



# Teacher Apprenticeship Texas

The U.S. Department of Labor approved the first nationally registered K–12 teacher apprenticeship program in January 2022, opening the door to a rapidly growing pathway for prospective teachers. By October 2022, Texas had an approved program, and the Department of Labor has now approved registered teacher apprenticeships in more than 30 states.

## What Is Teacher Apprenticeship?

Teacher apprenticeship is an “earn and learn” pathway to a teaching credential that provides structured, paid, on-the-job learning experiences combined with job-related technical instruction and mentorship. Teacher candidates serving as apprentices are paid by their employers while they participate in the program, helping to make their pathway into the profession more affordable.

## Areas of State Support for Teacher Apprenticeship

- The Texas Teacher Vacancy Task Force, established to examine teacher retention and recruitment challenges across the state, prioritized Improvement of the teacher pipeline and pre-service preparation of novice teachers as a key priority under the training and support recommendation.
- The Tri-Agency Work Group on teacher apprenticeship convened in spring 2023 to develop state guidelines for teacher apprenticeships in Texas, develop related tools and resources, and provide guidance for funding.
- In spring 2024, the State Board of Educator Certification adopted the teacher residency preparation route that results in an enhanced standard certificate. Recognition of a residency route connects to state efforts to develop guidance for teacher apprenticeships. The residency route works alongside existing Grow Your Own (GYO) initiatives to expand and support the pipeline.
- Stakeholders in education, labor, and higher education spaces are convening throughout 2024 with the Tri-Agency Work Group to provide feedback and guidance on the state guidelines.

### The Tri-Agency Work Group:

- ✓ The Texas Education Agency (TEA)
- ✓ The Texas Workforce Commission (TWC)
- ✓ The Texas Higher Education Coordinating Board (THECB)

### The Texas Teacher Apprenticeship Advisory Committee:

- ✓ Recruited key stakeholders to represent a diverse composite of the Texas educational landscape
- ✓ Representatives include: EPPs & District Leaders, Candidates, ESC leaders, and other relevant stakeholders/experts

## Timeline

**2018**  
TEA begins shaping registered teacher apprenticeship work for the state

**2021**  
Dallas College is the first approved registered teacher apprenticeship program in Texas

**2022**  
Teacher Vacancy Task Force established

## Benefits for Teacher Apprentices

- Stipend supported year-long residencies
- Apprentices “earn while they learn”
- Mentor teacher
- Progressive release of professional responsibilities



“We continue to learn the importance of learning from our Texas partnerships who have been vanguards of these strong practices. Our goal is to learn from and build with the field.”

Dr. Cherylynn Jody Moody, director of Apprenticeship, Certification and Enforcement, TEA



**2023**

Tri-Agency Workforce Initiative teacher apprenticeship working group convenes

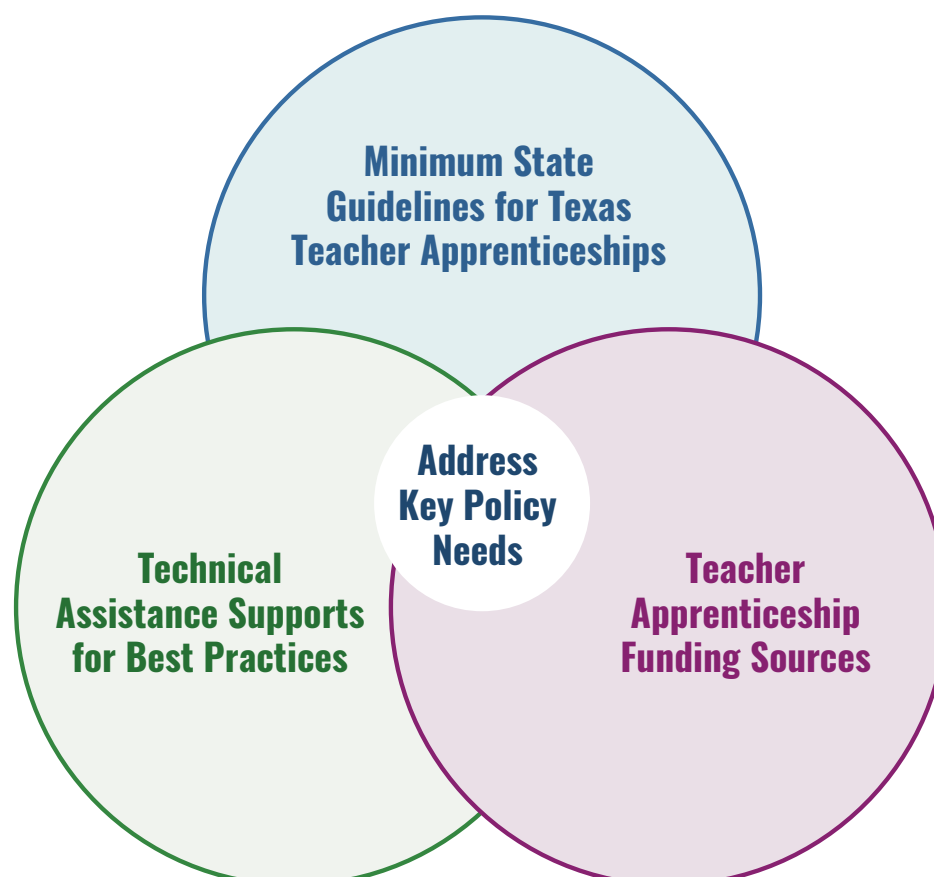
**2024**

Residency preparation route adopted by the certification board

**2025-2026**

TEA will provide targeted technical assistance supports state-wide for areas of critical needs related to the design and implementation of teacher apprenticeships

## Focusing on Strategies



## Premier Partnerships

District and Educator Preparation Program partnerships have proven to be critical to building the foundation of TEA’s apprenticeship programming.

### Partner programs include:

- **Dallas College** became the first approved Registered Teacher Apprenticeship Program in Texas. Programming is designed to address educator shortages, specifically in North Texas:
  - ▶ Apprentices **earn a bachelor’s degree** in teaching while serving as a resident teacher 3 days per week and tutor or substitute 1 day a week.
  - ▶ Apprentices **receive \$30,000** during year-long residencies.
  - ▶ Richardson Independent School District was the first district to partner with Dallas College; 10 apprentices began in the first district cohort.
- **Education Service Center (ESC) 19** is officially recognized as a registered teacher apprenticeship program and working with the ESC 19 Head Start in partnership with ESC 19’s teacher preparation and certification program:
  - ▶ Features **five levels** for an apprentice based on college credits.
  - ▶ Candidates take classes that are **self-paced** and **online**.
  - ▶ Candidates may choose to work toward their associate degree and complete the teacher aide apprenticeship, which is a **2-year program**.
  - ▶ Candidates wishing to pursue a Texas teaching certificate will continue to the K–12 teacher apprenticeship, which is a **3-year program**.
  - ▶ The K-12 teaching apprenticeship requires candidates to complete a bachelor’s degree and attend the ESC 19 teacher preparation and certification program

