



K-12 TEACHER APPRENTICESHIP

Objective:

To prepare candidates to serve as teachers in the classroom by providing real-world classroom experience while working towards completing a Bachelor's degree and Texas teacher certification through the ESC 19 Teacher Preparation and Certification Program. This program is designed to be a 3-year program.

Requirements:

Candidates interested in applying for the K-12 Teacher Apprenticeship must meet the following criteria to apply:

- 18 years of age
- Minimum 45 college credit hours
- Bilingual in English and Spanish (for Head Start positions)
- Driver's license
- Pass the Texas Higher Education Assessment (THEA) preferable
- Ability to perform essential functions and skills of a teacher assistant or paraprofessional
- Must meet **at least one** of the following criteria for Head Start positions-
 - Current Child Development Associate (CDA) Credential or enrolled in a CDA program
 - Associate of Arts in Early childhood education, child development or related field
 - Enrolled in a degree program that leads to a bachelor's in early childhood education

Application Process:

Candidates that meet the above criteria may apply to the Head Start Apprentice position by going to the [ESC 19 Employment page](#). Postings for partner districts in the El Paso region will be available for next school year, and applications will be submitted through RTAP. Positions will be posted for Spring (January) and Fall (July/August) starts. Candidates must submit all official transcripts, three letters of recommendation and evidence of the above requirements. Applications will be scored using a rubric and candidates that meet the criteria will be called for interviews with the Head Start leadership (for Head Start positions) or with RTAP leadership. Chosen candidates will be notified of acceptance into the Teacher Aide apprenticeship and they will be provided a start date.

Program Overview:

Candidates that are accepted into the K-12 Teacher Apprenticeship will be provided an orientation for employees and an orientation for the apprenticeship guidelines. They are now considered apprentices! As

an apprentice, they will be assigned an experienced mentor teacher and classroom at a selected campus to begin their on-the-job training. Apprentices work 190 days and will follow the school district calendar. We are currently starting our first cohort of apprentices in the following centers -

- Canutillo ISD
 - Santiago Rodriguez
- Clint ISD
 - Pete Duarte
- El Paso ISD
 - John E. Uxer I
 - Westside
- Ysleta ISD
 - Isaac Camacho
 - Ysleta

Partner districts will be announced in Spring of 2024.

Apprentices must be enrolled in college and work towards completing their Bachelor's degree at UTEP while they are obtaining their on-the-job learning as an employee. The degree plan is an online program and must be done outside of the work day. Apprentices are required to take at least 9 hours of coursework in the Spring and Fall semester, with 6 hours of coursework during the summer. They must maintain a minimum 2.5 GPA. Once apprentices graduate with their degree, they will apply and enroll in the ESC 19 [Teacher Preparation and Certification Program \(TPCP\)](#). Courses are held on Wednesday evenings and Saturdays. TPCP is an educator preparation program that apprentices must complete in addition to taking and passing their TExES exams.

Apprentices will attend training once a month for a half or full day, depending on the apprentice level, at ESC 19 to learn valuable skills for classroom instruction. After attending training, they will practice the skill in the classroom and be provided coaching by their mentor and assigned field observer. The goal is for apprentices to demonstrate mastery of these skills. Once candidates master their skills and obtain the college credit hours for the next apprentice level, they will receive a wage increase.

Apprentices in level 4 and 5 will be provided a full day of training once a month. Half of the day is dedicated to on-the-job teaching skills and half of the day is dedicated to TExES test prep. Apprentices will be required to pass two to five exams, depending on their certification area.



Upon mastery of all skills and completion of their degree, apprentices will earn a nationally recognized K-12 Teacher Credential. Upon completion of all TPCP requirements and passing of all TExES exams, apprentices will receive their Texas teaching certificate. The program is designed to be a 3-year program but may be finished sooner depending upon how many college credit hours an individual enters the program with.

Supports

Apprenticeships provide funding opportunities to assist apprentices with tuition support and wraparound services if they are in need of these supports. All apprentices are required to apply for financial aid. They are also encouraged to contact Workforce Solutions Borderplex and Project Arriba to see if they qualify for their services. Both programs have applications and their own criteria to determine if an individual is eligible.

RTAP is designed to keep apprentices together in cohorts. They will complete their monthly training with the same individuals, and we are working closely with UTEP to provide opportunities for apprentices to take college classes together. A field supervisor will be assigned to each cohort and they will serve as an additional coach, trainer and mentor.

Contact Information

For any questions or clarifications, please reach out to our team:

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