

Industry Focus Call: Education

June 25, 2024 | 1:00-2:00 p.m. ET

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Welcome!

Introduce yourself in the chat:

- Name, job title, location



Notes on Virtual Platform



Please remain on mute when not speaking to minimize noise.



We encourage you to use your video; the session is being recorded.



Use the chat to share reactions, comments, and questions; we will address questions as we go and there will be time at the end of the session for discussion.

If you are having problems connecting, message or email Grace McCall at gmccall@air.org.

Agenda

1. Welcome and Session Introduction
2. Overview: Apprenticeships in Education
3. Educator Apprenticeship in Nevada
4. Moderated Discussion and Audience Q&A
5. Resources and Next Steps

Today's Focus:

Growing participation in
educator RAPs and moving
beyond the pilot phase

Meet the Presenters



Meghan Wills

Senior TA Consultant
*American Institutes for
Research*



Joyce Milling

Education TA Specialist
*Educator Registered
Apprenticeship
Intermediary,
RTI International*



Toni Giddens

State Apprenticeship
Director
*Office of the Nevada
Labor Commissioner*



Danica Hays

Dean, College of
Education
*University of Nevada,
Las Vegas*



Kenneth Varner

Associate Dean, College
of Education
*University of Nevada,
Las Vegas*

Poll: Status of Educator Apprenticeships

What is the current status of educator Registered Apprenticeship Programs (RAPs) in your state?

- No RAP(s) in the education sector
- RAP(s) in development but not yet registered
- RAP(s) registered, with 0 to 50 active apprentices
- RAP(s) registered, with more than 50 active apprentices

Open Chat

What is one topic you would like to hear about today or one question you have about RAPs in the education sector?

Share your thoughts in the chat!



Overview: Apprenticeships in Education

What are **Educator** Registered Apprenticeship Programs (RAPs)?

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

6 Apprenticeable Occupations

Early Childhood Educator (11-9031.00)
Teacher Aide I/Paraeducator (25-9042.00)
K–12 Teacher (25-3099.00)
Principal (11-9032.00)
School Counselor (21-1012.00)
CTE Teacher (25-2032.00)

Today, there are over

3,000

Registered Apprentices
in the education industry

7 Components of a Registered Apprenticeship Program

Industry-led
Paid job
On-the-job learning
Supplemental Education/Related instruction
Diversity
Quality and safety
Nationally recognized credential



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

Benefits of Educator RAPs

State and District School Systems

- Effective recruitment and retention of diverse, high-quality educators
- An expanded pool of individuals eligible to become teachers through increased access to affordable pathways
- Incentive and braided funding streams for program development and implementation

Educator Preparation Programs

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

Teacher Unions

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

Educator Apprentices

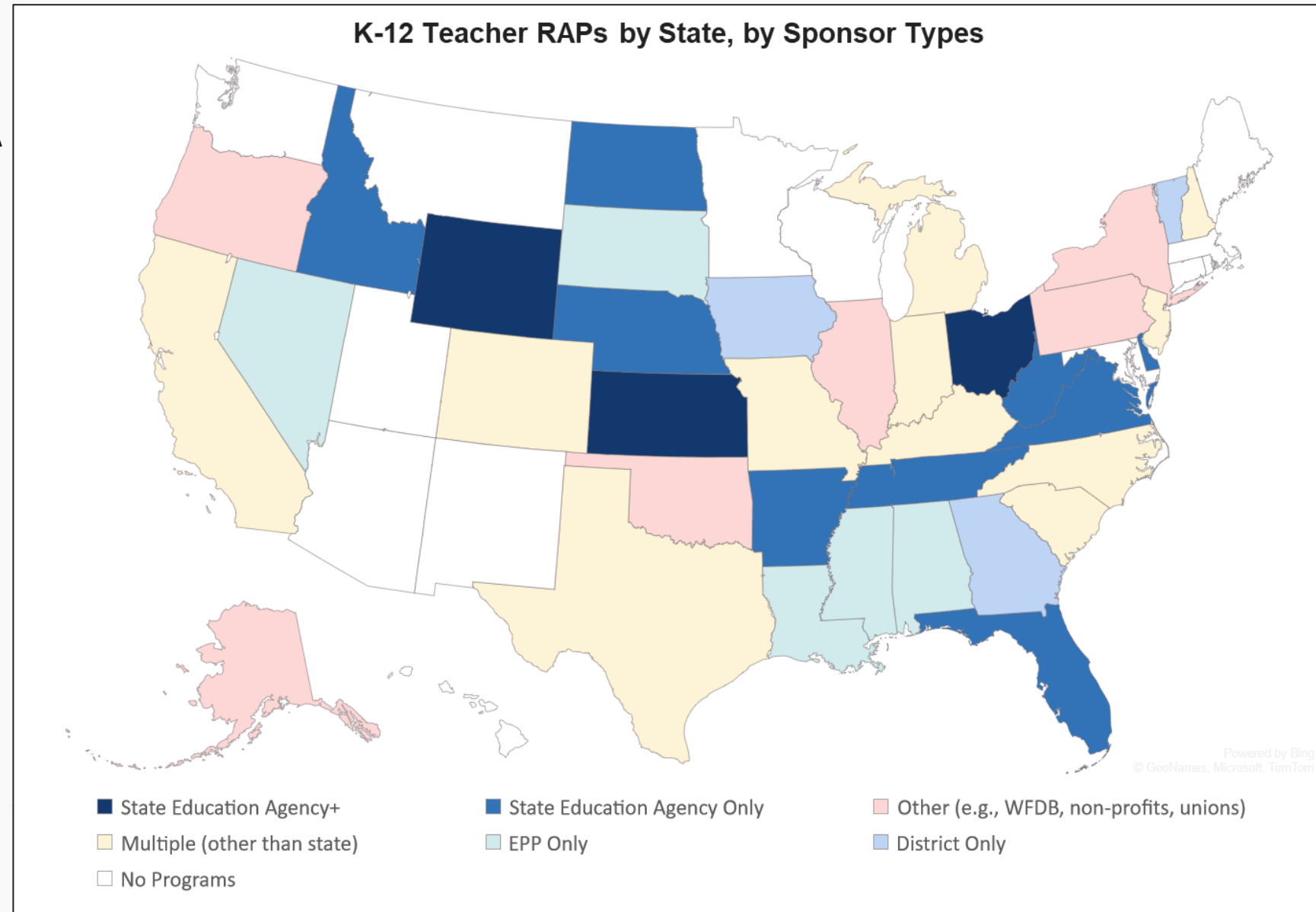
- Clear pathways to educator credentials and licenses
- “Earn While You Learn” model that helps eliminate financial burdens of educator preparation programs (EPPs)
- Long-term mentorship beyond student teaching experience
- High-quality new teacher induction and job-embedded professional learning

K-12 Teacher RAPs by State*

Total Active K-12 Teacher Apprentices:
2,869

**Number of States/
Territories with
K-12 Teacher RAPs:**
39 (37 states + DC/PR)

**In RAPIDS or reported
to U.S. DOL as of 5/24/24*



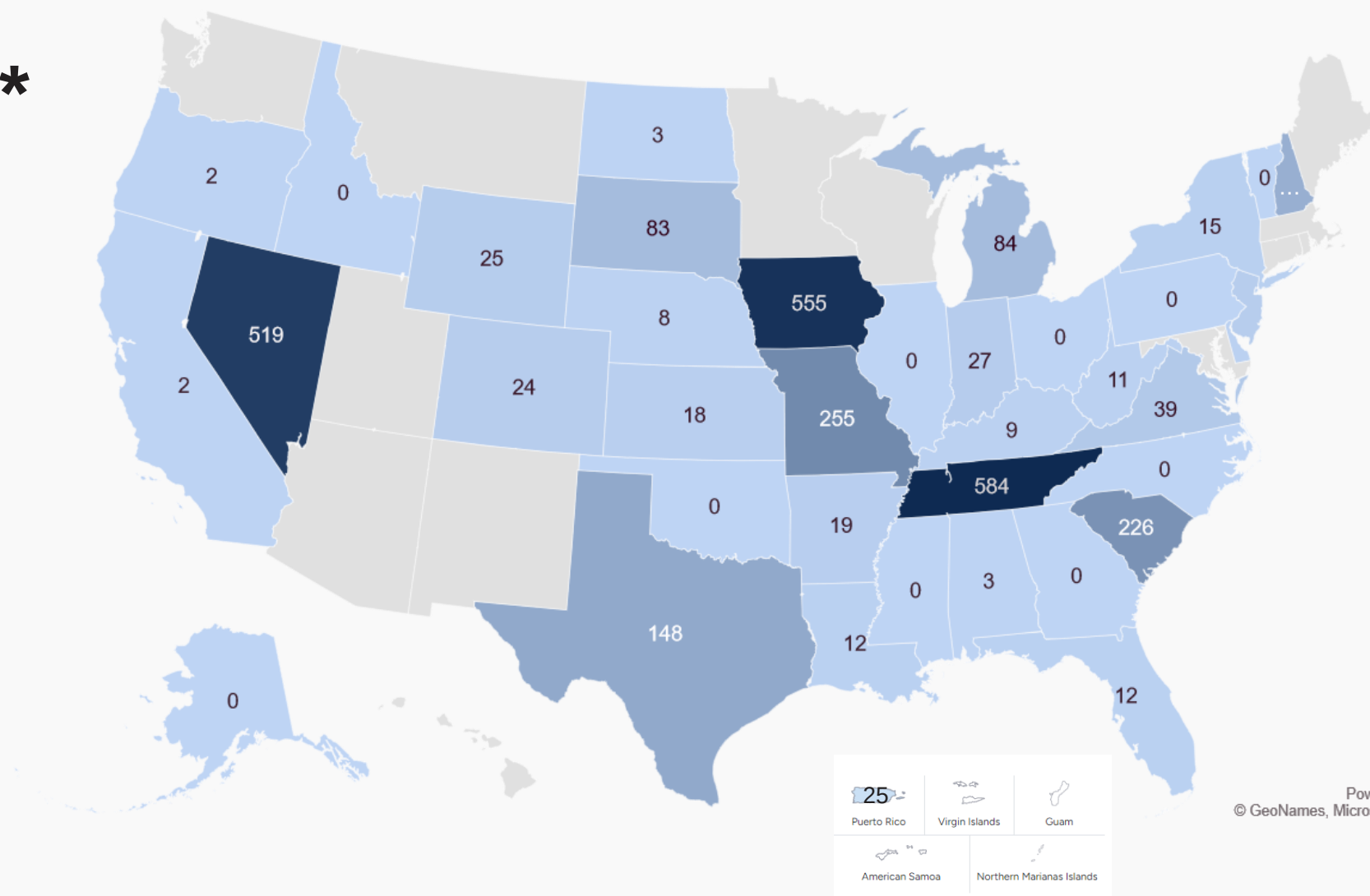
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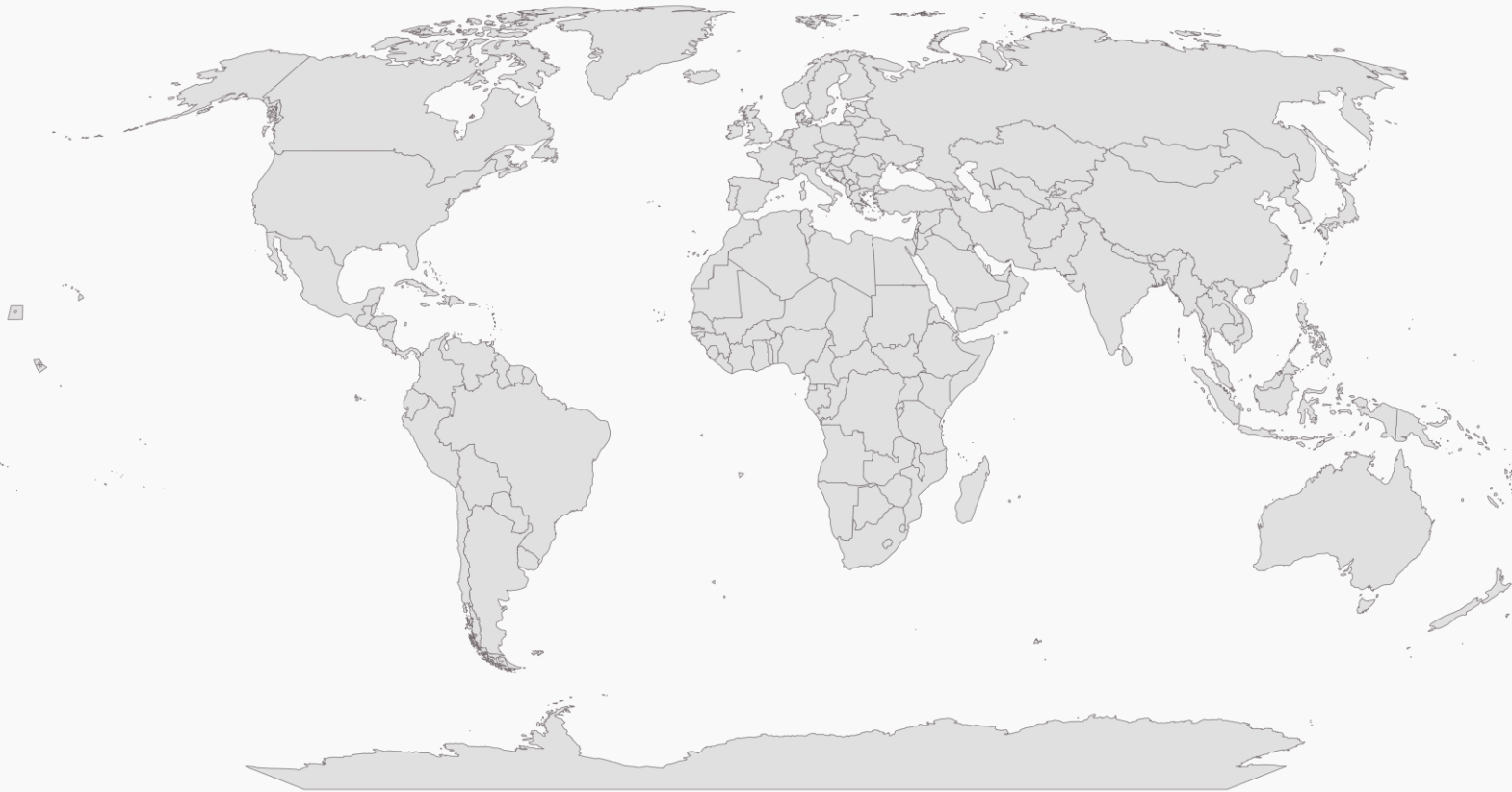
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**Educator Registered
Apprenticeship Intermediary**
a new ERA in education

K-12 Teacher RAPs by State, by Sponsor Types

K-12 Teacher
RAPs by State,
by Sponsor Type*

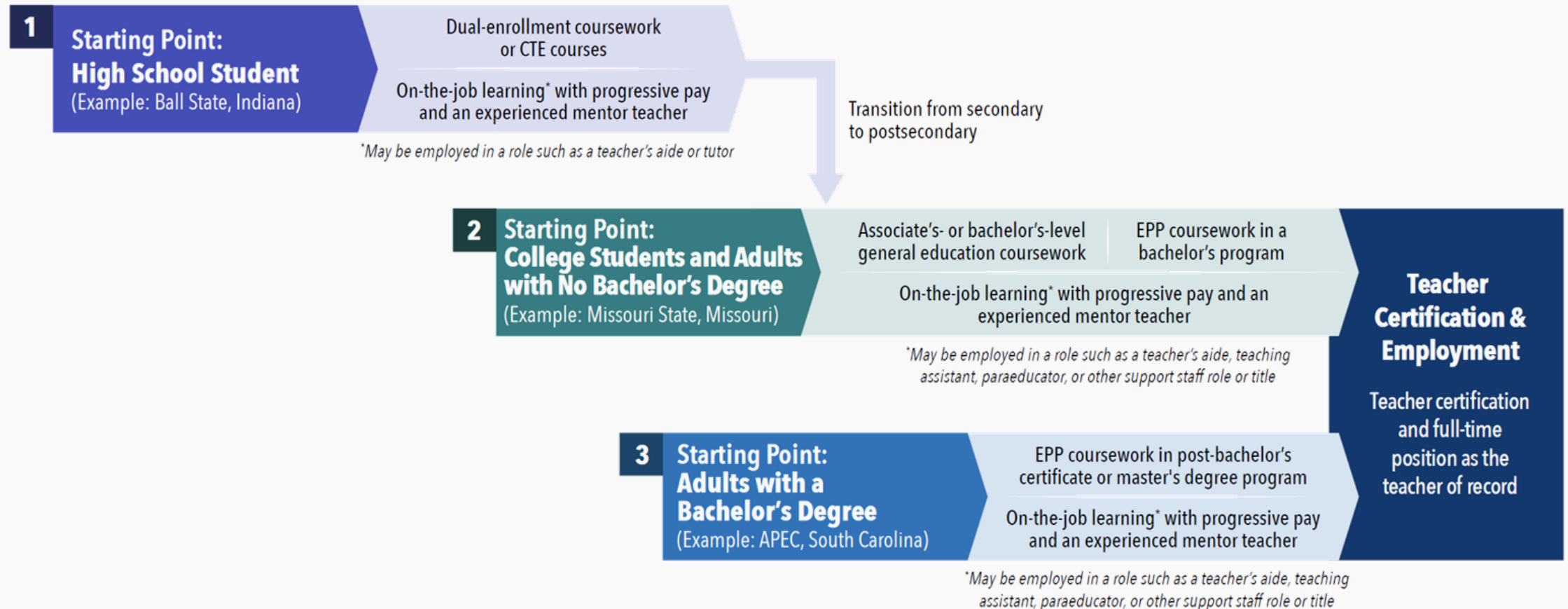


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**In RAPIDS or reported
to U.S. DOL as of 5/24/24*

- State Education Agency+
- State Education Agency Only
- Other (e.g., WFDB, non-profits, unions)
- Multiple (other than state)
- EPP Only
- District Only
- No Programs

Example Entry Points to K-12 Teacher RAPs



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



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

Potential Challenges

These were some of the common challenges across the eight programs.



Funding

Long-term sustainability
Navigating financial aid processes
Staff positions



Hands-on advising and support for apprentices



Adapting university infrastructures to meet the needs of working students



Aligning education and workforce systems

Educator Apprenticeship in Nevada

UNLV COLLEGE OF EDUCATION NVFORWARD APPRENTICESHIP



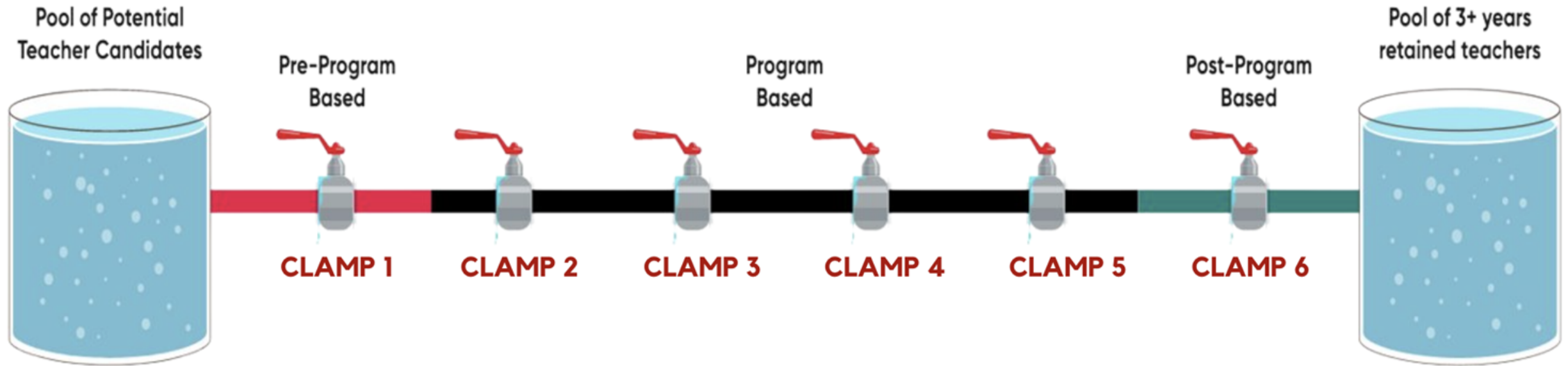
Who isn't at the table,
but is waiting for a seat?

What barriers can we
rapidly remove?

What hasn't gone well
before that can fixed
now?

How can we keep
showing up at least
3 years?

CLAMPING THE LEAKY PIPELINE



- Clamp 1** Active recruitment and mentoring to prepare paraprofessionals for program
- Clamp 2** Active initial transitioning and onboarding through summer bridge
- Clamp 3** Full financial support with no out-of-pocket costs
- Clamp 4** Flexible and predominately asynchronous coursework
- Clamp 5** Meaningful professional development and flexible direct support
- Clamp 6** 3-Year post-program support



STATEWIDE IMPACT

519

REGISTERED
APPRENTICES

Undergraduate: 292
Graduate: 227

62%

APPRENTICE
DIVERSITY

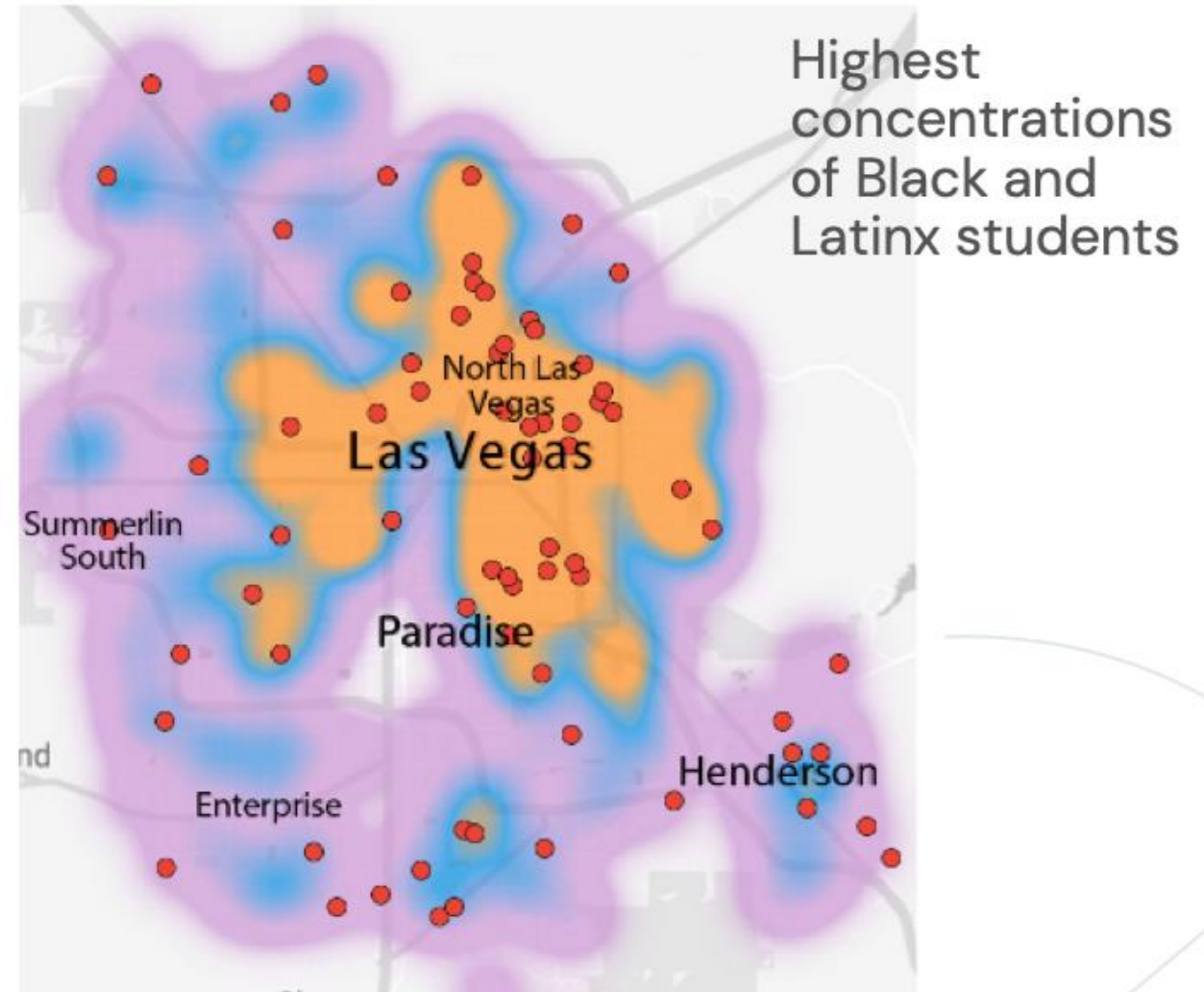
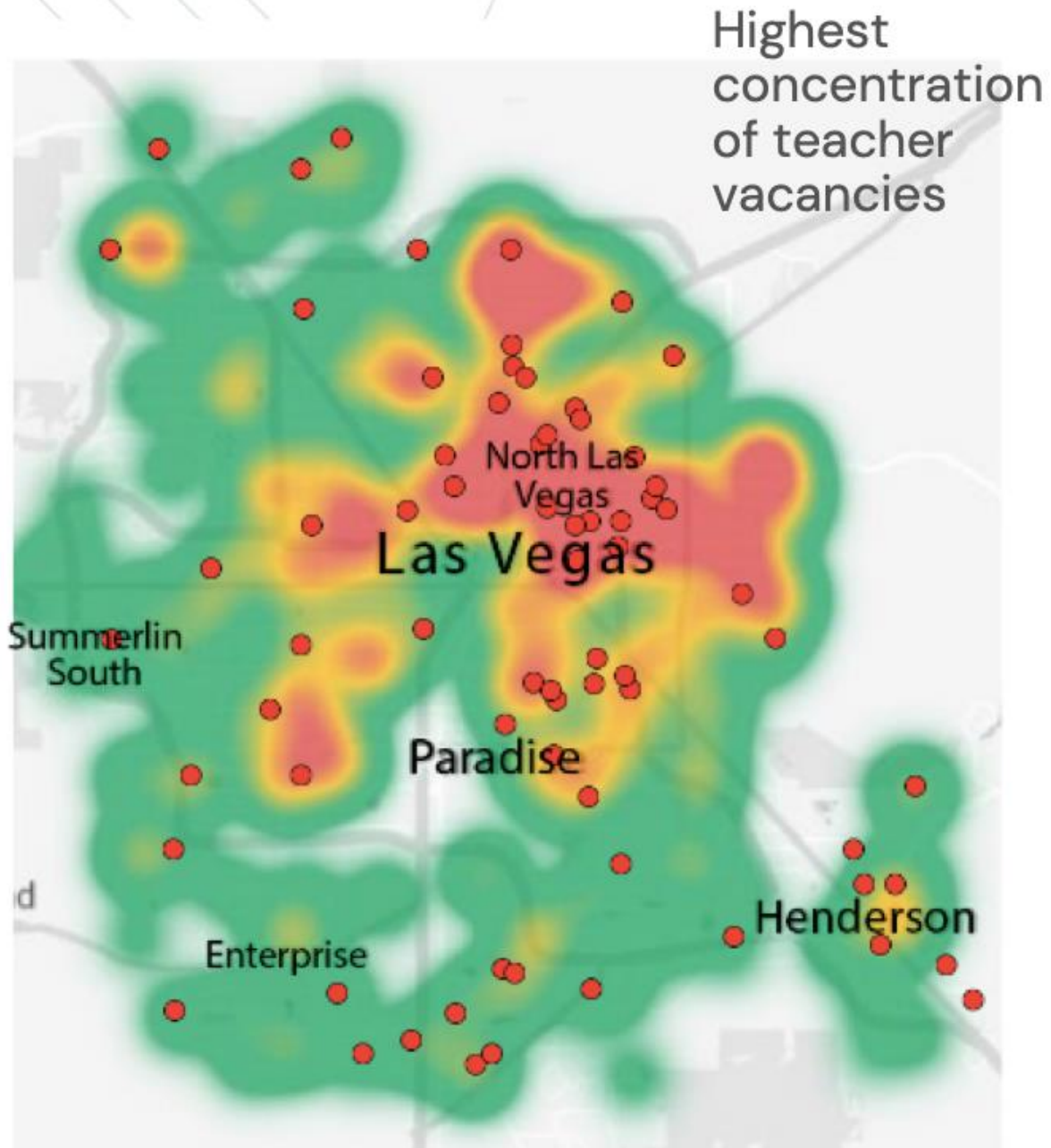
94%

GRADUATION
RATE

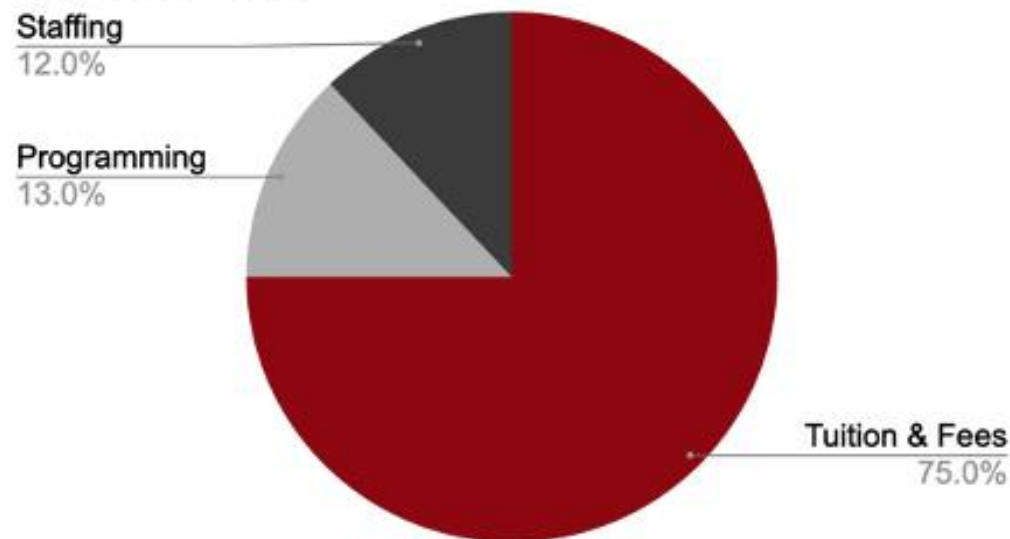
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PRE-APPRENTICES

MAPPING IMPACT



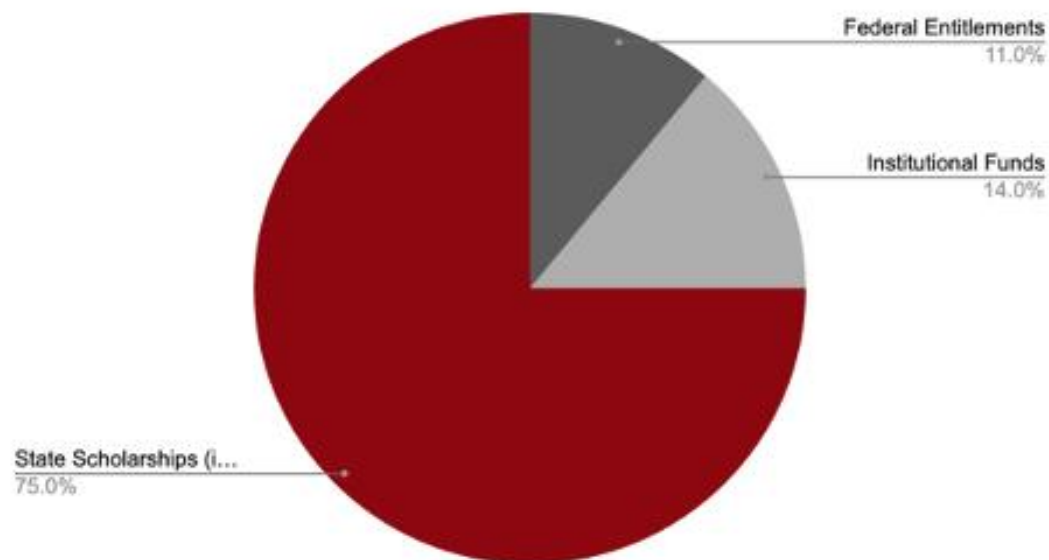
NV Forward Costs



Average Cost per Student: \$34,794

Tuition & Fees: \$26,095
Federal entitlements
Institutional funds
NDE scholarships

Tuition and Fees Breakdown



Programming: \$4,523

Staffing: \$4,014

Moderated Discussion and Audience Q&A

Resources and Next Steps

Open Chat

What is one idea or strategy you heard today that you will take back to your apprenticeship expansion work?

Share your thoughts in the chat!



Educator RAP Resources

- Registered Apprenticeship in the Education Sector (WorkforceGPS): <https://apprenticeship.workforcegps.org/resources/2021/06/24/17/59/Apprenticeship-in-the-Education-Sector>
- Apprenticeship Industries – Education (Apprenticeship.gov): <https://www.apprenticeship.gov/apprenticeship-industries/education>
- *Funding Guide For Supporting a Registered Teacher Apprenticeship Program With Federal and State Funds* (AIR Center on Great Teachers and Leaders): <https://gtlcenter.org/content/funding-guide-supporting-registered-teacher-apprenticeship-program-federal-and-state-funds-0>
- Educator Registered Apprenticeship (ERA) Intermediary: <https://educatorapprenticeships.com/>
 - Profiles of Educator Registered Apprenticeship Programs: <https://educatorapprenticeships.com/PDF/ProfilesReport2024.pdf>
- NV|Forward: <https://nvforward.sites.unlv.edu/>

Speaker Contact Information



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Upcoming Industry Focus Calls

- **Green/Clean Energy:** July 24, 3-4 pm ET
- **Public Sector:** August 14, 2-3 pm ET
- **Behavioral/Mental Healthcare:** September TBD

*****Sign up for one or all calls today!***

Post-Call Feedback

Please take a moment to
complete the post-call
feedback form;
thank you!

SPASIBO ARIGATO DO JE DANKE Asante Maita Henryu Shukriya CA'M ON Arigatou Salamat Dìkuji KAMSA HAMNIDA Jerejef Mahalo Diolch Efcharisto CHOKRANE GRACIAS ASANTE HVALA OBRIGATO Vinaka GRAZIE THANKS Shukran Aitäh Kiitos DANKIE TODA Khop Khun Krab Gratia XIE XIE Achiu KIA ORA Spasibo MAAKE Terima Kasih MERCI YOU