

To Address  
Educator  
Shortages &  
Related Uses

The U.S. Department of Education released a fact sheet\* on how the American Rescue Plan's (ARP) Elementary and Secondary School Emergency Relief (ESSER) Fund, Governor's Emergency Education Relief (GEER) Fund, and Higher Education Emergency Relief Fund (HEERF) may be used to address educator shortages and increase the number of teacher candidates prepared to enter the teaching profession.

HOW SCHOOL DISTRICTS CAN USE  
ESSER & GEER FUNDS



**Increase the Number of Partnerships between Educator Preparation Programs and Districts that Support Teaching Residencies and Schools**

Teacher residents, as part of their clinical experience, can serve in schools as substitutes, paraprofessionals, or tutors as their academic schedules allow and as they complete requirements for teacher certification.



**Increase the Availability of Qualified Teacher Residents to Support Educators, Students, and Staff**

Districts can partner with institutions of higher education (IHEs) to provide additional supports to educators and students through the use of teaching candidates.

HOW INSTITUTIONS OF HIGHER EDUCATION  
CAN USE HEERF FUNDS



**Increase the Number of Teaching Residency Programs and Program Capacity**

IHEs can use their HEERF institutional funds to expand their teacher training programs in response to the pandemic through such measures as hiring additional faculty and staff; providing stipends, scholarships, or other student aid; and creating additional course offerings. IHEs can also work with states to establish teaching as a Registered Apprenticeship.



**Establish or Expand Loan Forgiveness or Service Scholarship Programs**

HEERF funds can be used to provide stipends, scholarships, and other financial aid to educators-in-training to help underwrite the cost of preparation. Also, HEERF funds can be used to cover the cost of additional courses or pay test fees to earn first or additional teaching licenses or certification. IHEs can discharge institutional student loans, debt, or unpaid balances to their IHEs with their HEERF institutional funds.

HOW STATES CAN USE  
ESSER & GEER FUNDS



**Establish Teaching as a Registered Apprenticeship**

The U.S. Department of Labor has approved standards that create an easy pathway for states to establish and use apprenticeship funding to support teaching residencies, allowing teacher apprentices to earn a good wage while learning the skills – on-the-job and through higher education partners and their integrated coursework – necessary to provide a quality education to our nation's students. To learn more about Registered Apprenticeships, visit [apprenticeship.gov](https://www.apprenticeship.gov).



**Invest in Evidence-Based Teacher Residency Programs**

States can provide grant funding to increase the number of partnerships between educator preparation programs (EPPs) and districts that support teaching residencies.



**Establish or Expand Loan Forgiveness or Service Scholarship Programs**

States (and districts) can make monthly payments on behalf of college graduates from low-income backgrounds who enter teaching and who enroll in a federal income-driven repayment plan to pay their student loans through 2024. A state (or district) may condition these payments on a commitment to serve in a high-need field or school. ESSER and GEER funds may also be used to provide tuition assistance or reimbursement under certain conditions.



**Increase Teacher Compensation**

Provide a competitive and livable wage for teachers and other school staff, including increasing starting salaries and salary caps for teachers, and increasing hourly pay for other school staff.

\*See [Factsheet](#), U.S. Department of Education, as of March 28, 2022.