

# Your Future is Waiting for YOU!

TalentTogether

## Become a Certified Teacher!

Talent Together helps Michiganders become certified teachers. Candidates receive their education for FREE while earning an income.

Start your personalized journey today!  
Visit [www.MItalenttogether.org](http://www.MItalenttogether.org)  
to learn more!



## How does Talent Together work?

- 1 Individuals wishing to become Talent Together candidates can submit an interest form at [www.MItalenttogether.org](http://www.MItalenttogether.org). Talent Together will notify interested individuals once the program application officially opens (in mid-May).
- 2 With personalized support from Talent Together staff, accepted applicants will enroll in a Talent Together partner degree or certification program through a partnering college or university.
- 3 Candidates will complete required coursework while working full-time - and earning a wage - in a school in their own communities.
- 4 While finishing certification courses, candidates become an apprentice teacher for one year, working in a classroom alongside an experienced mentor teacher.



## Who is Eligible to Apply?

Any Michigan resident with (at minimum) a high school diploma and a strong interest in becoming an educator is eligible to apply.

Candidates might include:

- **Paraeducators** who have yet to complete their bachelor's degree
- **Substitute teachers** who have a bachelor's degree and still need to earn certification
- **Parents and community members** interested in teaching as a career
- **Professionals** who wish to change careers

## Program Benefits:

- **FREE** degree and certification from an **accredited and approved Michigan Educator Preparation Program**
- **Earn an income and full benefits** while working in a Talent Together district and taking coursework
- **Rigorous, on-the-job training** and mentorship from experienced educators
- **Flexible, comprehensive guidance** to support success in the program

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*Talent Together does not discriminate on the basis of race, color, national origin, sex (including sexual orientation or sexual identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities.*

# Talent Together

## Frequently Asked Questions



### **Eligibility, Application Process, and Cost**

#### **Who is eligible to apply for the Talent Together Teacher Apprenticeship?**

In partnership with several Michigan Department of Education (MDE) approved Educator Preparation Programs (EPPs), Talent Together offers different pathways to degree and teacher certification for the following aspiring teacher candidates:

- Candidates with no college credits who are interested in seeking both a degree and teacher certification.
- Candidates who have some credits toward a degree or an earned associate degree and are interested in completing their bachelor's degree and seeking initial teacher certification.
- Candidates who have a bachelor's degree and are interested in seeking initial teacher certification.

#### **Which districts and schools are included in the Talent Together consortium?**

Talent Together is a consortium of 48 Intermediate School Districts (ISDs) and Regional Education Service Agencies (RESAs) serving over 1.1 million Michigan students. All school districts and charter schools served by Talent Together ISDs and RESAs can participate in Talent Together. Visit [www.MItalenttogether.org](http://www.MItalenttogether.org) to see if there is a partner district near you.

#### **Are non-school employees eligible to apply?**

Yes, non-school employees are eligible to apply, though the consortium will prioritize applications from candidates who are currently employed by Talent Together districts and schools.

#### **What is the cost to participants?**

There will be no cost to apply or enroll in the program. All costs associated with the program including tuition, fees and materials will be covered for accepted candidates.

#### **I am currently enrolled in another degree and/or teacher certification program. Am I able to transfer to a Talent Together program?**

Transfer candidates will be reviewed on a case-by-case basis and may be eligible for one of Talent Together's degree and/or certification programs. If you are interested in being considered for transfer from another program, please email [info@MItalenttogether.org](mailto:info@MItalenttogether.org) before applying.

### **Application and Selection Process**

#### **When does Talent Together's application open?**

The application launch for Talent Together's programming is pending review of the consortium's application for funding through the Michigan Department of Education Proud Michigan Education Grow Your Own grant. We are tentatively planning to open the application for our first cohorts in May 2023 for a fall 2023 program start timeline. If you are interested in applying to Talent Together, please submit an [interest form](#) and Talent Together staff will notify you once the application opens.

#### **How are participants selected into the program?**

Candidates will begin the selection process by submitting an application to the consortium. Talent Together Success Navigators will screen applications to ensure candidates meet the minimum requirements for at least one of the consortium's partner Educator Preparation Programs (EPP). From there, candidates will go through a rigorous, multi-phased selection process that includes submission of recommendation forms, a selection task and an interview. Once accepted into Talent Together, Success Navigators will support candidates through the application process to identify the Educator Preparation Program that best meets their needs.

#### **What are the eligibility requirements for Talent Together?**

Eligibility requirements vary by pathway and Educator Preparation Program. At a minimum, a candidate must have a high school diploma to be eligible for participation in a Talent Together program. Educator Preparation Programs typically have minimum grade point average requirements for admission into their programs. During the Talent Together application process, Success Navigators will also work with ineligible candidates to create a support plan that addresses gaps in eligibility (e.g., missing coursework).

#### **If I am currently employed by a Talent Together school district, am I guaranteed admission into the program?**

Talent Together's goal is to support current employees to find an appropriate, right-fit pathway into the teaching profession. Consortium-based Success Navigators will support candidates through the application process to help candidates identify the pathway and programs that are the right fit for each individual to increase the likelihood of acceptance. Because eligibility requirements vary by Educator Preparation Program provider, admission into a Talent Together program is not guaranteed.

## Coursework and Mentorship

### Who are Talent Together's Educator Preparation Program partners?

Talent Together is currently partnered with 10 colleges and universities located all across the state, including: Adrian College, Alma College, Aquinas College, Central Michigan University, Davenport College, Lake Superior State University, Northern Michigan University, University of Michigan - Flint, University of Michigan and Western Michigan University. The consortium anticipates expanding EPP partnerships in the future.

### What if participants do not live near one of Talent Together's partner EPPs?

All Talent Together programs provide online or hybrid coursework options to ensure Talent Together individuals across the state can participate.

### How will participants be trained, coached, and mentored?

Talent Together participants who are seeking initial certification will participate in a Registered Apprenticeship Program that uses a "learn and earn" model of preparation. Though course requirements will be based on the number of credits a participant has towards a bachelor's degree and will vary by the Educator Preparation Program, all candidates will have opportunities to earn credit for prior learning experiences and will earn credit for their work in school-based roles.

Talent Together participants will receive extensive supports from teacher leaders including job-embedded coaching. As participants demonstrate proficiency in program competencies, they will have opportunities for advancement, including financial incentives. During the final year of training, participants will become "Apprentice Teachers" and co-teach with experienced mentor teachers to demonstrate program standards before becoming fully certified.

### What additional support will Talent Together provide to participants?

In addition to the job-embedded support outlined above, Talent Together participants will receive extensive, wrap-around support to ensure success in the program. Participants will co-create Michigan Test for Teacher Certification (MTTC) study plans that include enrollment in an MTTC prep course. Participants will be placed in cohorts to ensure they can develop meaningful and supportive relationships that increase individual engagement and success.

Applicants with diverse identities and life experiences are strongly encouraged to apply. Dedicated opportunities will be available to diverse participants to help build a sense of community, inclusion and belonging in the teaching profession and their schools.

## Certification

### In what content areas can participants earn certification?

The following endorsements can be pursued through one of Talent Together's participating Educator Preparation Program partnerships:

- Elementary Education including options to earn endorsements in:
  - Early Childhood General and Special Education (Birth to Kindergarten)
  - Lower Elementary (Pre-Kindergarten to 3rd grade)
  - Upper Elementary (3rd-6th grade)
- English as a Second Language
- Special Education (Kindergarten-12th grade) including endorsements in:
  - Autism
  - Cognitive Impairment
  - Emotional Impairment
  - Learning Disabilities
- Secondary Certification Areas (7th-12th grades)
  - Secondary Integrated Science
  - Secondary Mathematics

## Employment

### Will I be required to leave my current school or district-based role to participate in Talent Together?

Talent Together participants are required to be working in school or district-based instructional roles throughout the duration of their programming. Depending on how much coursework candidates require, current district employees (paraeducators, tutors, substitute teachers) may be able to remain in their roles.

During the final year of training, participants will be hired as Apprentice Teachers and will co-teach alongside experienced teacher leaders. At this time, participants will be required to resign from their previous roles to ensure they can meet the responsibilities of the Apprentice Teacher role. Candidates who choose to not pursue teaching positions after their training may apply for other roles within the district.

### Are Talent Together participants guaranteed a teaching job?

Talent Together participants who successfully complete all coursework and other program requirements will be guaranteed a teaching position. If a position is not available in a participant's host school or district, the participant will be eligible for teaching positions at other Talent Together districts.

### Once hired as teachers, are participants required to remain at their Talent Together host school for a certain number of years?

Yes, Talent Together participants are required to commit to teaching in their host school or district for at least 5 years.



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