



# Topical Brief

## REGISTERED TEACHER APPRENTICESHIP PROGRAMS (R-TAP)

### The Teacher Shortage Challenge

Research has shown that the need for educators surpasses the number of educators being hired, especially in special education, mathematics, and science. Factors related to teacher shortages include decreased participation in preparation programs, efforts to improve the teacher-to-student ratio (resulting in the need for more teachers), student population growth, and high teacher turnover (due to factors such as job dissatisfaction).

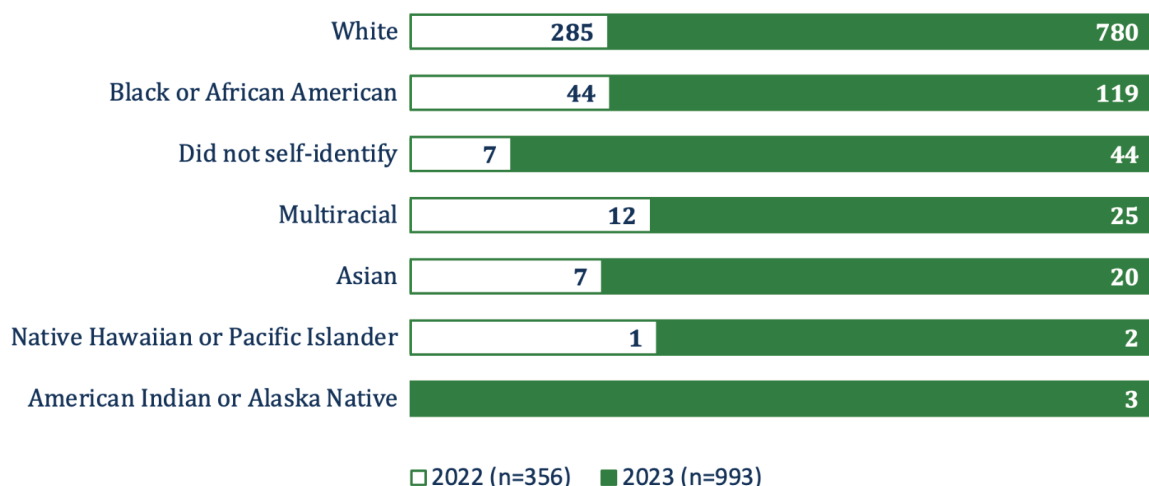
### States' Projects To Address Teacher Shortages

States supported by the Region 5 Comprehensive Center and Region 14 Comprehensive Center are taking steps to address the teacher shortage by developing initiatives to increase interest in teaching and the number of qualified teachers, creating task forces to strategize about how to increase preparation program enrollment, and enhancing partnerships between school districts and institutions of higher education, for example.

### Federal Government Response to the Teacher Shortage Challenge

The U.S. Department of Education (ED), in partnership with other federal agencies, is guiding states in creating pathways to the teaching profession that will help them recruit and retain an effective teacher workforce, particularly as educators continue to address learning loss from the COVID-19 pandemic. Registered Teacher Apprenticeship Programs, supported by ED and the U.S. Department of Labor (DoL), provide a structure to help states increase the number of qualified and diverse professionals in the teacher pipeline through paid on-the-job classroom learning. Registered teacher apprenticeship programs, approved by DoL, follow national guidelines that outline teacher apprenticeship requirements and responsibilities as well as the professional and pedagogical skills an apprentice should acquire. Increasingly, states across the country are implementing approved teacher apprenticeship programs to strengthen the educator workforce and best support students. In August 2022, ED and DoL issued a policy letter demonstrating a commitment to registered teacher apprenticeship program and in July 2023, ED and DoL announced an investment of millions of dollars to expand teacher apprenticeship programs.

Number of K-12 teacher apprentices in a registered apprenticeship program in 2022 and 2023<sup>1</sup>.



Source: <https://www.apprenticeship.gov/data-and-statistics>

<sup>1</sup>The number of apprentices in states that report data in DoL's Registered Apprenticeship Partners Information Database System.

## Programs Addressing the Teacher Shortage Challenge

State	Program Information
AR	<ul style="list-style-type: none"> <li>The <a href="#">Arkansas Teacher Residency Apprenticeship</a> is a partnership between the Arkansas Department of Education, the Office of Skills Development, an Educational Services Cooperative, district, and educator preparation program that provides a steady pipeline of qualified talent. It offers apprentices progressive wages and tuition reimbursement, and it provides hands-on workplace training while apprentices meet licensure qualifications and prepare for a teaching career based on authentic, quality clinical experiences.</li> </ul>
KY	<ul style="list-style-type: none"> <li>The <a href="#">Tech Ready Apprentices for Careers in Kentucky (TRACK) program</a>, established by Kentucky’s Department of Education and Office of Apprenticeship offers high school students opportunities to participate in apprenticeship training leading to a no- or low-cost credential.</li> </ul>
LA	<ul style="list-style-type: none"> <li>The Louisiana Workforce Commission introduced <a href="#">Teacher Registered Apprenticeship</a> to help address challenges and barriers related to teacher recruitment and retention, offer a high-quality career pathway, and honor the value a diverse workforce brings to the classroom. The Louisiana Workforce Commission partnered with <a href="#">Southern University and A&amp;M College</a> for its first Teacher Registered Apprenticeship, which is also the first <a href="#">Historically Black College or University (HBCU)</a> to offer such a program. In this program, students begin their apprenticeships in the second year of college and are assigned paid positions in the East Baton Rouge Parish School System, thus alleviating some of the costs associated with becoming a teacher.</li> </ul>
TN	<ul style="list-style-type: none"> <li>Apprentices may participate in the Tennessee Department of Education’s <a href="#">Grow Your Own program</a> starting at age 16. Students earn a salary as they complete their education and gain experience working in the district where they will teach after graduation. Additionally, the <a href="#">Tennessee Grow Your Own Center</a> established the Persona Project to identify apprentice learner characteristics that support the design of coursework that best meets their needs.</li> </ul>
TX	<ul style="list-style-type: none"> <li>Key workforce and education partners in Texas, including the Texas Workforce Commission, Texas Education Agency, and Texas Higher Education Coordinating Board, announced a <a href="#">Teacher Apprenticeship Program</a>. <a href="#">Dallas College</a> is the first in the state to offer the program. In the program, students participate in a year-long residency, earning a \$30,000 wage and serving as classroom teacher residents three days per week and tutors or substitutes one day a week.</li> </ul>
VA	<ul style="list-style-type: none"> <li>In 2023 the Virginia Departments of Education and Labor and Industry created a <a href="#">registered teacher apprentice program</a> to support undergraduate, graduate, and post-graduate apprentices. School districts use state grants to train mentors, hire apprentices, and provide tuition assistance to facilitate teacher licensure.</li> </ul>
WV	<ul style="list-style-type: none"> <li>The <a href="#">Teach WV</a> apprenticeship program helps students, starting their junior year of high school and continuing through college, earn a wage while building teaching skills. Students do not pay tuition or for resources and materials.</li> </ul>