

## Grow Your Own Teacher – Registered Teacher Apprenticeship Program

### Background on Grow Your Own or Educator Apprenticeships

- Grow Your Own (GYO) or apprenticeship programs are **school-based programs** that recruit and support staff within the community to work in the school division as they gain meaningful on-the-job experience. The apprentices could be instructional assistants, secretaries, or parent volunteers.
- **November 2021:** the **U.S. Department of Labor** approved K-12 teaching as an occupation that qualifies for apprenticeships, opening federal funding for teacher apprenticeship programs to Virginia Department of Labor and providing state departments such as the Virginia Department of Labor and Industry (“VDOLI”) opportunities to participate.
- Twenty-nine states, such as Texas, Florida, New York, North Carolina, and Tennessee, have GYO/Apprenticeship initiatives. Across the country, teacher apprenticeship programs, such as Grow Your Own programs, support school divisions in recruiting current school staff to become teachers in their community when traditional teacher preparation methods create a financial barrier.
- **November 2022:** The Virginia Department of Education (“VDOE”) launched an **apprenticeship planning grant program** with nine divisions.
- **January 2023:** VDOE announced, with VDOLI, an agreement to create a registered teacher apprentice program.
- **September 2023:** The VDOE will be collaborating with the National Center for Grow Your Own (“NCGYO”), a nationally recognized organization, to provide technical assistance, including assisting with webinars and training for school divisions registering teacher apprenticeship programs.
- **October 2023:** The VDOE officially became the 27<sup>th</sup> state registered as an apprentice program for teachers through VDOLI.
- **October 2023:** Virginia’s teacher apprenticeship program provides teacher apprentices with on-the-job experience and a qualified mentor. The Commonwealth is investing \$10 million of the American Rescue Plan state set aside.

### Costs

- Nationally, the average cost per participant to earn their bachelor’s degree was under \$10,000 for two years (based on data from NCGYO). The \$10,000 covers the cost of institutional fees (i.e., tuition and books) but does not cover salary or mentoring.
- In Virginia, the teacher apprenticeship program will be a cost-sharing model between VDOE, school divisions, and Educator Preparation Programs (“EPPs”), each covering 1/3 of the costs, including tuition and licensure fees.
- VDOE expects EPPs to provide tuition discounts of at least 25%, though grant proposals offering higher discounts will be given priority.

	Costs Calculations	Apprenticeship Calculations
Tuition	\$14,100, expected average (based on a sampling of Virginia universities and colleges)	The total cost per apprentice for tuition is \$14,100.
VDOE Funds Available	\$10 million Year 1 grant program Planned \$10 million Year 2	VDOE Grant Award: \$6,700 per apprentice for tuition serving 1,492 apprentices.
Additional Available Funds	USDOL Allocation: \$7,500 Pell Grants (\$7,395) or Perkins Grants	Apprentices served with \$10M funding (approximately 1,500 apprentices) at the average tuition rate; however, USDOL and Pell grants allow braiding to serve at least 3,000 students.