

GROW YOUR OWN

Tennessee's Teacher Apprenticeship

The Role of Local Workforce Boards

In any apprenticeship, strong partnerships are essential to the work, and Tennessee's teaching model is no different. Tennessee's Teacher Apprenticeship model provides the opportunity for multiple stakeholders to join together in the program design, implementation, and financial support. However, it is important that each partner meets the responsibilities most needed given their respective role and ability.

Part of Tennessee's Grow Your Own strategic initiative, a Tennessee Teacher Apprenticeship Program starts with the creation of a strong, primary partnership between a school district

and Educator Preparation Provider (EPP). School districts operate as the employer, providing job-embedded training, mentorship, and compensation to apprentices. EPPs offer the related coursework for candidates' degrees and necessary credentials.

Finally, workforce and labor boards offer essential supports for teacher apprenticeship programs. Local boards can support alignment on sourcing talent, contribute to a program's success, and demonstrate a willingness to collaborate in the strong working relationship.



Partnership Responsibilities: *Local Workforce Boards*

Specifically, workforce and labor boards can support teacher apprenticeship programs in the following ways:

- 1. Advise on program quality**, emphasizing the value and non-negotiables of apprenticeship models. Local programs can seek counsel and support during the design and implementation stages of the work to ensure a strong foundation and sound execution.
- 2. Provide local sign-off** for programs to become registered apprenticeships. The support and endorsement of a local workforce board is essential to both the short- and long-term success of any apprenticeship program.
- 3. Offer sources of additional funding** to support strong, scalable programs. Local workforce boards may choose to devote funding towards teacher apprenticeship programs, both for the initial creation and ultimate sustainability.

Tennesseans have shared values for the importance of a skilled workforce, an effective teacher, and a high-quality education. The Tennessee Teacher Apprenticeship program is built on those foundational values through local partnerships. While districts and EPPs are the programmatic drivers of this work, their engagement with local workforce boards is an essential element to any program's success. Ultimately, growing our professional educator workforce accelerates student learning, generates new opportunities, and strengthens Tennessee's future – ensuring every child has the teacher they need, and deserve.

