SPONSOR: Rep. K. Williams & Rep. Osienski & Rep. Lambert & Rep. Bush & Rep. Dorsey Walker & Sen. Sturgeon & Sen. Townsend & Sen. Walsh & Sen. Lockman & Sen. Poore
Reps. Baumbach, Briggs King, Heffernan, Hilovsky, K. Johnson, S. Moore, Parker Selby, Romer, Wilson-Anton; Sens. Hansen, Hoffner, Sokola

HOUSE OF REPRESENTATIVES
152nd GENERAL ASSEMBLY

HOUSE BILL NO. 138

AN ACT TO AMEND TITLE 14 OF THE DELAWARE CODE RELATING TO TEACHER APPRENTICESHIPS.

WHEREAS, apprenticeship programs are an effective earn-and-learn model for career development that provides on-the-job training and mentoring, while also offering the professional training required to support career development;

WHEREAS, apprenticeship programs are high-quality, industry-driven, work-based learning pathways that provide individuals with hands-on work experience while earning a wage that increases as the program progresses; and

WHEREAS, apprenticeship programs can access federal and state resources to support related training.

NOW, THEREFORE:

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

Section 1. Amend Part I, Title 14 of the Delaware Code by making deletions as shown by strike through and insertions as shown by underline as follows:

Chapter 46. Delaware Educator Apprenticeship Program.

§ 4601. Definitions.

As used in this chapter:

(1) "Applicant" means any school district, public school, or institute of higher education acting independently, or as part of a consortia with other school districts or public schools.

(2) "Public School" means any school that is part of a reorganized school district, a vocational school, or a charter school established under Chapter 5 of this title.

§ 4602. Establishment; statement of purpose.

(a) The Department of Education, in partnership with the Department of Labor, shall create and administer the Delaware Educator Apprenticeship Program. School districts and charter schools will place participants into positions in schools, alongside teacher mentors, while the participants complete training and education programs to become a credentialed Delaware educator.

(b) The purpose of this program is to support educator recruitment and increase the pipeline of qualified educators for our public schools by utilizing an apprenticeship model for training. This program will complement additional strategies underway through the State's Grow Your Own Educator Program and teacher residency programs by providing a low-cost pathway to become a certified educator to address the educator shortage in Delaware.

(c) In selecting applicants for this program, the Department shall consider all of the following:

(1) An applicant's commitment to Grow your Own Educator programs, including well-developed teacher academies and pathways that start in middle school and extend through high school.

(2) An applicant's established and proposed partnerships with other institutions and programs.

(3) An applicant's commitment to diversifying the workforce and supporting underrepresented populations.

(4) An applicant's commitment to providing on-the-job training, competitive wages and benefits, and long-term hiring opportunities to program participants.

(5) An applicant's commitment to new teacher mentoring programs, including mentor teacher training and support programs.

(d) The Department of Education shall explore and may include the following elements in the design of the Delaware Educator Apprenticeship Program:

(1) Technical assistance services to be provided by programs with expertise in the apprenticeship model.

(2) National credentials that may be available for teacher apprentice programs.

(3) Tax credits available to program participants.

(4) Federal and state funding available for training and educating teacher mentors and apprentices.

(5) Additional incentives for recruiting program participants.

§ 4603. Rules and Regulations.

The Department of Education shall adopt and promulgate rules and regulations as will be necessary for the implementation of the Delaware Educator Apprenticeship Program authorized by this chapter.

Section 2. A pilot Delaware Educator Apprenticeship Program shall be created between 1 institute of higher education and 1 district or charter school for the 2023-2024 school year. The program shall be expanded based on interest and funding in the 2024-2025 school year and shall continue as funding is available. The Department of Education shall work with the Department of Labor, Delaware Workforce Development Board, Delaware State Education Association, school districts, and institutions of higher education to expand this program.

SYNOPSIS

This Act establishes a Delaware Educator Apprenticeship Program to be developed by the Department of Education. The Department of Education will work with the Department of Labor to create a program that places aspiring teachers in paid positions in schools, while the teacher candidates complete the training and schooling necessary to become

a Delaware credentialed teacher. This program will complement the Grow Your Own Educator Program and teacher residency programs to create a low-cost pathway for aspiring teachers to earn their teaching credentials and will address the educator shortage in Delaware.

A pilot program will be created for the 2023-24 school year between 1 institute of higher education and 1 district or charter school. The program shall be expanded if interest and funding is available for the 2024-25 school year and thereafter.