

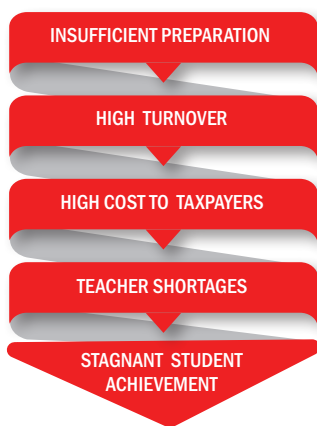
# NYS Educator Workforce Development HUB



The teacher workforce crisis is a transformative opportunity for the development of future educators. Teachers are the backbone of our democracy – building skillful, critical thinkers and informed citizens by fostering confidence, curiosity and creativity. A well-prepared teacher in every classroom is one of the most important resources society can provide their youth. To expect success from students, we must begin with transforming teacher preparation using Apprenticeships.

A Registered Apprenticeship Program (RAP) re-imagines preparation using a residency model where learning is embedded with practice in paid employment. RAPs rely on partnerships which access, develop, and retain strong talent. A RAP partnership must start with an employer (a District or BOCES) then involve both the union affiliate and higher education program(s). The NY State Educator Workforce Development HUB provides RAP partnerships technical assistance, guidance, and resources - leading to a dynamic, diverse, and well-prepared educator workforce.

**NYS will need 180,000 new teachers in the next decade, presenting an educator workforce crisis.**



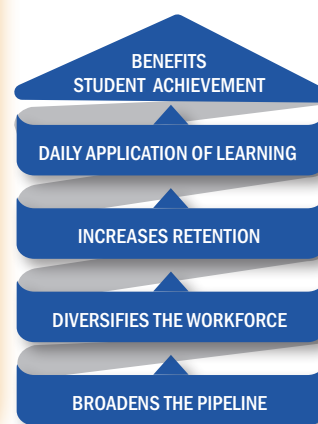
## Inadequate preparation and challenging working conditions

- Non-residency program hires have **50%** higher student discipline and suspension rates [1]
- Teachers often cite working conditions, such as lack of support from principals and little opportunity to collaborate with colleagues, as the top reason for leaving

## RAPs build collaborative working environments

- Integrated degree coursework with the daily experience of classroom educators.
- At least **1,200** hours of on-the-job experience as opposed to **490** hours in traditional programs.
- *"91% of Principals agree that residents outperform teachers prepared through other pathways."* (NCTR, 2018)

**Registered Apprenticeships are valuable investments providing workforce solutions.**



## Financial barriers for candidates

- High cost of tuition
- Unfunded field experiences
- **76%** must work **30** or more hours per week while in graduate school
- **20%** are parents

## Apprenticeships provide paid employment and often other supports

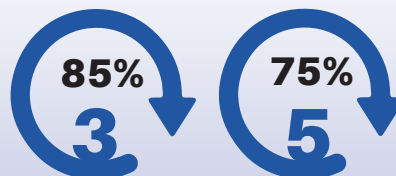
- Apprenticeships require districts to employ the resident Apprentice during the program so they are being paid while learning and contributing to the classroom as well as school community
- State University candidates will also receive \$5,000 tuition assistance
- Districts and/or sponsors can also apply for other DOL monies to support the candidates' apprenticeships, offsetting wage costs or with tuition, books, fees or tools.

## High attrition rate

- **30%** educators leave before the 5th year (upwards of **50%** in urban areas) [2]
- In NYC, fast track certification candidate turnover rate is **4x** greater than residency candidates (Office of the NYC Comptroller, 2021)
- High Cost
  - According to Learning Policy Institute: Hiring and onboarding costs (**\$9,000/\$11,000/\$21,000** per hire) for rural, suburban and urban districts, respectively
  - Classes staffed by substitutes, novices, and uncertified teachers negatively impact student learning - disproportionately impacting BIPOC and socioeconomically-disadvantaged students

## RAPs provide residency experiences which positively impact retention

- 85% of residents remain in district after 3 years while only 60% of non-residents do; 75% of residents remain after 5 years. [3]



- Retention reduces costs to district taxpayers, stabilizes the workforce and has a positive impact on school culture and student learning.

**Schools require and deserve well-prepared teachers to fill vacancies and ensure P-12 students receive the necessary instruction and support to exit the P-12 system with skills, knowledge, and social-emotional wellness needed for success.**