



Fill Your District's Teacher Pipeline with the Future Educator Apprenticeship

Partner with CareerWise to hire rising juniors in your district as education apprentices



Solve your talent shortage for paraprofessionals



Build a pipeline of future teachers that reflect your community



Provide opportunity for your students that dream of a career in education

OVERVIEW

Students begin the three-year apprenticeship as rising juniors, balancing employment as a paraprofessional with high school coursework during the first two years, and with college coursework during the third year. By design, students will continue to work as paraprofessionals throughout college, transitioning to the role of classroom teacher within the district upon graduation.

CareerWise has developed competency plans and program frameworks that can be applied to your district's unique needs. Additionally, as a CareerWise partner, you'll have access to the technology, processes and support that ensures the program is implemented with the maximum impact for both students and the district.

HOW IT WORKS

- Students are recruited into the apprenticeship through the CareerWise partnership already in place within your district
- They take a reduced class schedule at high school, offset by the academic or elective credits earned for work-based learning
- Students spend a portion of the school day working as a para at their assigned school getting paid through existing budget dollars for unfilled para roles

HOW IT WORKS	YEAR 1	YEAR 2	YEAR 3	AFTER APPRENTICESHIP
HIGH SCHOOL academic classes	75% course load	50% course load	None	Continue working as a paraprofessional
ON-THE-JOB working as a paraprofessional at your placement school	12-16 hours per week	20-24 hours per week	20-40 hours per week	
COLLEGE CREDIT college-level coursework	Summer: 1 class School Year: optional concurrent enrollment	Summer: 1 class School Year: optional concurrent enrollment	Enrolled as part-time or full-time student	AND Work towards a bachelors in education

To access the Future Educator Apprenticeship program, the district provides:

- Mentorship and training to support the apprentice's development
- At least one concurrent enrollment course, education related or general transfer, for the apprentice during summer as rising junior and rising senior
- Access to quality district trainings, made available during the third year of apprenticeship
- Work experience with more than one level – (ECE, Lower ES, Upper ES, MS)
- During the apprenticeship, exposure to at least one specialty/endorsement area, such as: SPED, counseling, speech language, occupational therapy, gifted and talented, instructional tech, etc.
- Scheduling flexibility to support high school and college coursework during the third year
- Access to concurrent enrollment courses
- Preferred hiring status upon earning their Bachelor's in education

To learn more, reach out to Meaghan Sullivan at
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