



FAQ Apprentice

What are the qualifications for the apprentice?

Minimally, the state guidelines are as follows. School districts can then add requirements or qualifications that they consider necessary, and evaluate candidates based on alignment with the needs at the individual school level.

- Employee of the school district, seeking a Wyoming teaching certificate.
- Completed application with letter of recommendation from administrator within the school district.
- Must complete an interview by school district personnel, followed by entering into an agreement to complete the degree, to complete the on-the-job learning, and to obtain the Wyoming Professional Teaching Standards Board teacher certificate. School district will also be looking to ensure the individual has the personality, skill set, and disposition that will be a good match to the profession
- Minimum work history in the same school district of one academic year.

If I already work in the school district, do I still need to go through an application process?

Yes, the apprentice candidate will apply for a new position with the school district. If selected by the school district, the candidate will be required to sign an agreement with the US Department of Labor as well.

Who will provide the coursework necessary for the apprenticeship program? Will it be through the apprenticeship program, University of Wyoming, the college of the apprentice's choice or the school district itself? When the apprentice has completed the program do they have a Bachelor's Degree?

- The apprentice will enroll in a preparation program that leads to PTSB licensure and a bachelor's degree. The Wyoming Department of Education and PTSB will verify the programs will meet the requirements before apprentices enroll. Preparation programs will complete an Institutional Recommendation form attesting that the apprentice has completed all program and licensure requirements.
- The University of Wyoming and Central Wyoming College have some programs that are available and accessible online for apprentices – Elementary Education/Special Education dual major, and Early Childhood Education/Early Childhood Special Education respectively. While not every content area aligned to a school district's need is currently available online at these two institutions, Wyoming's postsecondary institutions are investigating how to deliver additional educator preparation programs identified as needed by school districts to apprentices.
- School districts may also need to access additional educator preparation programs outside of Wyoming.
- On-the-job training will be provided by school district personnel.

Is the apprenticeship for all content or teaching areas, or just those that are hard to fill?

The Wyoming Teacher Apprenticeship Initiative is focused on supporting school districts with developing credentialed teachers to fill positions that will be needed in the future. Any content area or teaching position

could be considered for application through the apprenticeship. A comprehensive needs assessment is critical to determine a school district's employment needs extending out one to five years. The program will take one to three years to address the current teacher shortage issues due to the time required for participants to complete the apprenticeship. School districts must also prioritize what areas will be supported by the sustained, long-term effort of building a robust pipeline of teacher candidates.

How long will it take to complete the teacher apprenticeship?

During the pilot phase, apprentice candidates will have an associate degree or higher. For these apprentices the timeframe for completion will be up to three years, depending on prior coursework and on the job training.

What are the benefits for the apprentice?

- Access to mentorship beyond the typical student teaching experience. This will include years of guidance from multiple mentors.
- Financial support in the form of progressive wages, course work tuition/fees, being benefit eligible, and access to the Wyoming retirement system.
- Study and work in the current community and school district with no relocation for work or education.
- Preferred placement in the school district upon completion.
- Access to online education.
- Improved quality of life through completion of a degree.
- Streamlined on-the-job training/coursework timelines.
- Designed to meet the needs of coursework outside the workday.
- Building their resume and opportunities for advancement in the school district or others.
- Build collaborative relationships within the school district.
- Learning what the school district values.
- Considerable professional development experience.
- Minimal learning curve when moving into the full teaching position, hit the ground running.
- Post secondary transitions.