



Tennessee's Grow Your Own Apprenticeship Teaching Model

EPP Informational Session

Wednesday, July 27th 2022



Welcome!

Meghan McLeroy, TDOE Chief of Statewide Supports

- Housekeeping and Introduction
- Agency's Strategic Updates and Educator Landscape Priorities
- **Today's Objectives:**
 - Share overview and guidance for apprenticeship application
 - Outline roles and responsibilities of State/Local Workforce Partners and EPPs
 - Discuss sustainable funding and strong programmatic exemplars
 - Offer overview of Grow Your Own Center and introductions
 - Preview future Grow Your Own tools and resources
 - Answer overarching questions

Grow Your Own Apprenticeship Model



Emma McCallie, TDOE Senior Director of Grow Your Own Programs

- Future of GYO via the apprenticeship
- Application framework and approval process
- Opportunities for sponsorship and programming ahead

Demonstrated Success

The Grow Your Own model is already at work in Tennessee.



Initial investment included **\$2 million in state funded grants.**



The first round of Tennessee Grow Your Own partnerships **launched in 2019-20** in Clarksville-Montgomery.



There are currently **65 Grow Your Own partnerships** across the state.



Partnerships include **14 Educator Preparation Providers** and **63 districts.**

Apprenticeship Overview

A pioneering program to create a permanent pipeline of qualified educators.



- ⑩ Nationally, Tennessee was the first state to receive federal approval by the U.S. Department of Labor for a K-12 teacher apprenticeship model through Clarksville-Montgomery's program.
- ⑩ By leveraging federal recognitions and funding sources, Tennessee will support community members to become the teachers our state needs.
- ⑩ The state reviews, monitors, and approves quality applications for locally driven teacher apprenticeship programs.

Registered Apprenticeship Standards

What are the components of Registered Apprenticeship for K-12 Teachers?

1



Employer Involvement

Employers (districts) are the foundation of every registered apprenticeship program

2



Structured On-The-Job Training

Apprentices receive on-the-job training from an experienced mentor teacher

3



Related Instruction

Apprenticeships combine on-the-job learning with focused coursework through EPPs

4



Compensation for Skill Gains

Apprentices receive wage increases as they gain higher level skills in their competencies

5



National Occupation Credential

Programs lead to a nationally-recognized credential, signifying to employers that apprentices are well-qualified

A Collaborative Solution

Aspiring Educators

access no cost, high-quality programming to train and enter the classroom

Local Workforce Boards

offer programmatic support, guidance, and localized funding assistance

Tennessee Department of Labor & Workforce Development

offers additional funding sources and technical support



District Leaders

partner to design programs that meet the needs of their system, embedding candidates in on-the-job roles

Educator Preparation Providers

partner to offer innovative design and rigorous teacher training models

Tennessee Department of Education

approves apprenticeship applications after design, technical support, and thorough review

Schools & Communities

access great candidates from the community to work – and remain – in classrooms



APPRENTICESHIPS: A TALENT DEVELOPMENT STRATEGY





New established State Office– July 2019

ApprenticeshipTN is a statewide office, under the direction set by Governor Bill Lee, and powered by the Tennessee Workforce Development System (TNWDS).

TNWDS is a consortium of seven state agencies working together to bolster the number of apprenticeships in Tennessee.

- The Department of Labor and Workforce Development,
- Tennessee College System,
- Tennessee Higher Education Commission,
- Department of Education,
- Department of Economic and Community Development,
- Department of Human Services, and
- Department of Correction

What Do We Do?

- Outreach – Outreach – Outreach
- Consultation with employers on program design
- Development of documentation / registration paperwork
- Provide technical assistance to program sponsors/employers

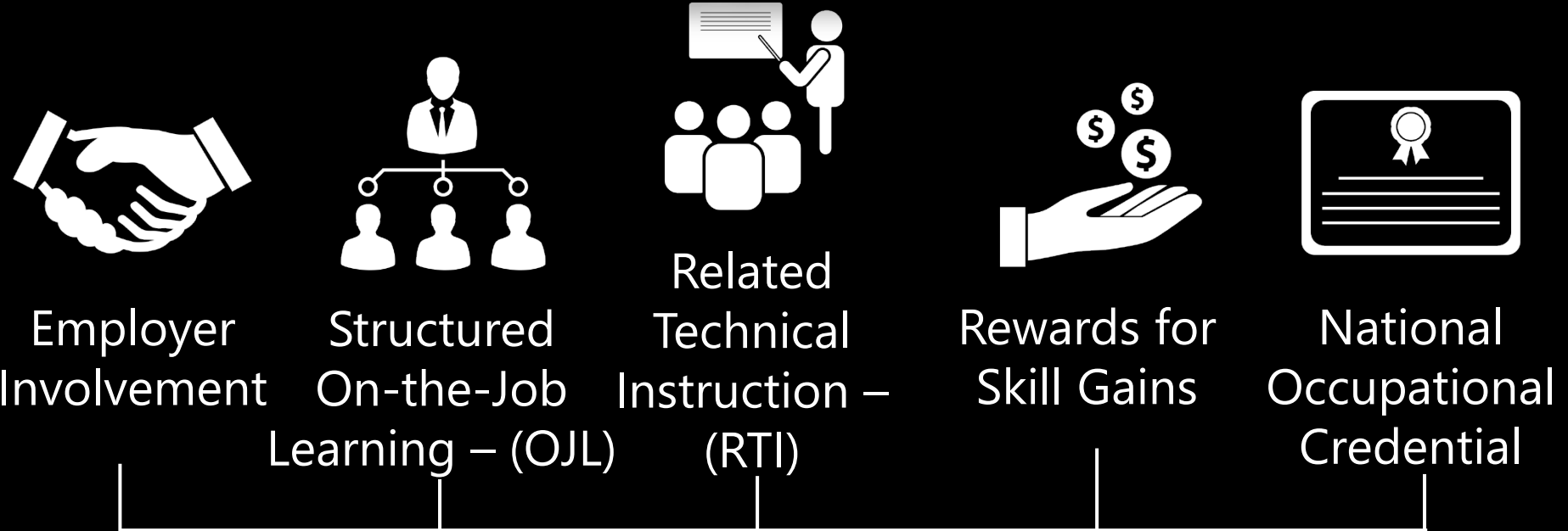
What Is A Registered Apprenticeship?

Apprenticeship is a flexible and proven talent development strategy that can help grow talent at your company.



What is An Apprenticeship?

**National Structured Training and Employment Program
Registered with the U.S. Department of Labor**



**Five Core Components of
Apprenticeship**

Tennessee Department of
Labor and Workforce Development
Office of Apprenticeship

Certificate of Completion of Apprenticeship

This is to certify that

(NAME OF APPRENTICE)

has completed an apprenticeship for the occupation

(OCCUPATION)

Under the sponsorship of

(NAME OF SPONSOR)

In accordance with the basic standards of apprenticeship

established by the Secretary of Labor

Date Completed

Digital Id



Holly Ann Olland

Director, Office of Apprenticeship

On-the-Job Learning & Related Technical Instruction

On-The-Job Learning (OJL)	Related Technical Instruction (RTI) (minimum)	Approximate Time in Years
2000 hours	144 hours or more	≈1 year
4000 hours	288 hours or more	≈ 2 years
6000 hours	432 hours or more	≈ 3 years
8000 hours	576 hours or more	≈ 4years

Three Responsibilities of RAPs

Sponsor

- Registers apprentices in RAPIDS 2.0
- Documents OJL & RTI hours

Employer

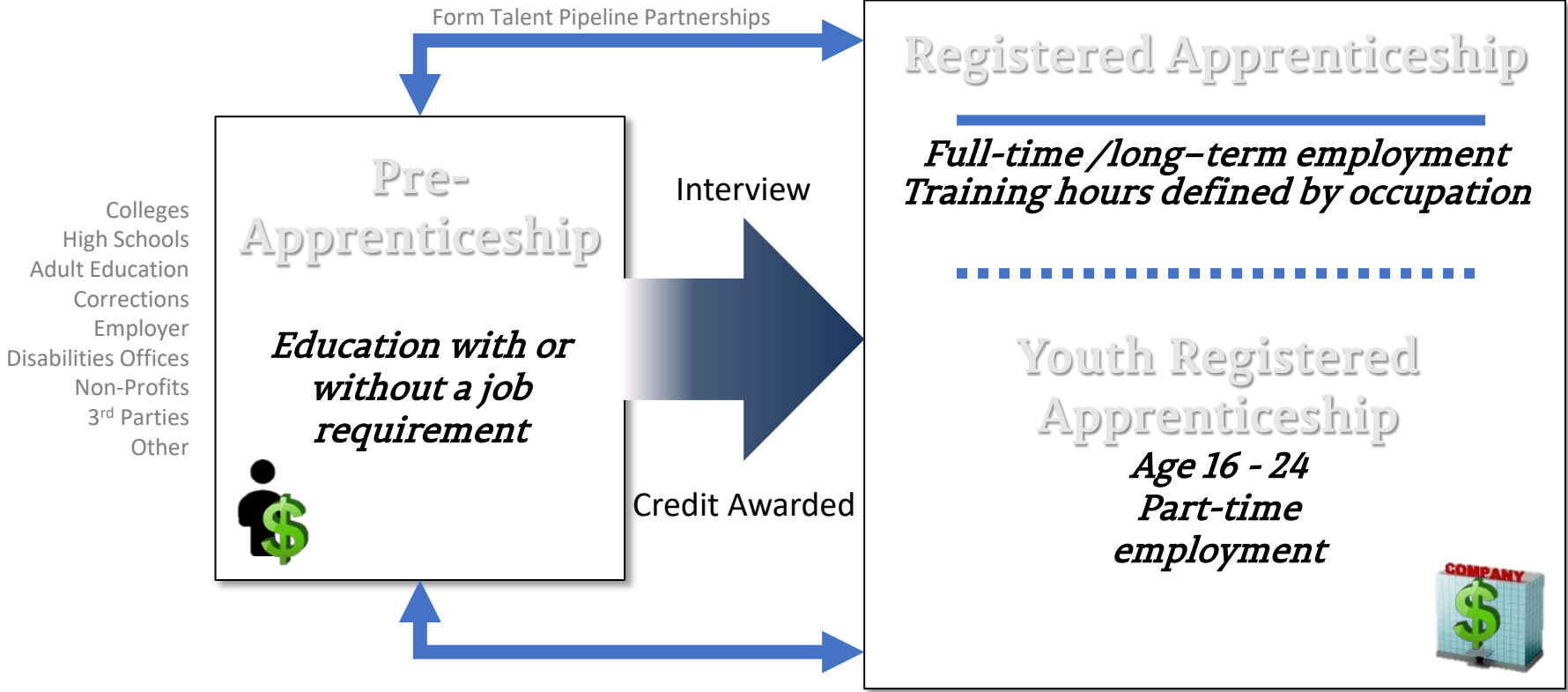
- Hires apprentices
- Pays apprentices according to a structured wage progressions scale
- Provides required OJL
- Assumes cost of training

Training Provider

- Provides required RTI

An employer may assume all three responsibilities or partner with other organizations who may serve as the sponsor and/or training provider.

Definitions and Understanding





Benefits to Employers

Reliable Pipeline of Employees

Higher Productivity

Highly-Skilled Employees

Reduced Turnover Costs

Safer Workplace

Enhanced Employee Retention

ROI: \$1.47 / \$1.00

Apprenticeship TN



Most Common Apprenticeship Myths



Myth

Fact

Only for Unions or large employers



For small and large businesses, non-union and union shops, organizations and colleges are all RA sponsors

Only for construction trades and manufacturing



More than 1,000 approved apprentice occupations INCLUDING “professional” occupations. There are apprenticeship programs in all industries!

Only for non-college bound individuals



Apprenticeships blend work and education. Many programs include college-level education.

The Federal Government will micromanage my workforce and tell me who to hire



The Office of Apprenticeship set the framework. The program is designed and managed by the sponsor. As the employer, decide WHO to hire/fire, HOW MUCH to pay, and How to manage.

Apprenticeship TN Contacts

The map shows Tennessee divided into three regions: West, Middle, and East. The West region includes Memphis. The Middle region includes Nashville and Shelbyville. The East region includes Chattanooga, Knoxville, and Kingsport. Red arrows point from the regional names on the map to their respective contact information blocks.

West TN Regional Apprenticeship Director
Shalondria Shaw
Shalondria.Shaw@tn.gov
731-202-6027

Middle TN Regional Apprenticeship Director
Charlene Sands Russell
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931-303-7638

East TN Regional Apprenticeship Director
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423-440-0128

State Apprenticeship Director
Holly Free-Ollard
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865-973-8157

State Apprenticeship Assistant Director
Jessica Barnett
Jessica.L.Barnett@tn.gov
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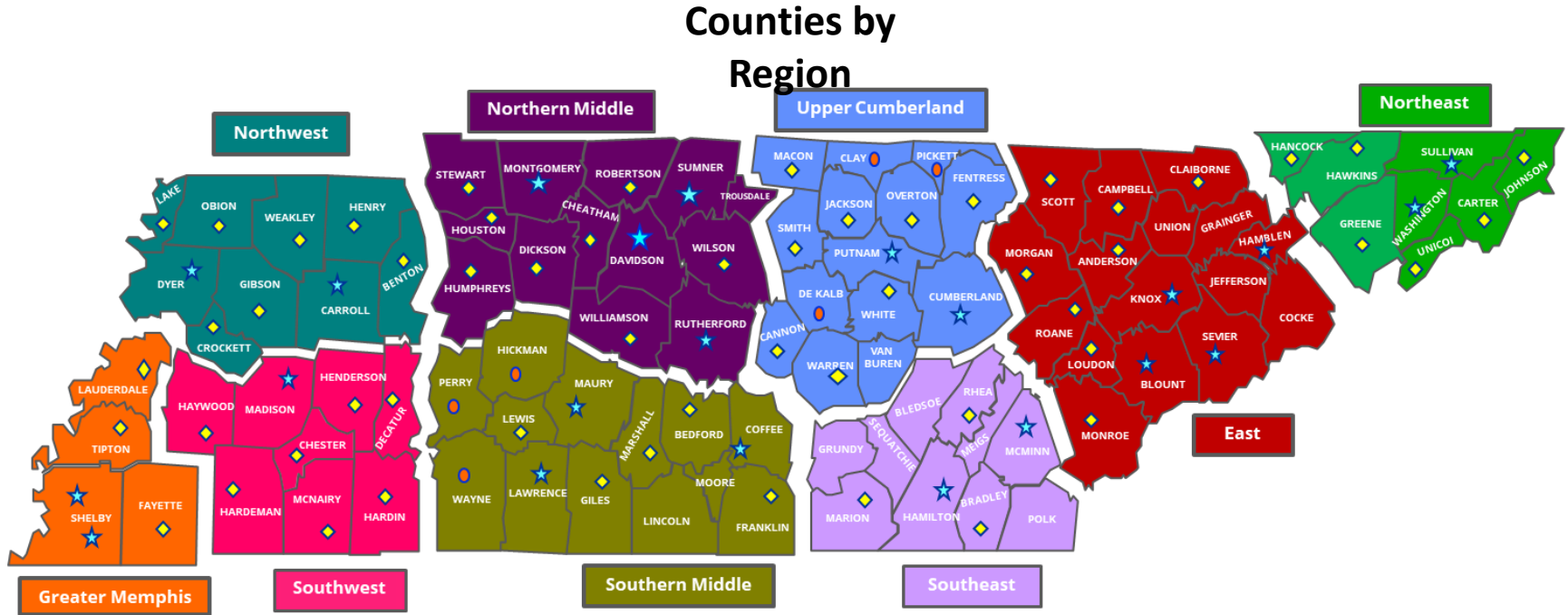
Grants Program Manager
LeAnn Blevins
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Compliance Officer
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615-330-1631

Apprenticeship Specialist
Steffany Daniel
Steffany.S.Daniel@tn.gov
615-626-3595

Administrative Services Assistant
Monica Crosser
Monica.Crosser@tn.gov
615-393-1137

Local Workforce Development Areas



Your Local Business Service Team

Business Services Contacts

West TN

Greater Memphis

Roderick Woody
901-573-1455 / [Email](#)

Northwest

Ginger Powell
731-286-3585 ext. 409 / [Email](#)

Southwest

Ginger Powell
731-286-3585 ext. 409 / [Email](#)

Middle TN

Northern Middle

Freda Herndon
615-533-0635 / [Email](#)

Southern Middle

Regina Locker
931-309-1329 / [Email](#)

Upper Cumberland

Jeremiah Miller
931- 520-9590/ [Email](#)

East TN

Southeast

VACANT

East

Ginger Armstrong
865-594-5500 / [Email](#)

Northeast

Brian Vaughn
423-610-0222 ext. 208 / [Email](#)

Local Workforce Board Contacts

West TN Executive Directors

Kyla Guyette, GM
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901-512-7455

Jennifer Bane, NW
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Regional Director Grand West TN
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Middle TN Executive Directors

Marla Rye, NM
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Barbara Kizer, SM
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931-379-2903

Becky Hull, UC
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931-520-9511 (O); 931-229-0435 (C)

Regional Director Grand Middle TN
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Selina.Moore@tn.gov

East TN Executive Directors

Michelle Holt, SE
Michele@sedev.org
423-424-4210 (O); 423-240-2180 (C)

Bill Walker, E
Bwalker@ethra.org
865-705-9765 (C)

Lisa Evans, NE
Lisa.Evans@ab-t.org
423-928-0224

Regional Director Grand East TN
Dr. Jennifer Thacker
Jennifer.Thacker@tn.gov

RECAP

- **Who**: Any employer in TN large or small. Apprentices can be anyone 16 years old or older.
- **What**: Registered Apprenticeship Program (RAP)
(Review this presentation)
- **When**: Email me to schedule a time to meet
Charlene.Russell@tn.gov
- **Where**: We can meet in-person or virtually. Related Instruction can take place internally or through an external partner.
- **Why**: Please review the ROI handout.
- **How**: Please review the Checklist for Employers-Sponsors

Visit our website and follow us on
Facebook and LinkedIn

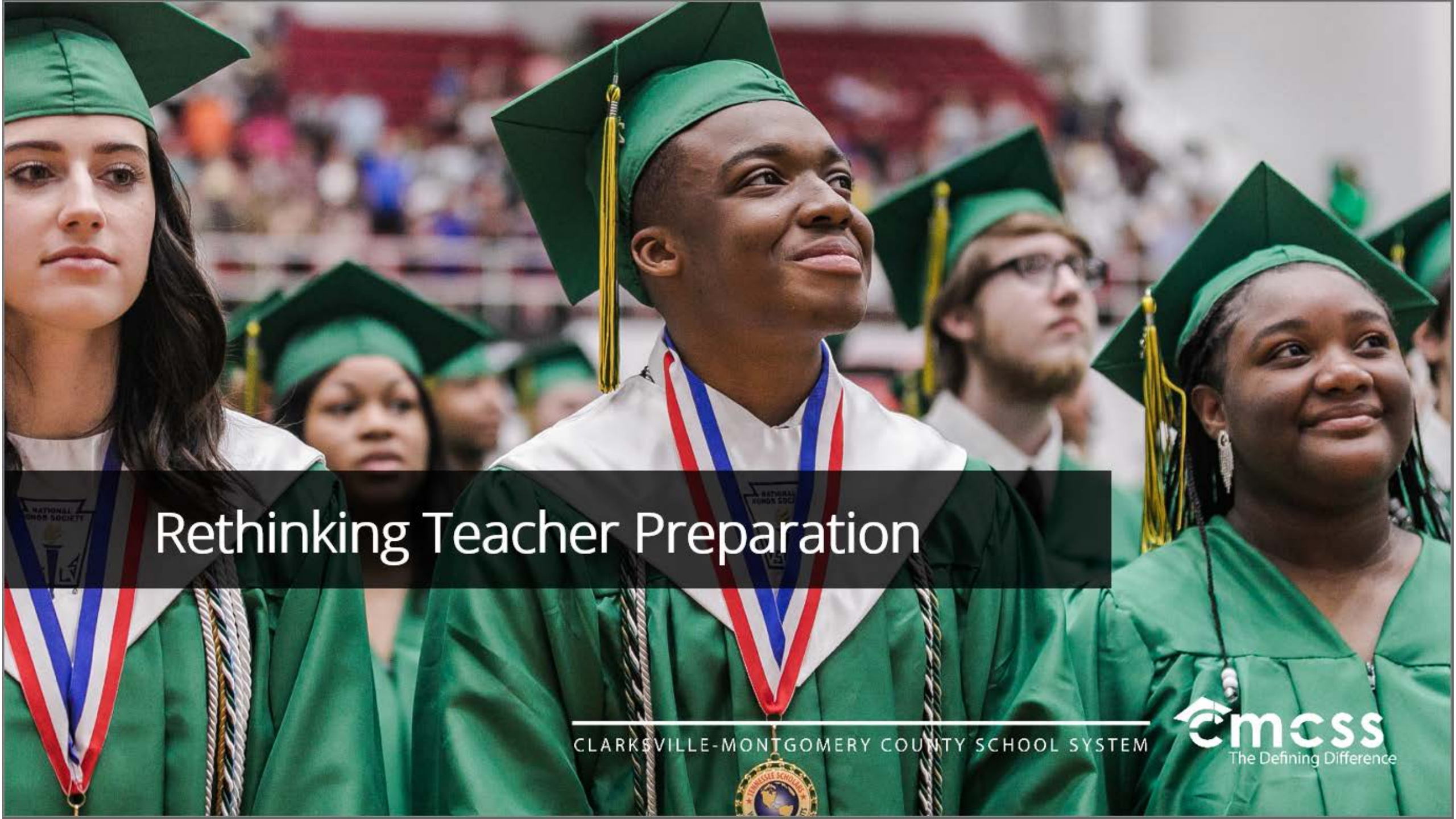
www.ApprenticeshipTN.com

Role and Support of EPPs

Brooke Amos, TDOE Assistant Commissioner of Human Capital

Annie Insana, TDOE Senior Director of Educator Preparation

- All Tennessee Educator Preparation Providers (EPPs), and the specialty area programs (SAPs) offered by EPPs that lead to licensure, must be approved by the State Board of Education (SBE).
- To be approved, all licensure programs must ensure that candidates have the opportunity to attain the knowledge and skills specified by the SBE, have clinical experiences in accordance with guidelines established by the SBE, and meet all other standards, procedures, and guidelines established by SBE
- Strong EPP partners prioritize district engagement, need, and candidate success
- OPP will continue to support innovative design and rigorous teacher training models



Rethinking Teacher Preparation

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM





CMCSS TEACHER RESIDENCY PATHWAYS



PROGRAM	Elementary Level Teacher Residency (ELTR) Elementary Teacher Residency (ETR)	Elementary Middle Teacher Residency (EMTR)	Lipscomb Middle Teacher Residency (LMTR)	Lipscomb Teacher Residency (LTR)
PARTNERSHIP	Nashville State Community College & Austin Peay State University	Austin Peay State University	Lipscomb University	Lipscomb University
APPLICANTS	Classified Employees, Community Members, & High School Seniors	Classified Employees, Community Members, & High School Seniors	Classified Employees & Community Members	Classified Employees & Community Members
TRAINING MODEL	<p style="text-align: center;">3 Years</p> <p style="text-align: center;">Teaching Certification, Licensure, & Bachelor's Degree</p> <p style="text-align: center;">K-5 & SPED Interventionist Certification</p>	<p style="text-align: center;">3 Years</p> <p style="text-align: center;">Teaching Certification, Licensure, & Bachelor's Degree</p> <p style="text-align: center;">Elementary: K-5 & SPED Interventionist Certification</p> <p style="text-align: center;">Middle: Math or Science and SPED Interventionist</p>	<p style="text-align: center;">1 Year</p> <p style="text-align: center;">Teaching Certification & Licensure</p> <p style="text-align: center;">Middle Grades or Secondary Certification in Math or English/Language Arts <i>optional Masters Degree</i></p>	<p style="text-align: center;">1.5 Years</p> <p style="text-align: center;">Teaching Certification, Licensure, & Master's Degree</p> <p style="text-align: center;">K-5 & SPED Interventionist Certification</p>

Teacher Residency Pathways | www.cmcss.net/trp | trp@cmcss.net

Sustaining the Work Apprenticeship Application Process

Workforce Essentials & APSU Partnership

CMCSS = Employer

APSU = Sponsor

TDOE became Sponsor

US Dept. of Labor

First Registered Teacher Apprenticeship

Workforce Funding Opportunities

WIOA, SNAP, TANF, State Scholarships

Apprentice

Cash aid

- housing
- daycare
- transportation
- food
- medical
- credentials/study exams/test fees

Employer

Educational Supports

- tuition
- books
- training
- salary

District Funding Opportunities

Title Funds

TDOE Diversity Innovation Planning Grant

Class Size Waiver/ Opportunity Culture

TDOE Grow Your Own Grants

Apprenticeship

Contact Information



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Dr. Vanessa Garcia
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Ms. Marla Rye
mrye@workforceessentials.com



Ms. Kathleen Akers
kathleen.akers@nscc.edu

Tennessee Grow Your Own Center

***Bernie Savarese**, University of Tennessee Acting Vice President Office of Academic Affairs & Student Success*

- Support a statewide increase in EPP enrollment and greater opportunity for innovative workforce pathway opportunities
- Technical assistance & direct funding resources
- Future opportunities for hiring and staffing for statewide representation

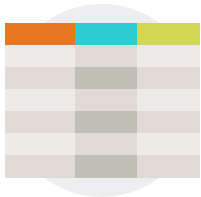
Future Resources & Supports



New Grow Your Own **apprenticeship playbook** and **workbook 2.0**



Added features to **website tool** to better navigate candidate pathways and opportunities



Additional resources – labor audience specific – for external **partnership development**



GROW YOUR OWN



Partnerships to Strengthen
Tennessee's Educator Pipeline

