



Building the Business Case for Work-Based Learning

National Institute on Scaling Work-Based Learning

Tuesday, April 9th, 2019

Point Clear, Alabama

1:45 – 2:45 PM

Speakers

Moderator:

- *Mike Bartlett*, Senior Policy Analyst, Economic Opportunity Division, NGA Center for Best Practices

Speaker:

- *Melissa Aguilar*, Executive Director, Kentucky Workforce Innovation Board

Questions?



Governance Structures to Support and Scale Work-Based Learning

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Tuesday, April 9th, 2019

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Speakers

Moderator:

- *Kimberly Hauge*, Senior Policy Analyst, Economic Opportunity Division, NGA Center for Best Practices

Speakers:

- *Carrie Lively*, Senior Director, The Office of Work-Based Learning and Apprenticeship, Indiana Department of Workforce Development
- *Shannon Lewis*, Director, Montana State Workforce Innovation Board

Questions?



Creating Partnerships for Long-Term Success

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Speakers

Moderator:

- *John Guerriero*, Policy Analyst, Economic Opportunity Division, NGA Center for Best Practices

Speakers:

- *Renise Walker*, Senior Consultant, Colorado Workforce Development Council
- *Nina Pande*, Executive Director, Skills for Rhode Island's Future

The Business Experiential Learning Commission

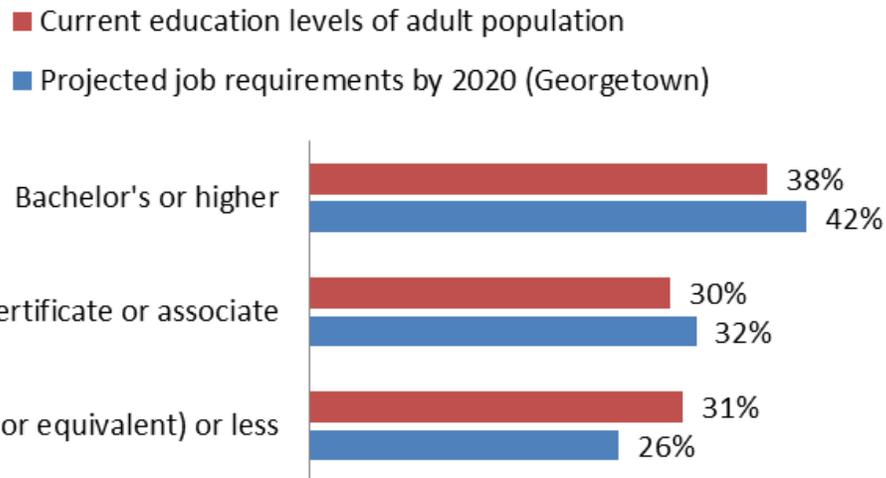
The Colorado Story

Why are we doing this?

The world has changed and we have an opportunity to better meet the needs of CO businesses and students

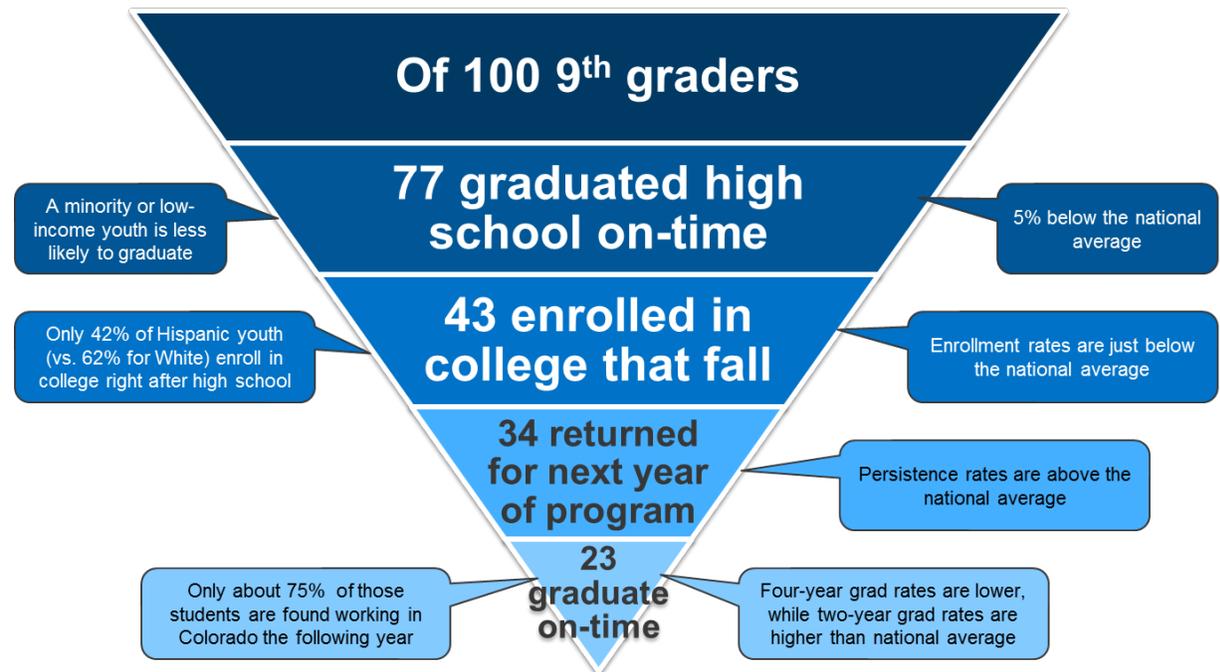
Colorado businesses are facing talent shortfalls...

Projected Job Education Requirements and Current Education Levels in Colorado



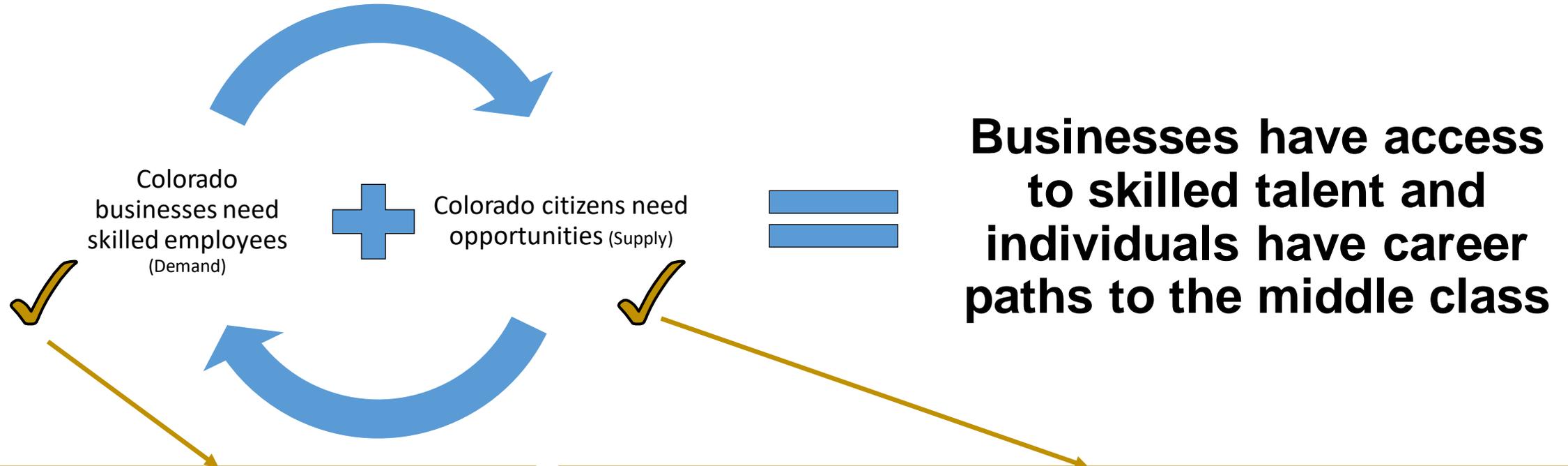
...and many Colorado students are left without compelling career opportunities

Educational path through in Colorado



Why are we doing this?

Providing the Colorado workforce with the right skills and more opportunities will yield compelling benefits

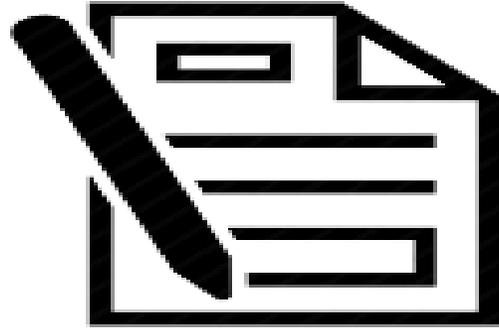


The demand for properly skilled talent already exists in Colorado...

...what is missing from the equation is an adequate supply of workers with the right skills to meet Colorado business needs

"Colorado faces a potential gap in talent as its highly-educated workforce begins to retire and following generations aren't getting the necessary education to close that gap." - Denver Business Journal

"We can continue to fall victim to a talent gap, or we can embrace the opportunity and begin to equip our students with the 21st century skills they need to succeed in the modern workforce." - The Denver Post



June 2015:

Governor Executive Order created
Business Experiential Learning
Commission to address experiential
learning in CO

There are 3 types of experiential learning, and BEL's initial focus is on expanding apprenticeships in CO

Internships



- Short timeframe and limited training and skill development
- Historically focused on “white collar” jobs
- Typically from Postsecondary
- Paid, unpaid, or volunteer

On-the-job training (OJT)



- Occurs during existing employment to enhance skills
- Focused only on skills required for existing employer
- Lacks classroom training

Apprenticeships



- Longer timeframe and significant opportunity for skill development
- Includes both OJT and classroom instruction
- Paid opportunity: “earn while you learn”
- Historically focused on trade jobs

Given shortage of “middle-skill” workers and opportunities for students and job seekers, a focused youth apprenticeship initiative offers the “biggest bang for the buck” to meet Colorado’s current needs

Research indicates that leading apprenticeship systems revolve around youth and are defined by some common characteristics



Youth-centric and a variety of career paths

Coordination and guidance provided by government

Business-led with support from all stakeholders

Metric measurement and continuous improvement

Demand-based system: applicants apply to employers

High permeability between occupations and Postsecondary

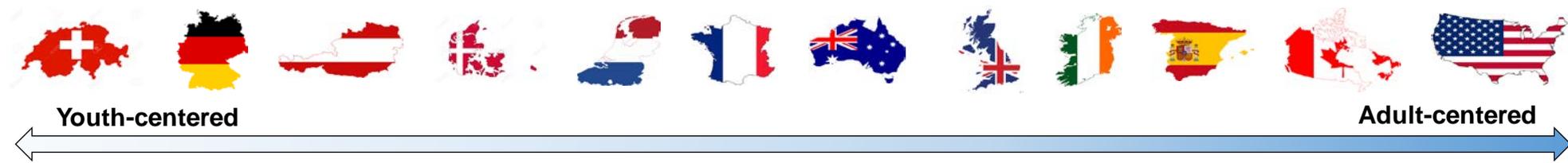
Standardized processes, competencies, and curriculum

Dual-tier systems (OJT + classroom training)

Industry Associations help define competencies to guide curriculum

Communication to drive adoption from businesses and students

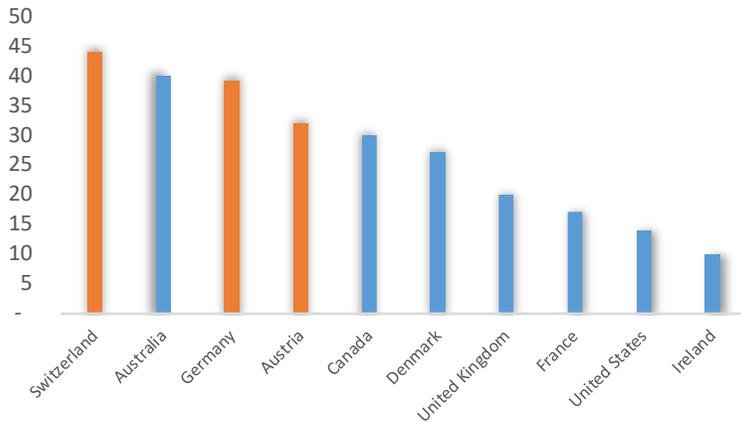
Leading apprenticeship countries, with youth as a foundation, rank highest across a variety of metrics



The leading apprenticeship systems of Switzerland, Germany, and Austria have...

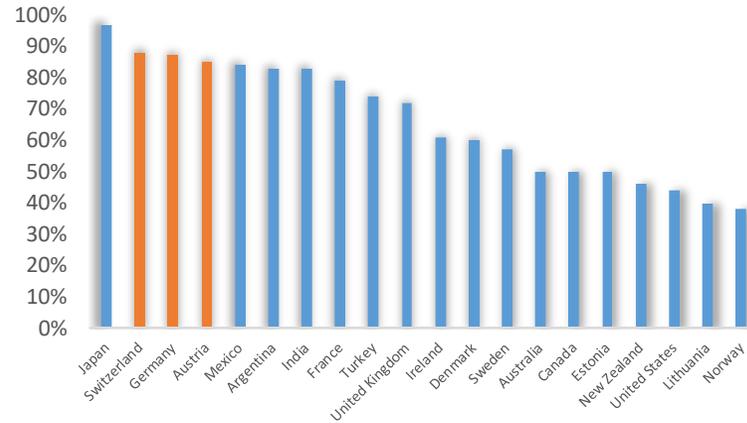
...the highest participation in apprenticeships

Apprentices per 1,000 People Employed by Country



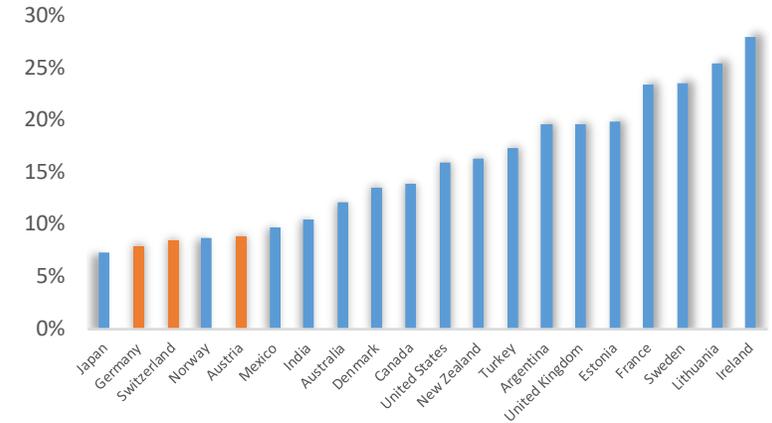
...highest apprenticeship completion rates

Apprenticeship Completion Rates by Country



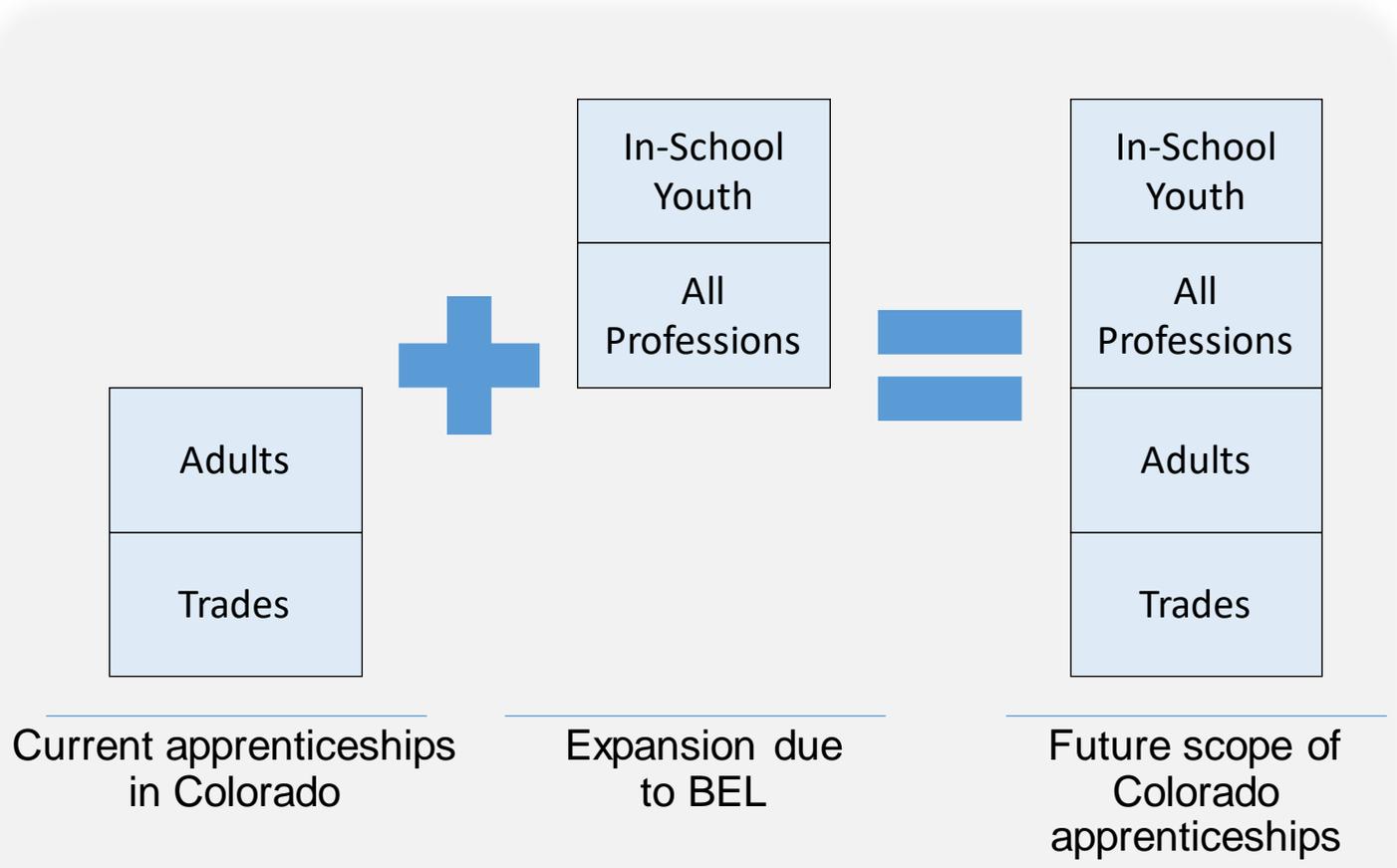
...and the lowest youth unemployment

Youth Unemployment by Country



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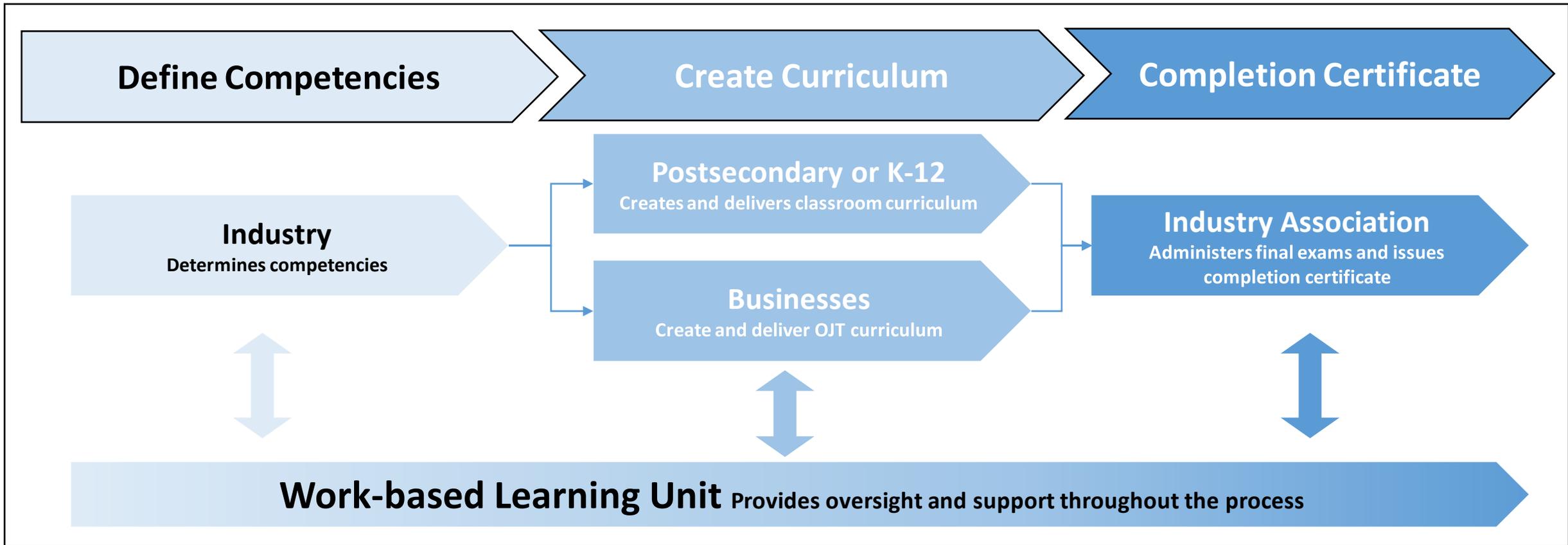
BEL will increase apprenticeships by expanding beyond adults and traditional trade careers



BEL will also provide

- 1) An **infrastructure** that existing programs can leverage if they choose to
- 2) Increased **quality assurance** (by setting standards, program entry approval, quality control, etc.)
- 3) Increased **awareness** through communication and marketing
- 4) Continuous **improvement** of the program by measuring and analyzing outcome metrics
- 5) **Standardization** (competencies, curriculum, processes, etc.)

Partner with and guide businesses and education in curriculum creation



Business Services

Skills RI's Work



Direct Hire	Train-to-Hire	Internships	Consulting	Connector
Recruit Candidates	Customize Training Curriculum	Design Programs	Research & Design	Public-Private
Screen/Assess Candidates for Jobs	Recruit Candidates	Employer of Record	HR Support	Thought Leadership
Entry Level to Management Roles	Screen/Assess Candidates for Jobs	Work Readiness Training	Secure Funding	Meeting Convener
All Industries	Secure/Leverage Funding	Recruit – Matching Based on Skills/Interests	New Business Cultivation	Partnership Development
Marketing Strategies	Secure Trainers	All Industries	Stakeholder Engagement	Referrals
Hiring Events	Project Management	High School or College	Project Management	

Workforce Intermediary Role

What Skills RI Brings to Partnerships



Program Design



**Employer of
Record**



**Stakeholder
Engagement**



Marketing



Assess Candidates



**Leverage
Funding**

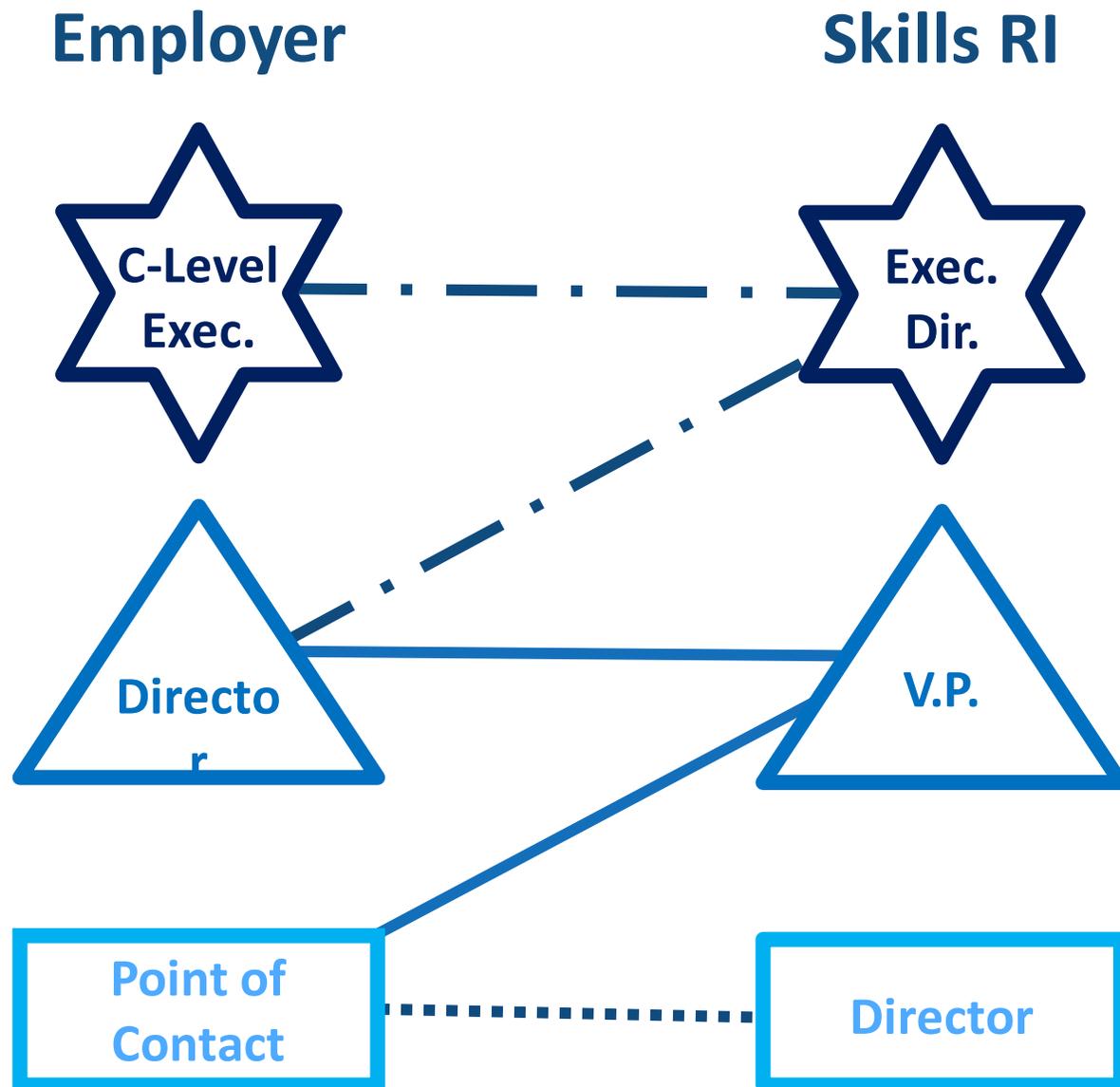


**Single Point of
Contact**



**Project
Management**

Employer Engagement Approach



Key Steps

1. Do your homework
2. Understand employer or business industry challenges
3. Identify internal capacity
4. Identify external stakeholders
5. Map out solutions based ideas
6. Develop project plan
7. Work together on solutions and execution
8. Communicate, communicate and communicate even more

Employer Portfolio

Sample of Skills RI's Employer Partners





Contact Us

www.skillsforri.com

401-680-5960

Questions?