



NORTH DAKOTA REGISTERED APPRENTICESHIP PROGRAM IN TEACHING (RAP-T)

North Dakota, like most states, has a pressing teacher shortage. Recent data shows that 61% of our school's report being unable or finding it difficult to fill teacher vacancies. A registered teacher apprenticeship program addresses the teacher shortage by creating a reliable local pipeline of future teachers. Paraprofessionals transitioning to teaching roles bring valuable classroom experience and demonstrate commitment. This approach allows paraprofessionals to earn their certification while working, to reduce financial strain.

In November 2021, the U.S. Department of Labor approved the "K-12 teacher" occupation as eligible for apprenticeship. The ND Department of Public Instruction had its RAP-T application approved in December 2022 and serves as the state's official sponsor for all RAP-T programs. Along with state approved educator preparation programs providing related instruction and local school districts as employers, this team is tackling the pervasive teacher shortage affecting schools across the state.

RAP-T programs provide paraprofessionals working in local school districts a pathway to become licensed teachers while they "earn and learn," with no cost to the individual. In July of 2023, North Dakota was one of only seven states to receive a grant from the US Department of Labor to expand the registered apprenticeship program for teachers.



MORE INFORMATION:

To learn how you can become a registered apprentice and become a North Dakota licensed teacher, or to find out more about available programs, contact:

Assistant Superintendent [Laurie Matzke](#)

Program Administrator [Dr. Lynn Hammonds](#)

Earn as you learn
and become a
North Dakota
licensed teacher!

PARTICIPANT DATA

SIX EDUCATOR PREPARATION PROGRAMS

- Certification Central
- Dickinson State University
- Mayville State University
- University of Mary
- Valley State University
- Western Governors University

APPRENTICES

Available spots: 140

Filled to date: 75

EMPLOYERS

Districts: 16

SPED Units: 10

Independent Schools: 1



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PUBLIC INSTRUCTION

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