
CONTACT US

Laurie Matzke

Assistant Superintendent
NDDPI
lmatzke@nd.gov
(701) 328-2284

Dr. Rebecca Pitkin

Executive Director
ESPB
rpitkin@nd.gov
(701) 328-9646

Dr. Holly Pedersen

Program Director
Minot State University
holly.pedersen@minotstateu.edu
(701) 858-3846

Dr. Lynn Hammonds

Contracted Liaison
Lynn.hammonds@nasdtec.org
(808) 292-0508

David Donaldson

Founder and Managing Partner
NCGYO
david@ncgyo.org



Recipe for Success:

NORTH DAKOTA'S
INGREDIENTS FOR
DEVELOPING REGISTERED
APPRENTICESHIPS



THE RIGHT TIMING

NORTH DAKOTA'S STORY

of a shortage of teachers is the same pervasive problem existing across the country.

In North Dakota, approximately 9,000 teachers, and critical shortage areas include Special Education K-12, Career and Technical Education 9-12, Fine and Performing Arts, School Counselor, and Science 9-12.

In the past two school years, emergency licensure and teacher openings have jumped from 497 to 613. At this rate, North Dakota will be desperately short of teachers in the near future.

Prior to the Covid-19 Pandemic, the North Dakota Department of Public Instruction (DPI) set aside grant funding for Grow Your Own formatted programs and invited North Dakota Educator Preparation Programs to apply.

Then, North Dakota saw what was happening with Tennessee's work in the new Registered Apprenticeship Program process through the U.S. Department of Labor. North Dakota caught the RAP Fever and new partnerships were developed.

THE PILOT PROJECT

THREE NORTH DAKOTA EPPS

formed the original pilot project. In Round One in Fall 2020, Minot State University was awarded a grant for their special education program and was able to offer full tuition to the teacher candidates enrolled in the program. In the first year, there were ten candidates, and in the second year, twenty. Currently, there are 108 candidates enrolled!

In Round Two in Spring 2022, the University of Mary was awarded a grant for their program focusing on general education and rural districts. Partial (one-third) tuition was offered to these candidates. There are currently forty-four individuals enrolled in this program.

In Round Three in Fall 2022, Valley City State University was awarded a grant to fully fund tuition in their program focused on dual licensure. There are currently twenty-five candidates enrolled in the program and fifty are signed up for Fall 2023.

NEXT STEPS

- Secure regional, state and federal funding.
- Pursue grant opportunities!
- Enhance state recruitment and retention efforts.
- Create and implement a Pre-apprenticeship program.

THE RIGHT PARTNERSHIPS

THE DPI FORMED KEY PARTNERSHIPS

as it realized this work should not be done “top down,” and specific expertise was required for swift implementation. Of key importance is the timeliness of having official RAP programs to be eligible for anticipated U.S. Department of Labor funding for K-12 Teacher Apprenticeship Programs.

The DPI assembled a stellar team consisting of

- DPI Assistant Superintendent
- Executive Director of the North Dakota Education Standards and Practices Board
- Director of the State Career and Technical Education Office
- Director of the State Office of Apprenticeship
- Founder of the National Center for Grow Your Own
- Contracted Liaison to facilitate communication among all partners

This core team supports North Dakota EPP and partner school districts in the application process, and the DPI serves as the applicant for the Registered Apprenticeship process and looks forward to applying for funding from new sources for apprenticeship programs.

KEYS TO SUCCESS

- Weekly communication is key!
- Speak the same language- Education and Labor have much in common but may not use the same vocabulary!