



FAQs Institutions of Higher Education (IHE) as Related Instruction Providers

What is the role of the IHE in a Registered Apprenticeship Program?

In NYS, the Institutions of Higher Education provides all degree coursework as a **related instruction provider** to the Apprentices in a RAP. Teacher candidates must be accepted into a NYS registered educator preparation **residency** program before becoming an Apprentice. The resident/Apprentice must participate in at least 1,200 hours of guided on-the-job experience along with required degree coursework to meet the established competencies before completing the program.

How is this different from traditional student teaching?

A Registered Apprenticeship Program (RAP) is very different from traditional student teaching in several ways:

- A Registered Apprenticeship is a **paid** experience. Residents are employed by the district and/or BOCES.
- The RAP model is built on a registered residency program, spanning one to two years, that results in a higher education degree **and** NYS Initial Teacher Certification.
- It embeds studied theory with learned practice by placing residents (known as Apprentices) full-time alongside experienced educators to co-plan, co-teach, and fully participate in all aspects of teachers' instructional and non-instructional responsibilities in the school community during the one or two years.
- This type of immersive experience allows candidates to fully apply the degree coursework and academic theory in real time with real students under the guidance of and collaboration with an experienced classroom teacher, creating a new paradigm of learning.

How do we certify a track or program as a Residency?

The process to register an existing IHE Educator Preparation Program (EPP) to add a residency track is laid out by [NYSED here under Clinical Placement Residency Track Change](#). There is also technical assistance available from the NYS Educator Workforce Development HUB to complete this process.

What additional supports are available to candidates as Apprentices?

- Apprentices are in paid employment (at at least minimum wage) as a resident learning to teach in the district. This removes barriers for people who wanted to enter the profession and can't afford to be in the workplace for free.
- State University candidates registered as an Apprentice in a RAP automatically have access to \$5,000 of tuition assistance through the SUNY.
- Sponsors or intermediaries can also apply for additional [Department of Labor grant funding](#) which can cover additional costs to the Apprentices such as tuition costs, fees, books, certification exam costs, or work tools, or up to 50% of the wages for the employer.

How are district needs identified and considered?

Districts will assess their staffing needs for current or future vacancies and most likely, prioritize candidates in those certification areas to fill Registered Apprenticeship roles. They may need to partner with multiple IHEs to meet their workforce needs across certification areas.

Do all of our candidates have to be enrolled in an Apprenticeship?

The short answer is "No". While it is the goal to have all candidates in paid positions, districts may not be in a position to shoulder that fiscal responsibility. So IHEs may end up placing some of their teacher candidates in paid Apprenticeship roles (based on district needs) and others in unpaid residency placements or traditional unpaid student teaching placements.

Who recommends the candidate/Apprentices for NYS Initial certification?

IHEs still maintain all responsibility for recommending the candidate/Apprentice at the end of the program for NYS Initial Certification.

What are the benefits? ?

The Apprentice must complete a minimum of 1,200 hours in paid on-the-job training under the 1:1 guidance of an experienced school-based educator. This level of collaboration, deep learning and application of college coursework in the field, under the guidance of an experienced teacher has been shown to greatly increase retention of early career teachers.

- removes barriers for candidates to enter the profession
- increases IHE recruitment into programs with paid opportunities and tuition assistance
- addresses critical workforce challenges including recruitment and retention
- creates a collaborative work and learning environment
- strengthens connections to communities

Where can we find out more about participating in a RAP?

The [NYS Educator Workforce Development HUB](#) provides technical assistance and resources to help districts, BOCES, local union affiliates, and IHEs register Apprenticeship programs. You can reach out directly to HUB team member Dr. Jean Ann Hunt at jeanann@teachmeducation.org

