

Draft Quality Guidelines for Teacher Apprenticeships in Texas

Apprenticeship Program	Related Instruction			Employment	On-The-Job Learning OJL Hours	Target Competencies	Degree, Certificate, or Licensure	Wage	Mentorship	
	Credit Hours for Entry	Coursework	Credit Hours to Complete							
Talent Pipeline	<i>Should local partners see value in stacking apprenticeships, this column illustrates which apprenticeship programs could be stacked.</i>	<i>How many credit hours should the apprentice have to enter the apprenticeship pipeline at this level?</i>	<i>What coursework/courses should the apprentice enroll in at this level?</i>	<i>How many credit hours does the apprentice need to complete to move into the next apprentice level?</i>	<i>What classification/role will the apprentice serve as in this level?</i>	<i>How many on-the-job learning hours will the apprentice need to complete at this level?</i>	<i>Which competencies will the apprentice be assessed on and at what level should they be performing?</i>	<i>What degree, certificate or license will the apprentice walk away with after completing this level of the apprenticeship pipeline?</i>	<i>What wages should the apprentice be paid? Must include a starting wage, a medium wage and an end wage (end wage = first year teacher wage). Program may include additional wage progressions.</i>	<i>Use this column to capture any considerations related to mentorship, such as requirements for number of hours of engagement with mentor and the types of engagement (i.e. mentor responsibilities).</i>
Pre-Apprentice High school students	Pre-Apprenticeship	0 credit hours	Education and Training courses AND/OR Associate of Arts in Teaching Curricula AND/OR what is locally determined	Locally determined	Office Aide Tutor Educational Aide I or any role that provides simulated experience including hands on training or volunteer opportunities that do not displace paid employees	Locally determined May not be full-time as pre-apprentices should not displace paid employees	See Tri-Agency crosswalk	Up to 60 credit hours	May be unpaid or paid but should not displace paid employees	
Level I Apprentice High school graduates or GED Adult learners with no college or with HSE Candidates with some college credit College freshmen or sophomores	Teacher Aide I Apprenticeship	0-60 credit hours	Education and Training courses AND/OR Associate of Arts in Teaching Curricula AND/OR what is locally determined	Locally determined but apprentice will need to complete a minimum of 144 hours of related instruction	Office Aide Tutor Educational Aide I Educational Aide II Educational Aide III Other roles as dictated by local program design	Locally determined but apprentice will need to complete minimum 2000 hours by end of apprenticeship program	See Tri-Agency crosswalk	Associate of Arts in Teaching AND/OR Educational Aide II Certificate AND/OR Educational Aide III Certificate AND/OR Title I, Part A Paraprofessional AND enrollment in educator preparation program	Locally determined but must include wage progression (starting, middle, end)	
Level II Apprentice Candidates with AAT General community college graduates College Juniors	K-12 Teacher Apprenticeship	61-90 credit hours	Approved EPP Curricula TAC Code 228	Locally determined but apprentice will need to complete a minimum of 144 hours of related instruction	Educational Aide III Title I, Part A Paraprofessional Other roles as dictated by local program design	Locally determined but apprentice will need to complete minimum 2000 hours by end of apprenticeship program	See Tri-Agency crosswalk		Locally determined but must include wage progression (starting, middle, end)	
Level III Apprentice College seniors Career changers with a BA		91-120+ credit hours	Approved EPP Curricula TAC Code 228	Locally determined but apprentice will need to complete a minimum of 144 hours of related instruction	Educational Aide III Title I, Part A Paraprofessional Teacher Resident Substitute Teacher Other roles as dictated by local program design	Locally determined but apprentice will need to complete minimum 2000 hours by end of apprenticeship program	See Tri-Agency crosswalk	Bachelor's Degree AND/OR Enhanced Standard Certificate AND/OR Standard Teacher Certificate	Locally determined but must include wage progression (starting, middle, end)	