



Innovative Practices in Oklahoma Teacher Recruitment

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Oklahoma Context

12,386

Paraprofessionals

\$18,573.57

Average Base Salary

1,019

Teaching Vacancies

\$36,601

State min teacher salary

*2022-2023 School Year Information

Pilot Program in Tulsa

12 Intern Teachers from 5 Tulsa charter schools

Enrolling in OC's [Paraprofessional Program](#)

Interdisciplinary Studies in Education bachelor's degree completely virtual, asynchronous coursework can be completed at school.

5 have enough credits to potentially graduate in one year.

Fully paid program with philanthropy after FAFSA Federal Funding.

Grow Your Own/ Registered Apprenticeships

As part of the pilot program it became obvious that we had the pieces in place to develop a Registered Apprentice Program (RAP), also known as a Grow Your Own Program.

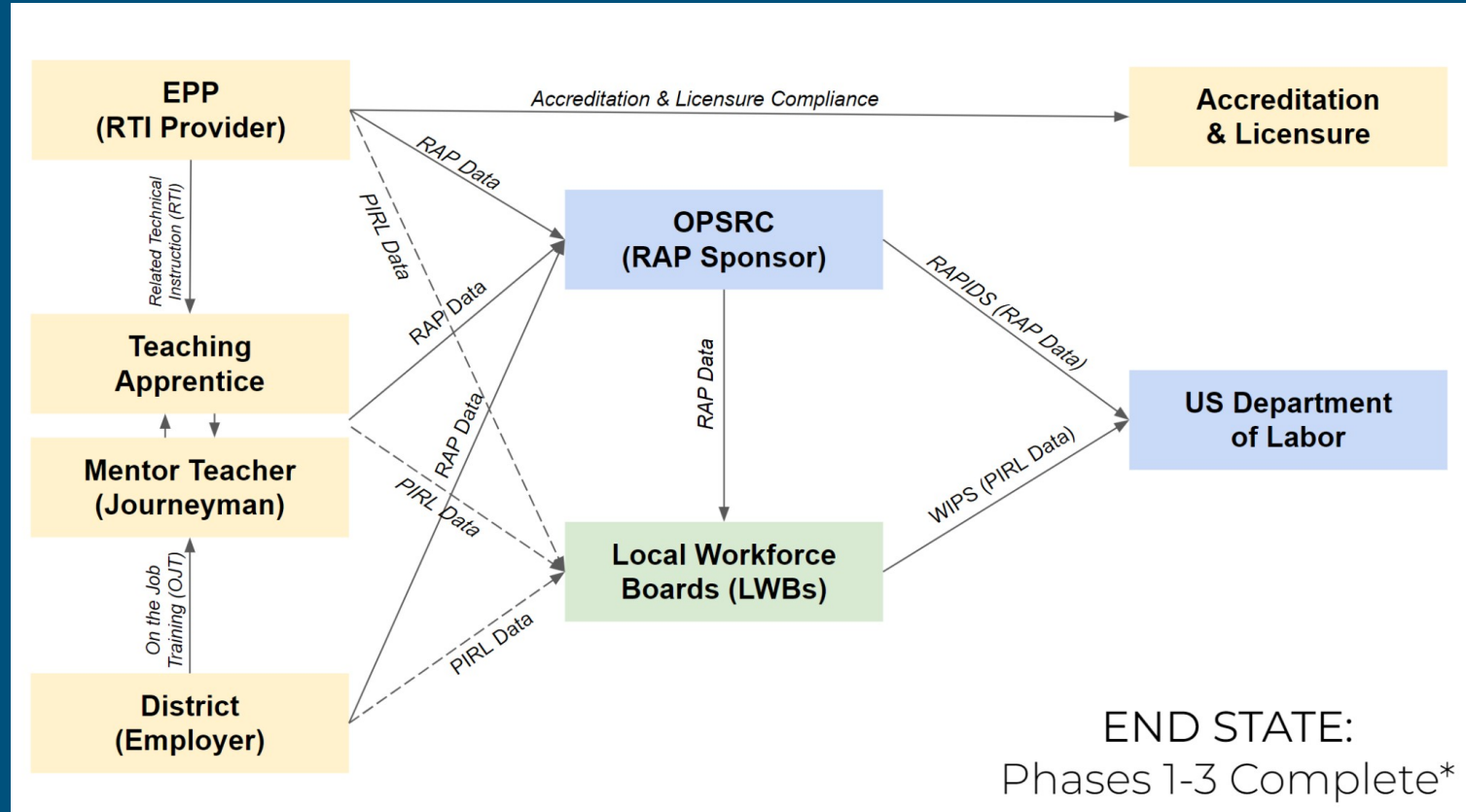
Partnering with Oklahoma Christian University and nationally recognized partners, we are developing this program for K-12 Education statewide, hoping to launch next year.



RAP Process

1. Districts sign up as employers willing to assign a Mentor to an Apprentice.
2. Universities provide the Related Technical Instruction.
3. RAP Sponsor (OPSRC) collects and provides data to the Dept of Labor and Local Workforce Boards
4. Funding from WIOA, Pell, PIRL, and state funding help students pay **little or nothing** for finishing school
5. Apprentice work is counted as part of the education process, allowing students to finish faster.

Registered Apprentices Structure



Questions?

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