

Teacher-Registered Apprenticeship

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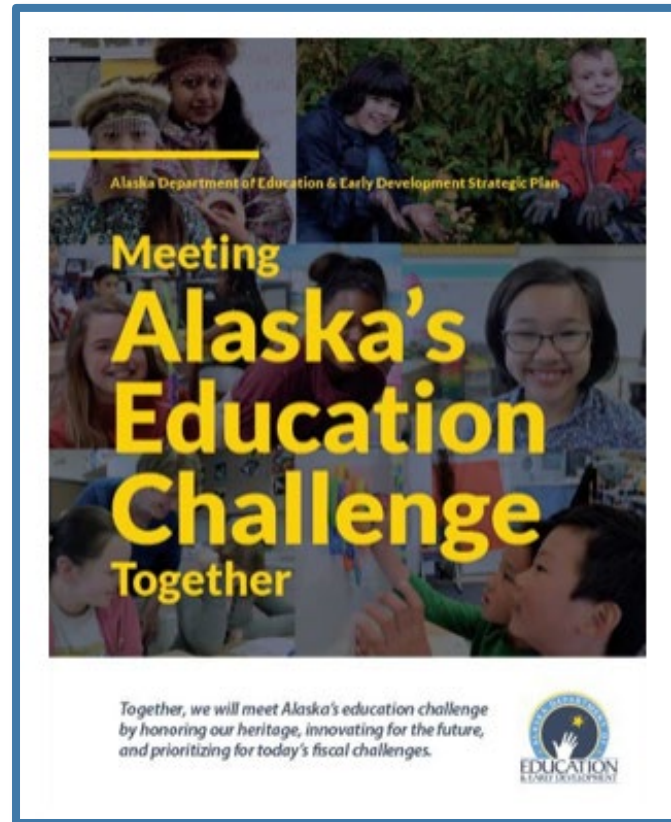
Agenda

- Teacher Retention and Recruitment
- Introduction to Registered Apprenticeships in Teaching
- Introduction to Registered Apprenticeship Sponsors
- Overview of Approved Education Preparation Providers

DEED Mission, Vision, and Purpose

Mission	Vision	Purpose
An excellent education for every student every day.	All students will succeed in their education and work, shape worthwhile and satisfying lives for themselves, exemplify the best values of society, and be effective in improving the character and quality of the world about them. - Alaska Statute 14.03.015	DEED exists to provide information, resources, and leadership to support an excellent education for every student every day.

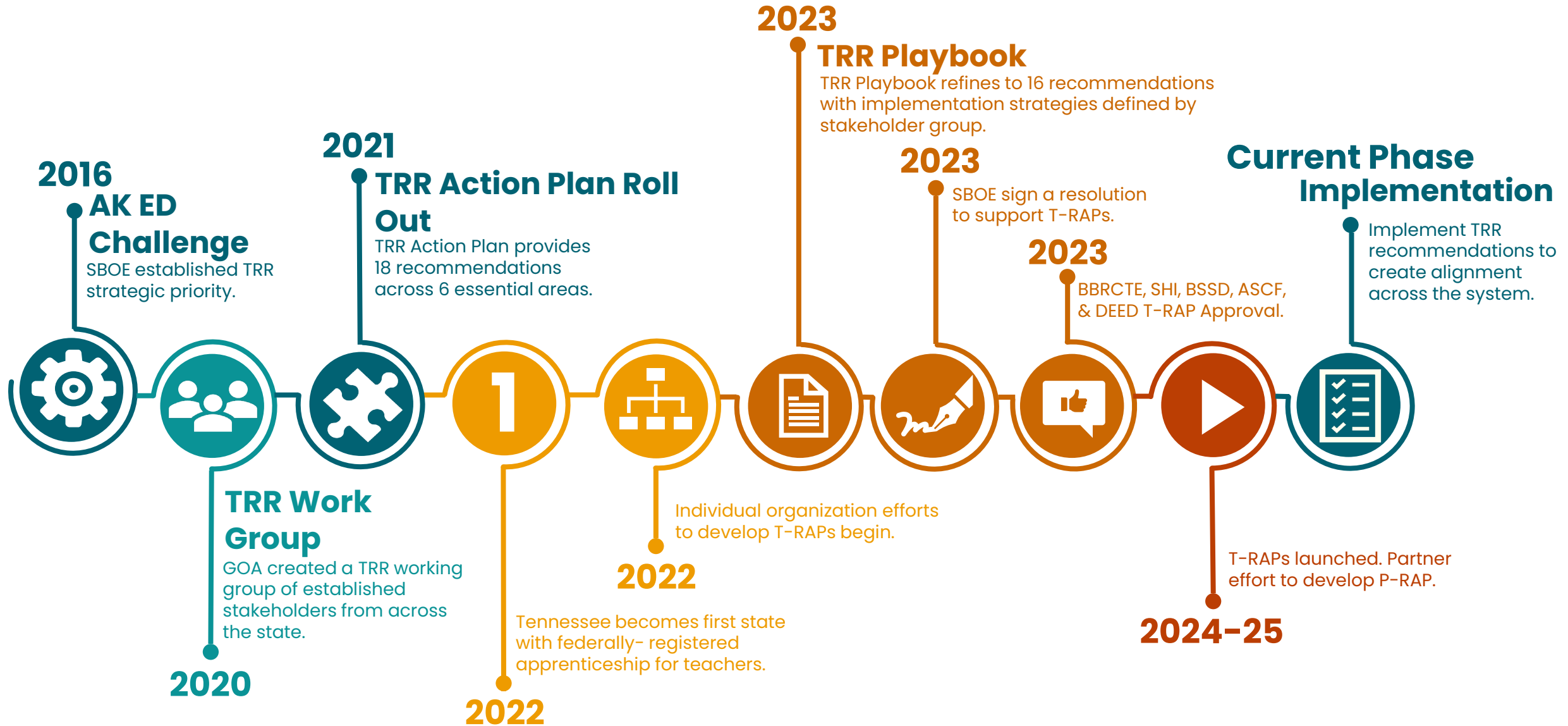
Alaska's Education Challenge



Five Shared Strategic Priorities:

1. Support all students to read at grade level by the end of third grade.
2. Increase career, technical, and culturally relevant education to meet student and workforce needs.
3. Close the achievement gap by ensuring equitable educational rigor and resources.
4. Prepare, attract, and retain effective education professionals.
5. Improve the safety and well-being of students through school partnerships with families, communities, and tribes.

TRR Timeline



The Cost of Teacher Turnover in Alaska

A study by the Center for Alaska Education Policy Research at the Institute of Social and Economic Research, March 2017

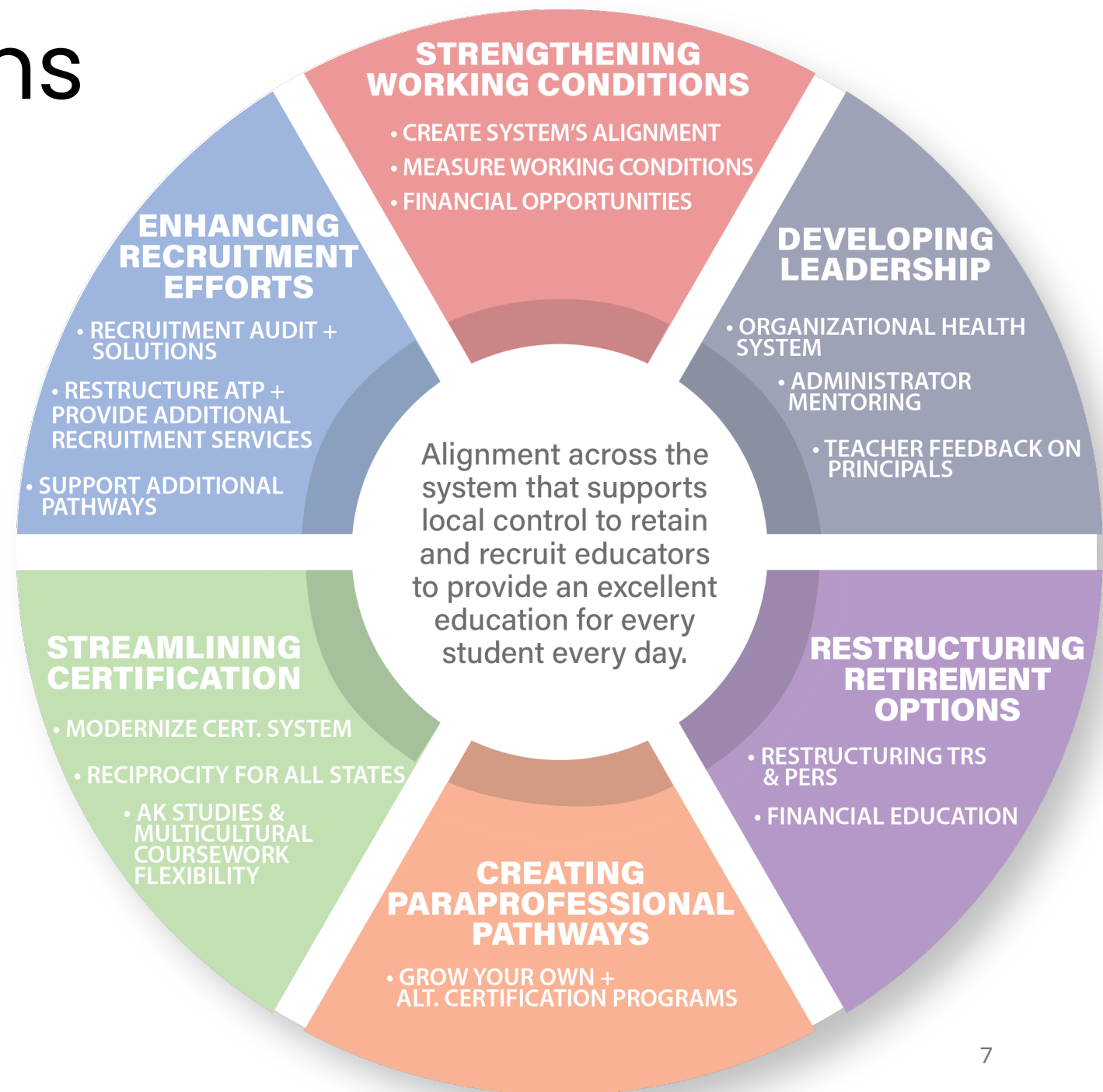
\$20,431

Cost Categories of Teacher Turnover

- Separation
- Recruitment
- Hiring
- Orientation & Training
- Preparation
- Teacher Productivity (Student Learning)

Potential Solutions

RECOMMENDATIONS FROM THE TRR ACTION PLAN



An Introduction to

Registered Apprenticeships in Teaching

Why Registered Apprenticeships?

Partnerships & Collective Action
Increased Access for Alaskans to the Profession
High Quality Teacher Preparation
Increased Retention

- Address severe statewide educator shortage
- Reduce turnover by supporting local residents to move into certified teaching and administrative positions
- Access funding for training
- Strengthen connections to people and place
- Compatible with rural lifestyles both culturally and economically
- Access increased learner supports

REGISTERED APPRENTICESHIP

Key USDOL & Education Terminology

APPRENTICE <i>Paraprofessionals, Teacher Aides, etc.</i>	An individual officially enrolled in a Registered Apprenticeship Program (RAP), receiving paid on-the-job training and related instruction.
COMPETENCIES	The essential skills and knowledge that apprentices must demonstrate to progress in the program.
EMPLOYER <i>Districts</i>	The business or organization providing apprentices with workplace experience and skill development.
JOURNEY WORKER <i>Mentor Teacher/Expert Teacher</i>	An experienced educator who provides guidance, support, and evaluates apprentices on their competencies.
ON-THE-JOB LEARNING (OJL)	Hands-on classroom experience where apprentices develop practical teaching skills under the guidance of a mentor teacher.
RELATED TECHNICAL INSTRUCTION (RTI) <i>Education Preparation Programs</i>	The educational component of an apprenticeship, provided by institutions like colleges, trade schools, or online programs.
SPONSOR	An organization that has administrative oversight and responsibility for an apprenticeship program.
REGISTERED APPRENTICE PROGRAM (RAP)	Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce. Individuals can obtain paid work experience, receive progressive wage increases, complete classroom instruction, and earn a portable, nationally-recognized credential.

What is a registered apprenticeship

Apprenticeship is the ***best of both worlds***



Apprentice completes a **degree program** from an EPP



Apprentice gains **hands-on experience** in a K-12 classroom,
under the guidance of a **mentor teacher**



Apprentice can “**earn-and-learn**” as a full-time employee

Apprenticeship Program

Key Actors



SPONSOR | **Five Approved Sponsors Statewide**



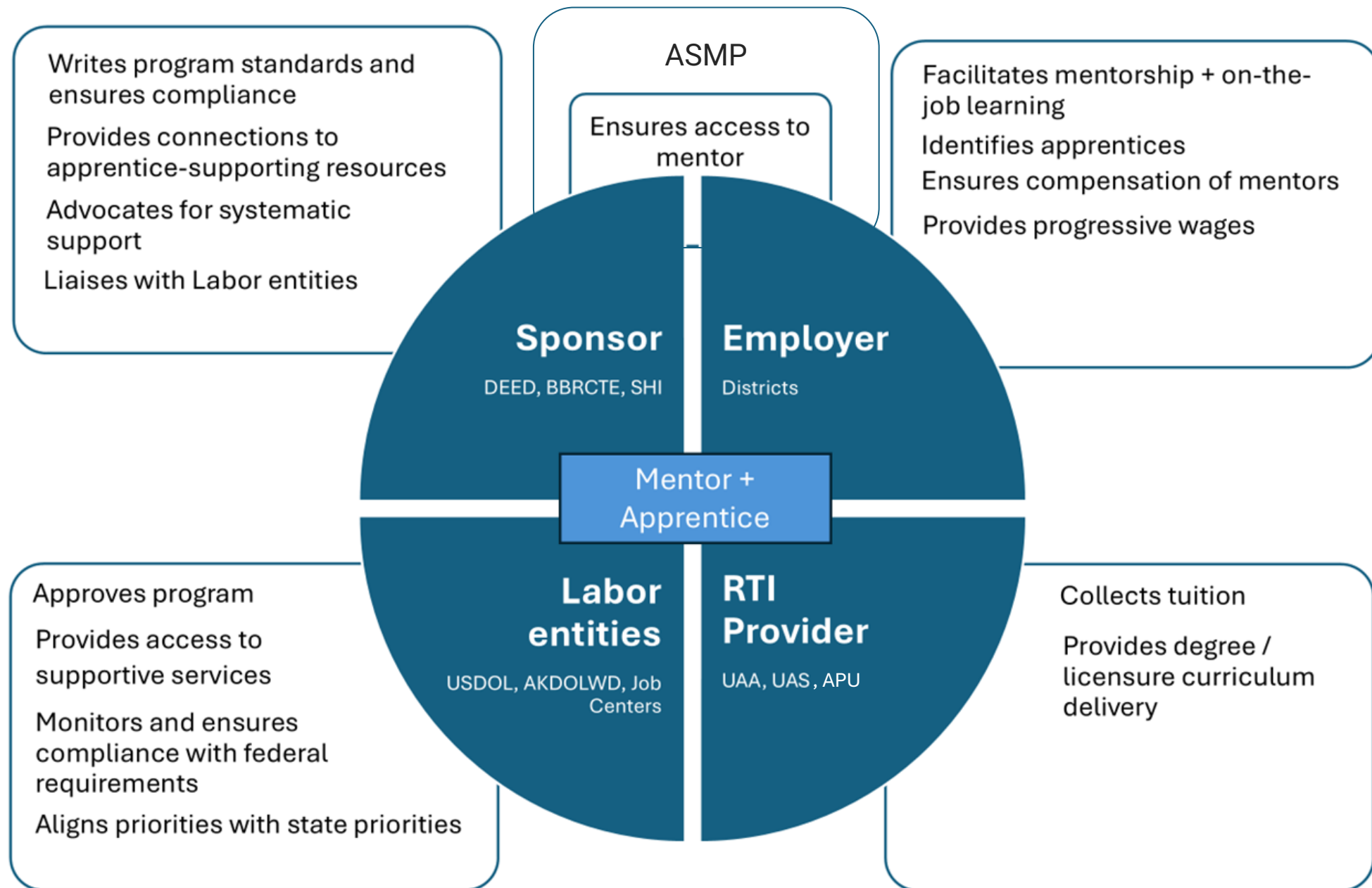
EMPLOYER | **K-12 School District or PreK program**



RELATED INSTRUCTION PROVIDER | **College/University**
Education Preparation Providers (EPPs)

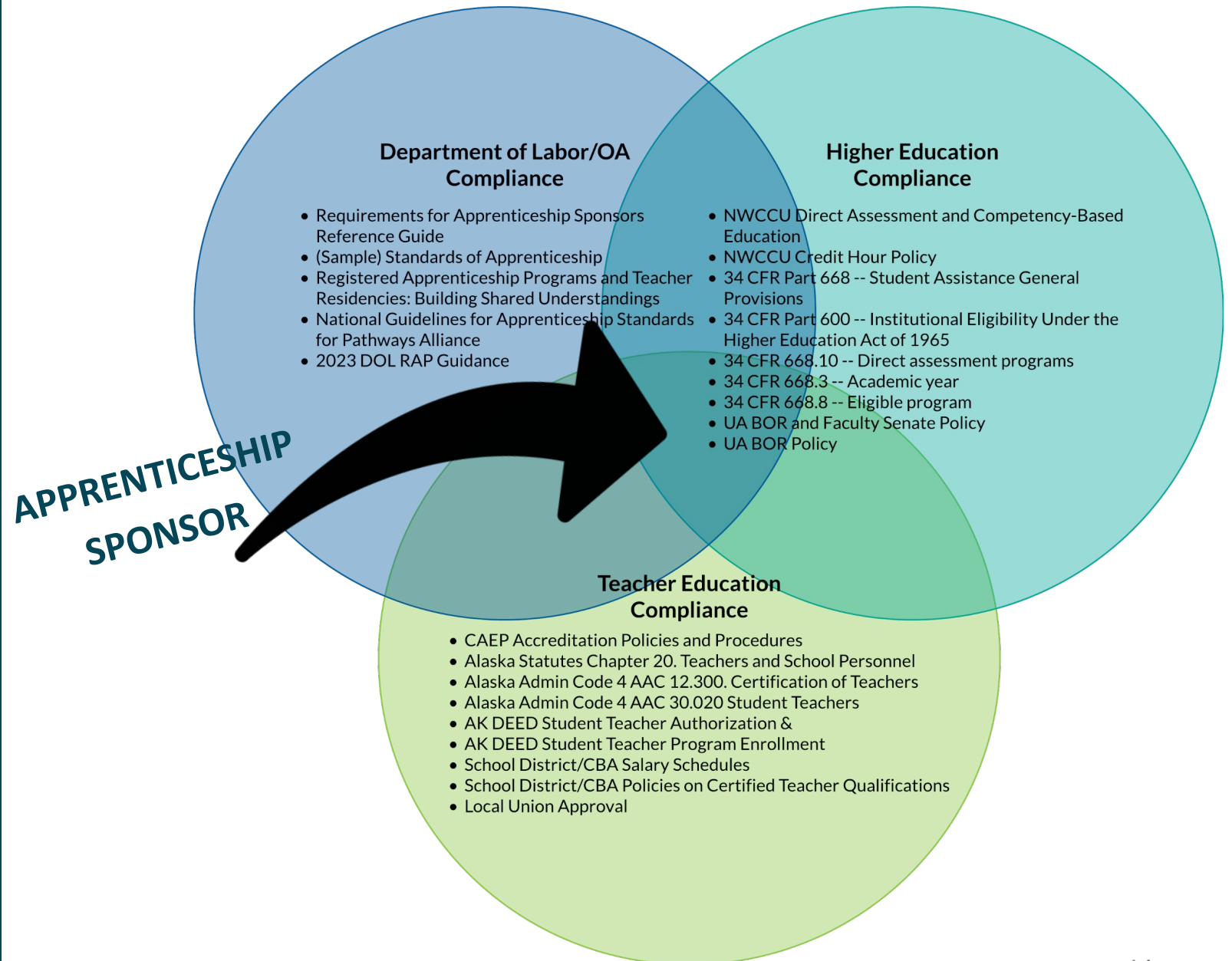


US DOL Apprenticeship Office



Regulations & Compliance

Key Factors



Apprenticeship Program

Core Components

CORE COMPONENTS

1. Apprenticeship length can be from 1–6 years
2. Apprenticeships are paid positions
3. RAPs require 2000* hours of On-the-Job Learning (OJL) and a minimum of 140 Related Technical Instruction (RTI) in a calendar year
4. Bachelor's degree required to get a Type A Teacher Certificate
5. US Department of Labor, State of Alaska Statute, and University Accreditation Requirements must be met
6. A partnership with an institution of higher learning able to give institutional recommendation for administrative certification in Alaska is required for a Type B Administrative Certificate
7. Apprenticeship sponsors can be employers, state or regional entities, and coalitions of organizations
8. Approved sponsors set criteria for Apprentice selection

An Introduction to

Registered Apprenticeships Sponsorship

The United States Department of Labor

Office of Apprenticeship

Certificate of Registration of Apprenticeship Program

Bristol Bay Region Career & Technical Education Consortium

Palmer, AK

See program standards for occupations

*Registered as part of the National Apprenticeship System
in accordance with the basic standards of apprenticeship
established by the Secretary of Labor*

February 16, 2024

Date

2024-AK-127865

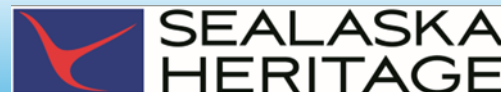
Registration No.



[Signature]
Administrator, Office of Apprenticeship

PATH TO SPONSORSHIP

- Vision for new pathway to certification with “multiple on and off-ramps”
- University Partnerships
- Registered Apprenticeship Program Design
- Department of Labor Approval of Apprenticeship Sponsorship
- Creation of processes & procedures for a new method of training



US Department of Labor Approved Sponsors

Teacher Apprenticeship

- Alaska Department of Education and Early Development (DEED)
- Arctic Slope Community Foundation (ASCF)
- Bristol Bay Regional Career and Technical Education (BBRCTE)
- Bering Strait School District
- Sealaska Heritage Institute (SHI)

Teacher Assistant Apprenticeship

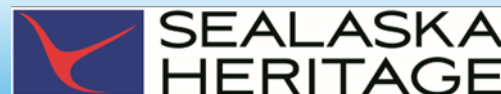
- Rural Alaska Community Action Program (RurAL CAP)
- Association for the Education of Young Children (AEYC)

Sponsor Responsibilities

Core Duties

CORE DUTIES

1. Writes program standards and ensures compliance with statute and regulation
2. Provides connections to apprentice-supporting resources
3. Tracking and reporting of:
 - OJL hours
 - OJL Competency Mastery
 - RTI coursework progress
4. Reporting to Department of Labor on Apprentice progress and program status



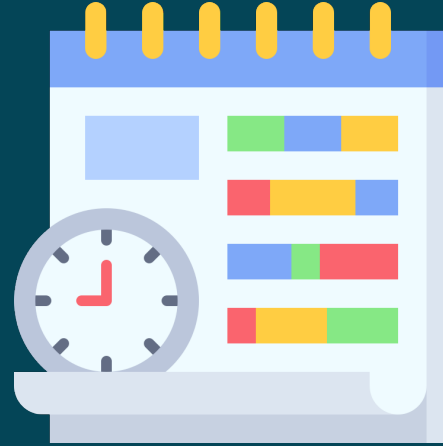
■ ■ ■ ■ DESIGNING A REGISTERED APPRENTICESHIP



Flexible Entry/Exit



Culturally Responsive
Scheduling



Condensed, Modular &
Stacked Courses



Mentoring

DEED Program Development Phases

Phase 1: Development of Framework – School Year (SY) 2024

- Contracted with National Center for Grow Your Own (NCGYO)
- Convened stakeholder groups to provide feedback
- Developed subcommittee stakeholder groups:
 - Advanced Standing
 - Cultural Competencies
 - Mentorship
- Identified Education Preparation Providers and related instruction models
- Identified mentorship partners – Alaska State Mentorship Project
- Applied for and received US Department of Labor State Apprenticeship Expansion Formula (SAEF) grant

Stakeholder Engagement Partners



University Partners

- Alaska Pacific University
- Chadron State College
- Kodiak College
- University of Alaska Anchorage
- University of Alaska Fairbanks
- University of Alaska Southeast

District Partners

- Bristol Bay Regional Career and Technical Education Consortium
- Northwest Arctic Borough School District
- Kenai Peninsula Borough School District
- Kodiak Island Borough School District
- Fairbanks North Star Borough School District
- Lower Yukon School District
- Yukon Koyukuk School District

Tribal Partners

- Bristol Bay Foundation
- Inupiat Community of the Arctic Slope
- Knik Tribe
- Ketchikan Indian Community
- Sealaska Heritage Institute
- Central Council Tlingit and Haida

Other Agency Partners

- Alaska State Mentor Project
- National Education Association Alaska
- Adams Analytics
- JSC Consulting
- Alaska Department of Labor and Workforce Development
- United States Department of Labor
- National Center for Grow Your Own

DEED Program Development Phases

Phase 2: Teacher Registered Apprenticeship Pilot – SY2025

- Conduct final stakeholder review
- Submit DEED Application to USDOL
- Establish DEED position to support Registered Apprenticeship
- Develop mentorship model with Alaska State Mentorship Project and Education Preparation Providers
- Continue support to EPPs for model development
- Launch pilot T-RAPs in the spring semester
- Develop principal mentorship model with Alaska Council of School Administrators and Education Preparation Providers

DEED Program Development Phases

Phase 3: Alaska Teacher Registered Apprenticeship Pathway – SY2026 & 2027

- Sponsor additional school districts requesting to start T-RAPs
- Establish sustainable funding sources
- Launch pilot principal registered apprenticeship
- Develop Career and Technical Education (CTE) Aspiring Educators pre-apprenticeship

Overview of

Approved Education Program Providers

Approved Education Preparation Providers

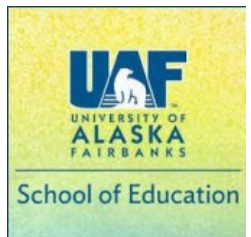
- Alaska Pacific University (APU) – 6 Currently Enrolled
- Chadron State College (CSC) – 1 Currently Enrolled
- University of Alaska Anchorage (UAA) – 48 Currently Enrolled
- University of Alaska Fairbanks (UAF) – Enrolling Fall 2025



CHADRON STATE COLLEGE



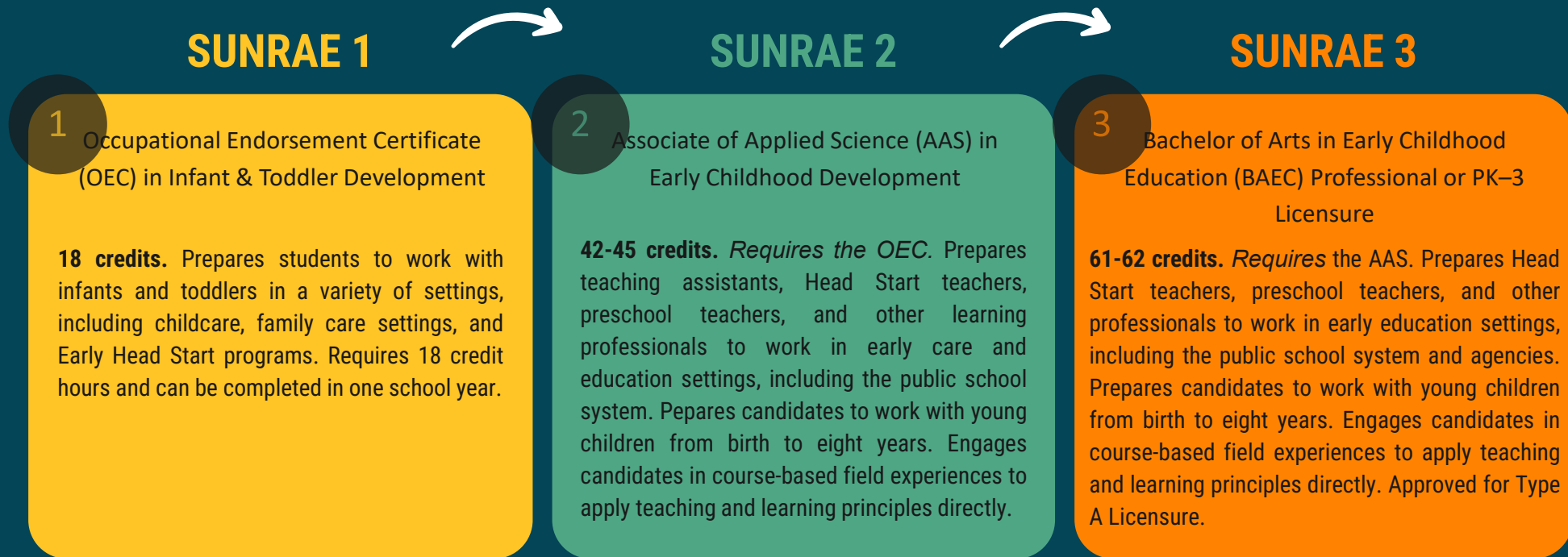
School of Education
UNIVERSITY of ALASKA ANCHORAGE



TEACHER APPRENTICESHIP PATHWAYS

ENTRY LEVEL PATHWAYS

UAA's flexible Pathways 1, 2, and 3 meet students at various academic stages. Whether starting with prior college credits or beginning fresh, students can join at multiple entry points. The journey is fully remote and customizable - students can celebrate success at key milestones by earning an OEC, advancing to an AAS degree, or continuing through to a bachelor's degree. The choice belongs to each individual.



YOUR JOURNEY. YOUR COMMUNITY. YOUR IMPACT.

THE SUNRAE PROGRAM EXPERIENCE

Personalized Support

- Dedicated Support Team
- Proactive Outreach
- Early Intervention
- Coaching & Advising

Program Navigation & Communication

- Step-by-Step Guides
- Registration Support
- Monthly Apprentice Newsletters
- Monthly Apprentice Webinars

Academic Monitoring & Progress

- Individualized RTI Plans
- Schedule Optimization
- Real-Time Dashboards
- Sponsor Collaboration



UAA's Bachelor of Arts, Early Childhood Education Licensure Track includes required courses for DEED licensure (Alaska Studies & Multicultural)

YOUR JOURNEY. YOUR COMMUNITY. YOUR IMPACT.

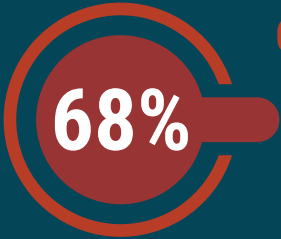
Active UAA Apprentices

Since its launch, UAA’s apprenticeship program has supported 48 active apprentices, with steady growth despite 8 withdrawals and 6 unenrolled participants.



Completion Rate

68% of apprentices successfully completed all their enrolled courses in Fall 2024, demonstrating the program’s overall effectiveness in supporting student success.



Registered Sponsors

Six sponsors, including DEED, ASCF, and SHI, fuel the program’s success, with ASD soon joining the ranks.



Courses Attempted

Apprentices collectively attempted 96 courses during Fall 2024, with 69 successfully passed, resulting in an overall pass rate of 72%.



SUNRAE

24-25 PROGRAM METRICS & OUTCOMES

Strategic Use of Nationally Registered Apprenticeships for Educators

Apprentice Employers

Apprentices work with 14 employers statewide, including major partners like Northwest Arctic Borough and Southwest Region districts.



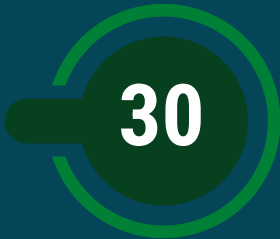
Classes per Apprentice

Each apprentice enrolled in an average of 2 to 3 classes during Fall 2024, reflecting the balance between coursework and on-the-job training.



Alaska Native

Thirty apprentices identify as Alaska Native or American Indian, representing 13 different ethnic identities.



Male Apprentices

Four (9%) male apprentices are part of the program, reflecting the continued need to increase male participation in education fields.





ACAT 

**Alaska Competency
based Apprenticeship
for Teacher Education**



ACATE

- Alternative route to K-8 teacher certification through our Bachelor of Arts in Community and Place-Based Education.
- Combines K-8 education coursework, Indigenous studies, and classes designed to prepare students for leading cultural and place-based experiential learning activities. (128 credit hours)
- Apprentices engage in live online evening classes complemented by in-person intensives each semester and coordinated projects



COMMUNITY AND PLACE-BASED BA

ACATE

Alaska Competency
based Apprenticeship
for Teacher Education

APU
Faculty

Professional Development for
Apprentices within ACATE

Expert-Mentor
Teacher

District Liaison

APU Rural Student
Support Services

Alaska Native Tribal
Health Consortium

Communities of Practice with ACATE Cohorts

Academic
Support
Services

Support Services



UAF School of Education + School District= Registered Apprenticeship Partnerships _____

Dr. Douglas Cost
Dean UAF-SOE
dscost@alaska.edu

March 3, 6 and 19, 2025



School of Education

UAF SOE Elementary 2-year apprenticeship pathway

Apprenticeship Admission

- High school diploma
- GPA 2.5 cumulative
- 78 credit hours
- Application packet*

Year 1- Apprenticeship teacher level 1

- F/T classified
- One paid early release day
- 25% classified job responsibilities, 50% working w/ mentor teacher, 25% coursework
- Fall- 11 credits, 4 courses, 165 hours
- Spring- 12 credits, 4 courses, 180 hours
- Summer- 9 credits, 3 courses, 135 hours

Year 2- Apprenticeship teacher level 2

- Teacher -of-record- Emerg Cert
- No release time needed
- Ongoing mentor support
- 10 flexible credits to complete to apply for Type A license
- AK Reads endorsement

Apprenticeship Contact Information

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