

Abstract-GaRTAP Project

Organization Name: Georgia Department of Education (GaDOE)

Lead applicant entity type: State Education Agency

Lead Applicant City and State: Atlanta, GA

Select Grant Category: Category 2 Ensuring Equitable Apprenticeship Pathways and Partnerships Through Pre-Apprenticeship Leading to RAP Enrollment: up to \$4 million.

Project Title: GARTAP (Georgia Registered Teacher Apprenticeship Program)

Funding Amount Requested: \$3,999,909.40

Applicants Geographic Scope of Proposed Project: Statewide

Number of apprentices enrolled in RAPs during the life of the grant: 150

Number of pre-apprentice opportunities during the life of the grant: 75

Population(s) to be served: Underserved Rural School Districts in Georgia (county wide population of less than 35,000)

Required Partners:

Georgia is an OA state and does not have a SAA.

University System of Georgia: Education and Training Provider

Technical College System of Georgia: Initial RTAP Sponsor, Education and Training Provider

Georgia Southwestern State University: Education and Training Provider

Georgia Southern University: Education and Training Provider

Rural School Districts (employers/sponsors): Candler County Schools, Crisp County Schools, Lee County Schools, Screven County Schools, and Sumter County Schools

Optional Partners

Georgia Professional Standards Commission: State Education Certification Agency

Regional Education Service Agencies: Chatt-Flint, SWGA, and First District RESA

The CEEDAR Center at the University of Florida: Non Profit Educational Organization

Project Purpose: The Georgia Registered Teaching Apprenticeship Program (GaRTAP)'s mission is to establish and expand education system-aligned pre-apprenticeship programs and Registered Teaching Apprenticeship Programs (RTAPs) that serve youth and adult learners. This initiative will foster partnerships with rural school districts and educator preparation programs, aiming to create a statewide program for K-12 Teaching Apprenticeships. The GaDOE will spearhead the creation and expansion of K-12 Teaching Apprenticeship opportunities that will fortify and diversify the educator workforce in Georgia's most underserved southeastern and southwestern rural communities.

The GaRTAP project will develop pre-apprenticeship programs in collaboration with school districts and related instruction providers that focus on skill-building, career exploration, and readiness for registered apprenticeships. Many rural school districts do not offer pathways to explore teaching careers in their high schools, thus contributing to teacher shortages in rural teaching areas. This grant will allow GaDOE to assist districts to create and expand their pre-apprenticeship programs in high schools to include the education profession. Pre-apprentices will

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have the opportunity to participate in Work Based Learning opportunities within their school districts and benefit from the creation and/or expansion of existing Teaching as a Profession (TAP) Pathways.

Most importantly, comprehensive support services will be provided to students participating in pre-apprenticeships and registered apprenticeships, focusing on providing mentorship and advising throughout the apprentices' experiences. These initiatives aim to provide opportunities and ongoing support for those who may not otherwise be able to pursue their aspirations to become an educator, thereby strengthening and diversifying the rural teaching pipeline.

Subrecipient Activities:

Employing school districts will receive incentives, classroom education funding, and on-the-job learning and supportive service funds to assist with the costs related to the design and start-up of RTAPs and pre-apprenticeships in K-12 teaching.

Contractual work with Chatt-Flint, Southwest, and First District RESAs will create regional "Program Champions" that will facilitate the partnerships between classroom instruction providers and school districts. Program Champions will develop the bridge between pre-apprenticeships and apprenticeships.

Credentials(s) to be awarded:

Four-year degrees in K-12 Education, Georgia Professional Standards Commission Educator Certification

SUMMARY OF PROGRAM ACTIVITIES: The GaDOE will create and expand educator apprenticeship opportunities for underrepresented populations and underserved communities in the specified Georgia RESAs: Southwest, Chatt-Flint, and First District.

- **Pre-Apprenticeship Opportunities:**
 - Develop pre-apprenticeship (high school) programs in collaboration with local school districts and industry partners.
 - Pre-apprenticeship programs will focus on skill-building, career exploration, and readiness for registered apprenticeships.
 - Create opportunities for pre-apprentices to participate in Work Based Learning opportunities within their school districts.
 - Expand existing Teaching as a Profession (TAP) pathways in school districts that will support pre-apprenticeship opportunities.
 - Partnerships with post-secondary institutions will assist in developing a pre-teaching credential and allow for dual enrollment opportunities leading to college credit.
- **Statewide Registered Teacher Apprenticeship Program: (GaRTAP)**
 - Establish a statewide program that allows school districts to apply for a Registered Teaching Apprenticeship Program.
 - GaDOE will become an RTAP Sponsor and will serve as an intermediary, facilitating partnerships between schools and educator preparation programs (EPPs).

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- Facilitate the creation of educator apprenticeship frameworks, competencies, mentorship structures, and evaluation criteria for educator apprenticeships.
- Registered Teaching Apprenticeships will be developed in rural, underserved areas with a focus on obtaining a K-12 teaching certification.
- **Student Support Services:**
 - Provide comprehensive support services to students participating in pre-apprenticeships and registered apprenticeships.
 - Support services will focus on providing mentorship and advising throughout the apprentices' experiences.
- **Scaling and Sustainability:**
 - Develop frameworks and competencies easily adapted to Apprenticeship Sponsors' needs.
 - Establishment of GaDOE as a Registered Apprenticeship Intermediary will standardize the process for school districts and lessen the workload to obtaining registered status and allow for scalability across the state.
 - Align and connect policies and initiatives across workforce development, economic development, education, and other systems to improve grant outcomes and create longer-term conditions for success.

The GaRTAP Project will strengthen and diversify the rural educator workforce by providing opportunities for those that otherwise may not be able to pursue their aspirations of becoming an educator.

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