



It's a RAP!



Registered Apprenticeship Programs

(RAPs) in education offer school districts and/or BOCES, as employers, along with union affiliates a model to guide, develop, and prepare their future workforce. RAPs, in partnership with IHE educator preparation programs, offer a high-quality setting, alongside an experienced teacher, ensuring that candidates are well-prepared and profession-ready.

RAPs are:

- effective retention and recruitment strategies
- an investment in a trained employee
- customizable to local needs
- built on the research proven residency model
- a way to increase diversity in the educator pathway

RAPs are not:

- ~~just for skilled trades~~
- ~~a quick fix to teacher shortage~~
- ~~a less-rigorous path to teaching~~
- ~~a guaranteed funding stream~~
- ~~one size fits all~~

RAPs for teachers allow Apprentices to:

- Earn a living wage while they learn and contribute to positive student outcomes
- Apply college degree coursework and learning daily, in a classroom guided by an experienced teacher, while they move towards certification

RAPs are built on residencies, which have a proven track record of producing strong results:

- Research shows retention is positively impacted with 80-90% of residents remaining in district after three years; 70%-80% after five years
- Residency-trained teachers have seen a 50% reduction in suspension rates
- Fast track certification candidate turnover rate is 4x greater than residency candidates

RAPs do not change the requirements for entry into the profession

Teacher Candidates as Apprentices still:

- Earn a bachelor's or master's degree, graduating from an Educator Preparation Program (EPP)
- Meet all Initial teacher certification requirements (including all required exams)