



FAQs: DISTRICTS, BOCES AS EMPLOYERS

WHAT IS THE ROLE OF THE DISTRICT AND/OR BOCES IN A REGISTERED APPRENTICESHIP PROGRAM?

In NYS, the employer must sign on, or sponsor, a Registered Apprenticeship Program. It is required by NYS DOL that Apprentices be employed and receive (at least) minimum wage and have (at least) one progressive wage increase during the Registered Apprenticeship Program. As the employer you commit to providing the paid on-the-job training experience and guidance of an experienced educator (journeyworker) in the same certification area.

WHAT BENEFITS DOES A PAID APPRENTICESHIP PROGRAM OFFER THE EMPLOYER?

A Registered Apprenticeship Program offers the district and/or BOCES as the employer multiple benefits including:

- Addresses critical workforce challenges including recruitment and retention
- Reduces student:teacher ratio, allowing for higher levels of intervention or individual/small group instruction
- Positive impact on student learning and parent perception
- Provides more informed hiring decisions and saves taxpayer dollars with increased retention
- Delivers student, classroom and district-ready first year teachers
- Instructional continuity during Journeyworker absence and potential cost savings for substitute teacher
- A revenue stream if captured in a BOCES contract for shared services
- Access to additional DOL funding streams and grants

WHAT IS THE COST TO BRING ON AN APPRENTICE?

The cost of bringing on an Apprentice will vary based on the Registration of the Apprenticeship Program (RAP). The district/BOCES employer will pay at least minimum wage to the Apprentice for the on-the-job experience time. The cost will also include a negotiated payment to the experienced district based educator. Other costs may include BOCES coordination fees (if captured in a BOCES CoSER) or administrative costs to complete paperwork for each Apprentice.

WHO PROVIDES THE COURSEWORK/RELATED INSTRUCTION FOR THE APPRENTICESHIP PROGRAM?

All degree coursework will be provided by an Institution of Higher Education (IHE). The IHE must be a NYS Registered Educator Preparation Program with a registered Residency program. The EPP will partner with the school district and/or BOCES and local union affiliate as a "related instruction provider" for the Registered Apprenticeship Program. This will mean that candidates will need to be accepted into an EPP program that offers a registered residency program before becoming an Apprentice.

WHO RECRUITS CANDIDATES/APPRENTICES?

The district can recruit candidates to apply to a partnering IHE or can recruit from candidates already accepted into the partnering IHE program. Districts can target recruitment for the program based on district needs and priorities.

WHAT IF OUR IHE PARTNER DOES NOT HAVE A REGISTERED RESIDENCY PROGRAM YET?

The district can encourage the IHE to register as the candidate MUST hold a Residency Certificate in order to be paid by the District or BOCES. The other option would be to partner with an IHE that has access to the certificate. Finally, the district or BOCES may opt to partner with multiple IHEs to meet district needs with various certification programs.

CAN AN APPRENTICE FILL OTHER DISTRICT ROLES (LIKE SUBSTITUTE OR PARAPROFESSIONAL) TO OFFSET PROGRAM COSTS?

The Apprentice must complete a minimum of 1200 hours in paid on-the-job training under the 1:1 guidance of an experienced district based educator. Time spent in other roles will not count toward the hours needed. They also may not supplant another employee (such as a paraprofessional) already employed. If an Apprentice is working toward the competencies, such as substituting for their own guiding teacher or for a limited number of days in the district, it can be allowed yet not count toward the required hours.

WHAT ARE THE ADDITIONAL DOL FUNDING SOURCES TO SUPPORT THIS WORK?

The NYS DOL offers multiple grant opportunities such as the recent iterations of the Apprenticeship Expansion Grant and Apprenticeship State Expansion. These opportunities provide funding to offset costs. There is typically an Apprentice cap (such as \$15,000 per Apprentice) and award cap (such as \$300,000).

Examples of costs which may be offset are:

- Up to 50% of wages
- Tuition assistance for candidates
 - Including course costs, fees and book
- Required on-the-job equipment

WHERE CAN WE FIND HELP SETTING UP A RAP FOR OUR DISTRICT?

The [NYS Educator Workforce Development HUB](#) provides technical assistance and resources to help districts, BOCES, local union affiliates, and IHEs register Apprenticeship programs. You can reach out directly to HUB team member Dr. Steve Danna at steve@teachmeducation.org.



THE APPRENTICESHIP GAVE ME REAL CLASSROOM EXPERIENCE THAT I COULDN'T HAVE GOTTEN ANY OTHER WAY.

— FORMER APPRENTICE

