
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

AB 1904 (Gipson) - Teachers: credentialed educator apprenticeship programs

Version: March 9, 2026

Urgency: No

Hearing Date: August 3, 2026

Policy Vote: ED. 7 - 0, L., P.E. & R. 5 - 0

Mandate: No

Consultant: Lenin Del Castillo

Bill Summary: This bill establishes a framework for the approval, oversight, and operation of credentialed educator apprenticeship programs in California. Specifically, this bill requires the Commission on Teacher Credentialing (CTC) and the Division of Apprenticeship Standards (DAS) to jointly oversee educator apprenticeship programs, and authorizes the CTC to issue apprenticeship certificates or permits to participating educator candidates.

Fiscal Impact:

- The CTC estimates General Fund costs of \$419,000 in the first year and ongoing costs of \$413,000 to support 3.0 additional positions to implement various activities associated with establishing and overseeing educator apprenticeship pathways that lead to a credential.
- The Department of Industrial Relations estimates General Fund costs of \$450,000 in the first year and \$425,000 ongoing to comply with the bill's requirements.

Background: Existing law establishes the DAS within the Department of Industrial Relations to oversee apprenticeship programs in California.

Existing law requires the CTC to establish standards for the issuance and renewal of teaching credentials. The law requires candidates for a preliminary multiple subject, single subject, or education specialist credential to complete a commission-approved professional preparation program.

Existing law establishes the Teacher Residency Grant Program to support partnerships between local educational agencies (LEAs) and commission-accredited teacher preparation programs that provide year-long clinical preparation and mentoring for teacher candidates.

Proposed Law: This bill establishes the Credentialed Educator Apprenticeships Act within the Education Code and requires the CTC and DAS to partner in the dissemination, approval, and monitoring of credentialed educator apprenticeship programs.

This bill requires the CTC to communicate apprenticeship requirements to professional preparation programs, LEAs, and other prospective apprenticeship sponsors.

This bill requires the CTC, when reviewing educator apprenticeship program applications submitted through DAS, to verify that:

The program is operated by, or partnered with, a commission-accredited preparation program and, where applicable, an induction program in good standing.

Apprentices receive at least 300 hours of paid on-the-job training before serving as an educator of record.

Apprentices earn a bachelor's degree from a regionally accredited institution before serving as an educator of record.

Apprentices receive at least 200 hours annually of support, mentoring, and supervision meeting commission standards.

This bill requires the CTC to notify DAS if a preparation or induction program associated with an approved educator apprenticeship loses accreditation. It also requires the CTC to report information regarding approved educator apprenticeship programs on its website and through existing teacher preparation and accreditation reports to the Legislature.

This bill authorizes the CTC and DAS to enter into a memorandum of understanding governing information sharing, application review, data collection, and reporting. It also authorizes the CTC to issue apprenticeship certificates or permits to educator candidates who are employed by an LEA; participating in a CTC-approved educator apprenticeship program; and have successfully completed credentialing background check requirements.

This bill authorizes the CTC to adopt regulations implementing the apprenticeship certificate or permit process.

This bill requires applicants seeking approval of a new educator apprenticeship program, or expansion of an existing program into a new credential area or geographic region, to submit specified documentation to DAS demonstrating compliance with program requirements.

This bill requires DAS to submit educator apprenticeship applications to the CTC for review before approval and prohibits DAS from approving a program unless the CTC confirms that statutory requirements have been met.

This bill requires educator apprenticeship programs to be administered through a joint apprenticeship committee or unilateral labor-management apprenticeship committee and requires joint sponsorship where a collective bargaining agreement exists. It also clarifies that apprentices may simultaneously hold another classified position but may not perform the duties of that separate position during apprenticeship hours.

This bill authorizes DAS to initiate deregistration proceedings if an apprenticeship program's associated preparation or induction program loses CTC accreditation. The bill also authorizes the Chief of DAS, in consultation with the CTC, to adopt rules and

regulations governing educator apprenticeship programs, including approval standards, program administration, evaluations, working conditions, and minimum standards.

The bill provides that the act does not apply to apprenticeship programs in the education field that do not result in a credential issued by the CTC.

Staff Comments: This bill establishes a framework through which educator preparation programs may participate in California's apprenticeship system. Specifically, the bill formalizes a partnership between the CTC and DAS and establishes minimum requirements for educator apprenticeship programs. It authorizes the issuance of apprenticeship certificates or permits and creates a process for program approval, oversight, and monitoring. According to the author, "AB 1904 aims to address the ongoing teacher shortage by establishing the California Teacher Residency Apprenticeship Program, a pathway that helps schools recruit and train teachers from the communities they serve. This approach can be especially impactful in high-need schools serving low-income families, many of which are located in Assembly District 65. One of the primary barriers preventing aspiring teachers from entering the profession is the high cost of obtaining a teaching credential. AB 1904 would help alleviate these financial barriers by allowing prospective teachers to earn while they learn through paid, on-the-job training and mentorship from experienced educator. Additionally, the bill would align California's existing teacher residency programs with a federal and state apprenticeship framework, enabling participating programs to leverage both federal and state funding. This approach would expand resources available to train and support future educators while strengthening long-term teacher pipelines for California's schools."

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