



FAQs Apprenticeship

Who are teacher Apprentices?

In NYS, teacher apprentices are teacher candidates seeking initial teacher certification and enrolled in a NYS registered Educator Preparation Program with a registered residency program.

What are the qualifications for a teacher Apprenticeship?

Minimally, the teacher candidate must be accepted into a NYS registered Educator Preparation Program with a registered residency. Other qualifications can be set by the school districts and co-sponsors as the program is created. If, for example, the Registered Apprenticeship Program is being created on the graduate level the qualifications would include the Apprentice already has a bachelor's degree. Other requirements or qualifications can be added that sponsors consider necessary, and evaluate candidates based on alignment with the needs at the individual school level. Typically other parts of the process include:

- Completed application for the RAP.
- Participate in an interview with potential lead teachers, district administration and IHE where they will be looking to ensure the individual has the personality, skill set, and disposition that will be a good match to the classroom teacher, district, and profession
- Sign an employment agreement to complete the degree, to complete the on-the-job learning, and to obtain NYS Initial teacher certification.

Is the apprenticeship for all content or teaching areas, or just those that are hard to fill?

Apprenticeships in NYS are defined by the sponsors of the RAPs so districts and/or BOCES, as employers, can determine if all or only certain certification areas will be included. The goal is to develop credentialed teachers to fill positions that will be needed in the future. Any content area or teaching position could be considered through the apprenticeship program, leading to the sustained, long-term effort of building a robust pipeline of teacher candidates.

Who will provide the coursework (related instruction) necessary for the apprenticeship program?

All degree coursework will be provided by an Institution of Higher Education (IHE). The IHE must be a NYS Registered Educator Preparation Program with a registered Residency program. The EPP will partner with the school district and/or BOCES and local union affiliate as a "related instruction provider" for the Registered Apprenticeship Program. This will mean that candidates will need to be accepted into a EPP program that offers a registered residency program before becoming an Apprentice.

When the apprentice completes the program do they have a higher education degree?

Yes. Many programs are on the graduate level so candidates start already having a BS or BA degree. When they complete the Registered Apprenticeship Program they will also then have a Masters degree. This is helpful because in NYS initially certified teachers are required to obtain a Masters degree within the first 5 years. This meets that requirement from day 1 and the 1 or 2 year experience in the program also counts toward the required 3 years experience to achieve professional level certification.

How long does it take to complete the teacher apprenticeship?

Apprentice candidates that enroll in a graduate level Apprenticeship program will complete in 1 to 2 years.

What are the benefits to the Apprentice?

- Access to daily guidance and feedback, well beyond the typical student teaching experience, that helps Apprentices apply the higher education degree coursework they are studying.
- Financial support in the form of wages and possible course work tuition/fees.
- Improved quality of life through completion of a degree.
- Timelines that balance on-the-job training and coursework.
- Designed to meet the needs of coursework outside the workday.
- Building their resume and opportunities for advancement in the school district or others.
- Establish a professional network.
- Build collaborative relationships within the school district.
- Learning school district values, priorities, programs, and families.
- Considerable professional development experience.
- Minimal learning curve when moving into the full teaching position, hit the ground running.
- One to two years credit toward NYS Professional Teaching Certification.
- Will have already met the Masters degree requirement for NYS Professional Teaching Certification.
- Opportunity to "buy back" service in the NYS Teacher Retirement System.

