

A 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. The image is overlaid with a blue tint.

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2026–27 Grow Your Own Registered Teacher Apprenticeship Program

Funding Opportunities Webinar

April 13, 2026



FLORIDA DEPARTMENT OF
EDUCATION
CAREER AND ADULT EDUCATION

Webinar Purpose

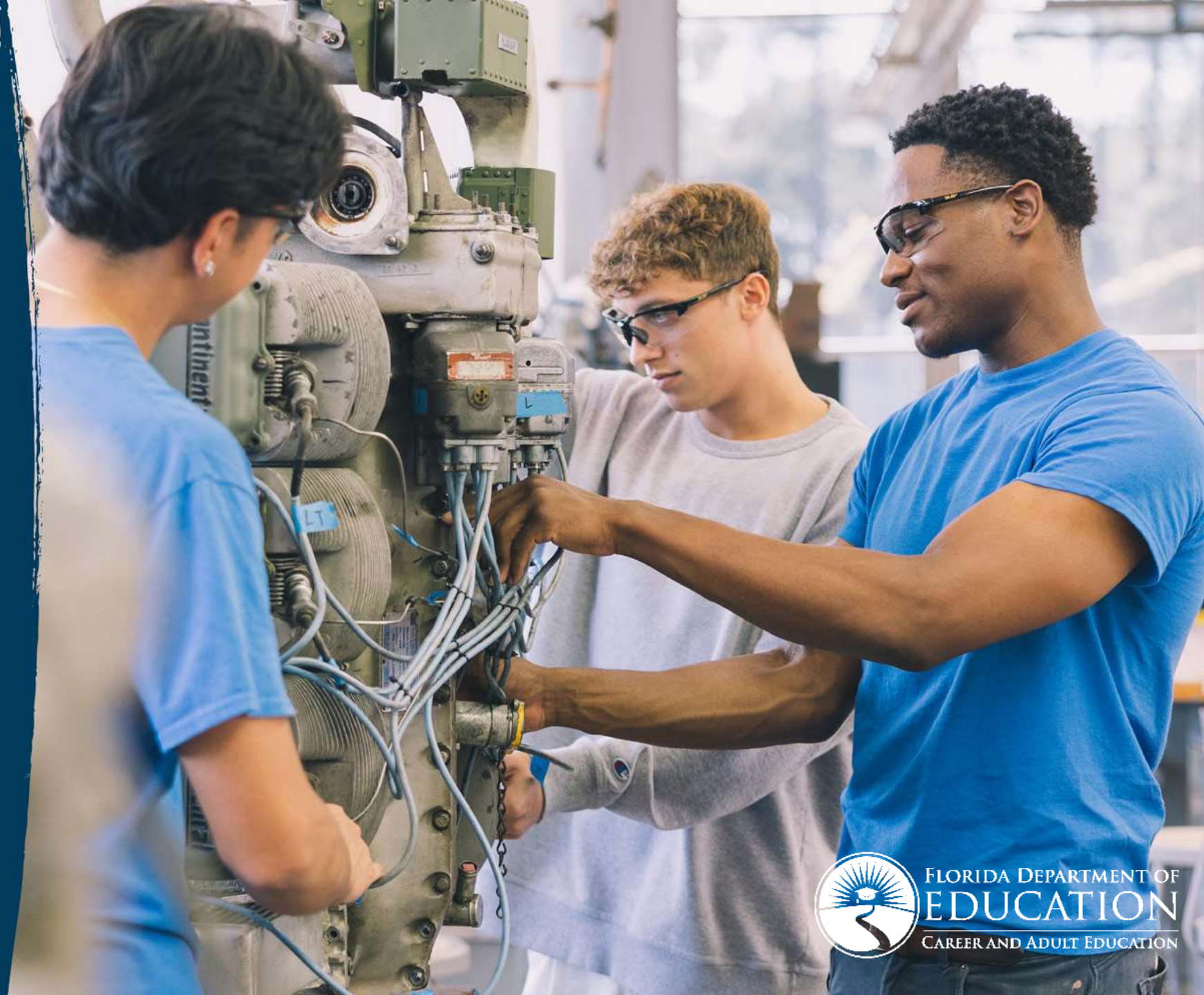
- To inform potential eligible applicants about the Grow Your Own (GYO) – Pathways to Career Opportunities Grant (PCOG) program, requirements, timelines and expectations and to answer questions about the project concept posed by attendees.

Webinar Agenda

- Welcome and Purpose
- Background — Legislative Overview
- Funding Purpose and General Information
- Overview of Project Concept Requirements
- Project Concept Excel Workbook Tutorial
- Submission and Review of the Project Concept
- Questions and Answers

Legislative Overview

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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.

Additional statute and rule relevant to TAP include s. 1012.56, F.S., Rule 6A-5066, Florida Administrative Code (F.A.C.), Rule 6A-5067, F.A.C. and Rule 6A-23.002, F.A.C.

Funding Purpose and General Information

Division of Career and Adult Education

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Specific Funding Source

- It is anticipated that the Legislature will appropriate a \$5 million sub-initiative for the Grow Your Own Teacher Registered Apprenticeship Program Expansion in the 2026 General Appropriations Act (GAA).
- The total amount of funds available for the PCOG General Release and PCOG-GYO set-aside is contingent upon the Governor signing the GAA.
- An individual applicant may not receive more than 10 percent of the total amount appropriated for PCOG.

Eligible Applicants and Target Population

Eligible applicants:

- Florida College System institutions
- State University System institutions
- Independent Colleges and Universities of Florida institutions
- Must have a partnership with a Florida school district, charter school or charter management organization approved by FDOE to participate in the Teacher Apprenticeship Program to create an innovative partnership for a no-cost pathway to the teaching profession for registered teacher apprentices.
- Must be approved to participate in the FDOE teacher apprenticeship program. This will be discussed in detail during the Project Concept Requirements Overview.

Target Population:

- Florida apprentices registered in the FDOE-sponsored teacher apprenticeship program or potential apprentices.

The Process

- The Division of Career and Adult Education (DCAE) announced the PCOG-GYO funding opportunity on **April 1, 2026**.
- Project Concept — eligible applicants may submit high-level project concepts by 5:00 Eastern Time by **April 27, 2026**.
- 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 by mid-July**) in order to receive a project award notification that will identify the project's performance and budget period. The RFA may use a new system for RFA submission.

Funding Purpose

- The purpose of the PCOG-GYO grant is to create a teacher pipeline for Florida's school districts, charter schools and charter management organizations and to encourage partnerships between initial teacher preparation programs and participating employers 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 PCOG-GYO program will require commitments from both the eligible applicant and the partnering employer(s). Submissions must include letter(s) of support from the employer partner(s) that commit to participating in the FDOE teacher apprenticeship program and agree to identify teacher apprentices to receive related instruction from the eligible applicant at no cost to the teacher apprentice.
- This is a core condition of this grant opportunity and employers must sign participating employer agreements with the FDOE-sponsored teacher apprenticeship program. Update these registrations in a timely manner. Contact FDOE's Apprenticeship Office, TeacherApprenticeship@fldoe.org, with questions.
- 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).
- Funded projects may be required to use grant funds for technical assistance and support available through the National Center for Grow Your Own, a 501(c)(3) non-profit organization which provides technical assistance to entities interested in launching "Grow Your Own" (GYO) programs in partnership with educator preparation providers.

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 the partnering employer(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 the partnering employer(s).
- Project plan accounts for academic credit that will be awarded toward the baccalaureate degree for the teacher apprentice's on-the-job training.

Key Information

- 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 employers to work with multiple eligible applicants.

Key Information

Examples of allowable uses of PCOG-GYO funds:

- Instructional costs such as curriculum design, development and delivery.
- Academic and professional supports to ensure teacher apprentice success.
- Teacher apprentice onboarding and orientation.
- Outreach (but not promotional items like pens and keychains or generic promotion of the institution).
- 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 the partnering employer(s).
- Indirect or administrative costs are NOT allowable.

Key Information

- Conduct authentic assessment and alignment of on-the-job training (OJT) competencies and related technical instruction.
- Identify the amount of college credit that will be awarded for OJT toward the award of a baccalaureate degree.
- Provide 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.
- Develop professional learning for teacher apprentice mentors.
- Communicate with FDOE's Teacher Apprenticeship Office in a timely manner about employer partner updates and updates to apprentice registrations.

Data, Monitoring and Compliance

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Registration

- The applicant must be approved by the FDOE teacher apprenticeship program to be an RTI provider to be eligible for funding consideration.
- A good-faith effort to register Florida apprentices is expected. Performance must be reported. PCOG focuses on registered Florida apprentices. An apprentice identification number is assigned by FDOE. Contact the teacher apprenticeship program with questions: TeacherApprenticeship@fldoe.org.
- In the PCOG Project Concept Excel Workbook, potential awardees will project the number of apprentices who will register and the number who will complete the program.
- Awardees will provide updated registration and program completion numbers in their quarterly and final PCOG reports.
- If apprentices enroll at a public Local Education Agency (LEA) to receive related instruction, **the related instruction provider must complete public agency data reporting.**
- If selected for Monitoring and Compliance survey, the awardee will verify enrollment numbers.
- The next slides will clarify a few of these processes.

Monitoring and Compliance

- Monitoring and Compliance ensures that funds have been used and reported correctly.
- If awardees are selected for monitoring, after the end of the award they must complete a brief enrollment survey among other steps for monitoring and compliance.

Local Education Agencies

- Under s.1011.80(9), F.S., LEAs that provide related technical instruction (RTI) must follow state data reporting requirements.
- LEAs will use the appropriate reporting system, such as the Community College and Technical Center Management Information System (CCTCMIS).
- State University System Institutions should follow their reporting requirements.
- For state reporting questions, please contact the Division of Career and Adult Education, Office of Research & Evaluation.

Consistency

- Although there may be a lag from enrollment in a program until registration as an apprentice, numbers reported for apprenticeship registration, the PCOG team, the FDOE Monitoring and Compliance and the Office of Research & Evaluation should ultimately match.
- If there are special circumstances, such as non-Florida apprentices, or apprentices who have enrolled in the program but who have not yet been registered with FDOE, communicate with the PCOG Team to avoid issues with data reporting and compliance.

Overview of Project Concept Requirements



Project Concept Excel Workbook

- Location and Instructions
- Notes for This Award Year
- Highlights
- Eligibility
- Awards and Amounts
- Checklist and Overview

Location and Instructions

- The Project Concept Excel Workbook can be found on the PCOG site: <https://www.fldoe.org/pathwaysgrant/index.shtml>
- You can navigate to this page by going to fldoe.org -> Division of Career and Adult Education -> Registered Apprenticeship -> Pathways to Career Opportunities Grant.
- Instructions, FAQs and Project Concept forms have been combined into a single Project Concept Excel Workbook.
- This Excel Workbook includes a checklist of submission items. There are several informational tabs (green). These include instructions and examples for specific forms.
- Please allow yourself time to read the instructions carefully. Ask questions if you are unsure of how to complete the required materials.

Notes for 2026–27

- The workbook has been updated.
- If you receive an award, please discuss any changes to your project, including line-item budget overages, with the PCOG Team. We can advise whether an amendment is required.

Highlights

- Consolidated Workbook
- Updated questions
- Minimum total amount of funds that may be requested in the project concept
- Additional budgetary guidance
- Please allow time to read carefully the guidance provided in the Project Concept Excel Workbook

Eligibility

- Florida College System institutions (FCS), State University System institutions (SUS) and Independent Colleges and Universities of Florida (ICUF).
- Applicants must be approved to participate as a related instruction provider in the FDOE Teacher Apprenticeship Program.
- Related instruction providers must meet criteria established in Rule 6A-5.067, F.A.C. This includes having a state-approved Initial Teacher Preparation (ITP) program.
- An applicant must have a partnership with a Florida school district, charter school or charter management organization approved by FDOE to participate in the Teacher Apprenticeship Program to create an innovative, no-cost pathway to the teaching profession for registered teacher apprentices.

Eligibility

- The applicant must have at least one letter of attestation/support from a participating employer (school district or charter school in Florida).
- Nonpublic entities may need to register with SunBiz and MyFloridaMarketPlace and be able to provide a W-9 in order to receive funding.
- Related instruction providers must meet criteria established in Rule 6A-5.067, F.A.C. This includes having a state approved Initial Teacher Preparation (ITP) program.

Eligibility

- Per Rule 6A-5.067, F.A.C., related instruction providers in the FDOE Teacher Apprenticeship Program must:
 - (a) Have a state approved ITP in accordance with Section 1004.04, F.S., and Rule 6A-5.066, F.A.C.;
 - (b) Provide baccalaureate coursework where instruction is delivered in person, virtually or hybrid;
 - (c) Provide related instruction for the reading endorsement requirement if the coverage area is specified in Section 1012.585(3)(f), F.S., and identified in Rule 6A-4.0051(7), F.A.C.;

Eligibility Continued

(d) Formulate and implement a review process for ongoing submissions of the Work Process schedule and award credit hours for the practice, demonstration and mastery of the FEAP as specified in Rule 6A-5.065, F.A.C., to meet on-the-job training requirements;

(e) Award a baccalaureate degree in Education to apprentices who successfully complete the related instruction; and

(f) Be approved by the Department to offer related instruction for the Teacher Apprenticeship Program.

Awards and Amounts

- Submission of a project concept does not guarantee an award.
- Submit thoughtful, quality project concepts. **Request the amount appropriate for your program** for the award year (July 1–June 30).
- **The minimum request for each project concept is \$15,000. No applicant may receive more than 10 percent of the total PCOG amount appropriated.**
- If a project concept is designated at the discretion of FDOE Leadership to receive a project award, FDOE will invite the applicant to submit a Request for Application (RFA).

Awards and Amounts

- There is effort to respect the amount requested. Though not guaranteed and depending on available funds, after the initial round of selections, additional awards may be granted (fully or partially) or established projects may be offered an increased award. There is precedent for awarding less than the requested amount, especially for unallowable expenses, though effort is made to minimize this.

Checklist

- All applicants will submit at least 11 items:
 - 1) Applicant Information
 - 2) Program Summary
 - 3) General Information
 - 4) Fiscal Information
 - 5) Program Worksheet
 - 6) Deliverables
 - 7) Registration Table
 - 8) Graduates Table
 - 9) DOE 101S proposed budget (do not forget this form)
 - 10) Projected equipment form (check box on form if N/A)
 - 11) Letters of attestation/support (at least one required)
- Additional Items
 - 12) Chart of accounts (if a non-public entity)
 - 13) Sample subcontract agreements (if applicable; do not need to be signed at this stage).

Project Concept Excel Workbook Overview

- Written responses should be clear and concise.
- Please follow directions on character limits.
- Please limit attachments only to letters of attestation/support, subcontract agreements (if applicable) and, for non-public entities, your chart of accounts.

Applicant Information, Program Summary and General Information

- Provide general information for the proposed project.
- Be sure to include information in each of the provided narrative boxes.
- Forms have been redesigned for clarity, thoroughness and ease-of-use.
- The program summary form allows you to submit information in table format.
- Refer to the guidance tabs in the workbook as needed.

Applicant Information, Program Summary and General Information

- Provide contact information, including email.
- Identify the program code, program level, program title and expiration date for each baccalaureate-level state-approved education provider 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 Florida employer partners (school district, charter school or charter management organization) 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.
- Include a letter of support or attestation from each partnering employer. At least one must be included with this Project Concept and submitted as an attachment.

Project Concept: Fiscal

- Provide information about funding justification.
- Provide response to additional prompts, including on financial sustainability after the award ends and the effective use of funds.

Project Concept

- Please limit all responses to the space provided in the Excel workbook. Do not add attachments except for the requested supplementary items as applicable.
- 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.
- Describe any planned subcontractors 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 subcontractor(s).
- Contracting with a subcontractor is not required to receive a grant.

Project Concept

- The goal of the project plan is to reduce the costs of obtaining educator certification.
- Provide the strategic and innovative nature of the partnership between the applicant and the partnering employer that demonstrates an assurance the partnering employer(s) will participate in the FDOE teacher apprenticeship program.
- Ensure that the program will incorporate the use of evidence-based instructional materials that are grounded in the science of reading.

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

Registrant Tab

Identify the anticipated outcomes for participating registered apprentices by certificate subject. Communicate with the Teacher Apprenticeship Office with questions about registrants and other information in the Registered Apprenticeship Partners Information Data System (RAPIDS).

Graduates/Completers Tab

Identify the anticipated number of graduates by certificate subject.

Project Concept

Budget Tab

- Present a budget that reflects the objectives and proposed costs of the program.
- ***Separate salary from benefits.***
- Explain expenses in the narrative.
- For positions, explain the responsibilities and indicate the fundable percentage of effort. For example, indicate if a position is 50 percent instructional and 50 percent administrative.
- 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 allowable, reasonable, necessary and allocable.
- Additional examples of allowable/unallowable costs are provided in the workbook.

Project Concept

Budget Tab

- Unallowable line items may be removed from the budget and the award amount determined based only on the allowable line items requested.
- Budget instructions and budget examples tabs are provided in the workbook.
- Every line item requested in the budget should provide a definition and justification.
- Personnel line items should indicate if they are a salary or contractual position. Include a narrative outlining the job duties for the position.
- Note that software and subscription-based line items can only be claimed for the grant period regardless of coverage period.

Project Concept

Budget Tab

- Provide enough information so that allowability can be determined.
- Provide sufficient information to explain the expense but avoid being overly specific with purchases. A particular brand of instructional equipment, for example, may not be available.
- Remember that FDOE funds positions, not people by name.
- See the Budget Notes of the Project Concept Excel Workbook for additional guidance.

Examples of Allowable Costs

- Instructional materials
- Instructional personnel
- Curriculum development
- Non-administrative supplies and consumables
- Industry certification examinations
- Mentor stipends for first-year mentors only
- Recruitment and orientation activities
- Basic literacy/skills assessments
- Personnel who provide student services (explain the services provided)
- Equipment used for instructional purposes
- Note that out-of-state travel must receive FDOE pre-approval
- Consultants/contracted services (such as GYO Center) for allowable expenses, upon FDOE's approval

Unallowable Expenditures

Unallowable Expenses

- Indirect or administrative costs
- Office supplies
- Pre-award costs
- For more examples and details, refer to the Project Concept Excel Workbook

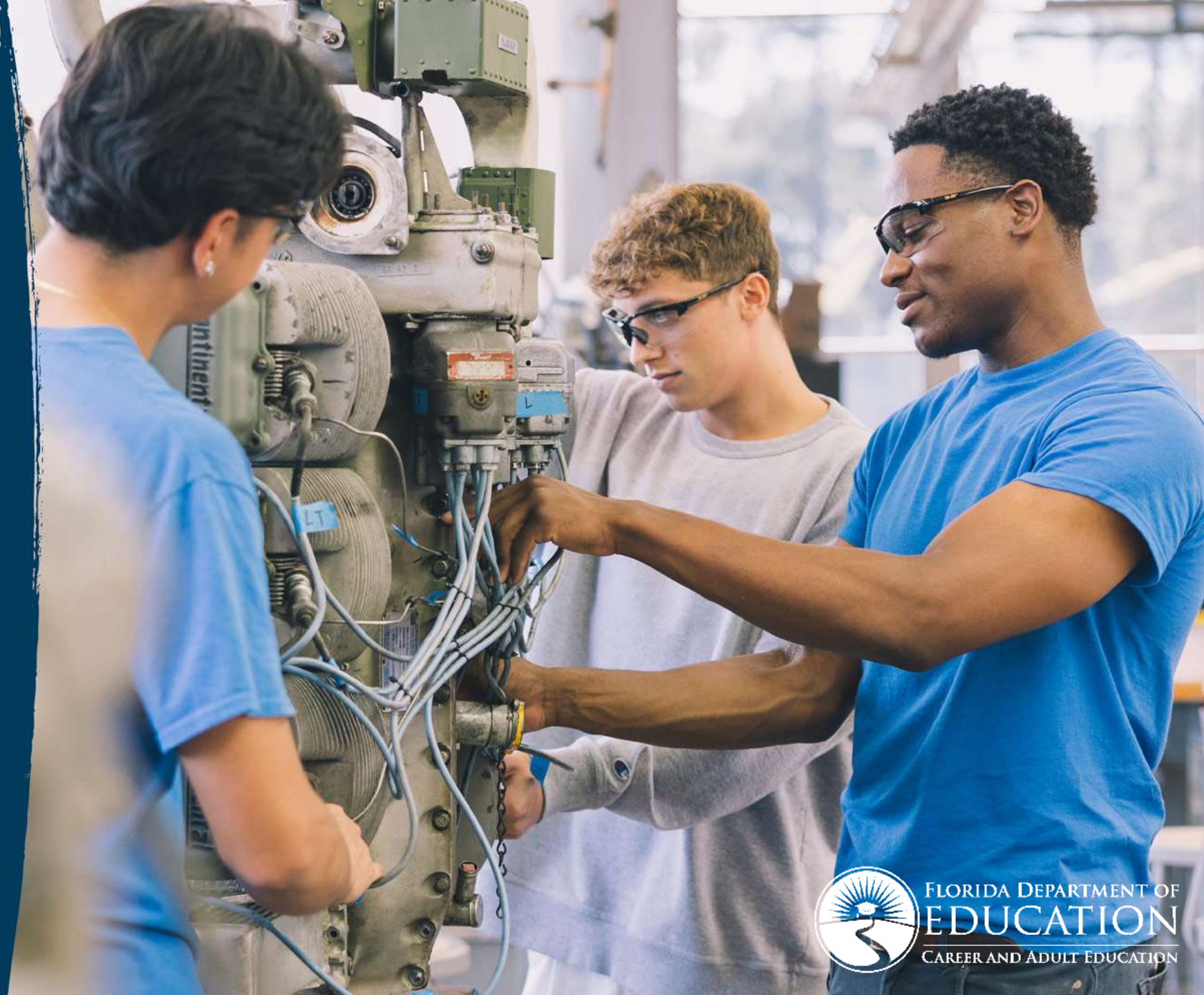
Examples (this is not an exhaustive list)

- Building construction
- Proposal preparation (cost to develop, prepare or write the proposal)
- Clothing or uniforms (non-instructional), custom uniforms
- Tuition and fees, scholarships

Projected Equipment Form

- The projected equipment purchases form must be used for all equipment items to be purchased that have a projected unit value of \$5,000 or more. Refer to Florida CFO Memo 13 and Chapter 69I-72, Florida Administrative Code.
- This capitalized equipment must appear both on the budget form and the projected equipment form. Relevant expenses should appear as written on the Budget Narrative Form, DOE 101S.
- If you have no relevant equipment purchases, please indicate this by marking the appropriate box at the top of the form.

Submission and Review of the Project Concept



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Submitting the Project Concept

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

- All narrative boxes completed.
- All drop-down lists completed.
- A minimum of one letter of attestation from an employer partner (Florida school district or charter school)
- Any permitted attachments (letters of support/attestation, chart of accounts if a non-public entity, subcontract agreements if applicable).

If there are technical difficulties with the form, reach out to the Grant Manager at PCOG@fldoe.org.

Submitting the Project Concept

The completed Project Concept must be emailed to:

PCOG@fldoe.org

by 5:00 Eastern Time on **April 27, 2026**.

Check the email address before sending.

Method of Review

- 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 selected by the Commissioner will be invited to submit an application.
- Awards are subject to the availability of funds.

Program Performance Period

- July 1, 2026, to June 30, 2027
- Those awarded for the 2026–27 program period are NOT guaranteed any additional funds beyond the 2026–27 grant year.
- Programs should anticipate operating within the grant period ending June 30, 2027; 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) are 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.

Contact Information, Questions and Answers



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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, 2026, through June 30, 2027. Allowable pre-award costs dating back to July 1, 2026, are permitted and must be accounted for in your budget.

Q: Are amendments retroactive?

A: No. Discuss amendments with the PCOG Team.

Q: Are tuition and fees 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.

Additional FAQs

A list of FAQs may be found in the project concept.

Contact Information

Thank you for attending!

If you have additional questions after today's webinar, refer to the information below.

1. Teacher Apprenticeship questions: TeacherApprenticeship@fldoe.org
2. General registered apprenticeship questions: Apprenticeship@fldoe.org or Paul Adams, PaulAdams@fldoe.org
3. Grant questions: The PCOG Team: PCOG@fldoe.org, or Dr. John Nelzén, PCOG Manger: John.Nelzen@fldoe.org
4. Data: The contact list for FDOE's Division of Career and Adult Education, Research and Evaluation Staff may be found on the FDOE web site, <https://www.fldoe.org/academics/career-adult-edu/research-evaluation/>