

Teacher Registered Apprenticeship Overview and Updates

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Highlights

- Apprenticeship Model- the 30,000 ft view
- Why Teacher Apprenticeships?
- Apprenticeship as a recruitment and retention tool
- Key Entities in Montana Apprenticeship
- T-RAP overview
- Required Components
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- Timeline
- Questions



Apprenticeships from 30,000 feet

Registered Apprenticeship Programs are high-quality, industry-driven career pathways that enable employers to develop and prepare their future workforce, while providing individuals with paid work experience, structured mentorship, classroom instruction, and a portable, nationally recognized credential.



Industry-Led

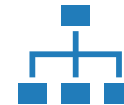
Programs are industry-vetted and approved to ensure alignment with industry standards, ensuring apprentices are trained for highly skilled, high-demand occupations.



Paid Job Apprenticeships are jobs! Apprentices earn progressive wages as their skills and productivity increase.



Structured On-the-Job Learning and Mentorship
Programs provide structured on-the-job training to prepare individuals for a successful career, featuring support from an experienced mentor.



Supplemental Education
Apprentices receive supplemental classroom education tailored to the employer's unique training needs, ensuring quality and success.



Credentials
Apprentices earn a portable, nationally recognized credential, such as a certificate of apprenticeship completion, in addition to any industry-required credentials.



Why Teacher Registered Apprenticeship?

Montana is consistently undersupplied in education. In a 2023-2024 report from OPI:

- Over **1,000** educators were needed for the 2023–2024 school year.
 - The demand for qualified educators is outpacing the supply produced by current preparation programs.
 - Emergency authorizations increased from 5 in 2014, to 90+ in 2019, and surged to **250+** in 2024.
- In 2024, **83%** of teacher vacancies occurred in rural schools, where recruitment and retention challenges are compounded by distance from educator preparation programs.

Apprenticeships offer a place-based solution an additional, complementary learning model that expands access.

- Apprenticeships help rural communities ‘grow their own’ while maintaining high standards by partnering with highly qualified EPPs, and requiring they meet the standards BPE outlines in ARM.



Apprenticeship as a Recruitment and Retention Strategy



60% of teachers live within 20 miles of where they went to high school.



Approximately **86%** of apprenticeship completers were still working for a Montana employer five years after completing their apprenticeship.



Over one-third of teachers with student loans (**36.7%**) reported working multiple jobs due to their debt.



Teachers pay an average of **\$342/month**, which exceeds the national average borrower payment (\$200–\$299).



Nationally, teacher residencies demonstrate that structured, mentored on-the-job training improves student learning and teacher retention. Apprenticeships apply this approach at scale, combining coursework, coaching, and paid employment.

Key Entities in Montana Apprenticeship



Sponsors/Employers – Mostly the same entity; typically, single employers register and hire apprentices.



Related Technical Instruction (RTI) Providers – Colleges or Universities that provide related technical instruction, also known as coursework.



Montana Registered Apprenticeship Program– Overseen by the Montana Department of Labor & Industry, Workforce Services Division. The MT RAP department is responsible for registration, program oversight, and technical assistance.



Apprenticeship Advisory Council – Provides guidance and recommendations to strengthen and expand programs.



Education Partners and Stakeholders – Advise and support implementation assuring alignment with standards and quality.

Teacher Registered Apprenticeship in Montana

Building on the success of Montana’s proven teacher residency model and integrating the “earn-and-learn” hallmark of registered apprenticeships, the MTDLI seeks to accelerate the launch and scale of Teacher Registered Apprenticeship Programs (T-RAPs).

Invest in Homegrown Talent

- Expand the full continuum of the teacher pipeline
 - From pre-apprenticeship through licensure.
- Provide opportunities for rural and nontraditional candidates to enter the profession without incurring debt.
- Ensure homegrown talent remains in and serves their local communities.

Leverage Economies of Scale

- Bridge geographic barriers with flexible, hybrid learning models for apprentices in remote and rural regions.
- Expand access to in-state EPPs (who apply and succeed in securing funding) and reduce the cost burden on future teachers.

Ensure High-Quality Preparation

- Apprentices engage in on-the-job training under the guidance of a trained mentor.
- Supplemental coursework is customized to the school district’s instructional priorities, increasing apprentice effectiveness from day one.



Required Components of the MT T-RAP Standards

Term of the Apprenticeship: The term of apprenticeship is competency-based and will successfully conclude with the apprentice earning a degree and teacher certification

Ratio of Apprentices to Journey-workers (Mentor Teachers): No more than 2 Apprentices to 1 Journey-worker, 1:1 is ideal.

Progressive Wage Schedule: Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current journey-worker wage rate (often aligned to paraprofessional pay)

Related Technical Instruction (RTI): Apprentices receive coursework provided by an approved educator preparation program.

On-the-Job Learning Work Process Schedule (Competencies): Programs provide structured on-the-job training to prepare individuals for a successful career, featuring support from an experienced mentor.

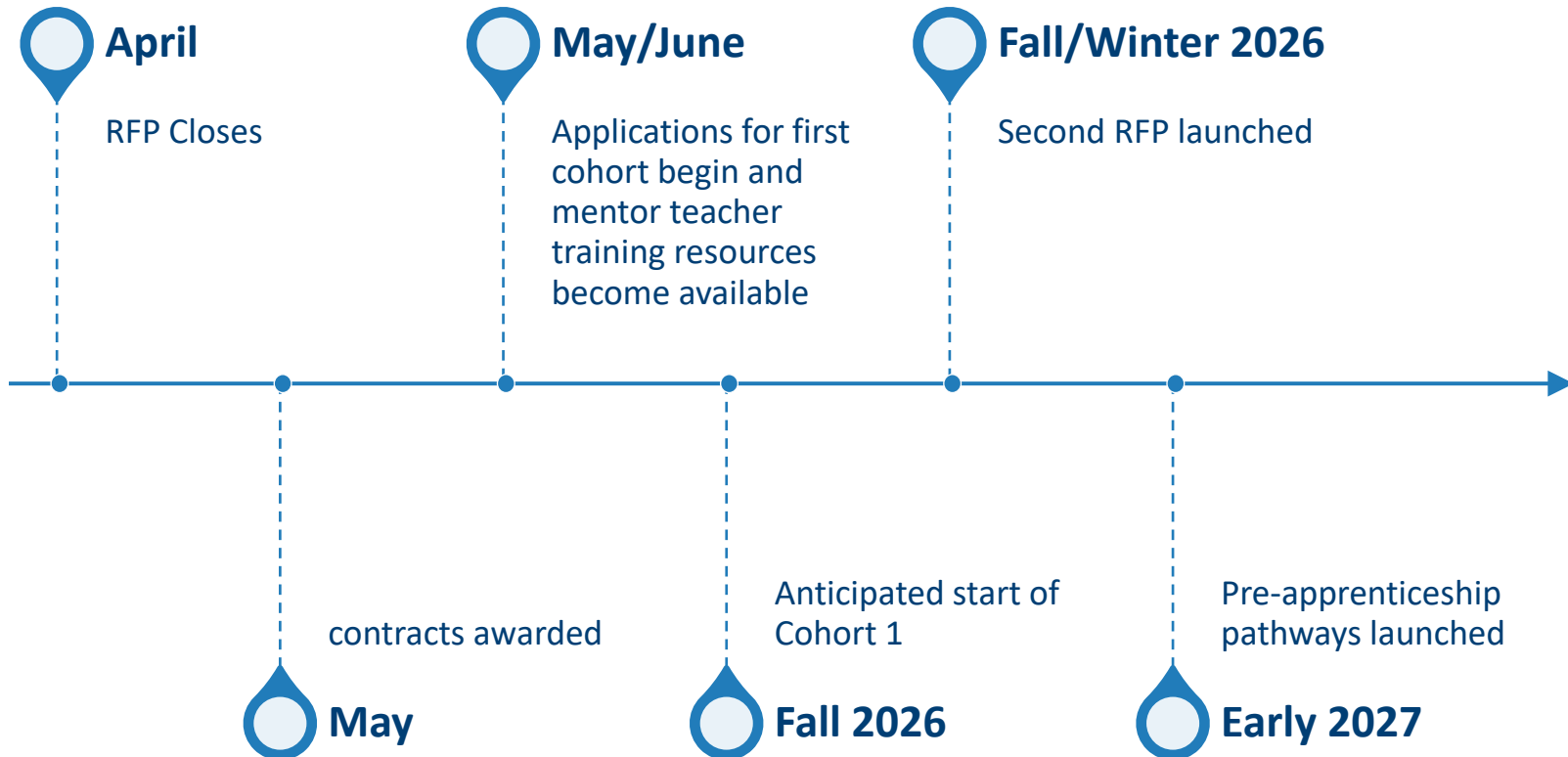
Credentials: Bachelor's degree, MT teacher licensure, and certificate of apprenticeship completion



RFP updates

- Multiple RFP Q&A sessions have been conducted throughout RFP process.
 - January 12th, 13th 21st, and Feb 3rd MTDLI held Zoom sessions to provide general information for districts and EPPs to answer RFP questions.
 - RFP initially scheduled to close March 9th.
 - RFP extended based on district feedback for more time to close mid-April.
 - Additional information session especially for districts at 2 PM March 23rd. Sign-up for Zoom links also at available at [Growingteachers.mt.gov](https://growingteachers.mt.gov).
- Still on schedule for all 2026 launch.

Timeline



Questions?

Contact Information

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References

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