



NATIONAL CENTER FOR
GROW YOUR OWN

Grow Your Own:

Definition

A clear, articulated pathway for an aspiring educator to become a teacher for free and get paid to do so.

NCGYO

Who We Are & What We Do

- The **National Center for Grow Your Own (NCGYO)** is a 501(c)3 nonprofit organization that was formed by the former human capital leadership team at the Tennessee Department of Education
- We provide technical assistance to state education agencies (SEAs), school districts (LEAs), and educator preparation providers (EPPs) to launch or expand “Grow Your Own” (GYO) and registered apprenticeships in teaching and/or principalship
- NCGYO was a co-chair (along with Deans for Impact & AACTE) for the National Guideline Standards of the K-12 teacher registered apprenticeship via Pathways Alliance

The Problems to Address

By leveraging Grow Your Own strategies in Tennessee, we sought to...

Remove financial barriers

Address vacancies - with focus on SPED and ESL

Eliminate concept of a first-year teacher

Increase educator diversity

Address Educator Preparation Provider (EPP) deserts and quality considerations

What We Did in TN

By leveraging GYO strategies in TN, we created pathways that...

Allowed aspiring educators to become teachers for free and get paid to do so

Dually-certified all graduates in either SPED or ESL

Required a minimum of two years for student teaching

Incorporated diversity into the rubric

Increased access to high-quality EPPs

What This Led To

The TN GYO Grant Program in Tennessee led to...

65 districts and 14 EPP partners, creating pathways for 670+ future educators

Dramatically lowered cost of EPPs (under \$10K per candidate)

Increase in diversity of EPP enrollees

Higher performing EPPs serving more enrollees

US DOL application for teacher apprenticeship

How did RAP in
teaching get
approved?

2 administrations, 4 applications, 15 letters

Occupation Approved November 2021

First Program Approved January 2022

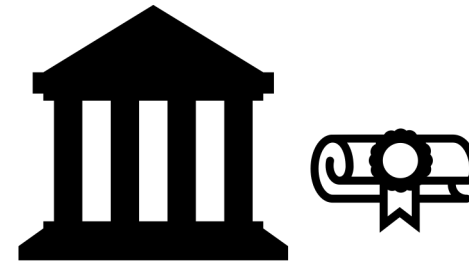
What is a registered apprenticeship?

“Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain *paid work experience*, receive *progressive wage increases*, *classroom instruction*, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and *validated by the U.S. Department of Labor or a State Apprenticeship Agency.*”

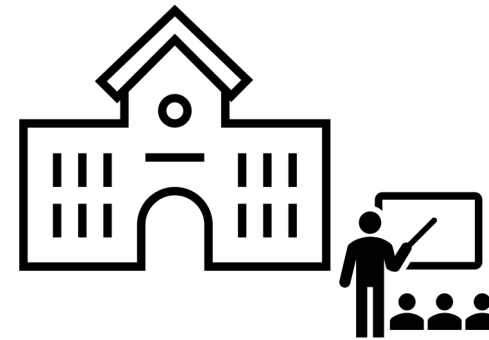


Apprenticeship is the *best of both worlds*...

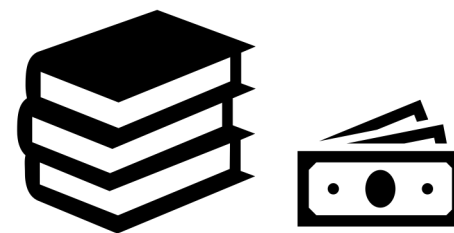
What is a
registered
apprenticeship...
.REALLY?!



Apprentice completes a **degree program**
from an EPP



Apprentice gains **hands-on experience** in
a K-12 classroom, under the guidance of
a **mentor teacher**



Apprentice can “**earn-and-learn**” as a
full-time employee

Apprenticeship Programs (Recommended Definition)

Registered apprenticeships in teaching should be viewed as **phase two** of high quality GYO programs.

Phase two being the financial sustainability or expansion of what already works or could be working in your respective context.

If not careful, bad actors and low performing current operators will use RAPs to just gain access to labor funding to keep doing exactly what they have always done.

»»» EPP Costs

- The only way this program will scale and be sustainable is if we have **affordable rates from EPPs**
- With enrollment down, concessions must be made
- Are you identifying candidates who wouldn't otherwise attend?
- Competitive grant process





LEA Locus of Control

Priority Funding Sources

- 1 Fully funded vacant teaching positions
- 2 ESSER
- 3 Title II
- 4 IDEA and Title III
- 5 State general funds
- 6 Perkins V
- 7 Leverage available funding at HS level
(for youth apprenticeship only)

Other Considerations

- LEAs should cover salaries – leverage existing paraprofessional/education assistant positions and vacancies
- Use this as a recruitment strategy to attract career changers into profession
- Never pay market rate tuition
- Be intentional with HS programs
- Tuition investment > tuition reimbursement



Apprenticeship Program

Key Features

Key Actors

- Sponsor
- Employer
- Related Instruction Provider
- State Apprenticeship Agency/US DOL

Key Components

- Minimum of 2000 hours of training
- Progressive wage schedule
- Related instruction
- On-the-job competencies
- Apprentice-journeyworker arrangement
- Fair and transparent apprentice selection

As of **December '23**, according to the USDOL, Registered Apprenticeship in Teaching programs are now in **30 states**, and this number continues to grow.

U.S. DEPARTMENT OF LABOR
Employment and Training Administration

NOTICE OF AVAILABILITY OF FUNDS AND FUNDING OPPORTUNITY
ANNOUNCEMENT FOR: State Apprenticeship Expansion Formula

ANNOUNCEMENT TYPE: Initial

FUNDING OPPORTUNITY NUMBER: FOA-ETA-23-09

CATALOG OF FEDERAL DOMESTIC ASSISTANCE (CFDA) NUMBER: 17.285

In the USDOL's \$85M State Apprenticeship Expansion Formula Grant Opportunity released in spring 2023, **35 of the 45 state applications** included a reference to K-12 education.

Network helping states explore registered teacher apprenticeships

The National Center for Grow Your Own launched a new effort to connect states looking to use the apprenticeship model to combat teacher shortages.

Published Aug. 15, 2022



Anna Merod
Associate Editor

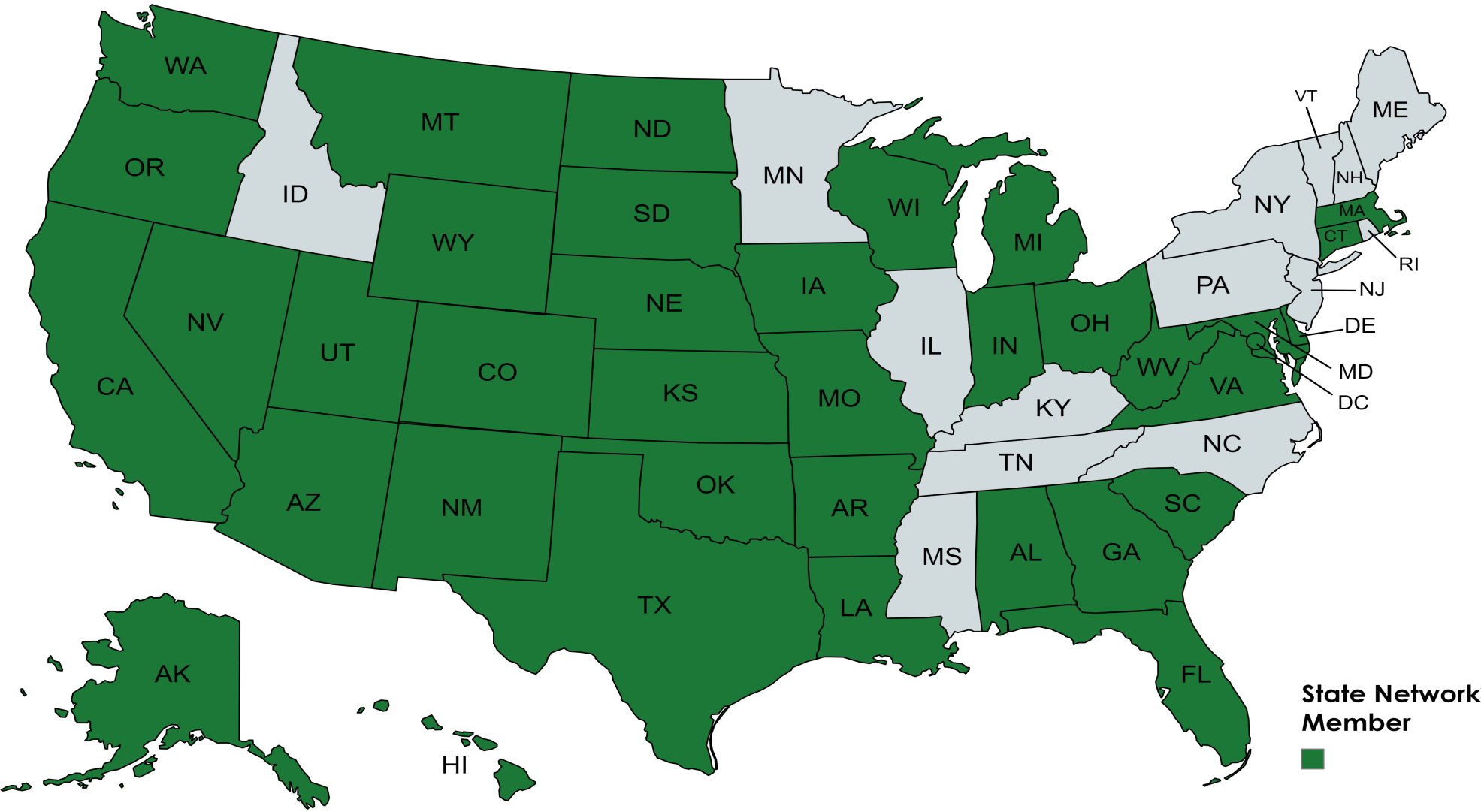


Florida
Wyoming
West Virginia
Texas
California
North Dakota
Missouri

National Registered Apprenticeship in Teaching State Network

National Network

The National Registered Apprenticeship in Teaching State Network now includes **37 state members**, featuring both state **education** agency and state **labor** agency leaders.



Created with manchart.net

National Registered Apprenticeship in Teaching District Network

- Appleton Area School District (Wisconsin)
- Appoquinimink School District (Delaware)
- Auburn-Washburn School District (Kansas)
- Bloomfield School District (New Jersey)
- Carlsbad Municipal Schools (New Mexico)
- Central Susquehanna Intermediate Unit (Pennsylvania)
- Columbus City Schools (Ohio)
- Ector County Independent School District (Texas)
- Fairfax County Public Schools (Virginia)
- Fayette County Schools (Kentucky)
- Fulton County Public Schools (Georgia)
- Greendale Schools (Wisconsin)
- Hollister R-V School District (Missouri)
- Houston Independent School District (Texas)
- Indianapolis Public Schools (Indiana)
- McDowell County Schools (West Virginia)
- Memphis Shelby County Schools (Tennessee)
- Miami Dade County Public Schools (Florida)
- Midland Independent School District (Texas)
- Nelson County Schools (Kentucky)
- New York City Public Schools (New York)
- Oakland Unified School District (California)
- Ogden School District (Utah)
- Pasco County Schools (Florida)
- Prince William County Public Schools (Virginia)
- School District of Philadelphia (Pennsylvania)
- Stafford County Public Schools (Virginia)
- Redondo Beach Unified School District (California)
- Saginaw Intermediate School District (Michigan)
- Tangipahoa Parish School District (Louisiana)
- West Fargo Public Schools (North Dakota)

EPP Collaborative co-hosted with Deans for Impact

- Austin Peay State University
- California Lutheran University
- Carson-Newman University
- Dakota State University
- Dallas College
- East Tennessee State University
- Jacksonville State University
- Limestone University
- Lipscomb University
- Louisiana Resource Center for Educators (LRCE)
- Loyola University Maryland
- Maryville College
- MathTrack Institute
- National Louis University
- North Carolina A&T State University
- Northeastern Illinois University
- Odessa College
- Pacific Oaks College
- Reach University
- Saint Louis University
- Salisbury University
- Sam Houston State University
- Tennessee Tech University
- Texas A&M University - Central Texas
- Texas Woman's University
- University of Missouri - St. Louis
- University of Alaska Fairbanks
- University of North Georgia
- University of Tennessee at Chattanooga
- Virginia State University
- Washington Education Association
- Western Carolina University



To fight teacher shortages, states send people to college for free

Apprenticeships are helping to expand and diversify the ranks of educators



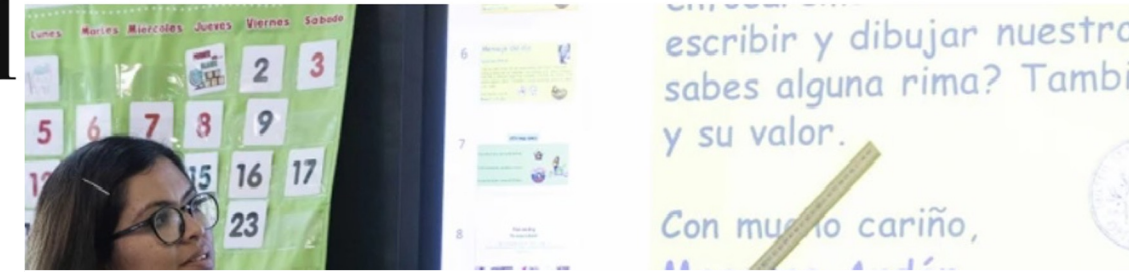
By [Moriah Balingit](#)

Updated May 12, 2023 at 1:48 p.m. EDT | Published May 12, 2023 at 6:00 a.m. EDT

Teacher Apprenticeships Are Booming in Wake of Shortages. Here's What You Need to Know

New federal funding could help more people become teachers for free

[The Will](#) — March 17, 2023 ⌚ 8 min read



See Which States Have Teacher Apprenticeship Programs, and How the Model Plans to Expand



By [Madeline Will](#) — July 27, 2023 ⌚ 5 min read



Regan Sylvester, a Buena Vista University student from Webb, Iowa, teaches in a summer school classroom of rising 1st graders on

Apprenticeships Are the Frontier of Teacher Preparation. Here's How



By [Madeline Will](#) — Octok



This teacher shortage solution has gone viral. But does it work?

OCTOBER 26, 2023 · 5:00 AM ET

FROM [HECHINGER REPORT](#)

HEARD ON WEEKEND EDITION SUNDAY

By [Kavitha Cardoza](#)

5-Minute Listen

+ PLAYLIST



Contact Us

 info@ncgyo.org

 www.ncgyo.org

 [@NationalGYO](https://twitter.com/NationalGYO)