

Exploring Registered Teacher Apprenticeship Programs

Sabrina Ollie and Ashley Hommert
Educator Effectiveness
Illinois State Board of Education
May 20, 2025

Agenda



Program Overview



Eligibility and Application



Support and Resources

Program Overview

What is Apprenticeship?

- Registered Apprenticeship is an **industry-driven pathway to high-quality careers** in which **employers can develop and prepare their future workforce**, and individuals can obtain paid work experience; progressive wage increases; classroom instruction; and a portable, nationally recognized credential.

7 Components of Apprenticeship

Led by Industry

Paid Job

Structured On-the-Job Learning/Mentorship

Supplemental Education

Equal Employment Opportunity

Quality and Safety

Credentials

See the [Apprenticeship USA Education webpage](#) for more information.

Key Differences

APPRENTICESHIP

1-4 Years

Structured training focused on mastering specific skills.

Mentorship is required.

Paid and continued career path w/district.

Nationally recognized credential.

The goal is for candidates to obtain debt-free college credit for employer-provided training.

INTERNSHIP

1-3 Months

Structured training is optional and there is a focus on entry-level work experience.

Mentorship isn't always offered.

May be unpaid and not lead to full time job.

No credential.

May be for college credit.

PAID STUDENT TEACHING

1 Semester -1 year

Paid.

Emphasis is on practicing skills.

Mirrors traditional student teaching.

A Look Across GYO, Teacher Residency, and Teacher Registered Apprenticeship

Feature	RAPs	GYO	Residency
Community-based recruitment	◐	●	◐
Individualized support for candidates	◐	●	◐
Multiple on-ramps offered (high school, paraeducators, adult community members, etc.)	◐	●	◐
Provide progressive wage	●		
Paid work-based learning	●	◐	◐
Aligned coursework	●	◐	●
Minimum number of hours/years of training	●		●
Cohorts	◐	◐	●
Culminates in a degree	◐	◐	●
Prepares candidates for certification/licensure	●	◐	●

● = always present

◐ = sometimes present

From [ERA Blog: What's the Difference Between Grow Your Own, Teacher Residency, and Teacher Registered Apprenticeship?](#)

Apprenticeship is a long-term commitment to a training model that focuses on ongoing growth and development of skills and proficiencies.

Teacher Apprenticeships



Through these partnerships ISBE has developed a plan to support Illinois Institutes of Higher Education (IHEs) in the development and implementation of Teacher Apprenticeship Programs.

The U.S. Department of Labor

- The U.S. Department of Labor's Office of Apprenticeship **promotes and oversees** quality, accessible Registered Apprenticeship opportunities for workers seeking higher-skilled, higher-paying jobs and engages employers seeking to build a qualified, diverse, and inclusive workforce.

Benefits for State and District School Systems

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

From: [Educator Registered Apprenticeship Intermediary Benefits webpage.](#)

Eligibility and Application

Who can Sponsor a Registered Teacher Apprenticeship?

- Institutions of higher education (IHEs) can propose the creation of a registered teacher apprenticeship (RTA).
- The proposal is reviewed by ISBE and must be submitted to the State Educator Preparation and Licensure Board for review and approval.
- The IHE is responsible for completing all requirements of the U.S. Department of Labor and registering the RTA.
- A district can work in partnership with an IHE in the creation of the RTA to ensure the program is in alignment to district needs.

Who is a Candidate for a Registered Teacher Apprenticeship?

- Programs could target candidates who are:
 - District employees who hold a paraprofessional license and need to earn a bachelor's degree as well as require additional training and coursework for full licensure.
 - District employees who hold an Illinois substitute license and require additional training and coursework for full licensure.
 - Community members or district volunteers who qualify for either a paraprofessional license or substitute certificate and have shown interest in becoming fully licensed.
 - Community members who hold other related certifications, such as the Gateway 5 credential, and have shown interest in becoming fully licensed.

Considerations for Districts

- Can you be flexible with apprentices to allow for a diverse training experience and access to learning experiences across the entire grade span of the endorsement?
- Does your collective bargaining support the initiative?
- How can you use teacher vacancy data to identify the area of need?
- How can you strengthen your teacher workforce pipeline by offering an opportunity to upscale for current employees and/or offering an opportunity to community members to initiate a career change?

Support and Resources

RTA's operating in Illinois

ame, or Location

DELIVERY MODE

- Blended
- Face to Face
- Online

PROGRAM FORMAT

- Alternative
- Apprenticeship
- Microcredential
- Residency
- Traditional

PROGRAM LEVEL

- Graduate
- Licensure Only
- Undergraduate



- Use the [Directory of Approved Programs](#) to search for programs and to monitor new approvals.
- If you partner with an IHE that does not currently offer an RTA, you may consider reaching out about development.

Resources

- [ISBE Apprenticeship Site](#)
- [Department of Labor](#)
- [Office of Apprenticeship](#)
- [Educator Registered Apprenticeship \(ERA\) Intermediary](#)
- [National Center for Teacher Residencies](#)
- [National Center Grow Your Own](#)
- [Grow Your Own Tennessee](#)

Thank you