

Shaping the Future

With K-12 Teacher
Apprenticeships



September 2025

Who is in the Room?



Tri-Agency
Workforce
Initiative

1	Employers	5	Postsecondary Education
2	Workforce Boards	6	Educators/Trainers
3	Workforce Solutions Offices	7	Future Apprentices
4	K-12 Education	8	Other partners and stakeholders

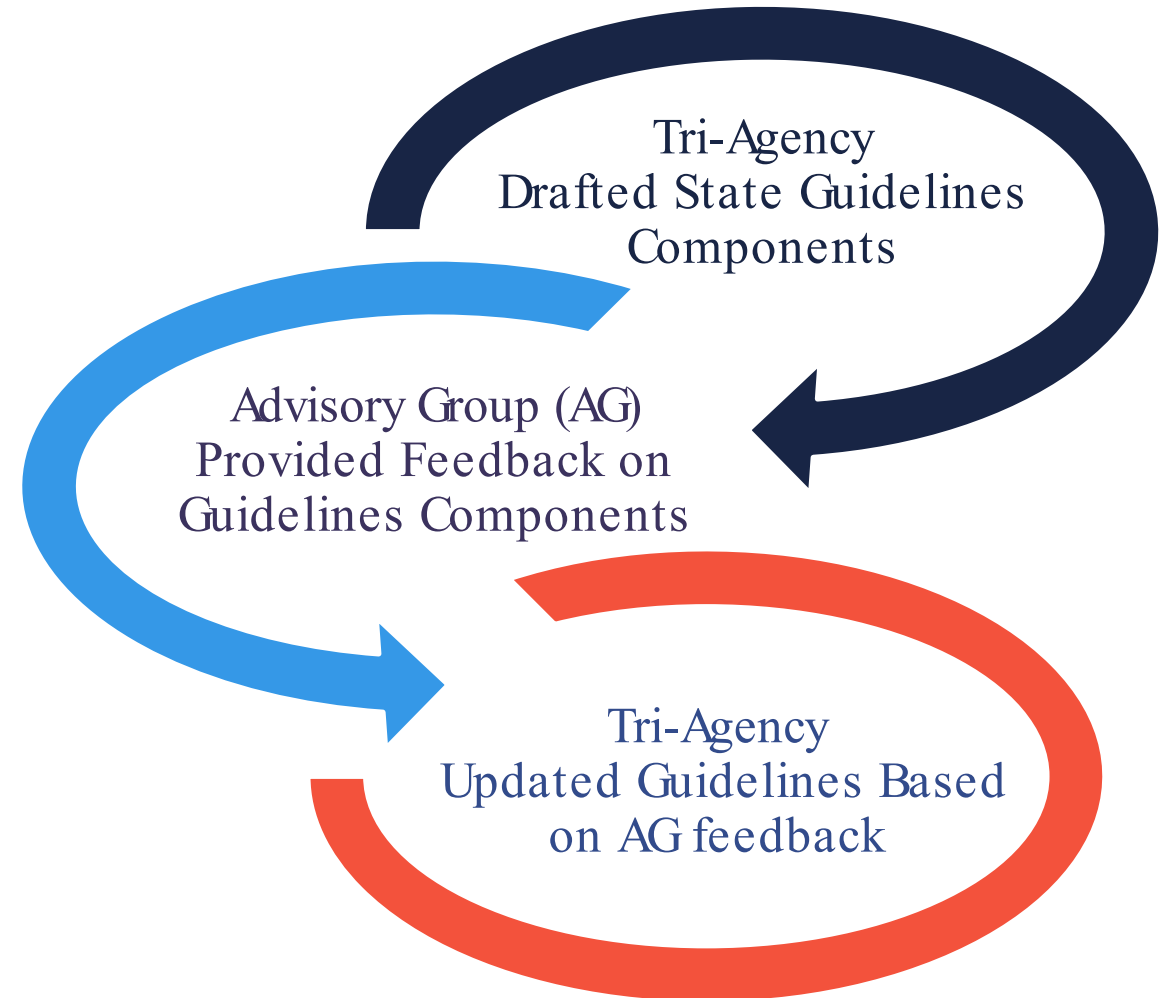
All working
together to
shape future
teachers and
communities
across the state.

Background



Tri-Agency
Workforce
Initiative

- Started 2023
- Draft
- Feedback
- Revise



Tri-Agencies Commitment to Promote RAP Quality Statewide

Agency Implementation Commitments

Texas Education Agency

- Grant alignment to model components
- Connecting grantees to CREW
- TWC RFA evaluation partnership

Texas Higher Education Coordinating Board

- Ease student transfers and completions.
- Community College Finance Program
- Strategy-aligned programs

Texas Workforce Commission

- Apprenticeship Expansion Grant alignment

Top Priorities for TX Teacher Apprenticeship Strategy:

GOAL TIMELINES

2024–2025:



2025–2026:



2026–Onward:



TARGET INDICATORS

- Launch guidelines and funding guidance
- Launch CREW with Dallas College

- Provide technical assistance
- Build and scale model
- Coordinate Funding

- Scale state support
- Coordinate state funding
- **Statewide support hubs by 2028-2029**



Texas Education Agency Updates HB 2 Allotment



HB 2, Article 2 by the Numbers—a Historic Investment in Teacher Preparation



\$400M+ Annually

A statewide investment in teacher preparation and certification—at scale.



Reliable Funding Streams

Establishes consistent entitlements for districts and Educator Preparation Programs (EPPs).



Support for 200+ Educators per District

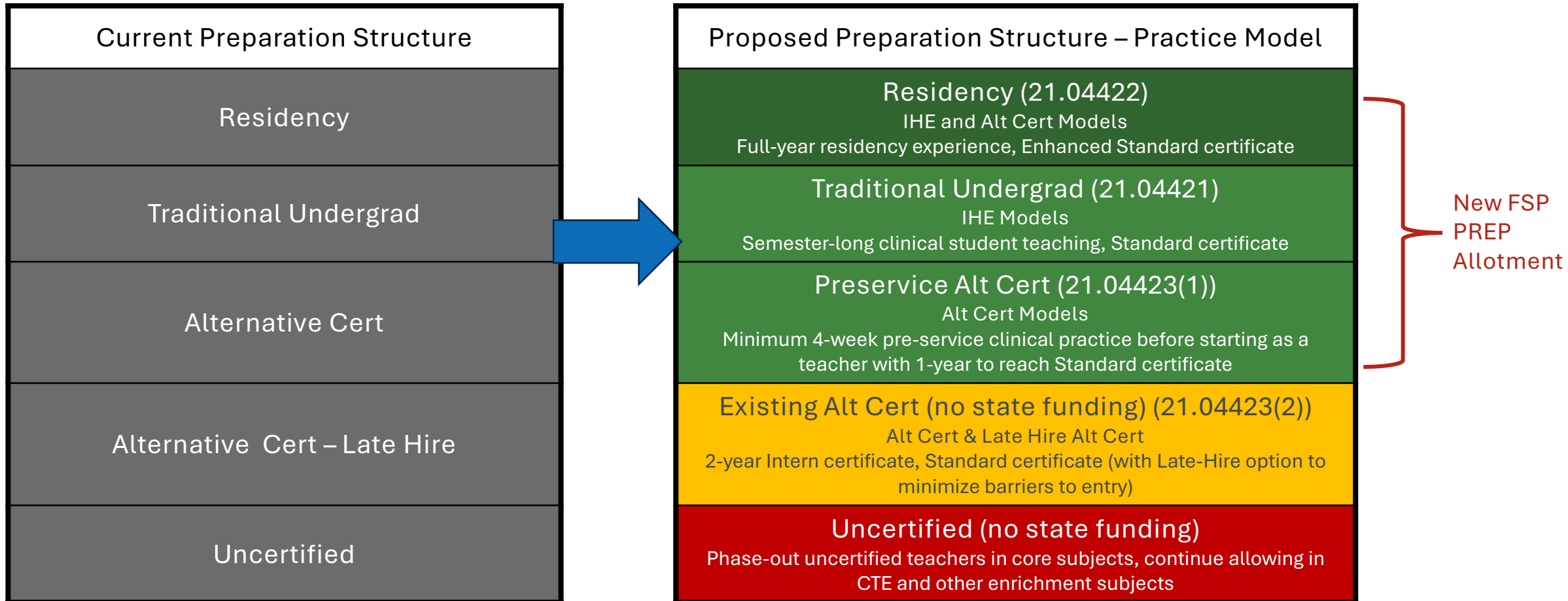
Funding for aspiring teachers and mentors—every year.



Reaching 5.5M+ Students

Potential to transform learning across 1,200+ Texas districts

House Bill 2 codifies multiple preparation routes into the classroom and incentivizes those that offer preservice practice and quality curriculum



More broadly, HB 2 incentivizes talent system development, supports quality preparation pathways, and addresses uncertified teachers...



Recruitment

New State Funding* for Teacher Recruitment



Preparation

New State Funding* for Preparation, paying costs of training candidates before they begin teaching



Mentorship

Increased State Funding* for New Teacher Mentoring



Grow Your Own
(\$8-12K) -> 40



Residency Preservice
(\$24-39.5k) -> 40



Mentorship Program
(\$3k) -> 40

Improved teacher preparation training content requirement

Traditional Preservice
(\$10-21.5k)

Alternative Preservice
(\$10-21.5k)

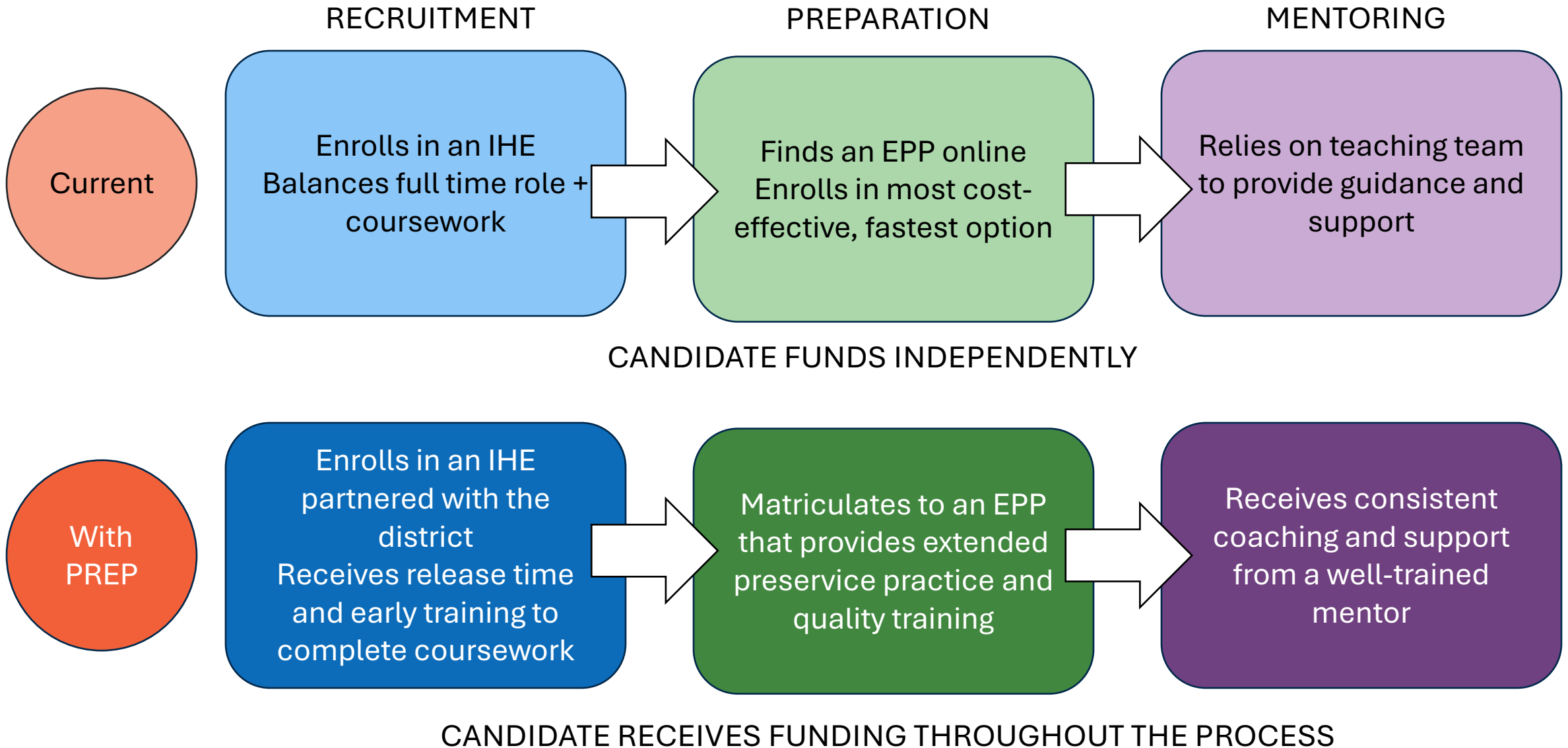
80 total



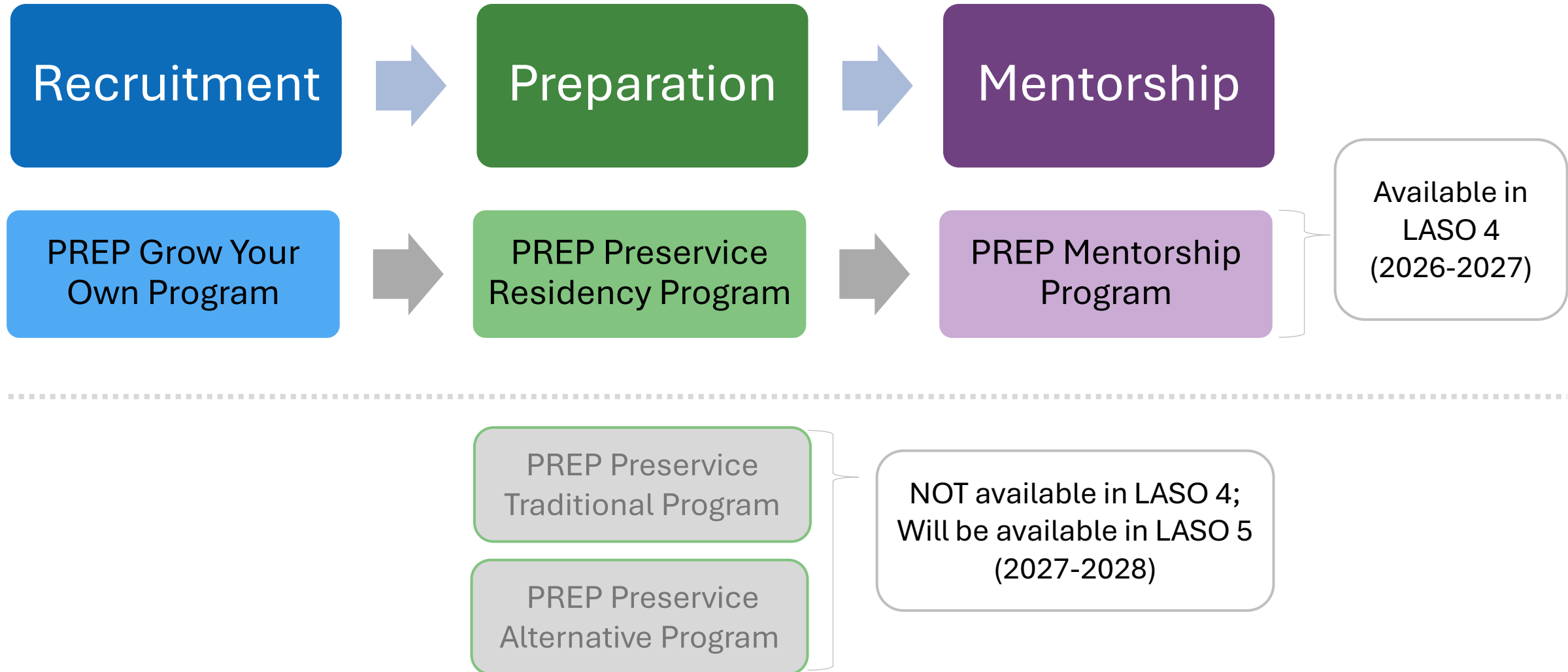
Phase Out Uncertified Teacher Hiring in core content subjects, with transition incentives

*FSP Formulas are structured with higher levels of funding for small/rural districts

...and provides better choices and experiences for future educators.



The PREP Program Allotment includes 5 programs aimed to strengthen the teacher talent pipeline through recruitment, preparation, and mentorship



Eligible districts may implement the Residency Preservice Program prioritizing the following requirements

Residency Preservice (\$24-39.5k)



Practice-based preparation in a year long residency: Embed the teacher candidate within the school, providing for extensive practice under the supervision of an effective host teacher for an entire school year prior to becoming a teacher of record



State developed content*: Ensure high quality training content, including Reading and Math Academies, Bluebonnet Learning and other prioritized content (with trained/certified facilitators)



Formal partnerships (with written agreement): LEA and EPP create partnerships to ensure alignment of LEA needs and vision for instruction, HQIM content, and EPP content and training.



Success and need-based funding: PREP Allotment funding is split between the EPP and LEA, compensates candidates during pre-service practice, increases for high need areas, and is tied to the success of the candidate

* 2027-2028 requirement

HB 2 supports LEAs in recruiting from within their own ranks by establishing the requirements for a Grow Your Own Partnership Program

Grow Your Own (\$8-12k)



Earn a bachelor's degree: Partner with an IHE/EPP to enroll the employee in a BA program and provide scheduled release time for coursework



Gain early teacher training: Provide the employee with on-the-job training on teaching while in their current role and high-school students early training via the Education and Training CTE path - including opportunities for practice under an effective teacher



Matriculate to an EPP: Provide guidance and transition supports for employee to transition to a PREP Preservice preparation pathway* to complete certification



Receive success and need-based funding: PREP Allotment funding flows to the LEA per employee, can be used at the LEA's discretion for program implementation, including for tuition costs, and is tied to the successful certification of the employee

Grow Your Own
(\$8-12k)

Initial LEA Discretionary Funding: Tuition, Education and Training, etc.	\$4,000 +Rural/High needs: \$0k - \$2K 50% of funds at the onset of employee beginning GYO program.
LEA Discretionary: Tuition, Education and Training, etc.	\$4,000 +Rural/High needs: \$0k - \$2K Upon GYO employee completion of bachelor's degree.
# per LEA funded per year	40*

- Application Window:
 - Opens 10/1/2025
 - Closes 12/1/2025
- General Webinars for PREP Allotment
 - 10/8/2025
 - 10/9/2025
- GYO Program Webinars
 - 10/21/2025
 - 10/23/2025
- Anticipated Announcement
 - 2/2/2026



Center for
Reigniting the
Educator
Workforce

Shaping the Future with K-12 Teacher Apprenticeships

Apprenticeship Texas Conference
September 2025



Objectives

- **The Opportunity**

- **Establish** a shared understanding of the opportunity to incubate and scale K-12 teacher apprenticeships

- **The Supports**

- **Understand** the supports CREW will provide, beginning this year.

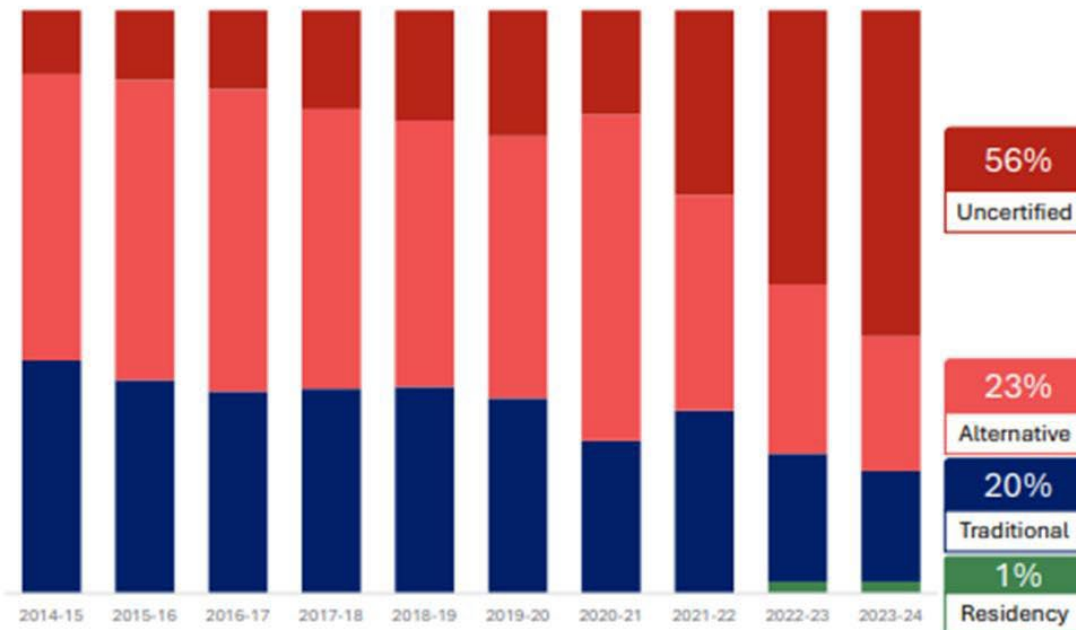


The Opportunity

Texas schools are facing the most significant teacher labor challenges in recent history, and a **growing percent of new hires, 56%, are not certified.**

First-Time Teacher Hiring

Texas public schools hire approximately 50,000 teachers annually, with about one-third being rehires of experienced teachers. Among the estimated 30,000 hires that are new to the profession each year, an increasing number are uncertified.¹⁵



Retention Varies with Preparation



64%

UNCERTIFIED TEACHERS

leave teaching after 5 years.¹⁶

VS.



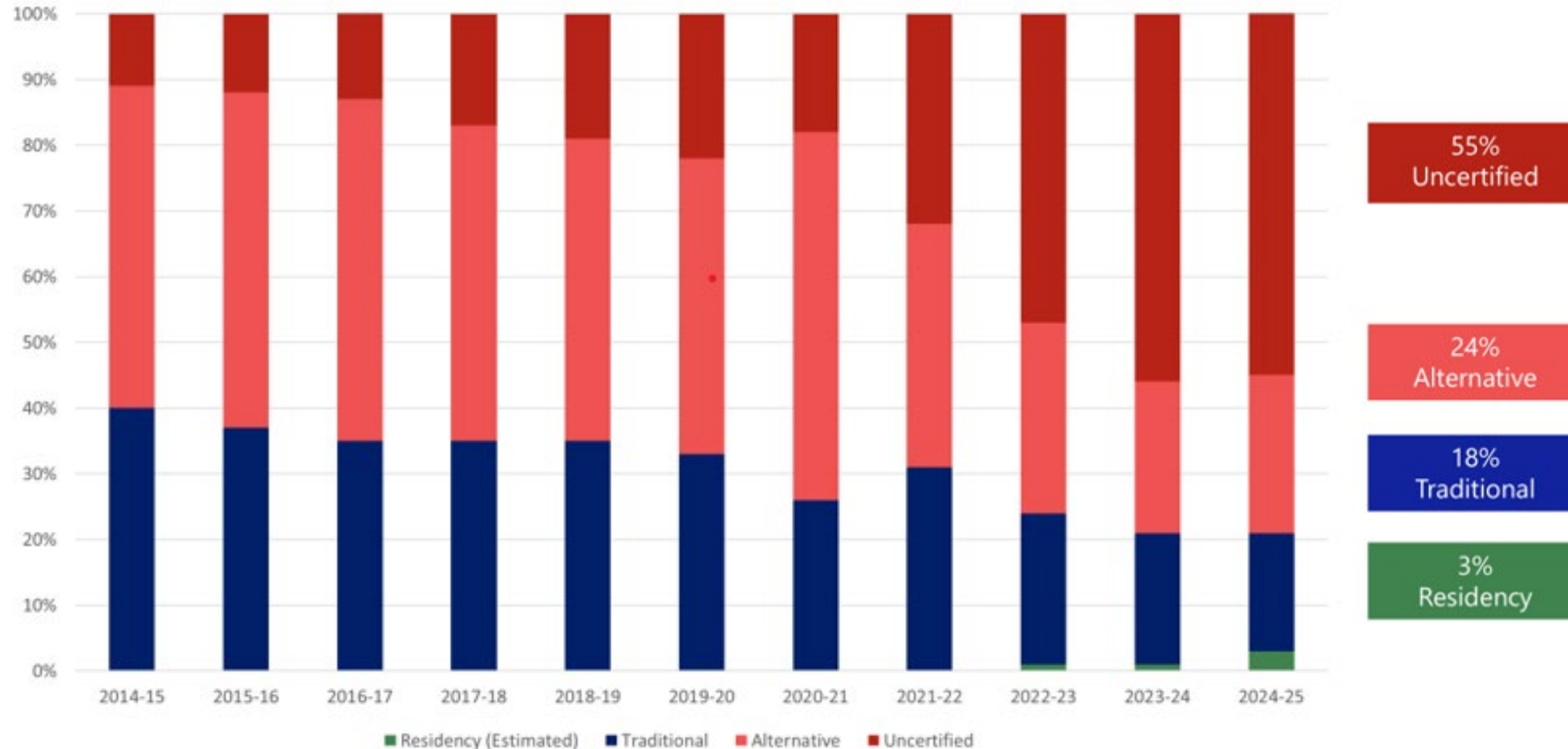
34%

TRADITIONAL CERTIFIED TEACHERS

leave teaching after 5 years.¹⁶

Currently, most teacher candidates enter the classroom without any significant training before they begin teaching

Percent of New Teachers Hired who are New to Teaching (ie, out of state & re-hires excluded)



The **majority** of new teacher hires were **uncertified** in 2024-2025

During this same period, student achievement results statewide have stagnated despite other significant positive reforms

At the same time, every year Texas graduates approximately 379,000 high schoolers* and employs approximately 82,000 paraprofessionals**.

However,

- According to a 2024 TEA analysis, *only six percent of individuals who held an educational aide certificate became a certified teacher over a 10-year period.*
- According to a [2024 Annenberg report](#), *interest amongst high schoolers in the teaching profession* is at a *historic low*.

Source: *[National Center for Education Statistics, Digest of Education Statistics](#)

** [TEA, 2024-2025 Staff Salaries and FTE Counts](#)

Why Teacher Apprenticeships, Why Now

The need is urgent.

The number of newly hired teachers who are under-prepared is at an all-time high.

Every student deserves a well-prepared teacher, and every future educator deserves a pathway that's accessible, supported, and sustainable.

The talent is already here.

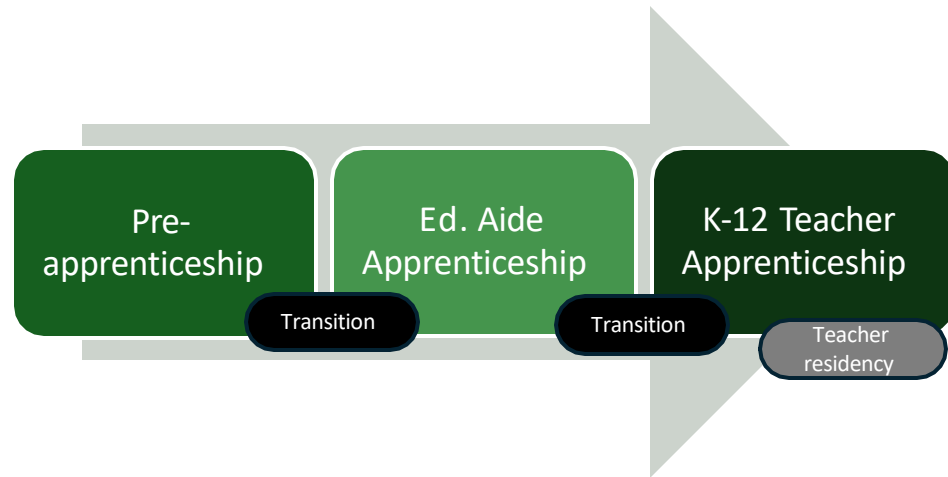
Communities hold the solution. Paraprofessionals and high school graduates are ready, but they need supported pathways into the profession.

We can build a better way, together.

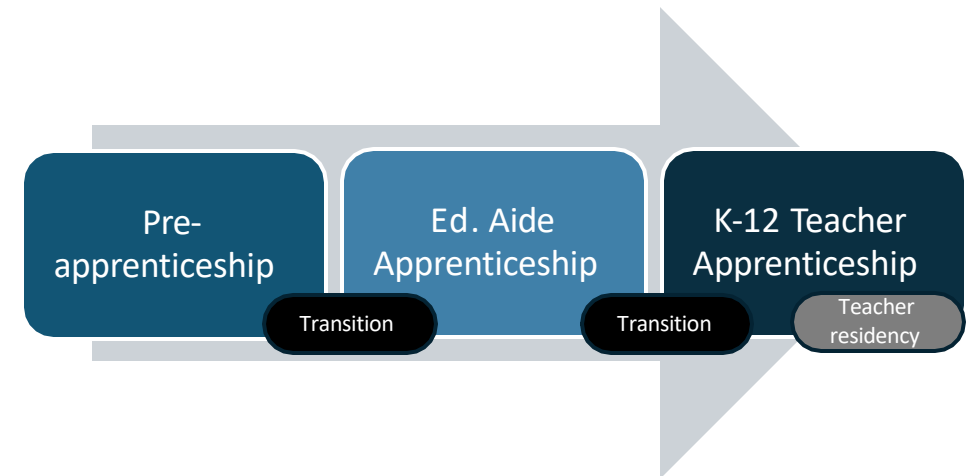
Teacher apprenticeships transform how we recruit, prepare, and retain educators by creating paid, job embedded, community-connected pathways into the profession.

Texas' GYO teacher apprenticeship strategy prioritizes two talent pipelines and includes a series of stacked apprenticeships that supports aspiring educators from the beginning of their journey to becoming certified educators.

- High School Pathway



- Paraprofessional Pathway



Texas' GYO Teacher Apprenticeship Quality Guidelines

Coursework	✓ Aligned to each apprenticeship stage ✓ Leads to associate's degree, bachelor's degree, and teacher certification ✓ Supports both academic and career readiness
On-the-Job learning	✓ Minimum of 2,000 hours of paid experience per apprenticeship ✓ Up to 1,000 hours of prior aligned experience may count ✓ Includes a 750-hour, yearlong residency for teacher apprentices
Mentorship	✓ Apprentices are paired with experienced, trained mentors ✓ Mentors support skill development and professional growth ✓ Mentor selection and support are guided by state standards
Transition Supports	✓ Clear milestones and stackable credentials help apprentices advance ✓ Support navigating TSI readiness, certification, and job placement ✓ Guidance and resources address common barriers to progression

The Supports



The Center for Reigniting the Educator Workforce (CREW) at Dallas College will provide:

- ✓ *deep technical assistance* to selected collaboratives to design, implement, and sustainably fund GYO K-12 teacher apprenticeship pathways that meet an acute educator workforce need
- ✓ *Light touch supports* to school systems applying for GYO funding through the HB 2 PREP allotment

Midland- Ector County Collaborative

Ector County ISD
Midland ISD
Odessa College
UT- Permian Basin
Permian Basin Workforce Solutions

San Antonio ISD Collaborative

San Antonio ISD
Education Service Center Region 20
Alamo Workforce Solutions

Texas Teacher Apprenticeship Inaugural Regional Collaboratives



Tarrant & Surrounding Counties

Alvarado, Azle, Cleburne, Everman, Ft. Worth ISD
Hill College
Tarrant County College
Tarleton State University
Education Service Center Region 11
Tarrant County Workforce Solutions
North Central Workforce Solutions

Huntsville ISD Collaborative

Huntsville ISD
Sam Houston State University
Education Service Center Region 6
Gulf Coast Workforce Solutions

Aldine ISD Collaborative

Aldine ISD
University of Houston- Downtown
Gulf Coast Workforce Solutions

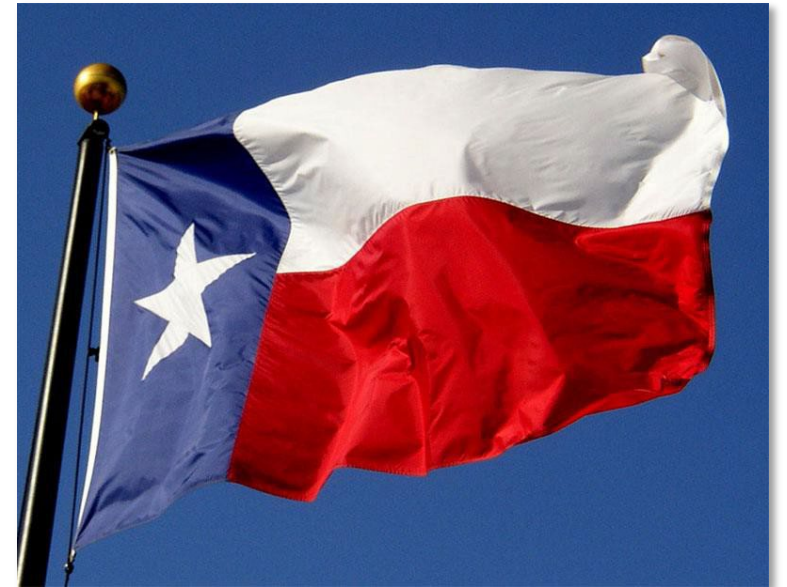
Our Regional Collaboratives by the Numbers

Four regions

10 school systems, **three** colleges,
four universities, **six** workforce boards, and
three education service centers

268,000 students potentially impacted

One shared goal: A stronger, more sustainable
teacher pipeline



Regional Collaborative Goals

- Prepare partners to understand the *potential and limitations* of teacher apprenticeships in **addressing local educator workforce needs** through shared learning and practical exploration.
- **Deepen local capacity** to design high-quality Grow Your Own teacher apprenticeship programs by applying proven design features grounded in research and aligned to Texas quality guidelines.
- Support the development of **cross-institutional communities of practice that foster aligned leadership, shared accountability, and collective problem-solving.**
- **Develop strong implementation systems** by surfacing what is and isn't working across settings, sharing lessons learned, and improving practice in real time.
- Assist in **advancing the field** through research and contribute to the broader knowledge base on the efficacy and sustainability of GYO teacher apprenticeship models.

What Collaboratives Can Expect from CREW

- **Blueprint Development:** Guidance to develop an apprenticeship blueprint focused on one high-leverage talent pipeline that addresses your community's most pressing educator workforce need.
- **Learning Sessions:** Interactive workshops that build shared understanding and address key design and implementation considerations including funding guidance.
- **Dedicated Coach:** Personalized coaching and partnership support tailored to each phase of your team's design and implementation journey.
- **Implementation Toolkit:** Practical resources on funding strategies, core competencies, and U.S. Department of Labor registration for apprenticeship programs.
- **Policy Alignment:** Opportunities to shape the broader field, including collaboration with the Tri-Agency to advance policy supports.

What It Means to Be a Collaborative Partner

- **Meet as a Collaborative:** Commit to meeting monthly with your local partners to plan, make decisions, and move the work forward.
- **Engage with Your Coach:** Participate in monthly check-ins with your coach to receive guidance, troubleshoot, and stay on track with blueprint development.
- **Contribute to Shared Learning:** Actively ask questions, test ideas, and reflect together to inform applications across the collaborative.
- **Foster Organizational Alignment:** Create regular opportunities for internal leaders and departments to stay informed and coordinate communication, planning, and implementation.
- **Build Toward Implementation:** Move from learning to action by shaping blueprint decisions that support long-term sustainability and impact.

Next Steps

- CREW will recruit a second cohort of collaboratives this spring.
 - Please email us at crew@dallascollege.edu to find out more!
- Please review our website, txcrew.org, for GYO K-12 teacher apprenticeship resources and additional information.



Thank you!

crew@dallascollege.edu