

Teacher Apprenticeship Program

Why it's needed

Several deficiencies and inefficiencies exist in the current practice for teacher preparation. An innovative will help to meet Maryland's goals for teacher recruitment, retention, and training as required by the Blueprint for Maryland's Future

Almost half of new teachers leave the profession within 5 years of getting their first job. In Maryland, about half have left their first school system after two years—either to a new school system or have left the profession completely. Estimates for the first-year teacher attrition rate ranged from 8% to 20%

The reasons for this are varied: poor teacher preparation programs, a lack of support for new teachers, an incomplete understanding on the part of the new teacher as to exactly what the job entails. Additionally, there is a lack of diversity in the teacher ranks across Maryland as well as a shortage of teachers interested in special education, STEM, and English language acquisition.

Current programs and practices for teacher preparation are inefficient. Four years of theory and a few short internships do not give aspiring teachers a full understanding of the requirements, demands, responsibilities, and challenges of the job. Consequently, new teachers struggle, flounder, falter, and half of them leave the profession altogether.

An attractive approach to teacher recruitment, training, and retention is one that has worked well for millennia in traditional professions—the apprenticeship.

An apprentice system can offer various benefits to individuals, employers, and the overall economy.

Some advantages are:

- Skill Development
- Workplace Experience
- School System-Specific Training
- Reduced Skills Gap
- Earning While Learning

Employer-Driven Training allowing employers to actively participate in the training and development of their workforce. This ensures that employees are equipped with the skills that are directly relevant to the needs of the school system.

Increased Employee Loyalty: Apprentices who have been trained within a school system are more likely to feel a sense of loyalty to that School system, reducing turnover rates. Employers benefit from having a skilled and experienced workforce that is familiar with their specific processes and procedures.

By combining classroom instruction with on-the-job training, apprenticeships offer a holistic approach to skill development that benefits both individuals and the industries in which they work.

