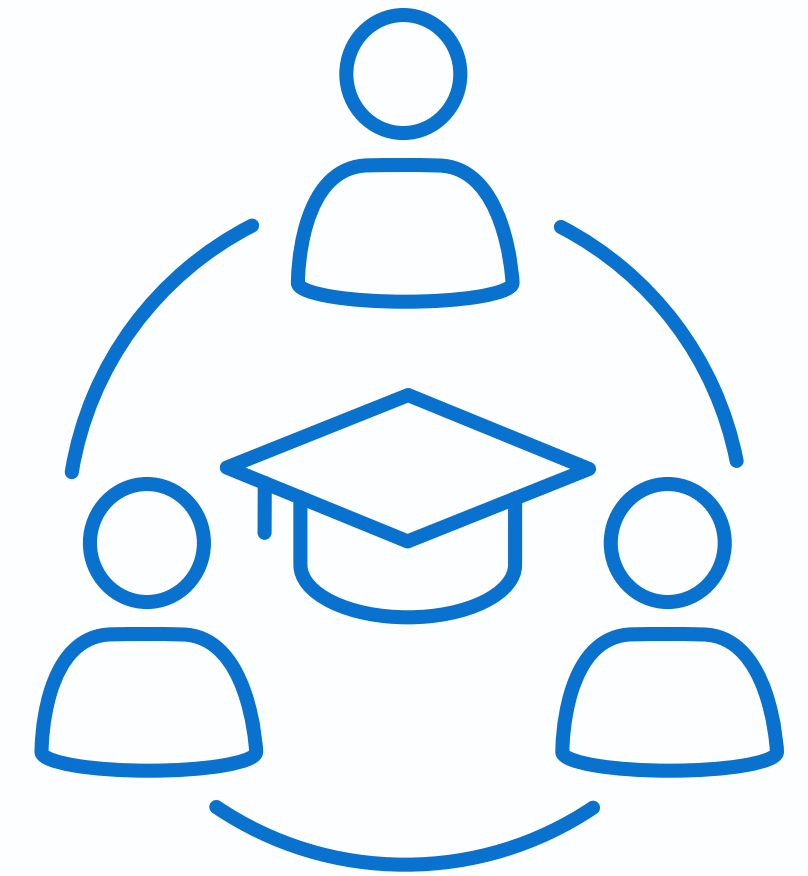


REGISTERED TEACHER

APPRENTICESHIP

A WORKFORCE INITIATIVE



AMSD Presentation

What is a Registered Apprenticeship?

1



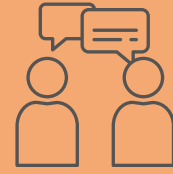
Signatory Employers

School districts choose and guide licensure area needs.

Employ and mentor the apprentices and journey workers.

Union Partnership

2



On-The-Job Training

Apprentices receive job-embedded training from an experienced mentor teacher (journey worker)

3



Related Technical Instruction

Apprentices receive foundational instruction from EPPs that they then apply on the job.

Issue degree and recommen for licensure

4



Compensation for Skills Gained

Apprentices receive wage increases as they gain higher level skills.

Negotiated with local union in a Memorandum of Understanding

5



National Recognized Credential

Bachelor's or Master's degree in Education and a given licensure area



Workforce Investment

Strategically supporting the full lifecycle of educator development

- **Recruitment:** Attracting diverse, mission-driven candidates to the profession—especially in high-need licensure areas.
- **Preparation & Mentorship:** Providing high-quality training, coaching and support to ensure readiness and resilience.
- **Retention:** Creating conditions for long-term success through professional growth, belonging, and career advancement.

TEACHER SHORTAGES DEMAND INNOVATIVE RECRUITMENT STRATEGIES.

HIGH TURNOVER HIGHLIGHTS THE NEED FOR EFFECTIVE PREPARATION AND RETENTION STRATEGIES.

INVESTING IN EDUCATORS IS INVESTING IN THE FUTURE OF OUR SCHOOLS AND COMMUNITIES.



Why Apprenticeship

\$1.47 **RETURN** for every dollar spent on apprenticeship by employers

93% Of registered apprentices are employed upon completion of their apprenticeship

\$28 In benefits for every \$1 invested by the government

\$77K
Completers earn per year on average

\$300K+
Apprentices' lifetime earning average

IT IS ESTIMATED THAT EVERY TEACHER THAT LEAVES A DISTRICTS COST \$22,000 PER TEACHER

RETURN ON INVESTMENT TAKES TIME BUT DOES DEVELOP & REMAIN

Apprenticeship Supports

Department of Labor & Industry

Oversees all Registered Apprenticeship Programs in your state

Sponsorship
BrightWorks/MNTJATC

Responsible for the implementation and continued fidelity of an apprenticeship program. Gathers & reports all necessary data to DLI regarding the progress and completion of apprenticeships.

Districts (Signatory Employers)

Recruit, Select & Employ the Journey Worker teachers & Apprentices

Union

Locals negotiate MOUs. Advocate for both Journey Workers & Apprentices

Statewide Sponsorship: BrightWorks/MNTJATC

MNTJATC: Minnesota Teachers Joint Apprenticeship Training Committee

- Governing body for apprenticeship programs registered with them (think of them like the school board for apprenticeship programs)
- Membership = 50% Union and 50% Management
- Operate as a 501(c)3, cooperation agreement with BrightWorks

The JATC ensures consistency and quality across teacher apprenticeship programs by establishing core systems and processes—including complaint resolution, apprentice transitions, data management, and alignment with industry needs. It also ensures programs meet Department of Labor and Industry standards and required competencies, maintaining fidelity and integrity across all pathways.

Current Licensure Areas

BEING IMPLEMENTED:

- ACADEMIC BEHAVIORAL STRATEGIST (ABS)
- DUAL LICENSURE, AUTISM SPECTRUM DISORDERS AND EMOTIONAL BEHAVIORAL DISORDERS (ASD/EBD)
- DUAL LICENSURE, ABS/ELEMENTARY
- EARLY CHILDHOOD SPECIAL EDUCATION

IN DESIGN PHASE:

- DEAF/HARD OF HEARING
- ENGLISH LANGUAGE LEARNING (DUAL LICENSE OPTIONS)
- HIGHLY QUALIFIED PARAPROFESSIONAL

IN DISCUSSION:

- BLIND VISION IMPAIRED
- CAREER AND TECHNICAL EDUCATION

BightWorks/MNTJATC

Registered Apprenticeship Programs

- CURRENTLY:
 - 79 TOTAL APPRENTICES
 - 21 APPRENTICES IN ASD/EBD PROGRAM AND 12 IN ABS PROGRAM ON TRACK TO GRADUATE IN MAY!
 - 3 UNIVERSITY PARTNERS IMPLEMENTING
 - MINNESOTA STATE UNIVERSITY, MANKATO
 - UNIVERSITY OF MINNESOTA
 - SOUTHWEST MINNESOTA STATE UNIVERSITY
 - 3 OTHERS ARE ENTERING APPRENTICESHIP
 - 13 METRO AND RURAL SCHOOL DISTRICTS ARE SIGNATORY EMPLOYERS.
 - MANY MORE TO BE ADDED THIS FALL.

Considerations/Commitments

APPRENTICES:

- RELEASE TIME FOR RTI DAYS DEPENDING ON PROGRAM
- WAGE INCREASE THE SECOND YEAR - REQUIREMENT OF APPRENTICESHIP
- PLACEMENTS:
 - BUILDINGS, PROGRAMS CONDUCIVE TO COLLABORATION, DISABILITY AREAS, ETC.
 - FIELD PLACEMENTS REQUIRED
 - 2 DAYS IN BIRTH-2 AND 3-5 FOR ASD LICENSURE (COLLABORATE ON 2 DAYS IN EACH)

JOURNEY WORKER TEACHERS:

- NEGOTIATED STIPENDS
- RELEASE TIME FOR MONTHLY MEETINGS AND POSSIBLE FULL-DAY TRAININGS MEETING

UNION RELATIONSHIP AND INVOLVEMENT IN PROCESS & MOUS

**INFORMATIONAL
MEETINGS,
INTEREST
SURVEYS, ETC.**

**Sept-
Nov**

**APPLICATIONS,
INTERVIEW,
SELECT AT THE
DISTRICT LEVEL**

**Dec-
Jan**

**CANDIDATES
APPLY TO
UNIVERSITY &
ACCEPTANCE**

**Feb-
Mar**

**SPRING
CELEBRATION
SUMMER
LAUNCH**

**Apr-
Aug**

Financial Considerations/Supports

- THE LEGISLATURE GAVE 7 MILLION TO APPRENTICESHIPS
 - MNTJATC ALLOWED TO APPLY FOR 3 MILLION OF THAT
 - ESTABLISH THE JATC PERSONNEL, OPERATIONS, ETC
 - TUITION AND STIPEND SUPPORT FOR DISTRICTS AND CANDIDATES
- THE JATC WILL BE APPLYING FOR THEIR OWN PATHWAY GRANT, GROW YOUR OWN GRANT, AND MENTORSHIP GRANT, SPECIFICALLY FOR APPRENTICESHIP
- PARTNERSHIP WITH US DOLI AND MN DOLI TO ENGAGE LOCAL WORKFORCE BOARDS FOR WIOA & INCUMBENT WORKER FUNDING
- DISTRICTS NEED TO CONSIDER THEIR FINANCIAL SITUATION, CAPACITY, RELATIONSHIP WITH THEIR UNION

THERE IS A RETURN ON YOUR INVESTMENT...BUT A WORKFORCE INVESTMENT TAKES JUST THAT-**AN INVESTMENT**

Next Steps

REACH OUT!

I AM HERE TO WALK YOU THROUGH IT! THAT IS MY ROLE AS A SPONSOR!

- SAMPLE INTEREST SURVEYS
- INFORMATIONAL MEETINGS FOR POTENTIAL CANDIDATES
- SAMPLE JOB DESCRIPTIONS
- SAMPLE INTERVIEW QUESTIONS
- SAMPLE MOUS

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QUESTIONS

