

OKLAHOMA CAREER READINESS

State Alignment Summary

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An overview of how Oklahoma's **Individual Career Academic Plan (ICAP)** graduation requirement, the **HB 3278 Pathway Units, CareerTech's 17 career clusters, Work-Based Learning, and Oklahoma Edge College & Career Readiness** framework expect Oklahoma districts to develop measurable durable skills and produce documented evidence of readiness — and how Renzulli Learning aligns.

OVERVIEW

Oklahoma requires every public high school student to complete and annually update an **Individual Career Academic Plan (ICAP)** to graduate (**70 O.S. §1210.508-4**). The ICAP must include career interests, career assessments, academic progress, postsecondary goals, and at least one Work-Based Learning or Service Learning activity in grades 9–12. **House Bill 3278 (2024)** — the Graduation Act of 2024 — adds that students entering 8th grade in 2025–26 (class of 2030+) must complete **6 of 23 graduation units** as **Pathway Units** aligned to their ICAP career goal. **70 O.S. §1210.508-6** requires FAFSA completion (or signed opt-out) starting 2024–25. Oklahoma's College and Career Readiness focus begins in **kindergarten**.

OKLAHOMA'S CAREER READINESS FRAMEWORK IN CONTEXT

Oklahoma **CareerTech** serves more than **151,000 K–12 students** (FY25 record), with **91,948 ninth-through-12th-graders** enrolled in CareerTech classes — about **43%** of all Oklahoma high schoolers. The system spans **29 technology center districts on 63 campuses**, plus CareerTech programs in **397 PK–12 districts**. Programs are organized into **17 career clusters** aligned with national standards, are **tuition-free for high school students**, and produced **34,771 industry-endorsed certifications** in FY24 with a **94% positive placement** rate for graduates. **Oklahoma Edge** is the state's implementation hub for ICAP and CCR resources.

WHERE OK STANDS

- **70 O.S. §1210.508-4** — ICAP graduation requirement
- **HB 3278 (2024)** — Graduation Act & Pathway Units
- **70 O.S. §1210.508-6** — FAFSA required (2024–25+)
- **6 of 23** graduation units = Pathway Units (class of 2030+)
- **17 career clusters** across CareerTech system
- **29** tech center districts · **63** campuses · tuition-free
- **WBL or Service Learning** required, grades 9–12
- Two free ICAP platforms: OK Career Guide & OK College Start
- **Oklahoma Edge** — state ICAP & CCR resource hub
- CCR begins in **kindergarten** per OSDE definition

RENZULLI LEARNING FIT

- **Profiler** captures interests, learning & expression styles
- **PSP** mirrors ICAP goal-setting & annual update structure
- **EFA** — planning & persistence for ICAP completion timelines
- **Leadership Assessment** — supports CTSO participation & WBL
- **CTC** — culture-independent creativity (US Patent 12,087,176)
- **SEM-based PBL** — authentic projects & portfolio artifacts
- **Enrichment Database** — 40,000+ activities by subject area
- Profiler available in **20+ languages** for multilingual learners
- **PSP** artifacts support ICAP advisor conversations
- **Measures** durable skills via CTC, EFA, Leadership Assessment

ALIGNMENT TO OKLAHOMA'S CAREER READINESS REQUIREMENTS

How Renzulli Learning's instruments and content directly support each of Oklahoma's expectations for ICAP, CareerTech, and durable-skills development:

OKLAHOMA REQUIREMENT	HOW RENZULLI LEARNING ALIGNS
ICAP Graduation Requirement (70 O.S. §1210.508-4)	The PSP 's structured goal-setting, reflection, and progress documentation support the same workflow ICAP requires (career interests, academic progress, postsecondary goals). The Profiler provides the interest and strengths self-knowledge ICAP asks students to record.
Pathway Units (HB 3278, 2024) 6 of 23 units · class of 2030+	Interest-matched Enrichment Database activities and PBL projects build the depth of career-area knowledge students draw on when selecting Pathway Units aligned with their evolving ICAP career goal — supporting earlier, more informed pathway choices.
Work-Based Learning & Service Learning (grades 9–12)	PSP drives pre-WBL goal-setting and post-WBL reflection. PBL includes virtual internship, mentoring, and community-service templates that prepare students for placements and produce reflection artifacts for ICAP documentation.
CareerTech Alignment 17 career clusters · 29 tech centers	The Profiler surfaces interests and learning preferences that students can use, with counselors, to explore CareerTech program areas. The Enrichment Database is searchable by subject area (Business, Health Science, STEM, Fine Arts, etc.) — complementing CareerTech coursework.
Durable Skills & Oklahoma Edge CCR Framework	CTC (creativity), EFA (executive function and adaptability), and the Leadership Assessment are validated tools that measure durable skills named in Oklahoma's CCR framework — providing growth evidence beyond course-completion counts.
Equity for Multilingual & Underrepresented Learners	The Profiler is available in 20+ languages, letting multilingual students share interests in their home language. The CTC is culture-independent (US Patent 12,087,176), supporting more equitable enrichment access for EB and underrepresented learners.
Documentation for ICAP Advising & Family Communication	Built-in progress monitoring and PSP exportable artifacts give counselors portfolio-grade documentation of student goals, projects, and skill growth — supporting ICAP advisor conversations, parent communication, and graduation audit readiness.

KEY TAKEAWAY

For Oklahoma districts, Renzulli Learning provides a strength-based foundation that complements ICAP, the new HB 3278 Pathway Units, CareerTech enrollment, and Work-Based Learning. The **Profiler** captures every K–12 student's interests, learning styles, and expression styles — the self-knowledge ICAP requires; the **PSP** mirrors ICAP's annual goal-setting and reflection workflow; the **CTC, EFA, and Leadership Assessment** measure durable skills named in Oklahoma's CCR framework; and **SEM-based PBL** produces authentic projects that develop the underlying skills students bring to CareerTech programs and WBL placements — from Tulsa and Oklahoma City to the smallest rural districts.

WANT THE FULL DETAILS?

Visit the complete Oklahoma Career Readiness alignment page for the full statutory analysis, grade-band roadmap, requirement crosswalk, and FAQs.

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CUSTOM ALIGNMENTS AVAILABLE

Need a custom alignment for your district's Programs of Study, Portrait of a Graduate, or CCMR plan? Our team will create a personalized document for your district.

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renzullilearning.com/en/contact-us

REFERENCES AND SOURCES REVIEWED

- Oklahoma State Department of Education (OSDE) — College & Career Readiness
- 70 O.S. §1210.508-4 — ICAP Graduation Requirement · 70 O.S. §1210.508-6 — FAFSA Requirement
- House Bill 3278 (2024) — Graduation Act of 2024 (Pathway Units, beginning 2025–26 / class of 2030)
- Oklahoma Edge — Implementing the ICAP · Oklahoma CareerTech (29 tech centers · 17 career clusters)
- OSDE Graduation FAQs (Nov 2024 / Feb 2025) — ICAP, FAFSA, 23-unit requirements, Pathway Units