

Teacher-Registered Apprenticeship Program Informational Webinar

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Alaska Department of Education and Early Development
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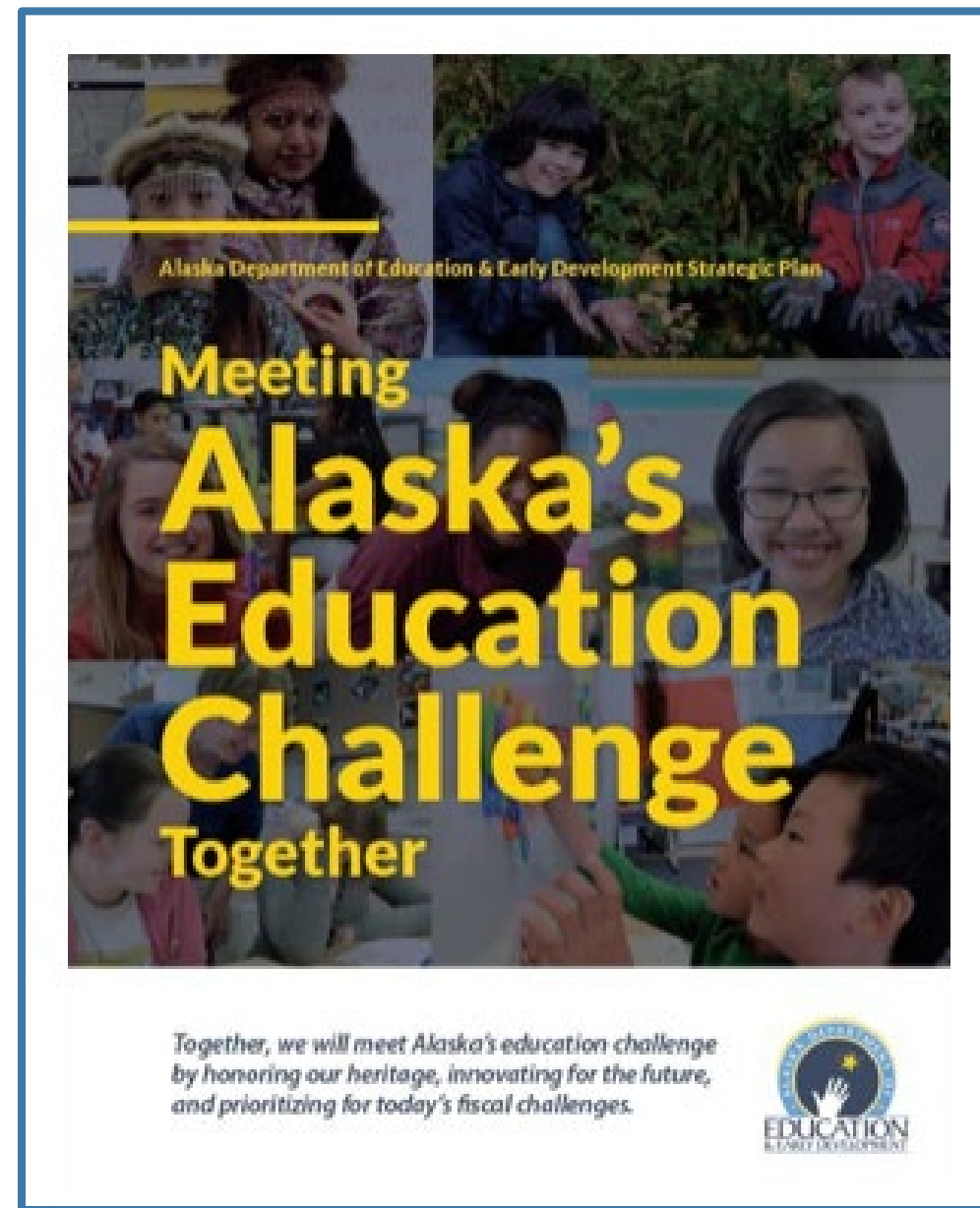
Agenda

- Introduction to Registered Apprenticeships in Teaching
- DEED Sponsored Registered Apprenticeship Program
- Timeline for Implementation
- Next Steps

DEED Mission, Vision, and Purpose

Mission	Vision	Purpose
An excellent education for every student every day.	All students will succeed in their education and work, shape worthwhile and satisfying lives for themselves, exemplify the best values of society, and be effective in improving the character and quality of the world about them. - Alaska Statute 14.03.015	DEED exists to provide information, resources, and leadership to support an excellent education for every student every day.

Alaska's Education Challenge



Five Shared Strategic Priorities:

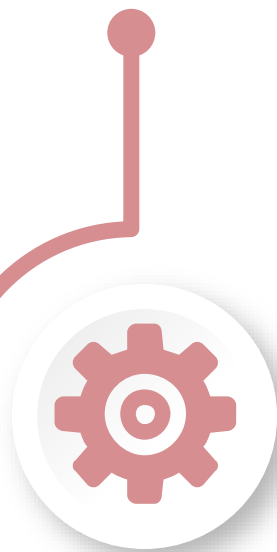
1. Support all students to read at grade level by the end of third grade.
2. Increase career, technical, and culturally relevant education to meet student and workforce needs.
3. Close the achievement gap by ensuring equitable educational rigor and resources.
4. Prepare, attract, and retain effective education professionals.
5. Improve the safety and well-being of students through school partnerships with families, communities, and tribes.

TRR Timeline

AK ED Challenge

SBOE established TRR strategic priority.

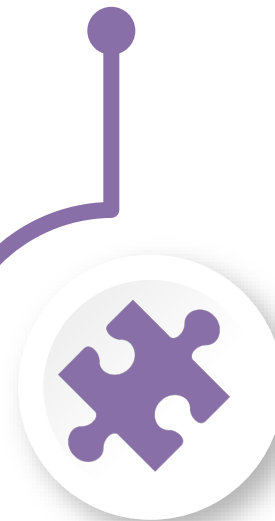
SEPTEMBER
2016



TRR Action Plan Roll Out

TRR Action Plan provides 18 recommendations across 6 essential areas.

APRIL 2021



Implementation

Implement TRR recommendations to create alignment across the system.

CURRENT PHASE



APRIL
2020



TRR Work Group

GOA created a TRR working group of established stakeholders from across the state.

AUGUST
2023

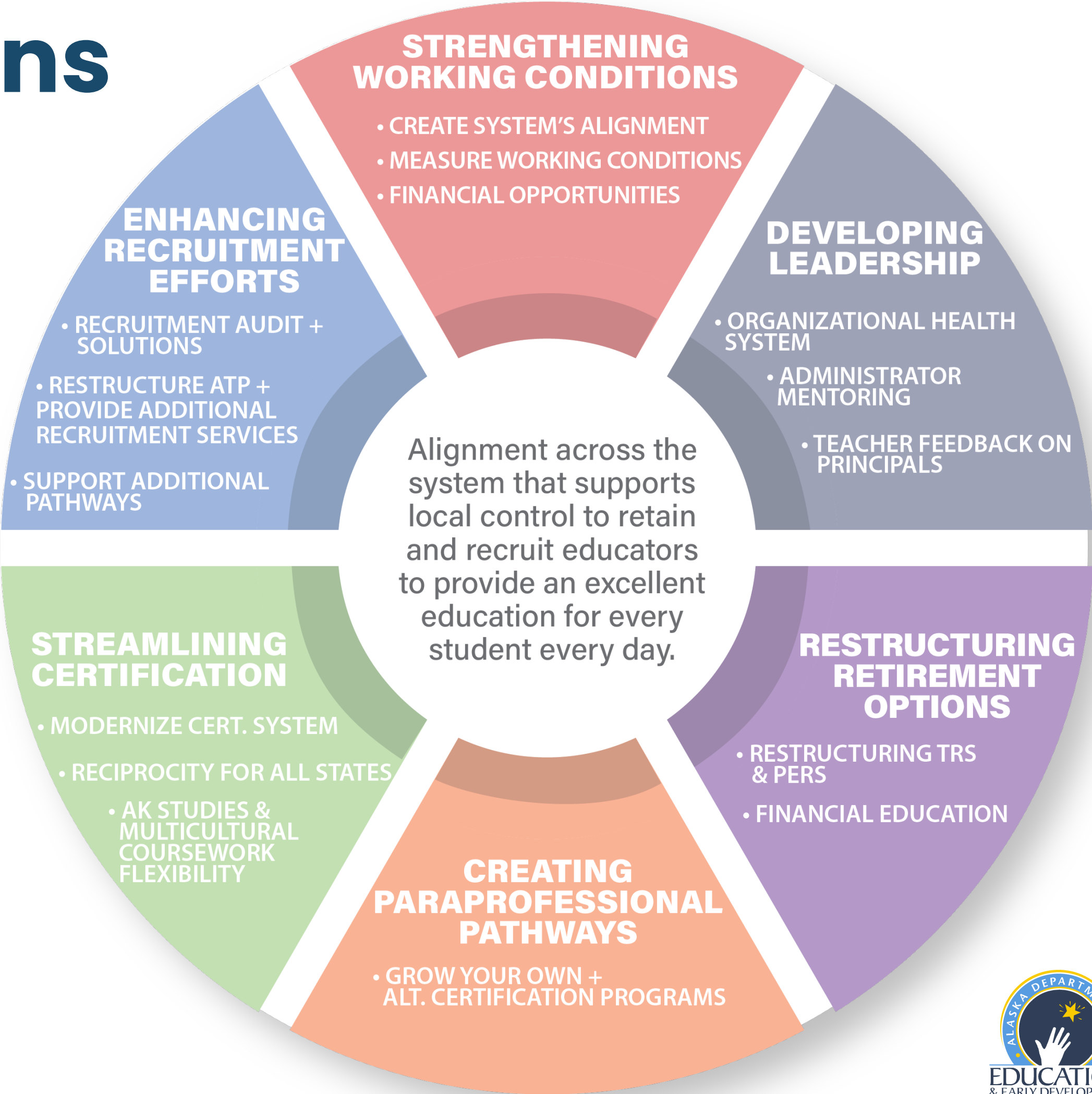


TRR Playbook

TRR Playbook refines to 16 recommendations with implementation strategies defined by stakeholder group.

Potential Solutions

RECOMMENDATIONS FROM THE TRR ACTION PLAN



An Introduction to

Registered Apprenticeships in Teaching



REGISTERED APPRENTICESHIP

Key USDOL & Education Terminology

APPRENTICE <i>Paraprofessionals, Teacher Aides, etc.</i>	An individual officially enrolled in a Registered Apprenticeship Program (RAP), receiving paid on-the-job training and related instruction.
COMPETENCIES	The essential skills and knowledge that apprentices must demonstrate to progress in the program.
EMPLOYER <i>Districts</i>	The business or organization providing apprentices with workplace experience and skill development.
JOURNEY WORKER <i>Mentor Teacher/Expert Teacher</i>	An experienced educator who provides guidance, support, and evaluates apprentices on their competencies.
ON-THE-JOB LEARNING	Hands-on classroom experience where apprentices develop practical teaching skills under the guidance of a mentor teacher.
RELATED TECHNICAL INSTRUCTION <i>Education Preparation Programs</i>	The educational component of an apprenticeship, provided by institutions like colleges, trade schools, or online programs.
SPONSOR <i>DEED</i>	An organization that has administrative oversight and responsibility for an apprenticeship program.
TEACHER-REGISTERED APPRENTICE PROGRAM <i>T-RAP</i>	Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce. Individuals can obtain paid work experience, receive progressive wage increases, complete classroom instruction, and earn a portable, nationally-recognized credential.

Grow Your Own

Definition

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



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.***”

What is a registered apprenticeship *really...?*

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



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 Program

Key Actors



SPONSOR | **DEED**



EMPLOYER | **School District**



RELATED INSTRUCTION PROVIDER | **College/University**
Education Preparation Providers (EPPS)



State Apprenticeship Agency
US DOL Apprenticeship Office

Apprenticeship Program

Core Components

CORE COMPONENTS



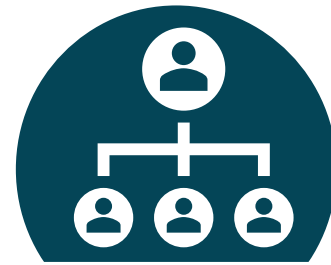
2000 Hours (Minimum)
of Training



Fair and Transparent
Apprentice Selection



Progressive Wage
Schedule



Journeyworker
Apprentice Arrangement



Related Instruction
Outline

Potential Funding Sources

DISTRICT SOURCES

- Fully funded vacant positions
- Tuition reimbursement
- IDEA and Title III
- Title II
- Available funding at HS level

LABOR SOURCES

WIOA

Workforce Innovation and
Opportunity Act

SAEF

State Apprenticeship
Expansion Formula

STEPP

Steps Toward Educational
Progress and Partnership

DEED T-RAP MODEL & EMPLOYER SUPPORT

DEED T-RAP MODEL

Cultural Competency

APPRENTICE AS THE CULTURAL MENTOR

Leverage the apprentice's deep cultural knowledge to guide mentors, fostering mutual understanding and respect in culturally diverse classrooms. RECIPROCAL TEACHING PROCESS

EMBEDDING CULTURAL IDENTITY AND TRADITIONS

Collaborate with local tribal representatives to integrate regional languages, histories, and traditions into teaching practices.

CONNECTING TO STUDENTS' LIVED EXPERIENCES

Utilize local environments and community resources to create meaningful, culturally relevant connections between classroom instruction and students' daily lives.

INCLUSIVE EVALUATION OF CULTURAL COMPETENCE

Engage tribal elders and local councils in evaluating cultural competence to ensure practices align with community values.

DEED T-RAP MODEL

Mentorship

BUILT ON EXISTING INFRASTRUCTURE

- Leveraged 20 years of experience from the Alaska Statewide Mentor Project (ASMP), which has supported first- and second-year teachers across the state.
- ASMP developed a tiered mentorship model that provides adaptable, high-quality support tailored to the needs of apprentices and their communities.

COMPREHENSIVE MENTOR TRAINING

Mentors participate in professional development, including:

- A face-to-face fall convening to refine mentoring skills and address Alaska-specific challenges.
- Ongoing professional development sessions throughout the year.

ON-SITE AND HYBRID MENTORSHIP MODELS

- Apprentices are paired with on-site mentors for direct, one-on-one support.
- In districts without an on-site mentor, ASMP ensures apprentices receive a hybrid model of support, blending in-person visits with remote mentoring.

CULTURALLY RELEVANT GUIDANCE

Mentors collaborate with local tribal representatives and incorporate apprentices' cultural knowledge into teaching practices.

DEED Sponsorship Support for Employers

TRACKING APPRENTICE REQUIREMENTS

COMPLIANCE MONITORING

DEED ensures that all apprentices meet program requirements, including coursework, in-class teaching experience, and mentorship expectations.

PROGRESS DOCUMENTATION

DEED tracks apprentice milestones, ensuring they are on pace to complete their apprenticeship and certification.

DATA COLLECTION & REPORTING

DEED collects and reports apprenticeship data for continuous improvement and accountability.

DEED AS LIASION WITH U.S. DEPARTMENT OF LABOR (USDOL)

PROGRAM REGISTRATION & COMPLIANCE

DEED works directly with USDOL to maintain program approval and ensure adherence to federal apprenticeship standards.

FUNDING & RESOURCE ACCESS

DEED facilitates access to federal grants and workforce funding to offset costs for school districts.

POLICY & REGULATION GUIDANCE

DEED helps employers navigate evolving apprenticeship regulations and requirements at the federal and state levels.

DEED & NCGYO TECHNICAL SUPPORT

TECHNICAL ASSISTANCE FOR DISTRICTS

DEED, in collaboration with the National Center for Grow Your Own (NCGYO), provides direct support to employers in designing and implementing registered apprenticeship pathways.

BEST PRACTICES & TRAINING

DEED and NCGYO offer technical assistance, professional development, and mentorship strategies to ensure districts successfully onboard/support apprentices.

CUSTOMIZED SUPPORT MODELS

NCGYO helps tailor mentorship and instructional models to fit Alaska's unique education landscape, including rural and tribal school systems.

ON-RAMPS & PROGRAM TIMELINES

DEED'S INTENT

To create multiple, accessible on-ramps for aspiring educators, regardless of their level of prior academic credit, work experience, or geography.

WHO CAN PARTICIPATE BASED ON PRIOR ACADEMIC CREDIT?

Individuals With:



Bachelor's Degree



Associate's Degree
(or equivalent)



Some College Credit



No College Credit

WHAT ARE CANDIDATE PROFILES?

- Individuals with a ***heart for kids***
- Career-changers with bachelor's degree

- Paraprofessionals or education assistants with an associate's degree, some/no college credit
- School-based staff (bus drivers, clerks, etc.)

POTENTIAL APPRENTICE CANDIDATE

Is This a Good Fit?

BACKGROUND

- 15 Years of experience as a paraprofessional
- Earned 56 continuing education credits
- Born and raised in the community

CONSIDERATIONS

- Extensive classroom experience and student support skills
- Strong community ties, making long-term retention likely
- Some formal education, providing a foundation for completing a degree

POTENTIAL APPRENTICE CANDIDATE

Is This a Good Fit?

BACKGROUND

- First year in the community
- No college credits
- Works in the front office as a school secretary

CONSIDERATIONS

- Would be starting their education from the ground up
- No direct classroom instructional experience—would need significant mentorship and coursework
- Still building community ties, which could impact long-term retention

POTENTIAL MENTOR CANDIDATE

Is This a Good Fit?

BACKGROUND

- First-year elementary teacher
- Teaching under an emergency certificate
- New to the community – spouse is a secondary teacher

CONSIDERATIONS

- Still developing their own teaching skills, may need mentor training
- Balancing mentorship responsibilities while solidifying their instructional methods
- Not from the community – may not stay long-term, impacting program continuity

POTENTIAL MENTOR CANDIDATE

Is This a Good Fit?

BACKGROUND

- Worked in the school for the past five years
- Has had an assigned paraprofessional FTE in their classroom each year

CONSIDERATIONS

- Familiar with the school environment, students, and community
- Experienced in collaborating with support staff
- More established in their teaching role and the community

IMPLEMENTATION TIMELINE

DEED will host monthly informational webinars and office hours to support districts with each step

	T-RAP INFORMATIONAL WEBINAR TOPIC
FEBRUARY	DEED Sponsored Registered Apprenticeship 101
MARCH	DEED T-RAP Approved Education Preparation Providers (EPPs)
APRIL	T-RAP Employer (District) Application Process
MAY/JUNE	Employer Mentor and Apprentice Recruitment
JUNE/JULY	EPP Apprentice Enrollment Processes
AUGUST	T-RAP Launch, Processes, and Documentation
SEPTEMBER/OCTOBER	Mentor and Apprentice Annual Professional Development

EMPLOYER (DISTRICT) NEXT STEPS

MARCH

Select the EPP or EPPs you would like to partner with.
Register for EPP Webinar.

APRIL

Identify a district office T-RAP point of contact. Complete the required paperwork (Appendix D) to become an approved employer under the DEED sponsorship.

MAY

Identify mentors and recruit apprentices. Identify potential district funding sources (vacancies, Title 6b, Title 2a).

JUNE/JULY

Apprentices enroll with EPPs and in T-RAP.

AUGUST

Launch T-RAP.

SEPTEMBER/OCTOBER

Optional: Mentors attend annual ASMP professional development.

EDUCATION PREPARATION PROVIDER (EPPs)

Informational Webinars

PRESENTATIONS BY DEED APPROVED EPPs

- Alaska Pacific University
- Chadron State College
- Kodiak College
- University of Alaska, Anchorage
- University of Alaska, Fairbanks

EACH SESSION COVERS THE SAME CONTENT

- Monday, March 3 - 2pm to 3:15pm
- Thursday, March 6 - 2pm to 3:15pm
- Wednesday, March 19 - 8am to 9:15am

Click [here](#) for the registration form.

Contact Information

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Stay Connected

Find us online:

- Our website: education.alaska.gov
- Facebook and Twitter: @AlaskaDEED

Give us a ring:

- Main line: 907 465 2800
- Teacher Certification: 907 465 2831