



# NGA Policy Academy on Scaling Work- Based Learning

*Montana – Leader State*

April 9, 2019  
Point Clear, AL

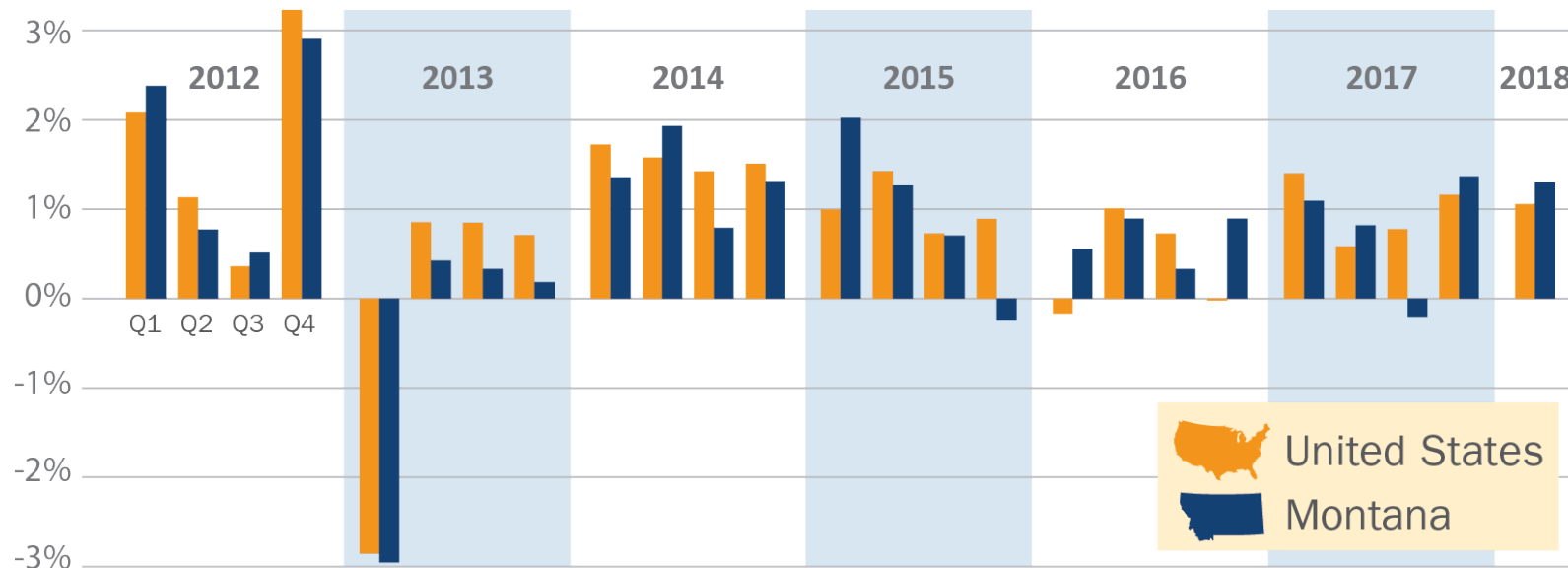
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# Montana's Economy is Growing

## Personal Income Growth by Quarter

*Montana and the United States*

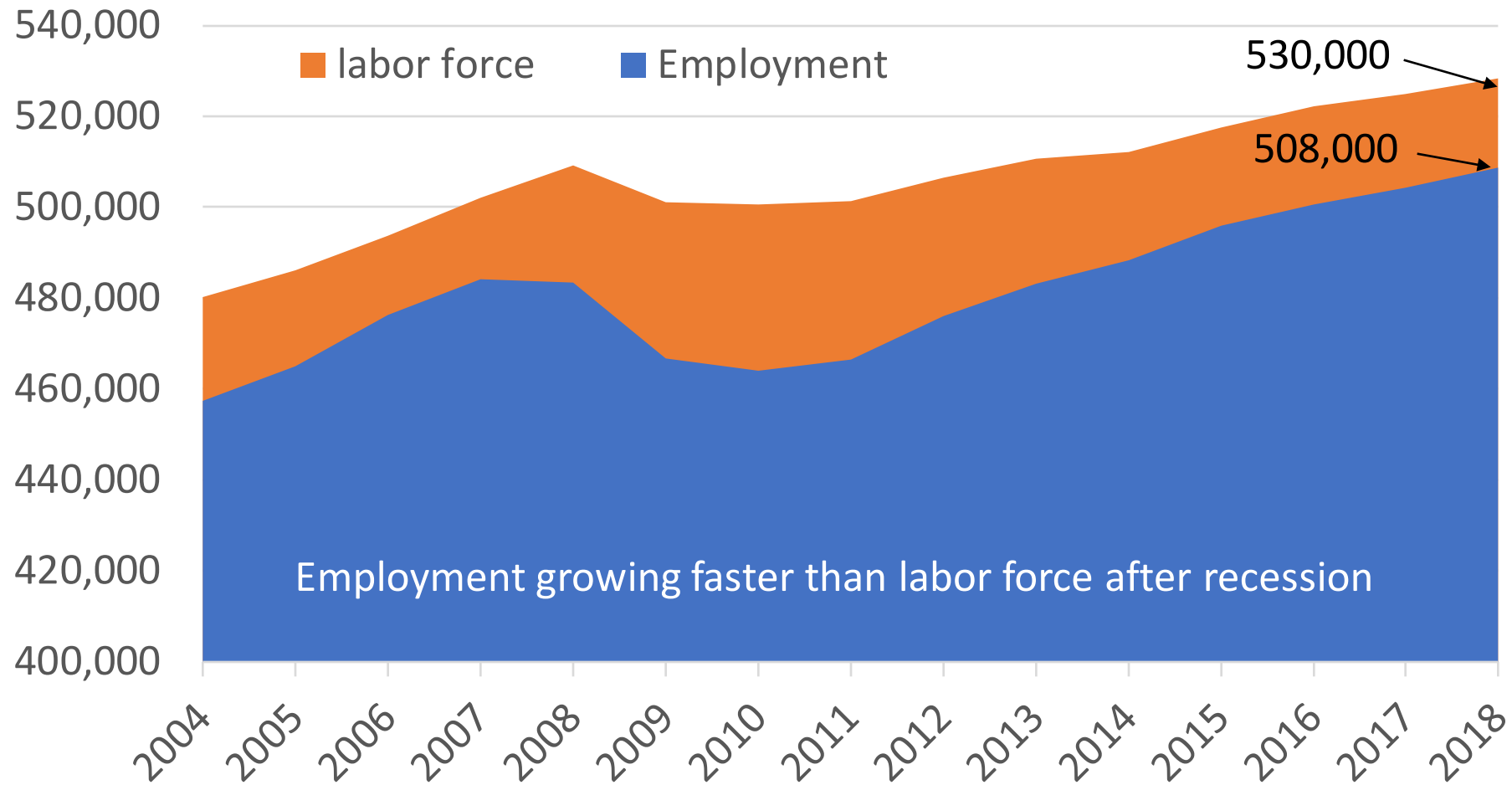


Source: Bureau of Economic Analysis (BEA), U.S. Department of Commerce (DOC)

Montana's Personal Income Growth **11<sup>th</sup>** Fastest Among States.



# Employment and Labor Force Growing



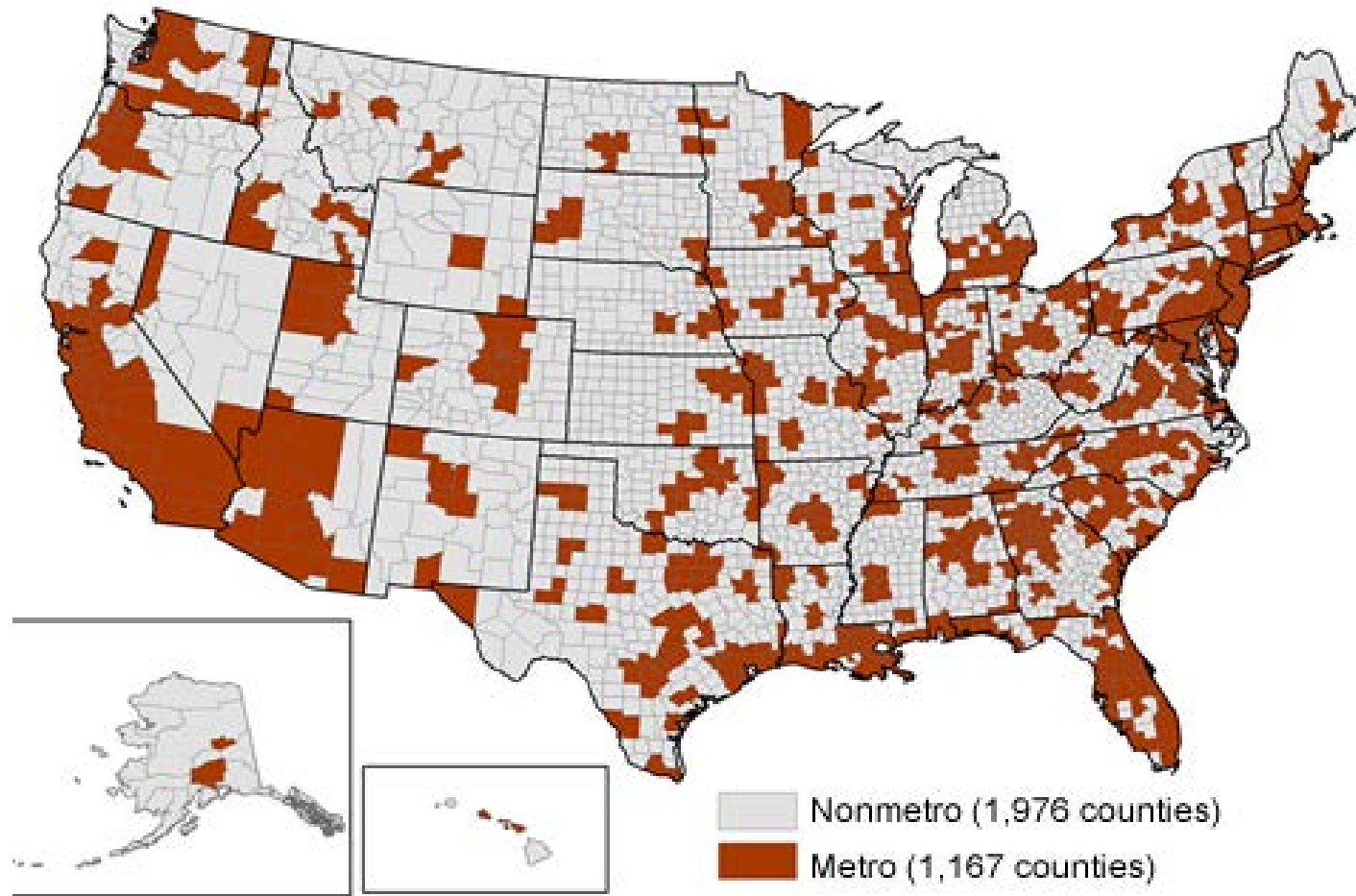


# Unemployment Rate Falling





# Montana is BIG. . . and RURAL



Source: USDA, Economic Research Service using data from the U.S. Census Bureau.





# Montana's Definition of WBL

Work-based learning is a continuum of activities that engage employers and extend the classroom into the workplace, connecting acquired knowledge and skills to a student's future employment—







# Montana's Vision for WBL

To scale and enhance high-quality WBL experiences in Montana to:

- Serve Montana's priority workforce development needs;
- Create sustainable talent development pipelines for Montana's high-demand industries;
- Foster career (and college) readiness for Montana's youth and young adults; and
- Ensure alignment of education, government, community, and business resources toward priority employer needs.





# Montana's WBL Framework

## Clear Work-based Learning Partnership Agreement

A **clear** articulation of the work-based learning partnership between the participant, the educational institution or intermediary organization, and the sponsoring employer. The agreement describes terms and expectations of the experience, including learning objectives aligned with a career pathway, duration, and the financial or educational compensation afforded to the participant.

## Authentic Work Experience Component

Participant engages in an **authentic** work experience that is of value and relevant to the sponsoring employer partner(s) workforce needs. Participant is supervised and mentored in the completion of assigned tasks and projects.

## Structured Learning Component

Participant engages in **structured** learning activities to enrich and enhance knowledge, skills, and abilities. That includes curricula linked to the sponsoring employer's skills needs and the concepts participants encounter in the workplace.

## Culminating Assessment and Recognition of Skills

The experience culminates in an assessment to gather sponsoring employer feedback and garner formal **recognition** of participants' learning and acquired skills. A partner educational institution or third party intermediary organization carries out the assessment to ensure that recognition is aligned with the attainment of a credential or progress along a career pathway.



# Montana's WBL Accomplishments

## **NGA Phase I Accomplishments**

- Convened cross-sector stakeholders to define WBL and develop a strategic plan to expand work-based learning;
- Held statewide Governor's Symposium to share resources and develop statewide capacity to deliver high-quality work-based learning;
- Increased awareness among educators, employers, businesses, students and parents of WBL and experiential learning opportunities and the benefits of WBL; and
- Aligned funding opportunities with expansion of apprenticeship and work-based learning infrastructure.



# Montana's WBL Accomplishments

## **NGA Phase II Accomplishments**

- Stakeholders have a common understanding of work-based learning and a shared statewide vision for incorporating high-quality work-based learning into education and workforce training programs.
- Statewide, stakeholders understand the value of work-based learning and are building opportunities for growth and stronger relationships between education, training, and industry partners.



# Montana's Current Work

- Governor Bullock continues to support workforce development initiatives throughout the state, including WBL. He's convened the Future Ready Cabinet comprised of cabinet members, the Superintendent of Public Instruction, the Adjutant General of Montana's National Guard, and the Commissioner of Higher Education.
- Work-Based Learning partners are developing a "playbook" for business and industry leaders interested in engaging in WBL.
- Montana is moving forward with a combined plan for WIOA and Perkins V, which will emphasize WBL along with workforce investment and career and technical education.





# How Will We Know We're Successful?

- All Montana students will have access to high-quality WBL experiences across the continuum that prepares them for college and/or career.
- Increased engagement from business and industry leaders with local school districts to develop opportunities for students.





# Challenges

Data systems that are aligned to measure participation and effectiveness of WBL programs with meaningful data to better understand the gaps and areas for improvement.





