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.

**To Address Educator Shortages & Related Uses**

- **American Rescue Plan | ESSER, GEER, & HEERF FUNDS**
  - *See Factsheet, U.S. Department of Education, as of March 28, 2022.*

**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.

- **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**
  
  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.

- **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.

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*See Factsheet, U.S. Department of Education, as of March 28, 2022.*