

- **Measure 4 (Initial and Advanced): Ability of completers to be hired in positions for which they have prepared.**

INITIAL

The Department of Education in Puerto Rico has a need for qualified teachers and it is the biggest recruiter of teachers in Puerto Rico.

Likewise, completers who finish their bachelor's degree are recruited to offer their services in the United States. UPRRP EPP completers have reached a high level of the content knowledge in the different fields in which they are certified. They are prepared to teach and impact positively the P-12 students they will work with. Academic institutions from the mainland specifically visit the UPRRP campus every year to recruit EPP completers. UPRRP completers are in high demand because they are bilingual (English and Spanish), they have strong teaching skills, and a commitment to teaching. "Mi equipaje" [My baggage] is an essay that each candidate writes in their electronic portfolio; it is a self-report of the candidates' preparation and learning experiences before graduation.

According to the data collected, 2021-22, our survey reported 67 completers being employed annually in seven (7) schools - both in the public sector (32%) and in the private sector (68%); one of the public schools is located in New York.

ADVANCED

In the Master Program in Leadership in Educational Organizations, completers can work as school principals or coordinators with the degree awarded. The last alumni survey administered this year to alumni who graduated from 2018-2019 to 2021-2022 indicates that 77.8% currently work in an area related to their field of study.

In the Master Program in Guidance and Counseling, completers take the licensure state exam. Then they participate in an additional clinical practice before being able to be hired as counselors. The last alumni survey administered this year to alumni who graduated from 2018-2019 to 2021-2022 indicates that 100% currently work in an area related to their field of study.