




Regional Apprenticeship Manager · Bucks County, Pennsylvania

 **Client:**
Bucks County Intermediate Unit

 **Region:**
Bucks County, PA

 **Program Type:**
Registered Apprenticeship

 **Milestone:**
Three Firsts in Pennsylvania



THE CHALLENGE

Filling a Gap Where No Pathway Existed

Pennsylvania faced persistent shortages of qualified special education teachers and trained behavior technicians — and no registered apprenticeship pathways to address them. The Bucks County Intermediate Unit (Bucks IU) set out to change that, taking on the complex work of developing programs where no models existed, navigating state registration, securing funding, and building curriculum from the ground up for three first-of-their-kind programs:

- **Highly Qualified Teacher's Aide Pre-Apprenticeship**
- **Registered Behavior Technician (RBT) Apprenticeship**
- **Pre-K–12 Special Education Teacher Apprenticeship**



EDSI'S ROLE

Practical, Relational, and Persistent

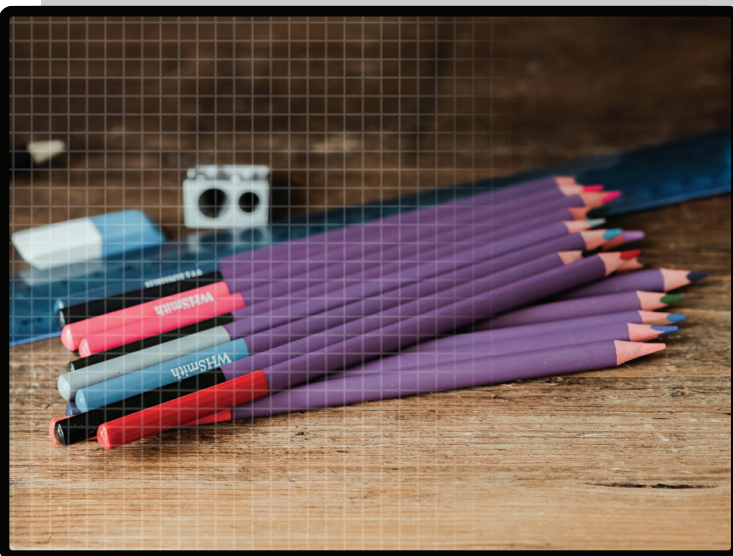
- **Mentorship & Capacity Building** — Invested in Bucks IU's long-term expertise across all three programs — not just task completion.
- **Funding Navigation** — Connected Bucks IU to WIOA, the ABA grant, and other key funding sources, removing major barriers to launch.
- **Program Design Guidance** — Served as a sounding board at critical decision points across curriculum structure and On-the-Job Training.
- **Strategic Connections** — Introduced Bucks IU to the Keystone Apprenticeship Alliance and KDP Navigator program, shaping their broader apprenticeship trajectory.



THE SOLUTION

A Mentor Who Built Lasting Capacity

Beginning in 2022 with the Highly Qualified Teacher's Aide Pre-Apprenticeship and the RBT Apprenticeship, EDSI's Registered Apprenticeship Manager served as mentor, funding navigator, and sounding board — investing in Bucks IU's Supervisor of Apprenticeship Programs development as a practitioner with every interaction. By the time the Pre-K–12 Special Education Teacher Apprenticeship launched, she was leading much of the work independently. That progression is the clearest measure of what the partnership accomplished.





RESULTS & IMPACT

Three Programs. Three Firsts. One Partnership.

What began in 2022 with three first-of-their-kind programs became a lasting legacy, each building on the last and each one a first in Pennsylvania. Together, they create a replicable model for workforce development across the Commonwealth's education and behavioral health sectors.

Program	Status
Highly Qualified Teacher's Aide Pre-Apprenticeship	Registered — First in PA
Registered Behavior Technician (RBT) Apprenticeship	Registered — First in PA
Pre-K-12 Special Education Teacher Apprenticeship	Registered — First in PA

* Bucks IU has since expanded its apprenticeship offerings, with a fourth program nearing completion.



CLIENT TESTIMONIAL

In Their Own Words

“We would not have developed the Bucks IU Educator Pathway as quickly or as efficiently without EDSI Regional Apprenticeship Manager Adina Tayar’s initial guidance and expertise. Whenever I had a question about funding, paperwork, or policy, Adina was just a phone call away.”

— Jennifer Rawson, M.S., BCBA, Supervisor of Apprenticeship Programs, Bucks County Intermediate Unit #22