

REGISTERED APPRENTICESHIP & EDUCATION

This document summarizes a call for state apprenticeship expansion grantees (State Apprenticeship Expansion [SAE], Apprenticeship State Expansion [ASE], and SAE 2020 grantees) held April 22, 2021. The call featured speakers from the District 1199C Training & Upgrading Fund, the Pennsylvania Department of Labor & Industry, and the Indiana Department of Workforce Development. These speakers discussed promising practices for expanding Registered Apprenticeship (RA) in education.

ABOUT THE SPEAKERS

- The District 1199C Training & Upgrading Fund provides access to career pathways in healthcare and human services through education, training, and work-based learning and is building the capacity of the Delaware Valley's healthcare industry to create a highly skilled workforce. For more information, contact Cheryl Feldman at cherylgaelfeldman203@gmail.com.
- The Pennsylvania Department of Labor & Industry's Apprenticeship & Training Office is responsible for all RA Programs (RAPs) including program quality assurance and regulatory adherence to federal and state guidelines. For more information, contact Jim Reese at jamereese@pa.gov.
- The Indiana Department of Workforce Development's Office of Work-Based Learning and Apprenticeship has developed and implemented a framework of work-based learning pathways for both youth and adult populations. For more information, contact Jason Graves at jgraves1@dwd.in.gov and Matt Presley at MPresley@dwd.IN.gov.

WHY APPRENTICESHIP WORKS IN EDUCATION

The education sector is experiencing both disruption and opportunity related to shifting skill needs and demand for workers. In 2018, there was an estimated [shortage of 100,000 K–12 teachers](#).

The early childhood education (ECE) field faces [widespread calls](#) for teachers to have [academic degrees](#) and increased compensation. At the same time, there is a large workforce in entry-level positions with limited access to training. Workers may have academic barriers, financial constraints, and family obligations making admission to degree programs challenging. Employers have difficulty filling ECE positions at all levels, especially leadership and lead teacher positions. RA and pre-apprenticeship help create a culture of learning in the workplace. On-the-job training is led by coaches working with the apprentice, but it impacts the entire classroom, thereby supporting quality improvement. RA introduces standard competencies and wage increases aligned with credential and competency attainment.

For primary or secondary schools, [RA provides structure](#) for defining outcomes in a way that helps recruit from diverse populations. Apprentices can see how they progress from a certification to an associate's degree to a professional teaching license. Through on-the-job training and mentorship, apprentices grow in confidence as educators communicating with students and parents and learn how to build a quality lesson plan with clear learning objectives. Apprentices can learn and work within their communities and sometimes learn in the same facility where they are working, which can ease transportation challenges.

A LOOK AT REGISTERED APPRENTICESHIP IN EDUCATION TODAY

Use of Registered Apprenticeship for education occupations is limited but increasing among employers and job seekers. Fiscal Year 2019 data shows 229 active RAPs in the educational services industry.

Pennsylvania and the District 1199C Training & Upgrading Fund have created six regional hubs around the State for recruiting and training for the [ECE RA Program](#). Each hub is led by an intermediary responsible for organizing the ECE employers, educational and training institutions, mentoring organizations, school districts, and employer associations. The project team has created an [articulated pathway](#) from the Child Development Associate Credential™ to an associate's degree to a bachelor's degree and culminating in a teaching certification. In addition, Pennsylvania has created the [Apprenticeship to Mastery Program for Public School Teachers](#), a two-year RA Program for K–12 public school educators.

Indiana's pilot program focuses on three populations to build a pipeline of primary and secondary school teachers: high school youth, veterans, and paraprofessionals. Apprentices receive classroom instruction and on-the-job training as a paraeducator in a rotation with several schools. As they progress through the program, apprentices take courses through Indiana University, receive on-the-job training as a full paraeducator, and achieve wage progressions. Apprentices complete the program as a licensed teacher. More information on the training and career pathway is included in the attached slide presentation.

CHALLENGES AND RECOMMENDATIONS

Education apprenticeships enable new strategies for training teachers. Indiana's rotation model will allow apprentices to experience classrooms in different locations and with different age groups, which supports teacher retention. Pennsylvania's RA model for ECE is bringing greater professionalization to the field and creates a culture of learning in the workplace.

Partnerships are key to program success. Strong statewide or regional partnerships of employers, school districts, post-secondary institutions, and others are essential to manage an inevitably complex initiative. RA provides a structure and clear benefits to help direct the activities of multiple stakeholders.

Career pathway development is an ongoing process. Developing program-to-program articulation between the community colleges and four-year universities requires a sustained commitment to work through challenges. For example, admissions requirements, awarding credit for on-the-job learning, the cost of training, and implementing cohort-based learning are all challenging issues for implementing pathways between certifications and degrees.

ADDITIONAL RESOURCES

- Apprenticeship.gov's [Educators page](#) links to models and resources related to youth apprenticeship, pre-apprenticeship, and more.
- The [Youth Apprenticeship](#) page on Workforce GPS offers program examples, outreach materials, and other resources to help expand apprenticeship for youth.

WELCOME!

Apprenticeship State Expansion- State Apprenticeship Expansion Education Industry Focus Call

April 22, 3 p.m. ET

Please introduce yourself in the chat, including the state you are with.

We ask everyone to remain on mute when not speaking.

**Moderators—Erin Duckett & Megan Scott
Maher & Maher**



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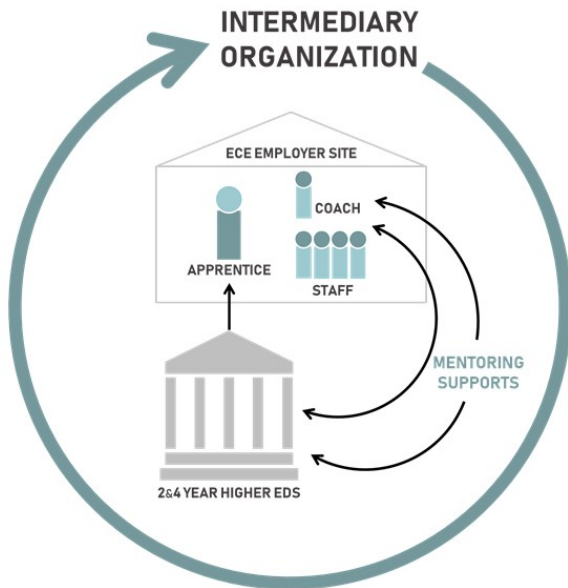


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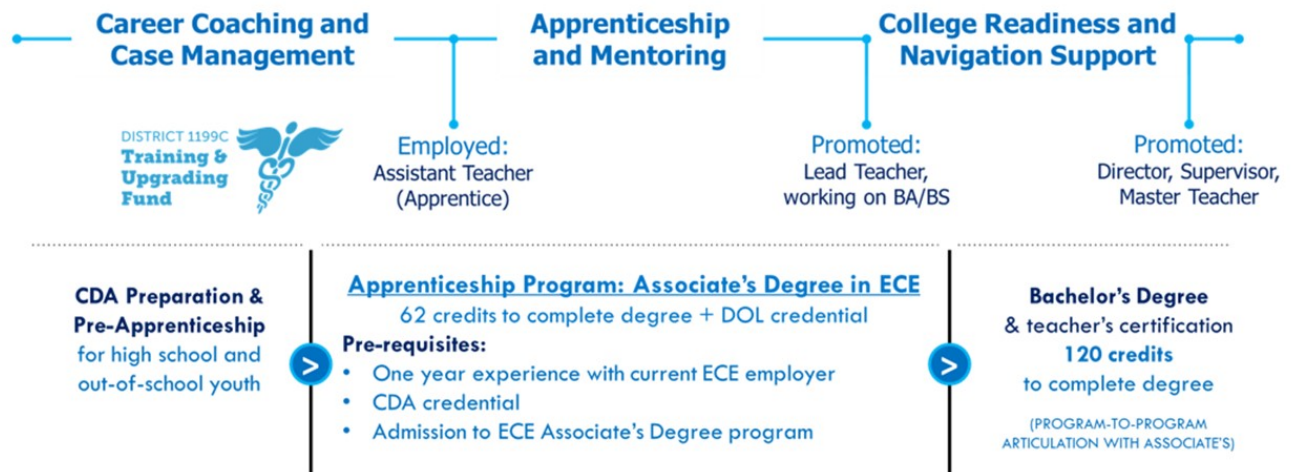
Regional Intermediary Partners



- Employers
- Apprentices
- Early Childhood Education (ECE) Staff (journey workers)
- Onsite Employer Coaches
- Mentoring Organization
- Higher Ed Institutions



Accelerated ECE Teaching Career Path



Professional Educator Apprenticeship Plan

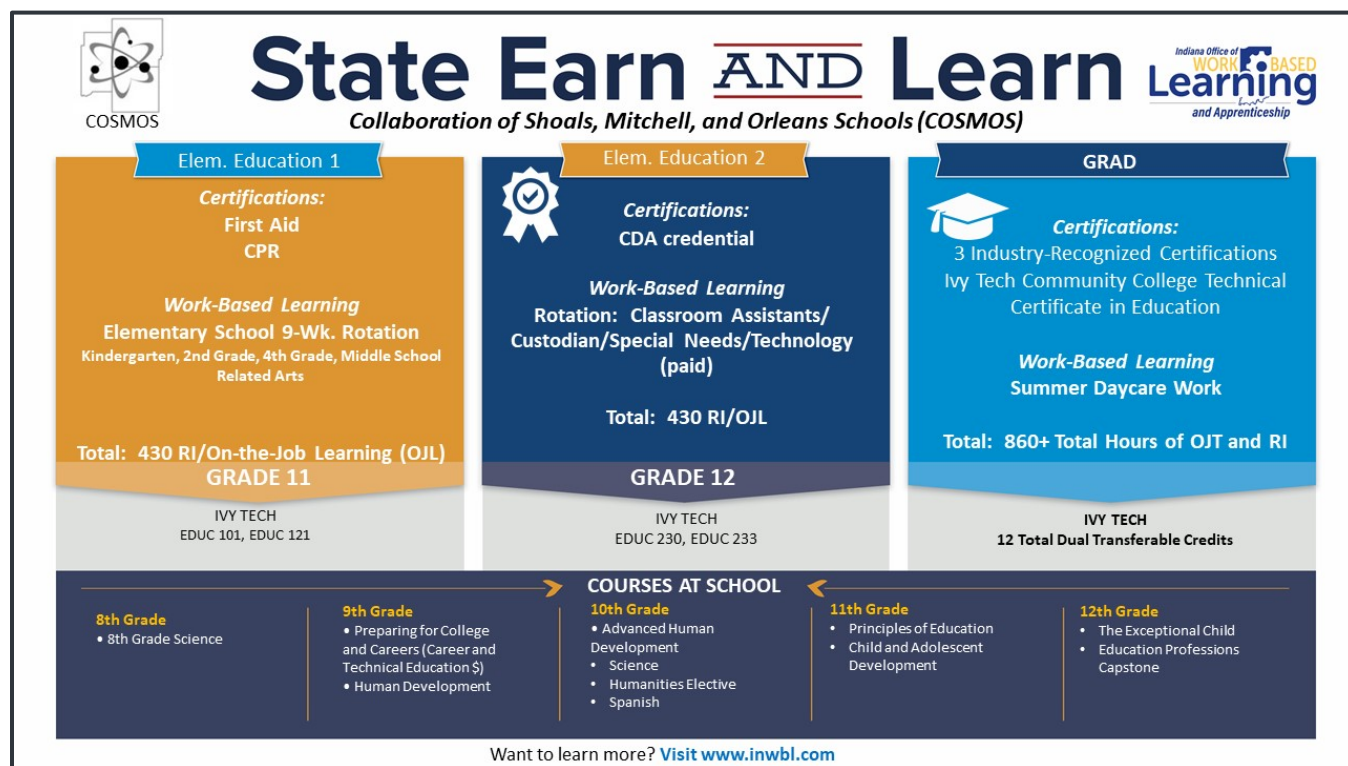
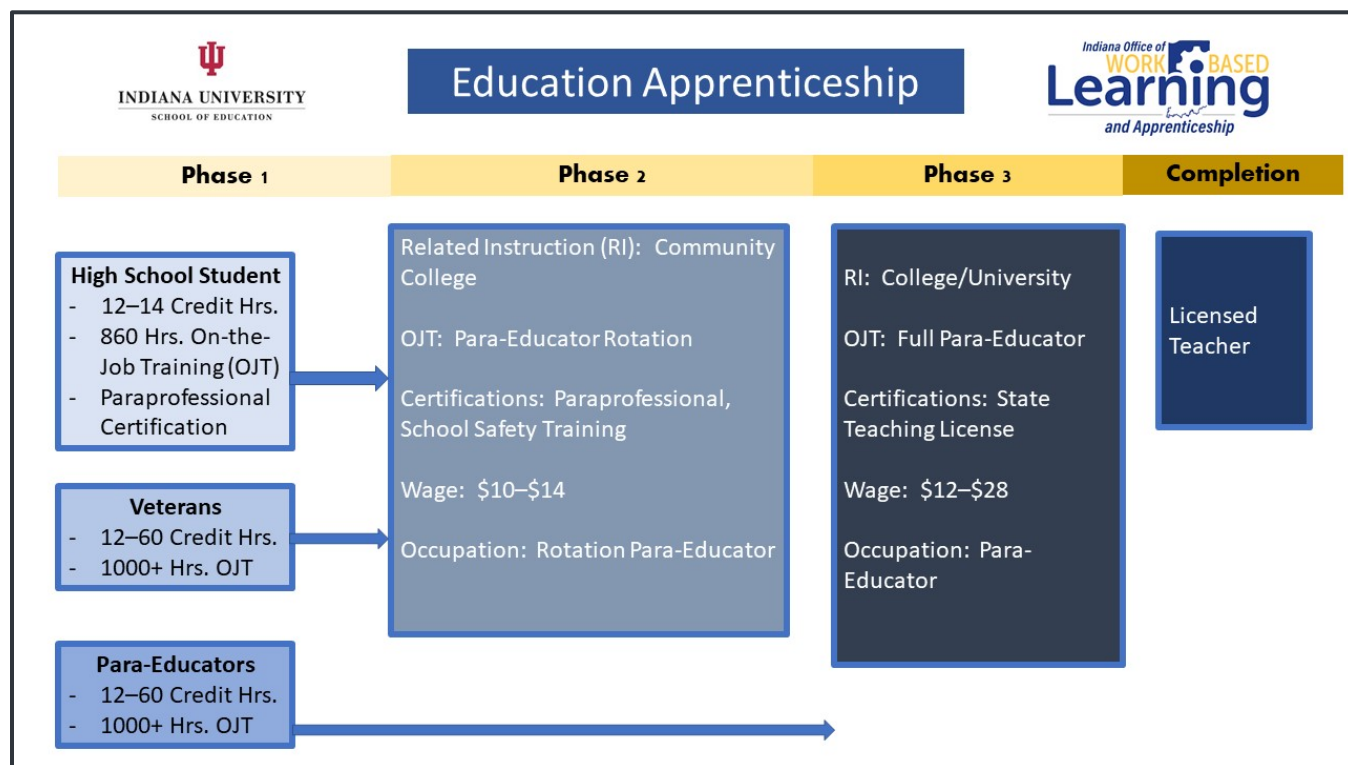


Jason Graves and Matt Presley

Office of Work-Based Learning and Apprenticeship: Background

- Established in 2018 by Executive Order to expand work-based learning opportunities for Indiana youth and adults
- A mix of industry and educational professionals with established community relationships
- Created the Indiana State Earn and Learn Program, serving as Indiana's state-level apprenticeship program
- Build and expand DOL Registered Apprenticeship Programs (RAPs)
- Systems approach: Indiana's 12 regional workforce boards are DOL Registered Intermediaries







**ELKHART AREA
CAREER CENTER**

State Earn AND Learn

Elkhart Area Career Center



Education Professions I	Education Professions II	Education Professional
 Certifications American Heart Association First Aid Adult/Infant/Child CPR and AED Work-Based Learning 1st Semester: 2-Week Instructional Rotations 2nd Semester: Unpaid 6-Week Practicum at Elementary Schools, Middle Schools, Special Education Programs Total: 900+ Hours RI/OJT GRADE 11 IVY TECH EDUC 101 EDUC 121 ENG 111 EDUC 230	 Certifications Paraprofessional Certification (1 day/week in classroom) Work-Based Learning Paid Internship/ Employment With Elkhart Community School Corporation (4 days/week with employer partner) Total: 900 Hours RI/OJT GRADE 12 IVY TECH MATH 123 EDUC 233	 Graduating High School With: Certifications 4 Industry-Recognized Certifications and a Technical Certificate in Elementary Education from Ivy Tech Work-Based Learning Extensive experience with opportunities for continued employment and advancement in childcare and ECE Total: 1,800+ Hours RI/OJT POST-HIGH SCHOOL IVY TECH 18 transferable credits into additional post-secondary training
1st Semester Instructional Rotation - Primary (K-3) - Intermediate (3-6) - Preschool (community supported) - Middle School (7-8) - Special Education Program 9th Grade - Preparing for College and Careers - Applied Human Dev. and Wellness - Nutrition and Wellness - Applied Interpersonal Relationships 10th Grade - Child Development - Advanced Child Development - Personal Financial Responsibility 11th Grade - Principles of Teaching - Child and Adolescent Development - The Exceptional Child 12th Grade - Education Professions Capstone: Emerging Literacy - Work-Based Learning Capstone		

Want to learn more? Visit www.inwbl.com



State Earn and Learn (SEAL) Program to RAP

Establishing a Certified Indiana SEAL Program in Education Professions

School Corporation and OWBLA (Office of Work-Based Learning and Apprenticeship) reach agreement on the following:

- Education Profession-Related Instruction
- Dual Credits/Post-Secondary Partnerships
- High School Training Plan
- Teacher Compensation (If Applicable)
- Student Pay
- Connection to Regional Workforce Boards
- All SEALs must be approved by the OWBLA

Establish Professional Educator as an Apprentice Occupation