



GROW YOUR OWN

Tennessee's Teacher Apprenticeship

The Role of a Workforce Intermediary

Tennessee is the first state in the country to sponsor Teacher Occupation Apprenticeship programs between school districts and Educator Preparation Providers (EPPs). Tennessee's Teacher Apprenticeship model aligns leading practices in educator preparation and development with the rigors of the national registered apprenticeship process.

The Tennessee Department of Education (TDOE) currently operates as the sponsor for a program's review and approval as a registered apprenticeship. The vision and future scale of Tennessee's teacher apprenticeship model is designed to welcome collaboration from partners who can help identify educator workforce needs, develop and implement apprenticeship strategies, and enlist financial support for long-term sustainability.

By functioning as a workforce intermediary, external organizations can help bring together teacher candidates and potential employers in a way that meets the needs of both stakeholder groups while maintaining high standards for teacher candidates and preparation programs.

Tennessee's Teacher Apprenticeship (cont.)

Workforce Intermediary Responsibilities

Workforce intermediaries support the Registered Apprenticeship (RA) Sponsor in various capacities, including designing and implementing the Registered Apprenticeship Program. A workforce intermediary can assist at any and/or all stages of the Registered Apprenticeship process. For example, early on, a workforce intermediary can help identify stakeholders with the potential to support the development and implementation of the RA Program. Or, later, the workforce intermediary can support the RA sponsor in recruiting, selecting, and supporting qualified mentors to provide ongoing support to apprentices in the program. Additional, key roles can include:



Identify and recruit teacher candidates.

Leverage existing lists, networks, and communications or marketing personnel to recruit candidates that TDOE may be less equipped to reach. Utilize multiple modes of communication, outreach, and regional context to best connect with potential candidates.



Drive collaboration between EPPs, districts, businesses, labor networks, and community organizations.

Additional workforce intermediaries can enhance recruitment and candidate support capacity by tapping into pre-existing community partnerships and relationships. Hosting informational meetings, offering space for convenings, or sharing programmatic opportunity in both small and large group settings can support greater collaboration.



Engage in philanthropic fundraising opportunities to further bolster teacher apprenticeships.

Additional workforce intermediaries could broaden eligible funding opportunities and expand the program's reach and capacity to prepare teacher candidates with additional financial support.