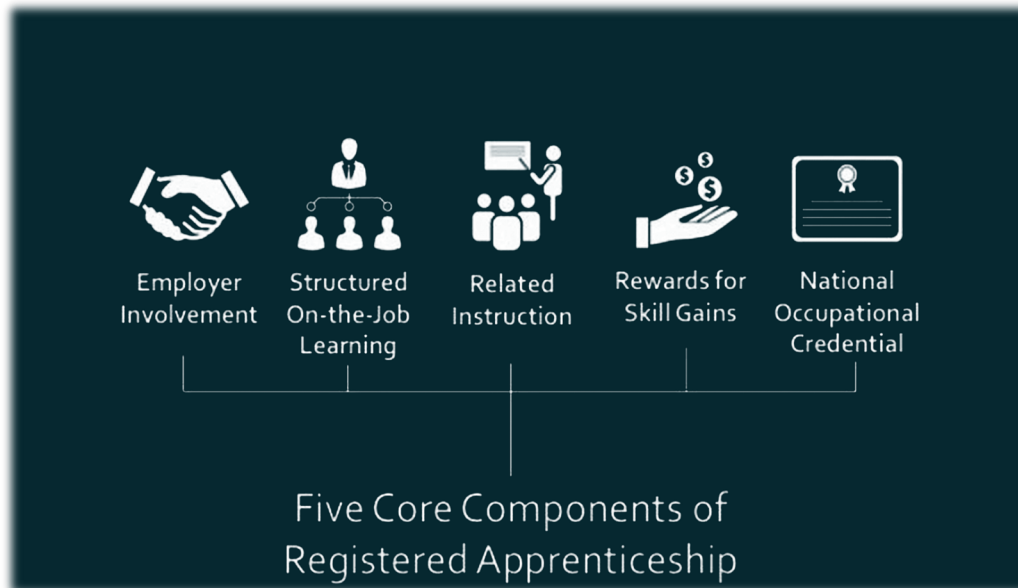


The Alabama Office of Apprenticeship (AOA) is the state's apprenticeship agency. The AOA is responsible for promoting and expanding the use of registered apprenticeship as a tool to help meet the state's workforce needs.



Every apprenticeship has these five characteristics.

There is no such thing as an “unregistered” apprenticeship.



## KEY APPRENTICESHIP TERMS

**REGISTRATION AGENCY-** The AOA is the registration agency for Alabama. AOA provides technical assistance, compliance monitoring, and other supports to sponsors and employers running apprenticeship programs.

**SPONSOR-** Much like the central office in a school system. They coordinate and oversee the record-keeping of the training, but don't deliver training themselves.

**EMPLOYER-** Selects and hires apprentices and is responsible for providing journeyworkers who oversee the on-the-job-learning of the apprentice.

**JOURNEYWORKER-** Journeyworker (JW) is a federally defined term that means a worker who has attained a level of skill and competency recognized within an industry as having mastered the skills and competencies required for the occupation.

**ON-THE-JOB LEARNING-** Structured training of an apprentice done on the job under the supervision of the JW. It is always paid and is the heart of the apprentice's learning. Often called OJL.

**TECHNICAL INSTRUCTION -** Every apprenticeship has a “classwork” component supporting the on-the-job learning. The technical instruction provider is the organization that delivers the classroom training to the apprentice. This training is often called the related technical instruction or RTI.

# ALABAMA TEACHER APPRENTICESHIP

- Goal is to accept applications early spring of '24 and have teacher apprentices in the classroom fall of 2024.
- There will be multiple universities serving as sponsors.
- Pilot program with incentive funding for 40 teacher apprentices. The funding is an incentive, not a grant and will be paid as reimbursements to LEAs to offset costs of TA wages and coursework.
- Core subject high school teachers only in the first cohort. Once the pilot is running, decisions will be made about expansion and additional subject areas.
- Only in-state ALSDE approved colleges of education can participate as related instruction providers.

## How is this different than a traditional approach to teacher training?

Imagine taking the traditional internship, moving it back to be done during the junior year of the BS degree, making it last all year long, and making it paid. That's the biggest change. In the senior year of their degree, the teacher apprentice (TA) will have their own classroom. Since they have a full year of experience observing, doing co-teaching, practicing lesson planning, and learning from a journeyworker teacher, they will enter their classroom a year earlier, but also better prepared. Targeting this program to teacher's aides and para-professionals who already work in the school means employers are investing in people they know and who have already shown a commitment to the school system. Retention rates will be better and systems will be removing barriers for some of their most committed employees to gain the skills to grow their careers.



Apprentices will be paid 65% of the base teacher pay rate in year one and 85% in year two.

Incentive funds are available for LEAs to help offset the costs of the apprenticeship. The funds are up to \$60k per apprentice total for the two years of the program to offset wages and costs of courses.

### WILL:

- Create a new job title and certificate/permit type called "Teacher Apprentice"
- Result in regular class B certificate
- Get teachers in the classroom one year sooner, and with more in-class experience
- Remove barriers for aides and para-pros



**SCAN ME**

Scan this code to download a copy of the apprenticeship planning report delivered to Governor Ivey March 31.

### WILL NOT:

- Cost the apprentice anything except commitment and hard work
- Be totally free to school systems
- Create a "less-than" approach for certification
- Allow a person to keep working as an aide/para while in the apprenticeship