



# ARIZONA DEPARTMENT OF EDUCATION

## Arizona Teacher Registered Apprenticeship Program Frequently Asked Questions

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### Program Overview

The Arizona Teacher Registered Apprenticeship Program is an apprenticeship program that allows individuals to gain extensive experience in the classroom under the mentorship of an experienced educator. AZTRAP utilizes an Earn & Learn model, allowing apprentices to earn a living wage through their local education agency while completing related technical instruction through an educator prep program.

### Overall FAQs

How does it compare to a similar education model?

- Apprentices are paid employees of the LEA while completing their coursework.
- Like student teaching, apprentices are not teacher of record.
- Apprentices gain 2-4 years of classroom experience prior to certification.
- Because it utilizes a Registered Apprenticeship model, all coursework from the EPP comes at no-cost to the apprentice.
- "New Teachers" enter the classroom with a large amount of experience.

## FAQs for Apprentices

What are the qualifications?

- 18 years old
- High School Diploma/GED
- [Valid AZ IVP Fingerprint Clearance Card](#)
- Cleared background check

What is the timeline for completion?

- 2-4 years. This depends on whether the apprentice has college credit and/or bachelor's degree.

What is the pay rate for an apprentice?

- Pre-Bac apprentices \$20/hour
- Post-Bac apprentices \$23/hour

## FAQs for Local Education Agencies

Who is responsible for the wages of the apprentice?

- The LEA is responsible for all wages and benefits for the apprentice.

Is there funding to support the journeyworker teachers?

- There is funding available through ADE to compensate journeyworkers for their mentorship.

What are the requirements for journeyworker?

- Appropriate certification
- Minimum of 3 years of teaching experience
- "Effective" or "Highly Effective" evaluations

What are the requirements for apprentice induction?

- The design and implementation of induction is decided by the LEA. The standards of induction should align with [Arizona Beginning Teacher Induction Program Standards](#).

# FAQs for Educator Preparation Programs

What coursework is required from the educator preparation program?

- Coursework should align with certification requirements and endorsements. Some apprentices will only need a few courses while others may require a full 4 years worth of courses.

What sort of flexibility needs to be provided for the apprentice?

- It is expected that the rigor of coursework accommodates a full-time employee. The quality of content should not be sacrificed. Rather, the method of delivery and timeliness of content may need to be accommodated.

## Contact Information

Website: [www.azed.gov/teach/apprenticeships](http://www.azed.gov/teach/apprenticeships)

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