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 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)