader
- Identify classroom placements for apprentices.
- Identify community college and EPP partners (with TNGYOC).
- Identify funding sources (with TNGYOC).
- Recruit apprentices (with TNGYOC)

### Long-term Strategy:

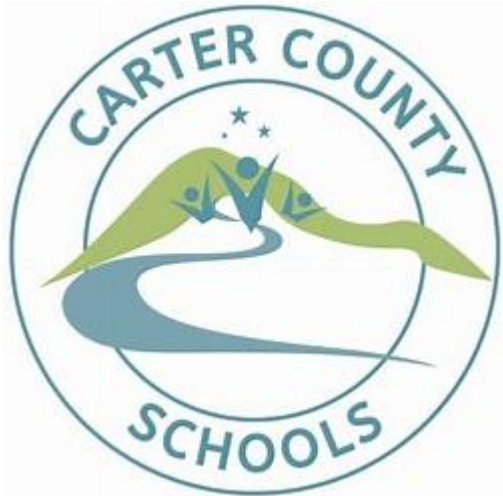
- Reduce dependence on job-embedded.

		PATHWAYS			
PARTNERS	ACME County Schools' GYO Program	Andi's path HS to AS	Bart's path AS completer	Callie's path BS completer	Dante's path Post-bac completer
	Acme Elementary Pre-K, K	TA roles (3) apprentice seats	Reading tutor (2) app. seats		
	Acme Middle SPED		Para (3) apprentice seats	Para (3) apprentice seats	Para (3) apprentice seats
	Franklin Community College	AS in Teaching	AS in Teaching		
	Middle University			BS-SPED, ESL, Math, K-5	
	North College				Online licensure-only program



# Panel Discussion

Dr. Diana Bowers  
Assistant Director  
of Schools



Debbi  
Pressnell  
District-Wide  
Grant Writer



Robin  
Thompson  
Director of  
Human  
Resources





GROW YOUR OWN CENTER

*Strengthening the educator pipeline*



## THE IMPACT OF GYO TEACHER APPRENTICESHIP ON RURAL COMMUNITIES



growyourown.tennessee.edu

Thank you for attending!

Dr. Kate Hall

[katehall@tennessee.edu](mailto:katehall@tennessee.edu)

Dr. Charlene Russell

[charlenerussell@tennessee.edu](mailto:charlenerussell@tennessee.edu)



GROW YOUR OWN CENTER

# Study.com

Tim Bieser, Head of Social Impact Partnerships



University of Tennessee  
GYO Student Success Data

January 2025



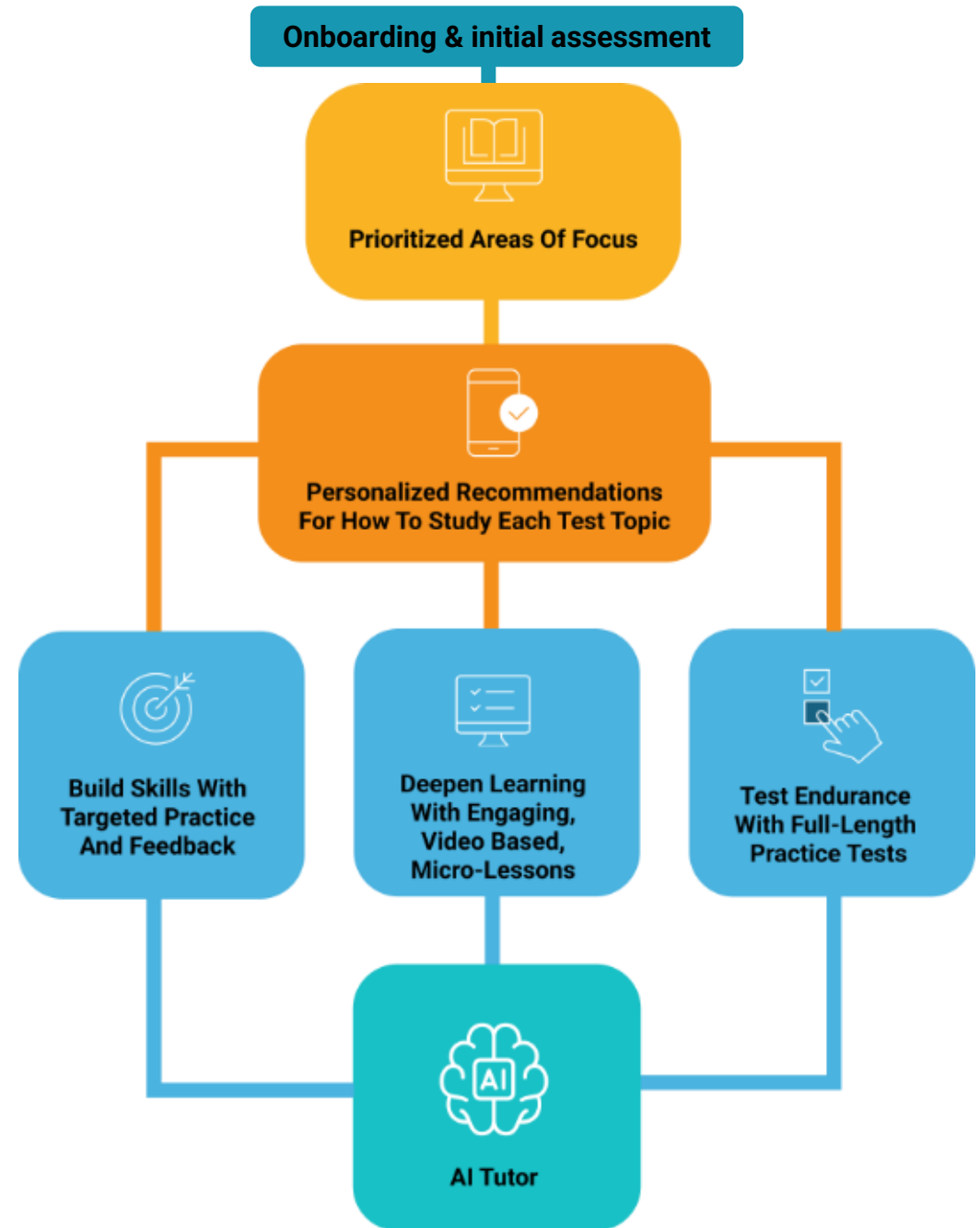
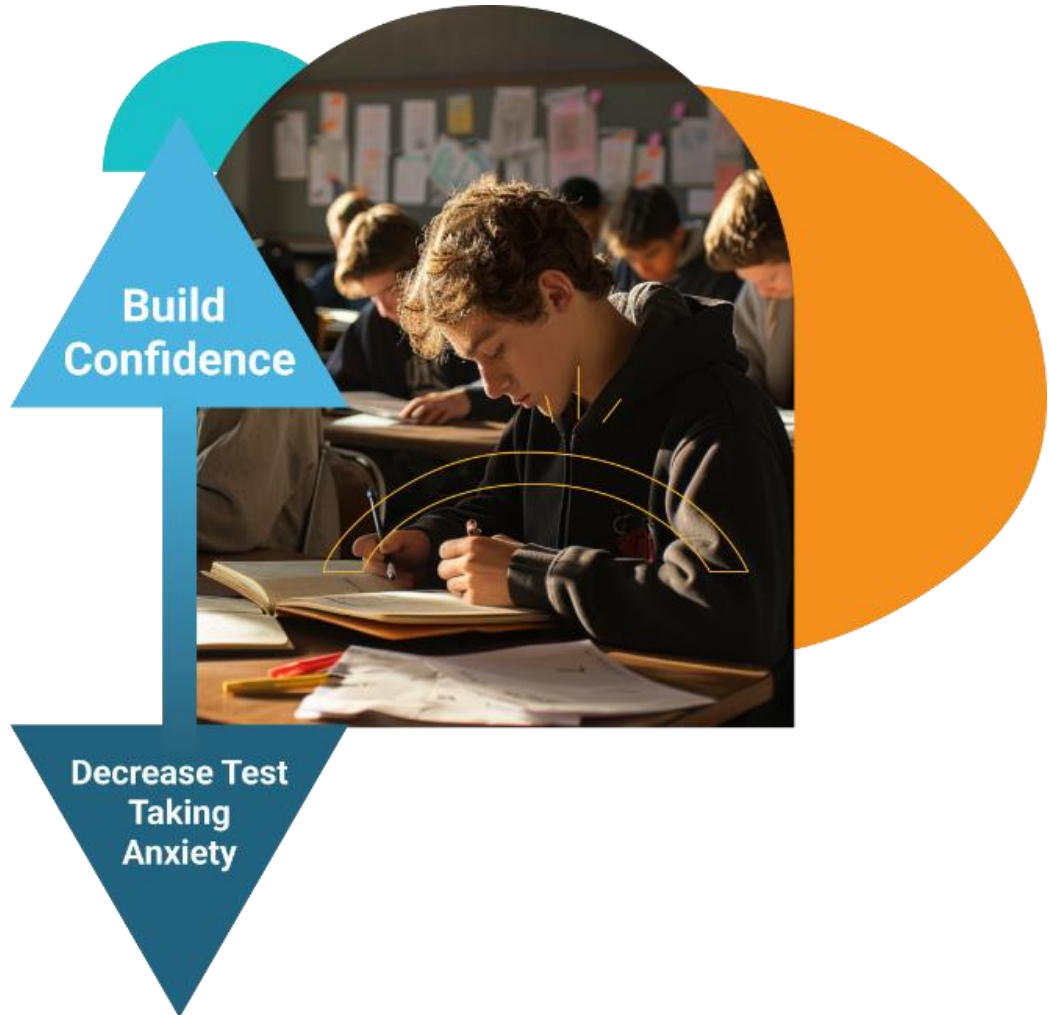
*Our Mission:*

Open the door to the life-  
changing impact of education

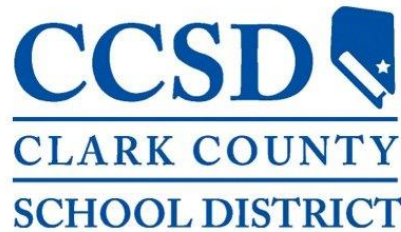
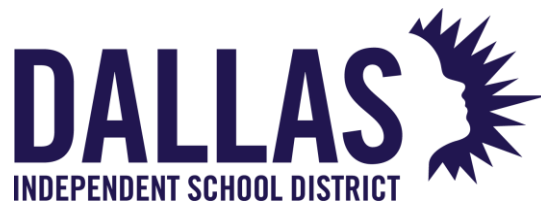
# Study.com Teacher Test Prep

- **Keys to the Classroom**
- **ETS Partnership** - Study.com is the official test prep partner of ETS, confirming alignment of our materials with the exam (with a 92% pass rate)
- Test Prep Library that serves all 50 states
- Study.com covers **60+ Praxis exams**, Foundations of Reading, ParaPro and teacher certification prep for all 50 states
- A **dedicated Account Manager** for each partner to support student utilization and success
- Administrators have access to a **dashboard to track student activity** with the ability to download reports

# PERSONALIZED STUDY PLAN



# CURRENT PARTNERS:



# Student Populations within TN

Institution	Approx. Students Per Institution
Lipscomb University	82
Austin Peay University	81
UT Knoxville	63
UT Southern	59
UT Chattanooga	51
University of Memphis	28
Lincoln Memorial University	25

*234 students engaged with the Study.com site post registration*

210 engaged with the  
Practice Test

132 completed more than  
15% of the course lessons

# Student Post-Survey Results

96%

Somewhat or  
Very Likely to  
Recommend  
Study.com

80%

Passed the Exam  
(self-reported)

“

*Taking the practice exams.  
Determining my  
weaknesses and  
reviewing those lessons.*

”

“

*Study.com  
was amazing!*

”

“

*All the  
quizzes and  
modules!*

”

“

*The quality of test  
questions (wording)  
are hands up better  
than 240 tutoring.*

”

“

*Lots of studying  
and I'm a smarter  
test taker*

”

What do you a  
successful com



## QUESTIONS???

For more information please contact:



Tim Bieser



[tbieser@study.com](mailto:tbieser@study.com)



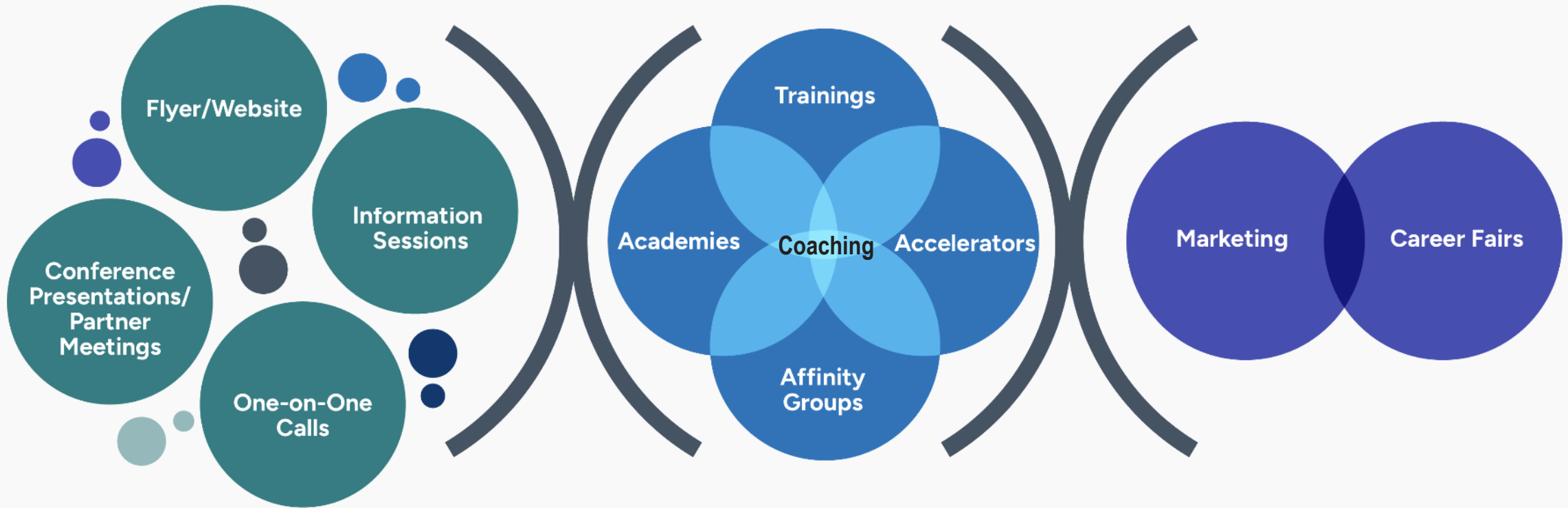
408-712-3214



# Engaging with the ERA...

Jessie Stadd, ERA Intermediary (RTI International)

# The ERA Intermediary Approach



## Outreach

To raise awareness and understanding

## Development

To provide training and registration support

## Recruitment

To support recruitment efforts of apprentices

# The ERA Intermediary Website

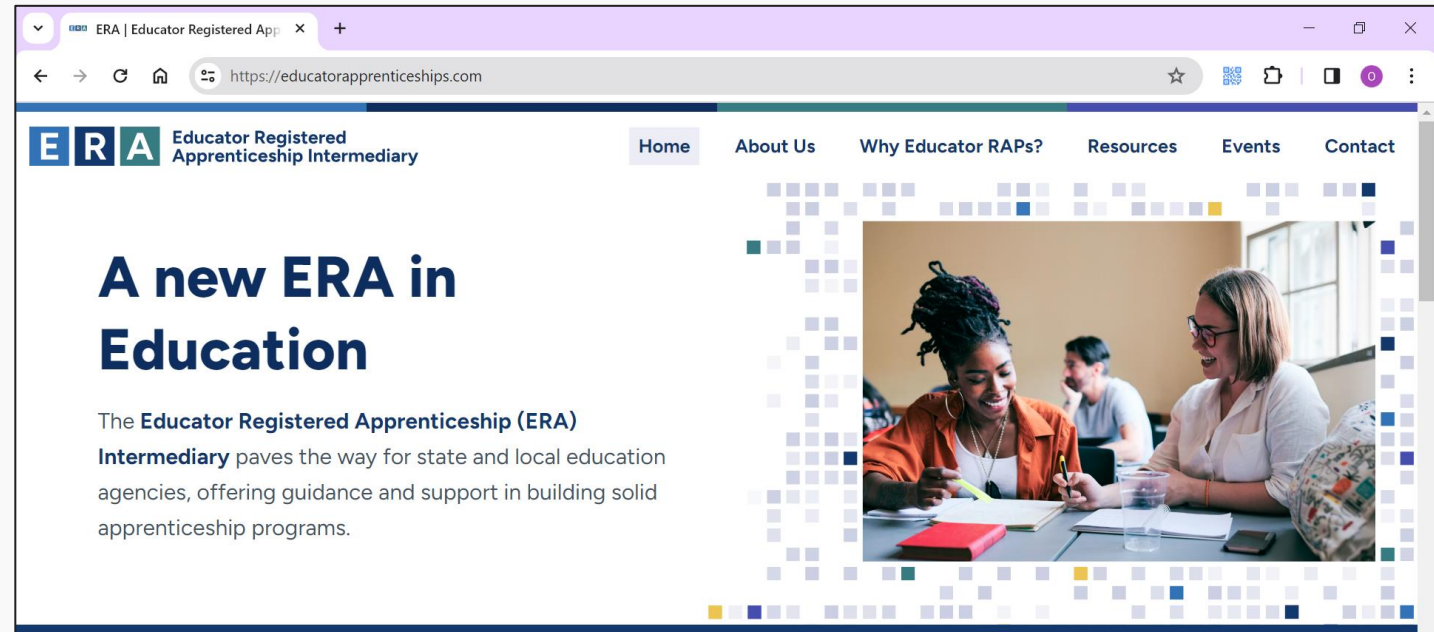
## Central hub for resources and information about Educator RAPs

Register for information sessions, trainings, and other technical assistance activities from the website.

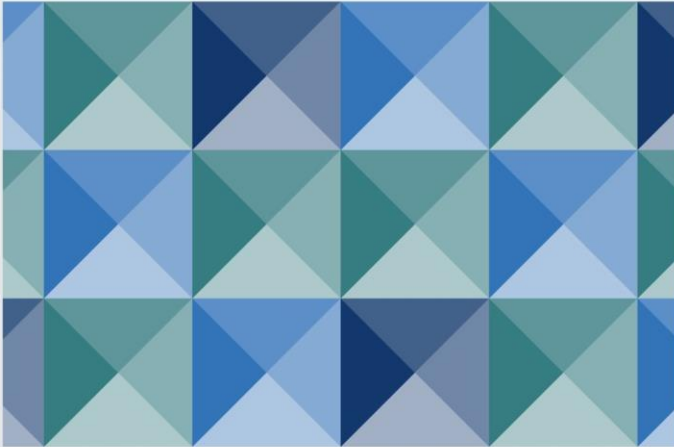
Download key educator RAP resources and submit resources to share with others.



 [www.educatorapprenticeships.com](https://www.educatorapprenticeships.com)



# ERA Resources Available



**A New ERA in Practice**

## Profiles of Educator Registered Apprenticeship Programs


May 2024

Nicole Reddig, Joyce Milling, Laura Rasmussen Foster, Elizabeth Standafer, Olivia Rice, and Jessie Stadd  
RTI International

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## Unpacking the 6,000 Hour Requirement for K-12 Teacher Registered Apprenticeship Programs

Registered Apprenticeship (RA) programs are an emerging strategy for recruiting, preparing, and retaining a diverse pool of qualified teachers. RA programs in the education sector, like all RA programs, are certified by the U.S. Department of Labor (DOL) Office of Apprenticeship (OA) or State Apprenticeship Agency (SAA) and registered locally if the program meets the requirements of the occupation. To approve the K-12 teacher occupation, DOL convened a working group of experts in the field of teacher preparation, which determined that it generally takes 6,000 hours of on-the-job learning for individuals to gain the skills needed to meet the qualifications to become a well-prepared teacher. Apprentices enter programs with a range of education and work experience; therefore, depending on the target audience of the RA program, there may be some variability in the length of the program.

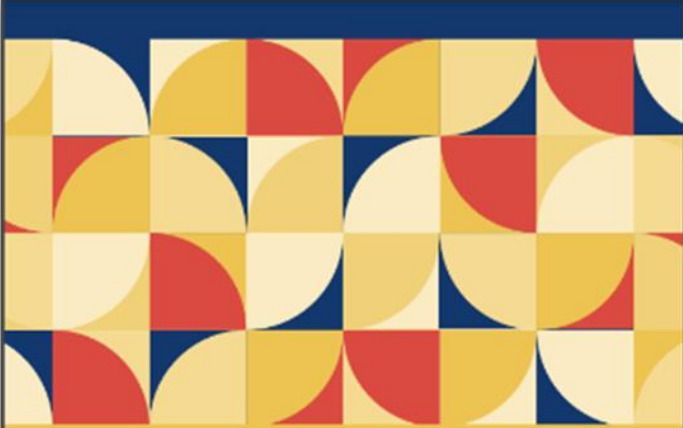
### Implications for Program Design

Most K-12 Teacher RA programs use competency-based approaches to measure apprentices' skills and knowledge acquisition, though time-based or hybrid approaches may also be used. In a competency-based approach, apprentices must successfully demonstrate acquired skills, knowledge, and competency on the job, as verified by the sponsor.\* Program standards must address how on-the-job learning and supplemental education will be integrated into the program, with the required competencies described in a program's Work Process Schedule (WPS).<sup>1</sup> For K-12 Teacher RA programs, the WPS should reflect the understanding that it generally takes 6,000 hours for someone to demonstrate mastery of the competencies needed to become a well-prepared teacher.

### Approaches to Providing 6,000 Hours of On-the-Job Learning

The WPS for the K-12 teacher occupation outlines all competencies expected to be learned on the job within 6,000 hours. Sponsors have flexibility in how RA programs are designed to meet the needs of their community, as well as the target demographic of the K-12 Teacher RA program. The 6,000-hour estimation is not necessarily the actual length of the program; the actual length of the program should ultimately be determined by the amount of time it takes the apprentice to demonstrate proficiency in each competency. For example, if the educator RA program is designed for a target audience of paraprofessionals, apprentices may be able to leverage their prior work experience to demonstrate their proficiency in each competency in fewer than 6,000 hours.

\*As noted in CPRE (2019), Part 29, the competency-based approach means skills are gained on through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor. Programs utilizing this approach must still require apprentices to complete a work-related learning component of Registered Apprenticeship. The program standards must address how all on-the-job learning will be integrated into the program, describe competencies and identify an appropriate means of testing and evaluation for such competencies.



## Improving Access and Retention for Black and Latino Teachers in K-12 Teacher Registered Apprenticeship Programs

**Research and Resources for Education Leaders**

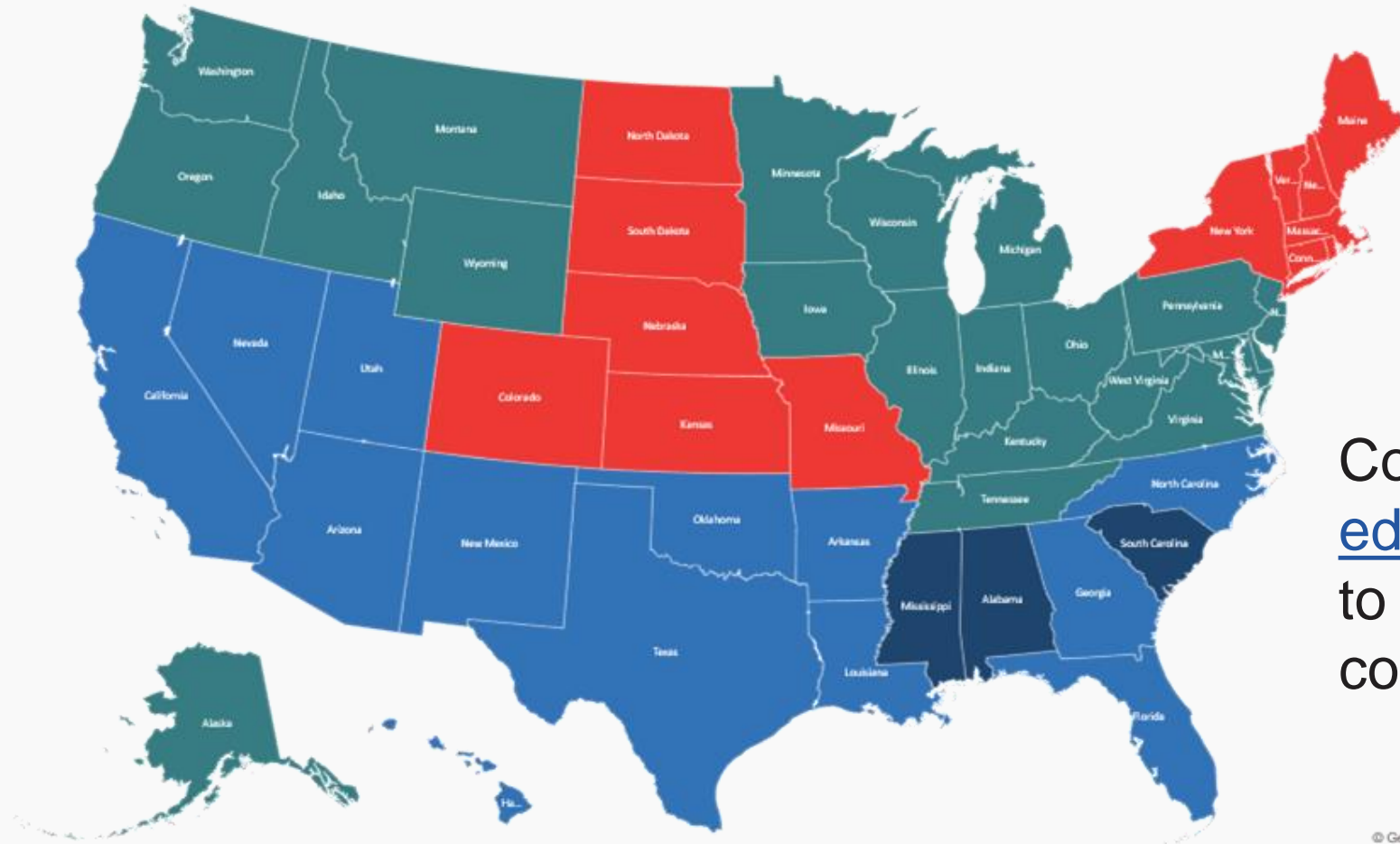
September 2024

By Jackie Matise Peng, WestEd  
Contributions by Erica Mallett Moore and Saroja Warner, WestEd

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# Coaching Opportunity



- Elizabeth Standafer
- Joyce Milling
- Nicole Reddig
- Patty Paser

Contact us at:  
[educatorapprenticeships@rti.org](mailto:educatorapprenticeships@rti.org)  
to be connected to your state coach

Powered by Bing  
© GeoNames, Microsoft, TomTom

# Thank You!



Email:

[educatorapprenticeships@rti.org](mailto:educatorapprenticeships@rti.org)

Visit:

[www.educatorapprenticeships.com](http://www.educatorapprenticeships.com)

## LinkedIn



<https://www.linkedin.com/in/educator-registered-apprenticeship-era-intermediary-3b52752a9/>



**Educator Registered  
Apprenticeship Intermediary**

a new ERA in education