



Teacher Degree Apprenticeship

Data from Year 1 of Implementation, 2024-25

Background

In 2023, Colorado’s Senate Bill 23-087 addressed teacher shortages by establishing the Teacher Degree Apprenticeship Program, a new pathway to first-time teacher licensure. This innovative approach combines key components of traditional and alternative licensure, including a bachelor’s degree and structured, mentored on-the-job training. The program is officially registered with the State Apprenticeship Agency at the Colorado Department of Labor and Employment (CDLE) and approved by both the Colorado Department of Education (CDE) and the State Board of Education.

In accordance with CRS 22-60.5-111.5, CDE is charged with creating annual reports that look at student performance, educator mobility, educator retention, educator placement, and educator performance evaluation ratings by educator preparation program. CDE is to report data for IHE-based institutions, alternative education preparation institutions, and teacher degree apprenticeship programs. To track the progress of apprentices and to ensure CDE meets the statutory reporting requirements, CDE developed the Teacher Degree Apprenticeship Data Collection (TDADC). TDADC requires the sponsor of each teacher degree apprenticeship program to report candidate information to CDE annually.

TDADC Reporting for the 2024-25 School Year

CareerWise (CW) was the sole program sponsor in the 2024-25 school year. Working with five school districts, CW supported 44 teacher degree apprentices. Almost 14% (6) of the apprentices identified as male. More than 34% (15) identified as an apprentice of color. This is more diverse than the makeup of Colorado’s educator workforce, where only 17% identify as an educator of color. The average age of apprentices was 37 (range is 20 to 66).

During the 2024-25 school year, apprentices worked in five school districts across the state: Bayfield (4 apprentices), Fort Morgan (7), Garfield 16 (9), Garfield Re-2 (16), and Harrison (8). Nearly 30 percent of apprentices were special education paraprofessionals. Table 1 shows the school districts where apprentices worked and the roles that they held.

All 44 teacher degree apprentices are enrolled in Colorado Mountain College’s traditional educator preparation program. Each apprentice began at Level 2 Beginner Apprentice. Five apprentices reached Level 3 Intermediate Apprentice during the 2024-25 school year.

Teacher Apprentices By the Numbers

- 1 program sponsor
 - CareerWise
- 5 participating school districts
 - Bayfield
 - Fort Morgan
 - Garfield 16
 - Garfield Re-2
 - Harrison
- 1 related instruction provider
 - Colorado Mountain College (CMC)
- 44 teacher degree apprentices
- Apprentice roles
 - 13 in special education paraprofessional roles
 - 31 in regular education paraprofessional roles
- Grade-level placements
 - 38 apprentices in grades PK-5
 - 5 apprentices in grades 6-8
 - 1 apprentice in grades 9-12

“Through the Teacher Degree Apprenticeship pathway, educators will have multiple years of experience under their belts and be prepared to foster academic excellence in each of our students, starting on day one.”

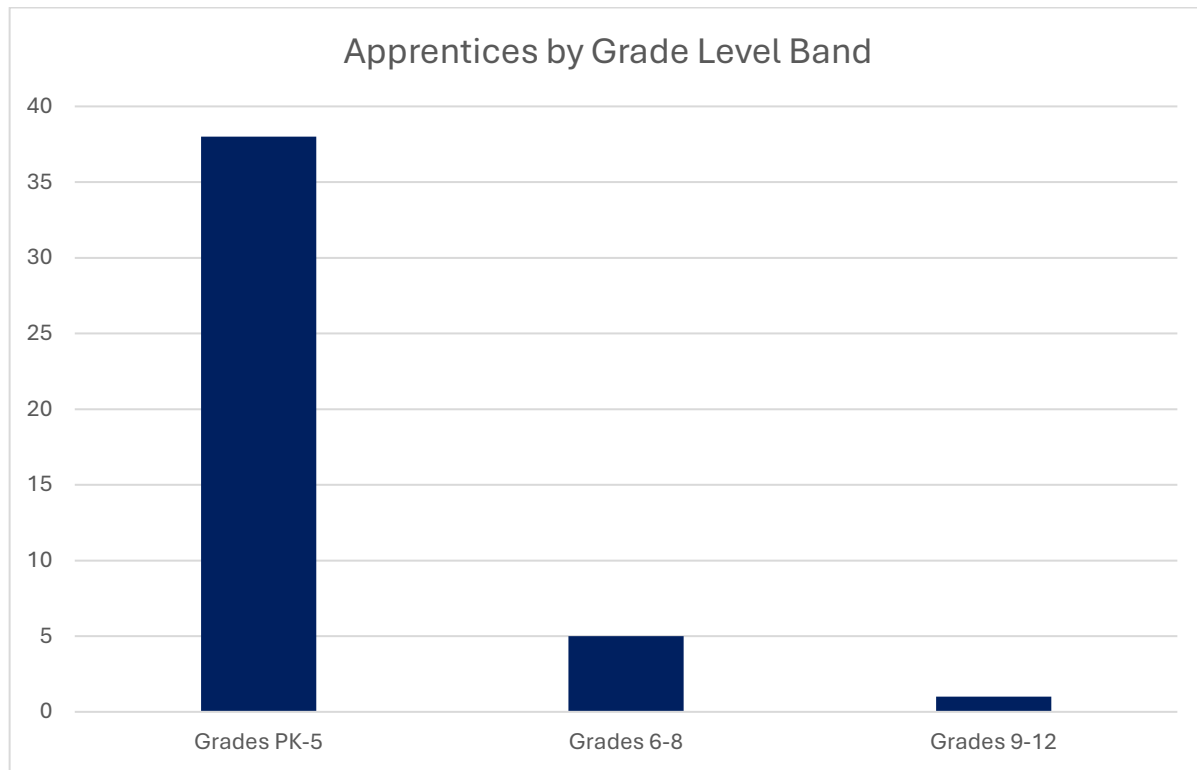


Table 1. Teacher Degree Apprentices by School District and Job Role

District	Role	Number	Percent
Bayfield 10 Jt-R	Special Education Paraprofessional	4	9.1%
Fort Morgan Re-3	Regular Education Paraprofessional	7	15.9%
Garfield 16	Regular Education Paraprofessional	9	20.5%
Garfield Re-2	Regular Education Paraprofessional	11	25.0%
	Special Education Paraprofessional	5	11.4%
Harrison 2	Regular Education Paraprofessional	4	9.1%
	Special Education Paraprofessional	4	9.1%
Grand Total		44	

As seen in figure 1, the 44 teacher degree apprentices primarily supported early childhood and elementary grades during the 2024-25 school year. Thirty-eight apprentices were in pre-kindergarten through grade 5. Five apprentices were in grades 6-8, and one apprentice was placed in grades 9-12.

Figure 1. Apprentice Placements by Grade Level Band Served



Retention and performance data is not yet available as this is the program’s first year.