

SMALL & RURAL COUNTY BOARDS ROUNDTABLE

# FINDING SOLUTIONS FOR TEACHER SHORTAGES

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PRESENTATION FROM DIVISION OF APPRENTICESHIPS STANDARDS, AND REACH UNIVERSITY  
FOLLOWED BY PANEL DISCUSSION WITH UC TEACHER EDUCATION PROGRAMS

# ACCBE KEY GOALS

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**Advocate & Amplify:** ACCBE is solely dedicated to develop and advocate on legislative and policy issues for county boards of education, ensuring a unified and strong voice representing the unique interest of County Boards on issues impacting County Offices of Education.



**Partnerships for Success:** ACCBE is committed to building a strong partnership with the California Superintendent's Association, and coalitions with other allied groups to leverage resources and expertise in support of student success.



**Engage, Elevate, & Empower:** ACCBE builds leadership capacity within County Boards, fostering collaboration and peer support.



**Forward-Looking:** ACCBE focuses on innovation solutions to address the evolving challenges/changes in education.

# AGENDA & MEETING PURPOSE

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- ❖ Welcome & Icebreaker – 5 Mins
- ❖ Division of Apprenticeship Standards Presentation – 15 Mins
- ❖ Reach University Presentation – 10 Mins
- ❖ Panel Discussion on Potential Solutions – 30 Mins
- ❖ Closing & Next Steps – 5 Mins
- ❖ Connect with trustees from across the state.
- ❖ Discuss strategies for building talent pipelines in rural counties.
- ❖ Learn from partners and organizations developing solutions for teacher shortages

# ICEBREAKER

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In the chat or unmuted please share the following:

1. Name and County Board, Years of Services
2. What brings you today? What are you hoping to learn?

OR

3. If you had a magic wand that could do anything, what would you do to resolve teacher shortages in your county?

# **SPEAKERS**

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**Ryan K Jefferson, PhD**  
**Strategic Business Advisor**  
**Division of Apprenticeship Standards**

DIVISION OF  
APPRENTICESHIP STANDARDS

**DAS**

STATE OF CALIFORNIA  
DEPARTMENT OF INDUSTRIAL RELATIONS

# Apprenticeship

**INFO SESSIONS**



# About Us

The California DAS's **Apprenticeship & Workforce Innovation (AWI) Unit** assists employers and organizations interested in developing a skilled workforce through the **registered apprenticeship** model

*"...let's encourage businesses to become creators, not just consumers of talent by establishing an audacious goal of 500,000 earn-and-learn apprenticeships by 2029"*  
-Governor Gavin Newsom



# California: The Apprenticeship Powerhouse

- **96,949** Registered Apprentices
- **17,000** State Apprentices Graduate Annually
- **3,580** Registered Pre-apprentices
- **36,000** Participating Employers
- **1,295** Training Programs Statewide
- **300** Active Educational Institutions

***Apprenticeship Data***





# State and Federal Apprenticeship Offices



## California Division of Apprenticeship Standards (DAS)

- Registers and oversees apprenticeship programs in California
- Advised by committees
- Administers funding programs such as Apprenticeship Innovation Funding (AIF) and California Opportunity Youth Apprenticeship (COYA) Grant.



## U.S. Department of Labor Office of Apprenticeship (DOL)

- Registers and oversees apprenticeship programs that are federally registered and in states without a recognized a State Apprenticeship Agency
- Administers federal grants (ABA Grant and more)

**Two separate entities who share a common goal: to enhance apprenticeship opportunities and support employer partners!**

# Non-Traditional Apprenticeship Sectors

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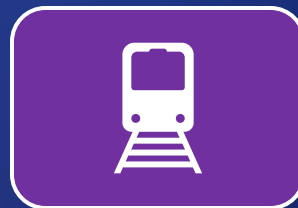
Information  
Technology



Healthcare



Public Services



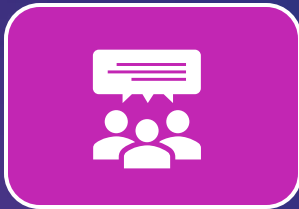
Transportation



Education



Arts Media &  
Entertainment



Business  
Services



Advanced  
Manufacturing



Agriculture



Youth &  
more

# Apprenticeship Stakeholders

## Employers

- Employ the apprentice and provide on the job training

## Educators

- Educate the apprentice with work relevant training and skills

## Government

- Oversee the program for quality and credentialing

## Apprentices

- Earn and learn

## Community Based Organizations and Workforce Development Boards

- Provide supportive services and sourcing apprentices

## Intermediaries

- Convene all the stakeholders to launch, run and scale apprenticeship programs



# What is Registered Apprenticeship?

A structured education and training program that takes place in the workplace and includes:

Apprenticeable Occupation(s)

Select the occupations (O\*NET) that best suit your company and prospective apprentices

## On the Job Training (OJT)

- Defined work processes and competencies (if necessary)
- Mentorship throughout the course of the program

## Related and Supplemental Instruction (RSI)

- 144 hours of Classroom-based RSI
- Equivalent of 3 lecture courses in a college context

## Paid employee with progressive wage

- Apprentice is a fully paid employee
- Progressive wage scale with at least one step increase in wages
- Ideally with benefits

# Types of Registered Apprenticeship

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## Time-based program

Measures progress based on the number of hours an apprentice has spent in on-the-job training (OJT) and related and supplemental instruction (RSI).  
Typically 2000 hrs OJT and 144 hrs RSI

## Competency Program

Measures progress based on the apprentice's demonstrated ability to perform the duties associated with the occupation.

## Hybrid Program

Includes both time-based and competency-based requirements.

# Road Map to Starting Your Apprenticeship Program





# Potential Funding Resources

Visit the [DAS Funding Resources page](#) for more detail

- **CA Division of Apprenticeship Standards (DAS)**
  - ❖ Apprenticeship Innovation Funding (AIF)
  - ❖ California Opportunity Youth Apprenticeship (COYA) Grant
  - ❖ State Apprenticeship Expansion, Equity, and Innovation Grant (SAEEI)
- **CA Community College Chancellor's Office**
  - ❖ California Apprenticeship Initiative (CAI) Grants
  - ❖ Related and Supplemental Instruction (RSI)
  - ❖ Strong Workforce Program (SWP)
  - ❖ Apportionment – Full-Time Equivalent Students (FTES)
- **CA Workforce Development Board – High Road Training Partnerships (H RTP)**
- **Employment Training Panel (ETP)**
- **Workforce Innovation and Opportunities Act (WIOA)**
- **Local Workforce Development Boards (LWDB)**
- **Federal/U.S. Department of Labor**



SCAN ME



# Partnering With Us

We ask questions and listen to your needs before providing guidance and resources to fit your goals

**The assigned Consultant provides complimentary services to help you:**

- Build a program to address your needs
- Partner with a Local Education Agency (LEA)
- Identify apprenticeable occupations
- Discover a talent pool
- Access funding sources
- Streamline the approval process
- Facilitate additional partnerships



# Benefits To You

Employers who utilize registered apprenticeships produce high skilled workers, receive a strong return on investment, significantly increase operational productivity, and become eligible for funding opportunities

- ❖ Instills loyalty, trust, and confidence
- ❖ Builds diversity of thought and experience
- ❖ Increases efficiency and performance
- ❖ Reduces turnover rates
- ❖ Customizable training
- ❖ Proven return on investment
- ❖ Apprentices who complete the program are state-certified and receive a completion certificate



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# Thank You!

Any Questions? Please Reach Out!



Scan Here to Find Your  
DAS Industry Sector Lead



Apprenticeship  
INFO SESSIONS

# SPEAKERS

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**Joe E. Ross**  
**President & CEO**  
**Reach University**

**Anastasia R. Wickham, PhD**  
**Provost & Chief Academic Officer**  
**Reach University**





# *ACCBE*

Small & Rural Roundtable Planning Session – April 23





# About Reach University

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- Founded in 2006. Oakland HQ'd. **Nonprofit, regionally accredited**
- **National university**, operating in 8 states
- **Advancing Apprenticeship Degrees** in high-need industries
- **Building locally-based workforces** in communities
- Academic programs **designed for working adults**
- Professors work in field. **Hands-on learner support.**
- **Over 1,000 alumni.** 2,625 current degree and credential seekers.





What if your job  
led to your degree?

Not the other way around.

# Apprenticeship Degree

Integrates on-the-job training with an accredited academic degree. Practical work experience is emphasized, with academic coursework structured around the job training. A degree seeker works for an employer, receives college credit for the work they do on-the-job, and earns an bachelor's degree at the end of the program. ([Wikipedia](#))

## Concept

Transform your job into a degree and career pathway,  
*without student loan debt.*





# Job-Embedded Degree and Credential Programs For Your Educator Pipeline

## Bachelor of Arts in Liberal Studies Degree

### For:

*For all your classified school  
employees*

### Cost:

*After grants and  
scholarships, expected out-  
of-pocket contributions from  
undergraduate candidates  
is \$75/month*



## Multiple and Single Subject Intern Credential and Master of Arts in Teaching (Preliminary Credential)

### For:

*For the staff with bachelor's degrees  
(those working as subs, on emergency  
credentials, etc. who you  
want to promote or retain)*

### Cost:

*\$7,500 /yr*



## Teacher Induction Program (Clear Credential)

### For:

*For your new teachers*

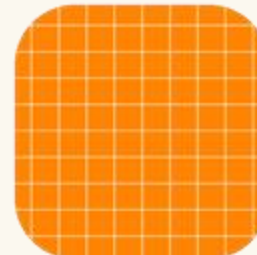
### Cost:

*\$4,500 per year (includes the  
cost of the mentor)*

Learn more at [reach.edu](https://reach.edu)



# Bachelor of Arts in Liberal Studies



# *Bachelor's Degree* Entry Points



## TWO-YEAR PROGRAM

Transfer a conferred associate's degree to Reach  
100% of credits from select colleges transfer into Reach

## THREE-YEAR PROGRAM

Transfer in 30 college-level credit hours to Reach

## FOUR-YEAR PROGRAM

No transfer credit applied to Reach





# What does the program *cost*?

Tuition is \$14,643 per year, but after grants and scholarships, the expected out-of-pocket contribution for full-time undergraduate candidates is *\$75 per month – with zero student loan debt.*



## How?

- Philanthropy, scholarships & grant dollars
- Total out-of-pocket cost to students is \$900 per year
- Payments are made **monthly** or by semester
- Undergraduates take on **zero student loan debt** and are paid by their school throughout the degree experience



# *Rigorous Academics*

## *Game-changing Support*

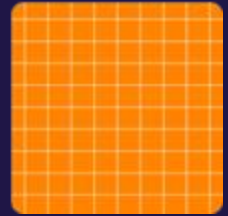


- Candidates are assigned a **dedicated advisor** from enrollment to graduation
- There is **no cost for additional study** and tutoring sessions
- **All books and materials included**; candidates only need a computer and internet access
- Dedicate **20 - 25 hours a week** (class and study time)

# Bachelor of Arts in Liberal Studies

## *with Teaching Focus*

- Job-embedded coursework
- Coursework focused by subject each semester
- 100% online synchronous
- Seminars are after hours
- Fall and Spring terms
- Reach Tutorial Method (discussion vs. lecture)



# B.A. Admissions Requirements

- 15 hours per week working with children in academic classroom setting
- At least 18 years old
- High school diploma or GED
- 2 Essays (250 words each)
- College transcripts (if applicable)
- Employer verification
- Complete online application by deadline



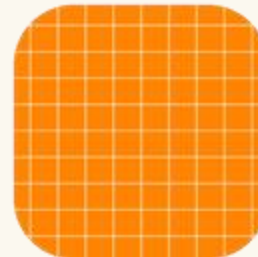


# Intern Teacher & Master of Arts in Teaching Program

Multiple Subjects and  
Single Subject Credentials

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*Reach University partners with Alternatives in Action (AIA) to prepare educators through intern pathways. AIA is accredited by the California Commission on Teacher Credentialing.*



# Intern/Masters of Arts in Teaching *Program*

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- **2-Year Intern/MAT program** (or 1-year ECO)
- **Work** as a teacher of record (and make a teacher's salary)
- Weekly **evening** classes with a cohort once/week on **Zoom**
- Supports teacher **effectiveness** and **wellbeing** from day one:
  - **Job-embedded** coursework with expert professors
  - **One** course per semester
  - **Coaching & Mentorship**
  - **1:1 advising** and support
- Dedicate about **10 - 15 hours/week** for seminar, coursework, coaching, and mentorship



# What Does the Program Cost?

Tuition is **\$7,500 per year**.

Monthly or semesterly payment plans are available.

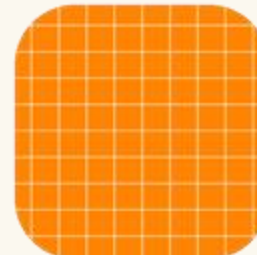
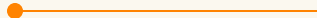


## *What's Included?*

- All intern credential courses
- All Master of Arts in Teaching courses
- One-on-one coaching



# Teacher Induction Program



# We believe...

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1. A strong Induction program ensures early-career educators are:
  - Supported
  - Connected
  - Reflective
  - Growing
1. High quality Induction improves teaching *and* teacher retention!
2. Cost should never be a barrier to clearing a credential

# Reach Teacher Induction - Mentorship Circles

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Induction candidates will participate in their required mentoring hours **in small groups**.

- Each group will have **one mentor** and **three Induction teachers** in the same credential, and similar teaching roles.
- Mentorship circles will meet **virtually** each week.
- 1:1 meetings will still occur for the CSTP Co-Assessments as well as other individualized components of the ILP
- All mentors will be recruited and trained by Reach
- All you do is sign up your teachers... Reach takes care of the rest!

# What Does the Program Cost?

Pathways	Cost
Traditional (2 years), <i>Includes</i> the Reach Mentor	\$4,500 / year
Early Completion Option-ECO (1 year), <i>Includes</i> the Reach Mentor	\$5,000 total



# *Supporting our partners*

- Collaborative flexible approach to working with LEA partners to meet the need

*Thank you!*



# PANELISTS

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**Ryan K Jefferson, PhD**  
Strategic Business Advisor  
Division of Apprenticeship Standards



**Marianna Harris, Ed.D**  
Director of Education Programs, Teacher  
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**Joe E. Ross**  
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Associate Dean of Public Engagement,  
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University of California, Los Angeles



**Anastasia R. Wickham, PhD**  
Provost & Chief Academic Officer  
Reach University

# CLOSING REFLECTION

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Please unmute and respond to one of the following questions, feel free to drop thoughts in the chat.

1. What were your major takeaways from the information provided?
2. What's one action you can commit to taking with the information provided?
3. What was missing from today's discussion?



# EXPERIENCE & TOPIC SURVEY

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# NEXT STEPS

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- ❖ **Special Topics: Board Culture & Positive Environment** for all board trustees **April 28**
- ❖ **“Starting Strong”** as a New County Board Trustee series May 5<sup>th</sup>
- ❖ **One-on-One “Coaching”** on demand for new Trustees and **Monthly Coaching sessions** for all trustees
- ❖ **Quarterly County Board Gathering** for all trustees June 2, Sept 1
- ❖ **Join the ACCBE Advocacy Committee**
- ❖ **Become a County Board Representative!** Email [director@accbe.org](mailto:director@accbe.org) for more information.