

Attachment B: Abstract (Competitive)

State Apprenticeship Expansion Formula Funding Opportunity	
Organization Name (Base Funding)	Virginia Department of Workforce Development and Advancement (“Virginia Works”)
Lead Applicant Entity Type	State Government
Lead Applicant City and State	Richmond, VA
Funding Option	Competitive Funding
Project Title	Building a Vertically Aligned RAP System for Aspiring Virginia Educators
Funding Amount Requested	6,000,000
Total Number of Apprentices Enrolled in RAPs during the life of the grant, if applicable	231
Population(s) to be Served	Direct: Career searcher or changers, candidates from low socioeconomic status, candidates in rural settings, youth candidates (age 16-24)
List of the name of the Required Partner	Virginia Department of Workforce Development and Advancement
List the name(s) of Optional Partners	Virginia Department of Education, Virginia Community Colleges, Institutions of Higher Education with Approved Educator Preparation Programs, Teachers for Tomorrow, Virginia School Divisions
Targeted Industry and/or Occupation	K-12 Teacher, K-12 Principal, K-12 Teacher Aide/Paraprofessional
Summary of Program Activities	
<p>Each of the 1.2M+ students who attend Virginia public schools deserve a high-quality teacher. However, teacher shortages are at critically high levels, especially in divisions serving more students with disabilities as well as students from lower-income and rural communities.</p> <p>Nevertheless, Virginia is optimistic that apprenticeship programs offer an accessible and sustainable way for more aspiring teachers to enter the profession and stay in the classroom. Virginia saw 28 school divisions launch registered teacher apprenticeship programs during the 2023-2024 school year. Virginia Works and VDOE wish to build on this momentum by expanding K-12 Teacher RAPs while also building RAP and pre-apprenticeship on-ramps into the teacher profession.</p> <p>Activity #1 focuses on expanding a statewide registered apprenticeship program for K-12 teachers, allocating \$2.55 million in competitive funding to universities to partner with local school districts.</p>	

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<p>Through this initiative, 170 teacher apprenticeships are projected, along with new partnerships with 80 LEA employers. Activity #2 and #3 aim to expand teacher aide apprenticeships and pre-apprenticeship pathways, building on the high-level of preexisting engagement in Teachers for Tomorrow programs across the state, providing seed money to expand these programs and articulate new partnerships between school divisions and community colleges. Activity #4 targets the launch of a registered apprenticeship program for K-12 principals, allocating \$510,000 to support partnerships between universities and LEAs.</p> <p>These initiatives align with VDOE's commitment to reducing financial barriers for aspiring educators and promoting equitable recruitment and hiring practices. By offering apprenticeships with no tuition costs and providing full-time employment benefits, VDOE aims to attract individuals from diverse backgrounds into the education workforce. Furthermore, the competitive selection process for related instruction providers ensures the quality and innovation of the programs, setting a high standard for teacher preparation statewide. VDOE is confident that these apprenticeship programs will not only address the educator shortage but also improve accessibility and inclusivity in the education sector across Virginia.</p>	
Subrecipient Roles	
<p>VDOE: is the primary administrative agency over the proposed activity of the competitive SAEF grant and is the primary subrecipient, working with Virginia Works to manage disbursements to other subgrantees and subcontractors, as well as to manage administrative/personnel expenses associated with executing program goals.</p> <p>Virginia EPPs: Approved EPPs in the state of Virginia who are registered in RAPIDS as Related Instruction Providers will be eligible to compete for annual subgrant funding for programmatic costs. Funds will be provided on a reimbursement-basis, based on actual program costs incurred by the Related Instruction Provider, per enrolled apprentice. Funds will be distributed between these providers based on the number of seats they can offer.</p> <p>Virginia School Divisions: School divisions will compete for pre-apprenticeship expansion funding, to establish or expand Teachers for Tomorrow programs with articulated pathways into RAPs.</p>	
List of Credential(s) to be Awarded	K-12 teacher licensure, K-12 principal licensure
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