

A blue-tinted photograph of two women sitting at a table, looking at documents together. The woman on the right has curly hair and is pointing at a document. The woman on the left has her hair in a ponytail and is smiling.

# APPRENTICE FLORIDA

## 24-25 Grow Your Own Registered Teacher Apprenticeship Program

Funding Opportunities Webinar

8/20/2024



# Webinar Agenda

- Introductions and Housekeeping
- Background – 2024 Legislative Overview
- Funding Purpose and General Information
- Overview of Project Concept Requirements
- Submission and Review of the Project Concept
- Questions

# Webinar Purpose

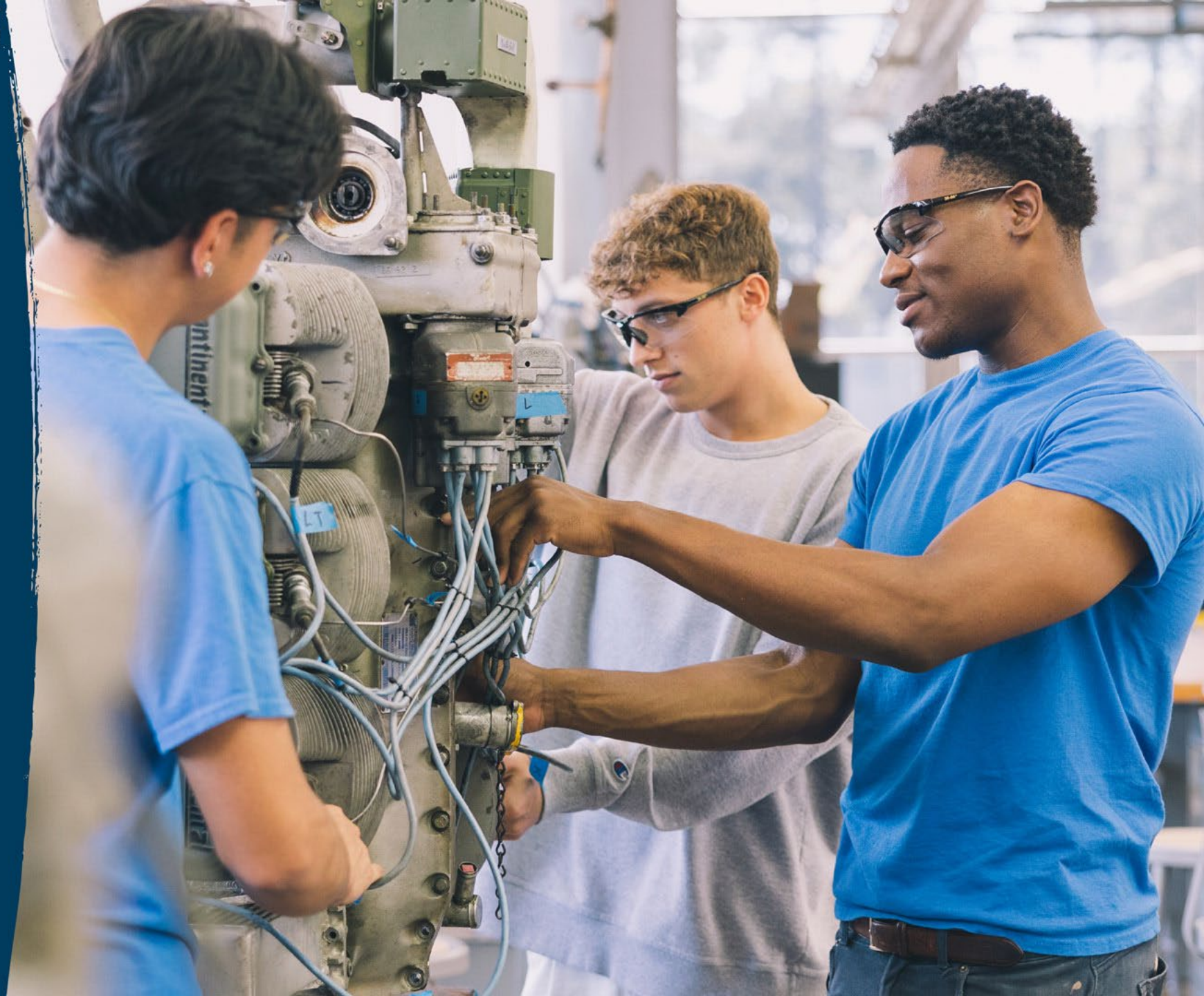
- To inform potential eligible applicants about the Grow Your Own (GYO) – Pathways to Career Opportunities Grant (PCOG) program, requirements, timelines and expectations and to answer questions about the project concept solicitation posed by attendees.



# 2024 Legislative Overview

**Dr. Josey  
McDaniel,  
Bureau Chief  
Bureau of Educator  
Recruitment, Preparation,  
Professional Development  
and Leadership Programs**

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# Teacher Apprenticeship Program

During the 2023 Legislative Session, House Bill (HB) 1035 established section (s.) 1012.555, Florida Statutes (F.S.), Teacher Apprenticeship Program (TAP), administered and sponsored by the Florida Department of Education (FDOE), as an alternative pathway for individuals to enter the teaching profession and authorizes a temporary apprenticeship certificate.

During the 2024 Legislative Session, Senate Bill (SB) 7002 amended s. 1012.555, F.S., to update the requirements of the Teacher Apprenticeship Program to:

- Amend the cumulative Grade Point Average to 2.5 from 3.0;
- Require a commitment to spend "at least" the first 2 years in the classroom with a mentor teacher;
- Require completion of "at least" the first 2 years in an apprenticeship program before being eligible to apply for a professional certificate; and
- Update the minimum mentor teacher qualification from 7 years teaching experience to 5 years.

# Teacher Apprenticeship Program

During the 2024 Legislative Session, HB 5101 amended s. 1012.56, F.S., Educator Certification Requirements, to:

- Remove the subject area content requirements or demonstration of mastery of subject area knowledge, as a condition for issuance of a temporary apprenticeship certificate.

# Teacher Apprenticeship Program

## Implementation Status:

- FDOE Division of Public Schools (DPS) has registered its state-sponsored teacher apprenticeship program with the Office of Registered Apprenticeship (Division of Career and Adult Education).
- Rule 6A-5067, (F.A.C.) was presented at the State Board of Education meeting in July 2024.
- Updates to the rule language include:
  - Expands eligibility to charter management organizations to serve as participating employers.
  - Requires a commitment to spend “at least” the first two years in the classroom with the mentor teacher.
  - Updates the minimum mentor teacher qualifications from seven years teaching experience to five years.
  - Adjusts the minimum Grade Point Average for a candidate to enter the Teacher Apprenticeship Program from 3.0 to 2.5.
  - Requires completion of “at least” the first two years in the apprenticeship program before being eligible to apply for a professional certificate.



# Funding Purpose and General Information

Division of  
Career and  
Adult Education

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# SB 2500-2024 General Appropriations Act

- The state funds appropriated in House Bill 5001, General Appropriations Act (GAA) (Item Number 121 – Aid to Local Governments – Grant Aids), include a \$5 million sub-initiative for the Grow Your Own Teacher Registered Apprenticeship Program Expansion.
- **\$3,248,913** is available with this funding opportunity for new program applicants. A portion of the \$5 million set aside will be funding the 23-24 PCOG-Grow Your Own Teacher Registered Apprenticeship Program awardees currently participating for the 24-25 period.
- An individual applicant may not receive more than 10 percent of the total amount appropriated.

# Eligible Applicants and Target Population

## Eligible applicants:

- Florida College System (FCS) institutions
- State University System (SUS) institutions
- Independent Colleges and Universities (ICUF) institutions
- Must have a baccalaureate-level state-approved educator preparation program (EPP) approved by the Florida Department of Education and a planned partnership with a Florida school district to create an innovative partnership for a no-cost pathway to the teaching profession for registered teacher apprentices.

## Target Population:

- Apprentices registered in the FDOE-sponsored teacher apprenticeship program.

# The Process

The Division of Career and Adult Education (DCAE) announced the GYO-PCOG funding opportunity on 8/12/24.

- Project Concept Solicitation – eligible applicants may submit high level project concepts during the solicitation period ending September 10, 2024.
- Project Concept Internal Review – all project concepts received on or before the published deadline will be evaluated by FDOE professional staff, who will prioritize project concepts and make funding recommendations to the Commissioner. The Commissioner will identify final project concepts that will move forward for funding through the request for application process.
- Request for Application (RFA) – DCAE will publish an RFA that will include an allocation of funded project concepts. Select eligible applicants will submit the RFA (anticipated no later than November 3, 2024) in order to be awarded a grant award notification that will identify the project's performance and budget period.

# Funding Purpose

- The purpose of the GYO-PCOG grant is to create a teacher pipeline for Florida's school districts and to encourage innovative partnerships between EPPs and participating school districts to provide innovative, no-cost pathways to the teaching profession by increasing the supply of qualified teachers.
- The program encompasses concepts and grants to support the costs of related instruction for upper division coursework toward the award of a baccalaureate degree in education. This program solely encompasses support for scaling the elementary and secondary teacher occupations.



# Key Information

- The GYO-PCOG program will require commitments from both the eligible applicant and the partnering school district(s). Submissions must include letter(s) of support from school district partner(s) that commit to participating in the FDOE teacher apprenticeship program and agree to have their identified teacher apprentices receive their related instruction from the eligible applicant at no cost to the teacher apprentice.
- This is a core condition of this grant opportunity and partnering school districts must sign participating employer agreements with the FDOE-sponsored teacher apprenticeship program within 120 days of the applicant's receipt of a grant award notification.
- As a condition of participating in this grant program, no costs for participation shall be passed along to a participating teacher apprentice (i.e., instructional materials, tuition or fees if applicable).

# Key Information

FDOE seeks projects that emphasize the following funding priorities:

- Project plan produces qualified graduates to meet the needs of participating school district(s).
- Project plan identifies more than one certificate subject that will prepare teacher apprentices in partnering school district(s) through this funding opportunity or targets certification in an identified high demand area.
- Project plan conveys strategic and innovative partnership between the eligible applicant and partnering school district(s).
- Project plan accounts for academic credit that will be awarded toward the baccalaureate degree for the teacher apprentice's on-the-job training.
- Project plan incorporates the use of evidence-based instructional materials that are grounded in the science of reading.
- Project plan demonstrates project sustainability after the grant period ends.
- Project plan reduces the cost of obtaining teaching certificate.
- Project plan provides flexibility to participating districts, including allowing districts to work with multiple eligible applicants.

# Key Information

GYO-PCOG funds may be used for the following:

- Instructional costs such as curriculum design, development and delivery.
- Academic and professional supports to ensure teacher apprentice success.
- Teacher apprentice onboarding and orientation.
- Credentialed faculty to teach the coursework.
- Florida Teacher Certification Examination (FTCE) costs.
- FCS, SUS or ICUF institution-developed boot camps for FTCE licensure preparation for teacher apprentice candidates identified by partnering school district(s).
- Authentic assessment and alignment of on-the-job training (OJT) competencies and related technical instruction.
- To identify the amount of college credit that will be awarded for OJT toward the award of a baccalaureate degree.
- Cost of instruction for teacher apprentices as well as textbooks. Registered apprentices are exempt from the payment of tuition and fees under s. 1009.25, F.S.
- Eligible applicant-developed professional development for teacher apprentice mentors.

# Overview of Project Concept Requirements





# Project Concept

The project concept excel workbook may be downloaded from: <https://www.fldoe.org/pathwaysgrant/>

## Pathways to Career Opportunities – Grow Your Own Teacher Apprenticeship Program

The state funds appropriated in House Bill 5001, General Appropriations Act (GAA) (Item Number 121 – Aid to Local Governments – Grant Aids), includes a \$5 million set aside for the Grow Your Own Teacher Apprenticeship Program.

- [PCOG-GYO Funding Opportunity Memo](#) (PDF)
- [Project Concept Instructions](#) (PDF)
- [Project Concept](#) (Excel)

Important dates to remember:

- August 20, 2024 – Funding opportunity webinar
- September 10, 2024 (5 PM EDT) – Deadline to submit complete project concepts to [PCOG@fldoe.org](mailto:PCOG@fldoe.org).

# Project Concept

## GYO Instructions Tab

Provides instructions for filling out the applicable tabs and submission of the workbook.

- Font: Calibri Size: 12 pt.
- Excel Workbook only
- Written responses should be brief, clear and concise.
- The maximum cell size in Excel equates to a maximum of 4,000 characters per narrative box.
- Do not use excessive spaces or bullet points.
- Attachments for specific narrative prompts may be accepted.

# Project Concept

## Key Terms Tab

Carefully read over the definitions and provisions provided on this tab.

## GYO-PCOG Concept Information Tab

- Complete the summary for the proposed project.
- There are seven prompts requesting general program information.
- Be sure to include information in all the provided narrative boxes.
- Any cell that requires the input of information is color-coded gray like below.



# Project Concept

## GYO-PCOG Concept Information Tab

- Applicant Name
- Program Contact Name
- Identify the program code, program level, program title and expiration date for each baccalaureate-level state-approved EPP program that is a part of this project concept.
- Identify the corresponding certificate subject(s) a teacher apprentice will qualify for at the completion of the teacher apprenticeship program.
- Identify the school district partner(s) that will participate in the state-sponsored teacher apprenticeship program in accordance with s. 1012.555, F.S., and agree to have their teacher apprentices receive the education-related baccalaureate coursework (related technical instruction) from the applicant. (A minimum of one letter of attestation from each partnering school district(s) must be included with this project concept and submitted as an attachment.)



# Project Concept

## GYO-PCOG Concept Information Tab

- Primary region to be served by this concept pitch (using the regional map on the "GYO-PCOG Instructions" tab of this application).
- Additional region(s) to served by this concept pitch (if applicable).

# Project Concept

## Program Summary – Part 1 Tab

There are six narrative prompts that require the following:

- Applicant’s qualifications and any current or past non-apprenticeship teacher preparation arrangements with partnering school district(s).
- Timeline of project implementation and anticipated course schedule to include descriptions of how courses will be delivered (synchronous online, asynchronous online, in-person, hybrid) and where courses will be offered. (Additional attachment permitted.)
- Support plan to provide academic and professional supports to the registered apprentices of partnering school district(s) to ensure success. (Additional attachment permitted.)

# Project Concept

## Program Summary – Part 1 Tab

There are six narrative prompts that require the following:

- Financial sustainability plan for the apprenticeship program after the grant period ends. (Additional attachment permitted.)
- Plan to award academic credit toward the award of a baccalaureate degree for a portion of the OJT learning component of an apprenticeship; the anticipated amount of credit to be awarded and the names of the courses credit will be awarded based on the local credit evaluation and assessment. (Additional attachment permitted.)
- Describe any planned sub-contractors of the eligible applicant (If applicable); the role the sub-contractor will play in carrying out components of the project concept; and the anticipated amount and percentage of grant funds to be allocated to the sub- contractor(s). (Contracting with a sub-contractor is not required to receive a grant.).

# Project Concept

## Program Summary – Part 2 Tab

There are three narrative prompts that require the following:

- Project plan to reduce the costs of obtaining educator certification.
- The strategic and innovative nature of the partnership between the applicant and the partnering school district(s) that demonstrates an assurance the partnering school district(s) will participate in the FDOE teacher apprenticeship program. (Additional attachment permitted.)
- The program will incorporate the use of evidence-based instructional materials that are grounded in the science of reading.

# Project Concept

## Enrollment Tab

Identify the anticipated enrollment outcomes for participating registered apprentices by certificate subject that your program will prepare teacher apprentices for that will be offered utilizing this funding opportunity.

## Graduates/Completers Tab

Identify the anticipated number of graduates for participating registered apprentices by certificate subject.



# Project Concept

## Program Deliverables

Identify 5 deliverables to be achieved during the grant period using the criteria outlined below.

- The program deliverables are aligned with the purposes/priorities of this funding opportunity.
- The objectives are measurable, qualitative, challenging, yet achievable and support the associated deliverables.
- The milestones and timeframes are specific and realistic in order to achieve the program goal.
- The specific role, activities and expected contributions of each of the partners should be included whenever possible to show the strength of support for the program.
- Outcomes beyond the grant period should not be included.

# Project Concept

## Budget Tab

- Present a budget that reflects the objectives and proposed costs of the program.
- ***Separate salary from benefits.***
- Be detailed and specific in the narrative.
- The cells will expand to accommodate text length (no character limit here).
- If you need additional space, contact the grant manager.
- No ***Indirect*** or ***Administrative Costs***.
- All amounts must be rounded to the nearest whole dollar amount.

# Project Concept

## Budget Tab

Proposed expenditures must meet the following criteria to be considered for approval:

- The proposed expenditures must be reasonable, necessary and allocable.
- The proposed expenditures must follow the allowable/unallowable guidance.

# Unallowable Expenditures

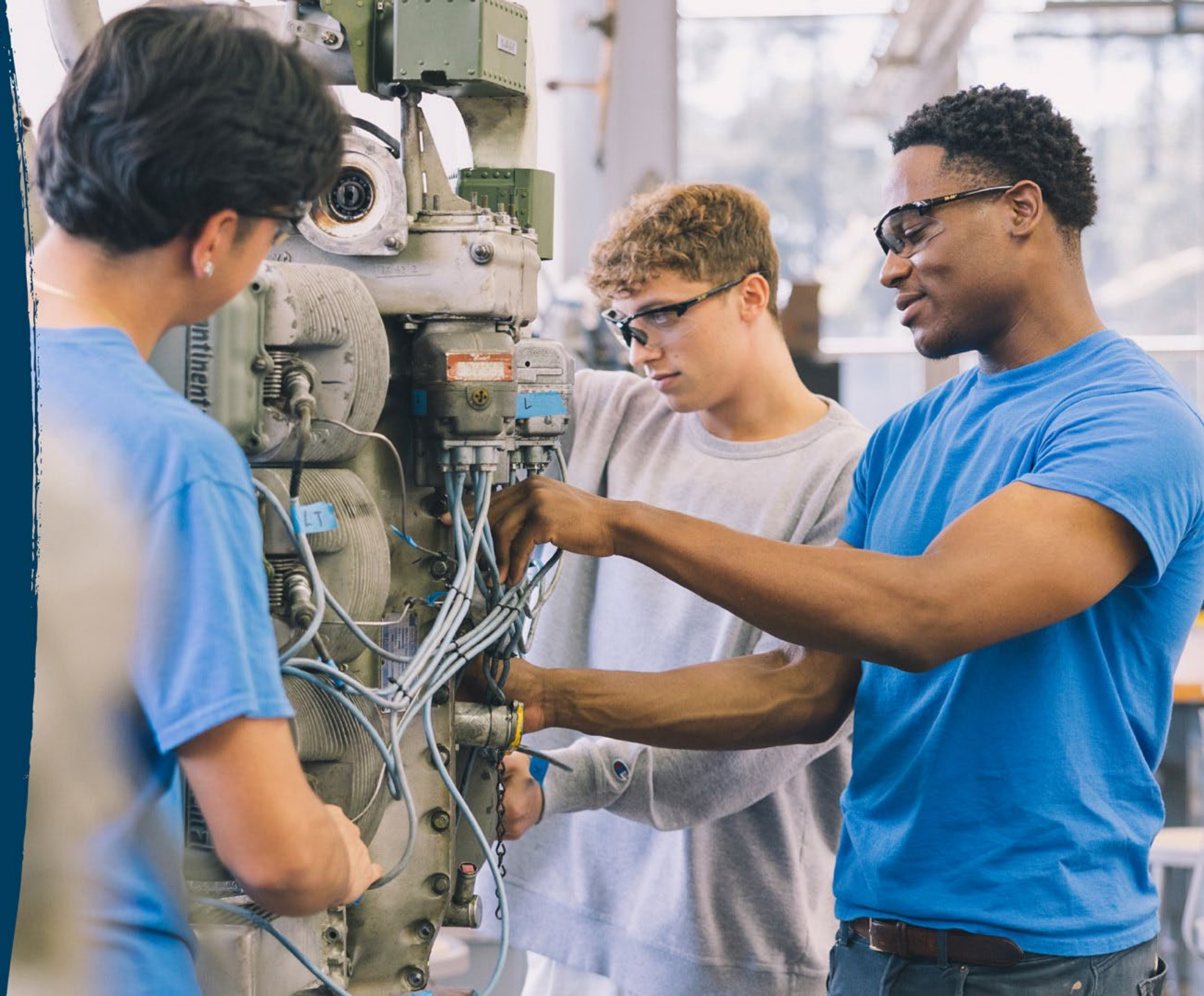
## Unallowable Expenses

- Funds may not be used for indirect or administrative costs.

## Examples (this is not an exhaustive list)

- Building Construction
- Proposal Preparation (cost to develop, prepare or write the proposal)
- Clothing or Uniforms (non-instructional)
- Tuition and fees

# Submission and Review of the Project Concept





# Submitting the Project Concept

Review the entire Project Concept workbook including the instructions and key terms tab prior to submission. Correct submission of the Project Concept workbook will consist of:

- All narrative boxes are completed.
- All drop-down lists are completed.
- A minimum of one letter of attestation from partnering school district(s) must be included with this project concept and submitted as an attachment.
- Any permitted attachments.

If there are technical difficulties with the form, reach out to the Grant Manager at [PCOG@fldoe.org](mailto:PCOG@fldoe.org).

# Submitting the Project Concept

The completed project concept must be emailed to:  
[PCOG@fldoe.org](mailto:PCOG@fldoe.org) by 5 PM (EDT) September 10, 2024.

# Method of Review

- Pre-screening will be done by FDOE staff to ensure conditions for acceptance are addressed and determine eligibility.
- Proposals that meet the conditions for acceptance will be evaluated and the programs which are selected by the Commissioner will be invited to submit an application.
- Awards are subject to the availability of funds.

# Frequently Asked Questions

## **Q: What is the start and end date of this grant opportunity?**

A: Regardless of the award date, the grant period for this funding opportunity is July 1, 2024, through June 30, 2025. Pre-award costs dating back to July 1, 2024, are permitted and must be accounted for in your budget.

## **Q: Tuition and fees are not allowable costs?**

A: “Tuition” and “fees” are not allowable under PCOG; however, some of the costs that make up tuition such as equipment, materials and instructor salary are allowable.

# Program Performance Period

- July 1, 2024, to June 30, 2025
- Recipients awarded for the 2024-25 program period are NOT guaranteed any additional funds beyond the 2025-26 grant year.
- Programs should anticipate operating within the grant period ending June 30, 2025; an extension is not guaranteed.



# Payment Methods

## **Quarterly Advance to Public Entity:**

Quarterly advances of non-federal funding to state agencies and local educational agencies (LEAs) made in accordance with the authority of the General Appropriations Act. Disbursements must be documented and reported to FDOE at the end of the project period. The recipient must have detailed documentation supporting all requests for advances and disbursements that are reported on the final FDOE financial report.

## **Advance Payment (Non-Public):**

Upon receipt of the Project Award Notification, up to 25% of the total award may be advanced for the first payment period. To receive subsequent payments, at least 90% of amount advanced must be reported on the DOE 399 and supported by appropriate documents, including copies of invoices, timesheets, receipts, etc.

Questions?

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