

TEACHER AIDE APPRENTICESHIP



Objective:

To prepare candidates for the classroom by providing real-world classroom experience while working towards completing an Associate's degree in Teacher Preparation. This program is designed to be a 2-year program. Upon completion of the Teacher Aide Credential, candidates can apply for the K-12 Teacher Apprenticeship and continue their journey to obtain Texas teacher certification.

Requirements:

Candidates interested in applying for the Teacher Aide Apprenticeship must meet the following criteria to apply:

- 18 years of age
- High school diploma or GED
- Bilingual in English and Spanish
- Driver's license
- Ability to perform essential functions and skills of a Head Start teacher assistant
- Must meet **at least one** of the following criteria -
 - Current Child Development Associate (CDA) Credential or enrolled in a CDA program
 - Enrolled in a program that will lead to an associate or baccalaureate degree

Application Process:

Candidates that meet the above criteria must apply to the Head Start Apprentice position by going to the [ESC 19 Employment page](#). Positions will be posted for Spring (January) and Fall (July/August) starts. Candidates must submit all official transcripts, two 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. 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 Teacher Aide Apprenticeship will be provided an orientation for Head Start 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 Head Start center to begin their on-the-job training. Apprentices work 190 days and will follow

the Head Start work calendar, which depends on the district where their Head Start center is [located](#). We are currently starting our first cohort in one of the following centers -

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

Apprentices must be enrolled in college and work towards completing their Associate of Arts in Teacher Preparation at El Paso Community College while they are obtaining their on-the-job learning as a Head Start 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.

Apprentices will attend training once a month, for a half-day, 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.

Upon mastery of all skills and completion of their degree, apprentices will earn a nationally recognized Teacher Aide Credential.

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 EPCC 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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