



## **The Current Status of Teacher Apprenticeship Programs in California**

Recently, staff and leaders attended an “Apprenticeship Accelerator” two-day convening on teaching apprenticeships. The meeting was designed to help districts and county offices of education (COE) that currently have a teacher residency program develop or integrate them into a teacher apprenticeship program. Currently, there are no teacher apprenticeship programs that have been approved/registered in the state of California. Apprenticeships in teaching could be helpful for increasing people in the teacher pipeline, if done properly.

### **Background:**

In 2020, Governor Newsom approved a plan to have 500,000 apprentices in California by 2029.

<https://www.dir.ca.gov/DAS/e-News/2022/Action-Plan-in-Place-for-Reaching-California-Apprenticeship-Goals.html>

To meet that goal, apprenticeships in non-traditional industry sectors, like Education, are growing. The 15 sectors include: Agriculture, Arts/Media, Business, Building/Construction, Education, Energy/Utilities, Engineering, Fashion Design, Health/Medical, Hospitality & Tourism, Manufacturing/Product Development, Marketing, Public Services, and Transportation. The state has invested a significant amount of funds towards planning and implementation grants for apprenticeships in these areas.

### **Apprenticeships in Teaching**

Many of these sectors run “traditional” apprenticeships in the trades and public services sectors (e.g., construction, pipefitters, fire fighters, etc.). A sector like Education can be more challenging. There are already many paraprofessional apprentice programs throughout the state, but teaching apprenticeships are more complex. Teacher apprenticeships require navigating credentialing requirements, standards for teaching, induction, union partnerships, employment type, and compensation. The design must include a progression of learning and increase in compensation. If there are levels of apprenticeship in teaching, when are they classified, and when are they certificated? All of these complex pieces must be navigated carefully to ensure quality programs that attract and retain highly prepared educators.

Below is a list of the districts and county offices of education who attended the accelerator meeting and what we know about them so far. Alameda County Office of Education did not attend, but we included them because they were awarded a significant grant to develop teacher apprenticeship programs.



District	Status	Staff
<b>Alameda COE</b>	The COE received a \$1.5 M implementation grant to work with districts in Alameda County to create TK-12 teacher apprenticeship programs. The COE would like to turn their 81 interns into apprentices. Starting with Oakland Educators Association and San Lorenzo. Next steps are to form a Joint Apprenticeship Committee (JAC) with both districts.	Katherine Clarke Ona Keller Chaz Garcia
<b>Humboldt COE</b>	Still in the “thinking about it” phase.	Lathe Gill
<b>Sacramento COE</b>	Still in the “thinking about it” phase.	Emma Erbach
<b>San Diego COE</b>	The COE is moving forward with Poway (CFT) and Grossmont High School District to implement a CTE teacher apprentice with adult school teachers. Grossmont waived their right to participate in the JAC, but we are trying to get them to retract it.	Erin Clark (Grossmont is Courtney Green)
<b>San Diego Unified School District</b>	San Diego Unified School District has been working in collaboration with CTA and San Diego Educators Association (SDEA) staff and leaders. Just received \$50K planning grant. Next step is to meet with the district and identify how to spend the grant.	SDEA
<b>Santa Clara COE</b>	The COE has Standards that were approved and money to implement. They recently alerted the union that they are doing this. The COE is currently experiencing internal administration challenges and trust needs to be built before a JAC can be functional.	Adia Hoag
<b>Tulare COE</b>	The COE is partnering with Hanford Joint Union High School District. The bargaining chair of the local attended with the district.	Ben Avila (Hanford is Annie Ogata)

If you become aware that one of the locals in your area is considering developing and/or implementing a teacher apprenticeship program, please contact Leslie, Norma or Wendy. It is **critical** that locals do not sign any documents until they understand the information provided and implications. Please let the local leaders you represent know if they hear anything to contact their local primary contact staff.