



EDHUBNY

creating a dynamic, robust, and well-prepared educator workforce

NYS PTA

**Redefining Pathways into Education
Through Apprenticeships**

edhubny.org

Welcome!



Colleen McDonald

Director, EDHUBNY

In response to the urgent need to recruit, develop and retain a responsive, well-prepared educator workforce for students in communities across the state, EDHUBNY* provides technical assistance to agencies that serve children of all ages. From childcare to preschool through school age students, EDHUBNY works with partners to develop the workforce that's needed.

** (supported by federal DOL Apprenticeship Building America funds)*



New York Faces an Urgent Educator Shortage

- 180,000 new educators needed in the next decade
- 53% decline in NYS teacher preparation program enrollment since 2015
- More than 20% of teachers in New York's high-poverty schools (rural and urban) are teaching out of their certification area
- 33% of New York's current teachers are eligible to retire within the next 5 years



Educators are the backbone and key economic driver of every other industry.

This crisis demands bold, coordinated action starting with investment in local talent and paid, community-rooted educator pathways.

BARRIERS



*Cost of Tuition, unpaid placements,
Certification Costs, Wraparound Service Needs,
employer costs*



*Navigating Complex Systems and lack of
administrative bandwidth; unknown - new agency
partner*



Lack of available programs with employment



Overview: Apprenticeships

A highly successful training model used for centuries in many sectors.

A History:

Apprenticeships have always offered paid employment while the trainee learns. In the role of Apprentice, they contribute to the work while they are learning the craft.

The Apprenticeship model, being paid to learn, has successfully been used to train a new generation workforce across sectors for centuries.



1400's

Colonial America: Apprenticeships make their first appearance in Boston and Philadelphia, the first step to economic independence. By 1745, they appeared in 33 trades including carpentry, cobbler, and coopering.



1917

United States: Apprenticeships started expanding to include white collar or professional occupations including information technology, health services, and engineering.



2021

• 93% of Apprentices that complete a Registered Apprenticeship program retain employment

Europe: Apprenticeships began in the Middle Ages with master craftsmen (as employers) able to train a new generation in their trade. This applied to many skilled occupations such as millers, blacksmiths, tailors, construction, masonry, etc.



1716

United States: Apprenticeships continue in the modern era in order to meet the need for skilled workers and grow to include machinists, welders, electricians, pipefitters, boilermakers, etc.



2017

United States: The title "teacher" was added to the NYS DOL in April 2021 and to the US DOL federal registry in 2021.

• Apprentice graduates earn more over their lifetime with a \$300k+ lifetime earning advantage compared to non-Apprentice peers



In all Industry Sectors RAPs Work by providing:

Resources and Support

Confidence and Retention

Improved Learning through Application

Professional Growth and Collaboration

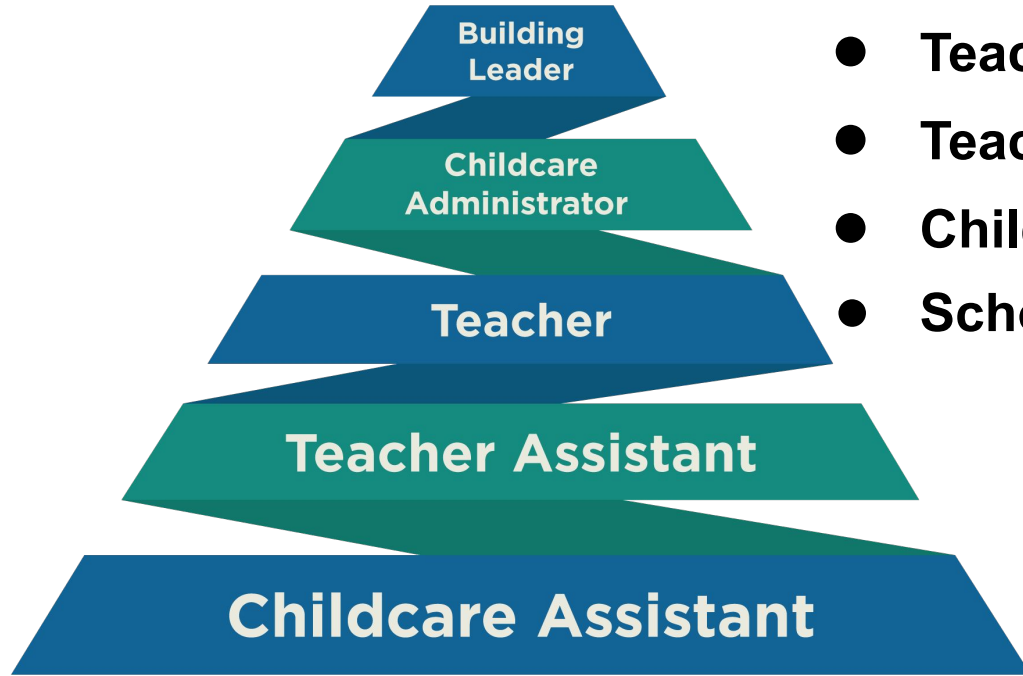


**Leading to 94%
Retention Rates!**

A woman and a young girl are smiling together, looking at a tablet. The woman is on the left, leaning over the girl on the right. They are both wearing light blue shirts. The background is a blurred office or classroom setting with a computer monitor and framed pictures on the wall.

How do RAPs apply to education careers?

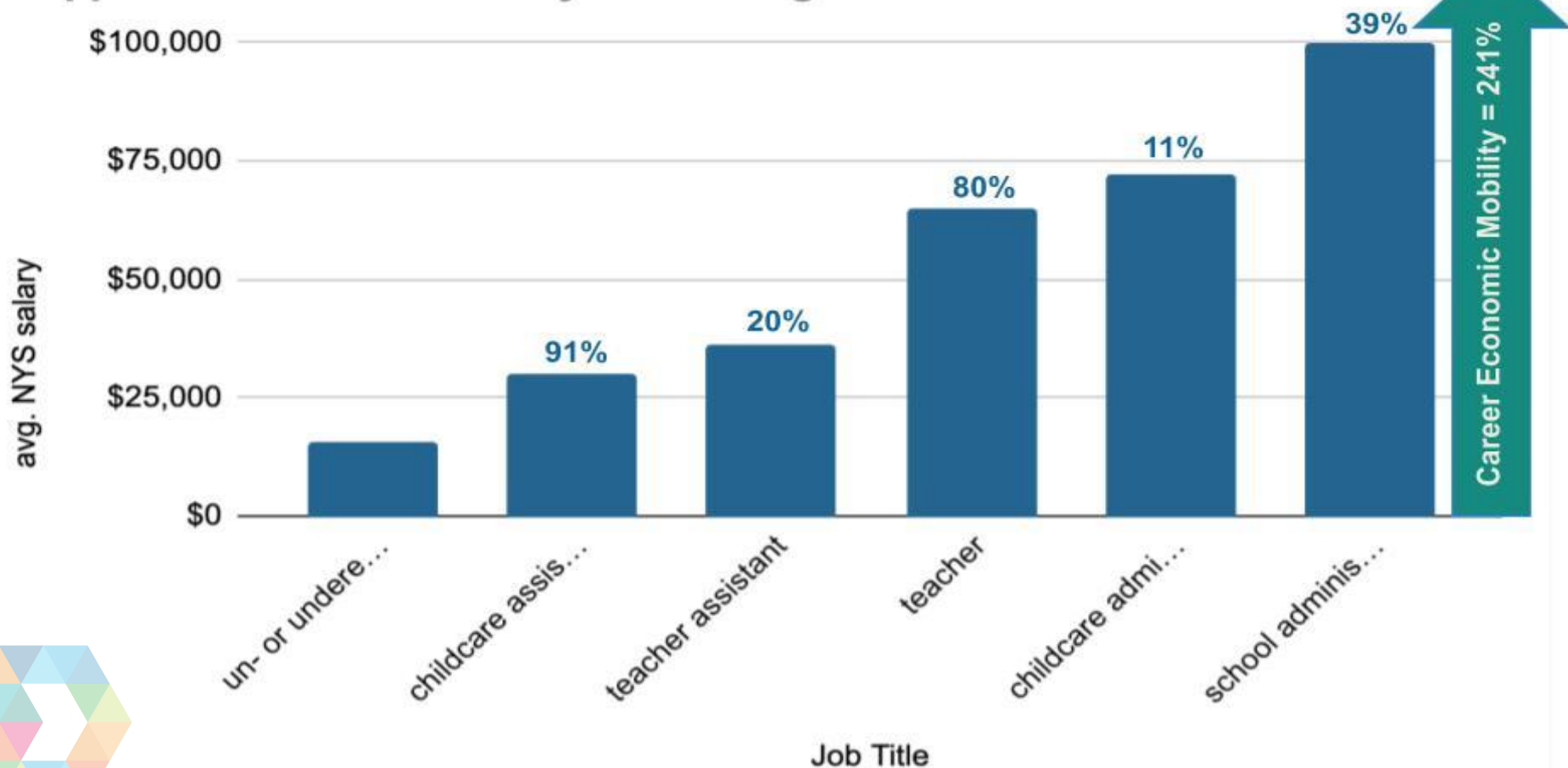
RAPs Provide A Talent Pipeline



- **Childcare Assistant** (competency)
- **Teacher Assistant** (2 year time/skills based)
- **Teacher** (competency)
- **Childcare Admin/Director** (competency)
- **School Admin/Building Leader** (competency)



Supports Economic Mobility: Benefiting Individuals and Communities



RAPs Offer

Direct support to Apprentices; tuition assistance, paid placements, wrap around support, Certification Costs



Employer Wage Support, Individual and Group Programs to reduce administrative work



Established high quality programs with technical assistance; coaching to apprentices

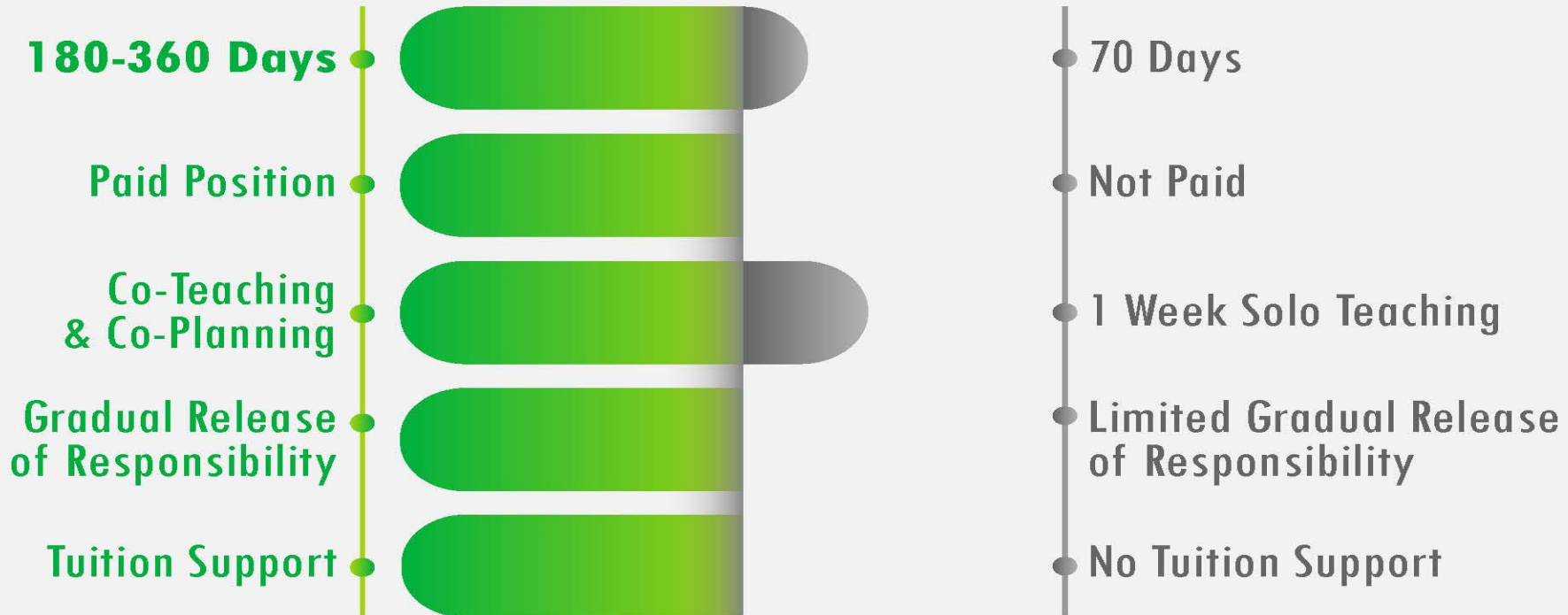


**"There is no shortage of people who want to do this work.
There is a shortage of opportunities."
-Carolyn Cleveland, Kennedy Children's Center**

WHY REGISTERED APPRENTICESHIP PROGRAM (RAPs)?




REGISTERED APPRENTICESHIP \neq STUDENT TEACHING



Getting Over the Hurdles: Return on Investment

- Retention rates are 4x higher
- Higher student outcomes than traditional programs
- Instructional continuity
- CoSER-able, depending on title
- Broader access into the profession for current community members





**NYS Educator Workforce
Development HUB**

creating a dynamic, robust, well-prepared workforce



Solving the Teacher Shortage Crisis: One RAP at a time

Community Planning Tool

Community Organization Partnership Planning

Organization	Target Audience (i.e. career changers, local business professional, families)	Partnership Type (i.e. newsletter article/s, job fair, referrals)	Resources Offered (i.e. member newsletter outreach, job boards)	Alignment with District Goals (i.e. community engagement, local recruitment, diversity hiring)	Next Steps (i.e., meet with program director, schedule info session, share recruitment ad)
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Recruiting Apprentices

Recruitment Ideas: [Link](#)

Recruitment Timeline: [Link](#)

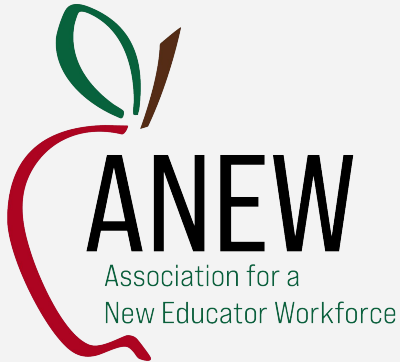


Building Out Resources: Here to Help



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From day one, we had someone who already knew our students, our systems, and our community. Unlike my own part-time internship, this full-time role allowed him to be truly present, engaged, and a real part of the [administrative] team.

-K. Conrow, HS Principal