Work-Based Learning Policy Academy TA Webinar Series: Enhancement

Friday, February 17, 2016 12:00-1:30 PM EST

> Mike Bartlett NGA Center for Best Practices mbartlett@nga.org

Housekeeping

- Today's workshop is being recorded
- Participant phone lines are muted
- Submit questions through chat box
- If you are having technical difficulties with the webinar platform, please submit questions to Kimberly Hauge at KHauge@nga.org.

Webinar Overview

- Enhance Overview
- WBL State Highlights:
 - Washington
- Examples from Sector Strategies
 - Colorado
- Questions & Answers and Wrap-Up

Enhancing Work-based Learning

Mike Bartlett, Policy Analyst, NGA Center

Quality Process

Defining Quality



Identifying Quality •



Improving Quality

Defining Quality

Clear Work-based Learning Partnership Agreement

A **clear** articulation of the work-based learning partnership among stakeholders that identifies the expectations for each partner as well as the general structure of the experience.

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.

Structured Learning Component

Participant engages in **structured** learning activities to enrich and enhance knowledge, skills, and abilities.

Culminating Assessment and Recognition of Skills

The experience culminates in an assessment to gather sponsoring employer partner(s) feedback and garner formal **recognition** of participants' learning and acquired skills.

State Highlight: Washington

Gilda Wheeler, Senior Program Officer, Washington STEM







NGA Webinar Washington State | Learning Labs Project

February 17, 2017

Gilda Wheeler, Senior Program Officer | Washington STEM

LEARNING LABS | BACKGROUND

National Governor's Association (NGA) Policy Academy on Work Based Learning (WBL)

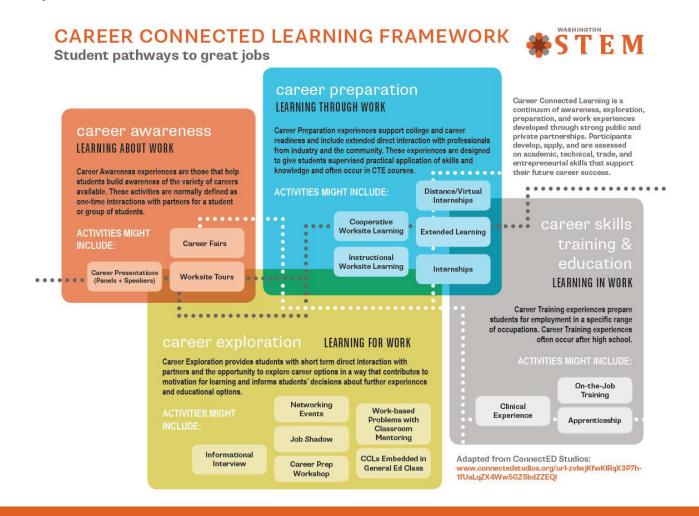
Deliverables

- Environmental Scan of Work-Based Learning Opportunities
 - Performance Accountability System for WBL
 - Governor's Summit on Career Connected Learning



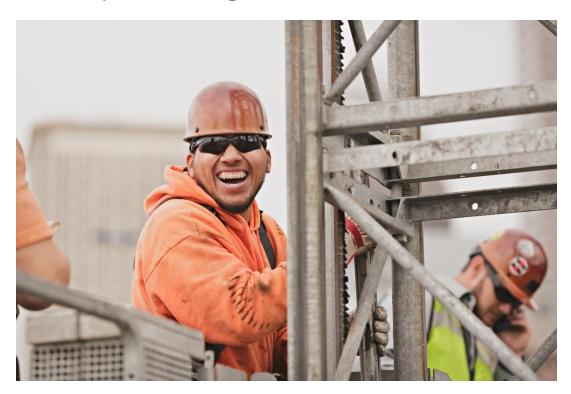
CAREER CONNECTED LEARNING | DEFINITION

...a continuum of awareness, exploration, preparation, and work experience activities aligned with curriculum and instruction to support participants' future career success.



WASHINGTON'S WORK BASED LEARNING DEFINITION

... a component of Career Connected Learning...occurs through sustained interactions with industry or community professionals in real workplace settings or simulated environments in an educational institution that foster in-depth, first-hand engagement with the tasks required of a given career field.

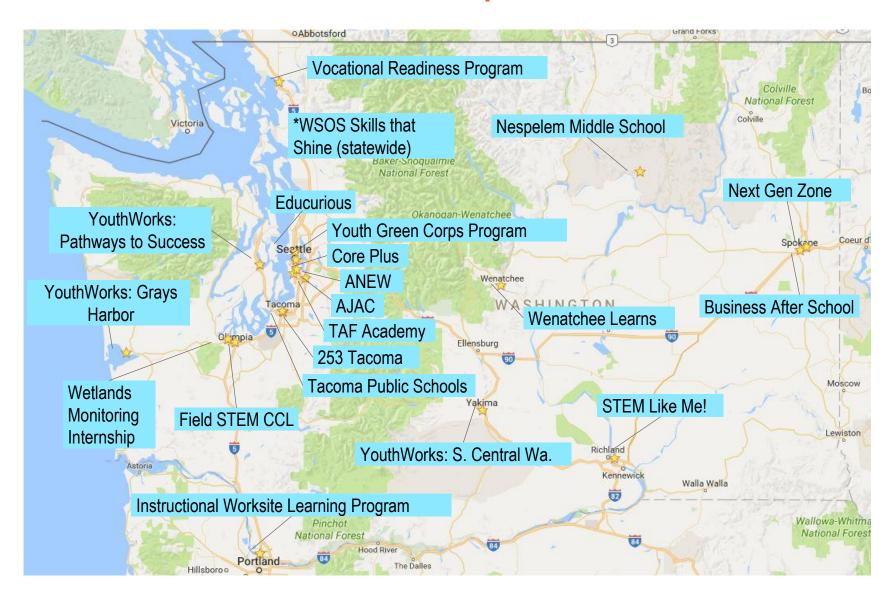


LEARNING LABS | BACKGROUND

- Identity and share promising practices and programs from across the state
- Define high quality criteria for career connected learning
- 21 programs participating
- Programs receive small grant to offset costs of participation and preparation for the May 31, 2017 Governor's Summit on Career Connected Learning



LEARNING LABS | LOCATIONS





TAF Academy



Tacoma PS



Nespelem K-9



WSDOT Wetland Monitoring

PURPOSE AND PROCESS | LEARNING LAB PROJECT

- Test and modify NGA and other criteria for effective practices
- Identify program strengths and challenges
- Curate tools & resources for sharing, replication, and scaling
- Inform policy recommendations

NGA WBL | MEASURING PROGRAM VALUE

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.

DRAFT CRITERIA FOR HIGH QUALITY | CAREER CONNECTED LEARNING

- 1. Equity
- 2. Person Centered Approach (also commonly called youth-centered or client-centered approach)
- 3. Structured Learning Component
- 4. Business/Industry and Community Based Connections
- 5. Partnership Agreement
- 6. Assessment of Effectiveness and Recognition of Skill
- 7. Part of Continuum: Not a Stand-Alone Effort
- 8. Design Fidelity
- 9. Sustainability and Implementation at Scale

SOME OF OUR KEY LEARNING

- Reframed/added to NGA criteria for high quality
- Documented the range of program types and where they fall on the continuum
- Dedicated staffing to employers is critical
- Equity is important but there are not clear frameworks or common approach

SOME OF OUR KEY LEARNING

- Focused and sustained leadership is essential for large scale transformation
- Leveraging CTE expertise and relationships beyond the CTE walls, reaches more students
- Multiple/braided funding streams are creating new opportunities at scale, particularly for Opportunity Youth
- Relationships, Relationships!

high school

IDENTIFY CAREER INTEREST AREAS & EDUCATION PATH GRADES 9-12

Job Shadows

Work-based Problems w/ Class Mentor

Internship

Pre-apprenticeship

Registered Apprenticeship

HIGH SCHOOL & BEYOND PLAN

A PUBLIC PRIVATE PARTNERSHIP FOR CAREER CONNECTED LEARNING:

Washington Youth on the Path to Great Jobs by 2020

TRANSITION TO HIGH SCHOOL PLAN

middle school

EXPLORE INTERESTS & POSITION WELL FOR HIGH SCHOOL GRADES 6-8

Career Presentations & Fairs

Career Exploration Embedded in Science & Math

> Informational Interviews

education & training beyond high school

Technical Certification

2 year degree

4 year degree

CAREER PLAN

Great Jobs in Washington

opportunity youth

IDENTIFY SHORT & LONG-TERM CAREER GOALS & EDUCATION PATH AGE 16 -24

Career Prep Workshop

Internship

Registered Apprenticeship

Building a System of Career Awareness, Exploration, **Preparation and Training**

elementary

EXPLORE INTERESTS

Industry-based

Design Challenges

school

GRADES K-5



THANKS!

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State Highlight: Colorado

Stephanie Veck, Executive Director, Colorado Workforce Development Board



NGA Work Based Learning Webinar February 17, 2017

Stephanie Veck Director, CWDC





- Key Industries
 - Trade Organizations
 Businesses

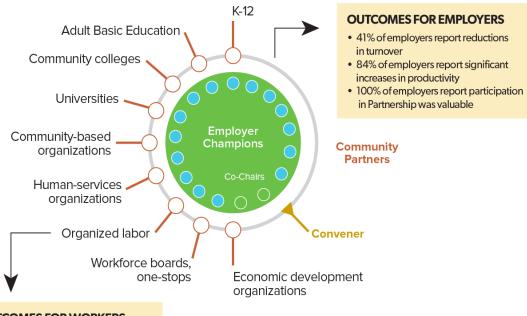
Industry

Sector Partnerships

- ☑ Priorities
- ☑ Opportunities
- ☑ Challenges
- Current and Future Needs

Policies, Standards and Metrics

EMPLOYER-DRIVEN, COMMUNITY-SUPPORTED SECTOR PARTNERSHIPS



OUTCOMES FOR WORKERS

- 48% worker participants exited poverty
- 18% higher earnings
- More likely to work in jobs with benefits



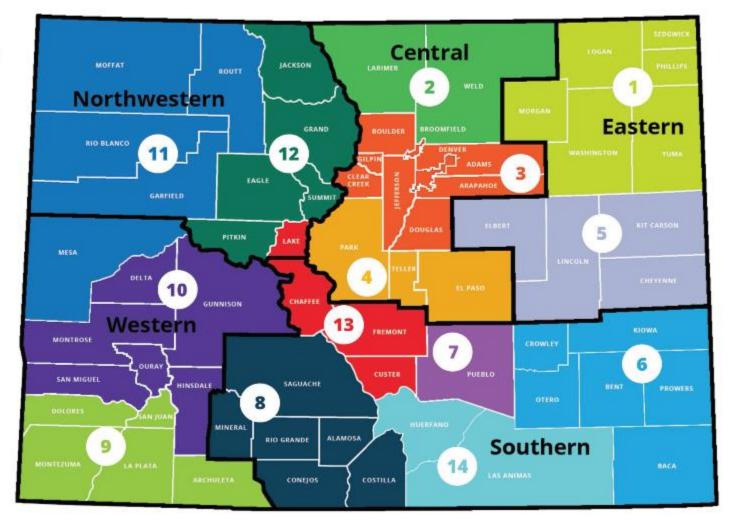
Colorado Sector Partnerships



- Exploring: Energy & Natural Resources
- Emerging: Energy & Natural Resources
- Emerging: Health & Wellness (Mesa, Delta, Montrose Counties) Emerging: Health & Wellness (Garfield, Rio Blanco, Routt Counties) Emerging: Advanced Manufacturing (Mesa County)
- 13 Active: Health & Wellness
 Emerging: Tourism & Outdoor Recreation

- 2 Active: Health & Wellness Active: Advanced Manufacturing Emerging: Energy & Natural Resources
- 10 Emerging: Health & Wellness
- 12 Emerging: Health & Wellness
- 14 Exploring: Health & Wellness

- Active: Health & Wellness
 Active: Advanced Manufacturing
 Emerging: Landscape Architecture
 Emerging: Technology & Information
 Exploring: Construction® Development
- 4 Emerging: Advanced Manufacturing Emerging: Health & Wellness
- Emerging: Health & Wellness
- 6 Active: Advanced Manufacturing Exploring: Health & Wellness
- 7 Active: Advanced Manufacturing Active: Health & Wellness
- R Exploring: Health & Wellness





Updated: October 2015



Colorado Career Pathway System:

- State Systems | Local Systems
- CP Programs | Maps | Tools

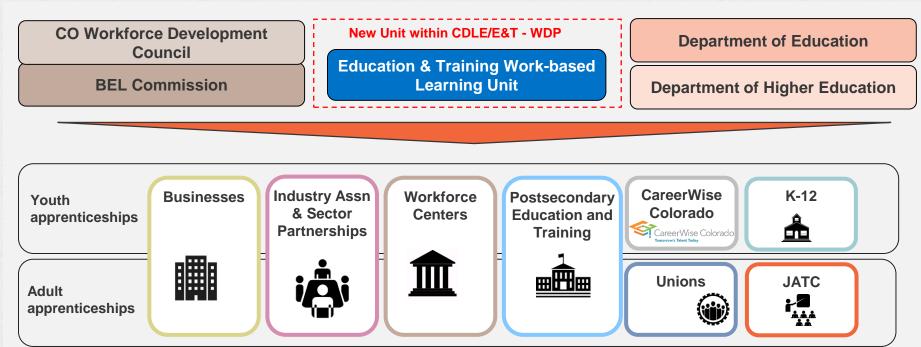
Work Based Learning embedded into Career Pathways

- Career Exploration
- Internships
- Pre-apprenticeships
- Apprenticeships
- On-the-job training



Work Based Learning Embedded into Statewide Strategies

Overall framework for the experiential learning system in Colorado:











Q&A and Discussion

Please enter any questions and comments in the chat box or unmute to chime in.

Thank you for your participation!

Resources

- State Strategies to Scale Quality Work-Based Learning;
- http://www.sectorssummit.com/ Colorado's Sector Website;
- <u>State Support for Sector Partnerships</u> Joint DOL/NGA Publication;
- <u>Talent Orchestrators: Scaling Youth Employment Through Business-facing Intermediaries</u> US Chamber Foundation;
- <u>Seizing the FUTURE</u> Achieve Inc. report on Ohio's CTE usage of WBL;
- Apprenti Overview Presentation from Cross-state meeting.

Upcoming Work-Based Learning Sessions

- Wednesday, March 8th, 3:00-4:00pm Eastern:
 WBL Learning Network Call
- Friday, March 24th, 12:00-1:30pm Eastern:
 Registered Apprenticeship in STEM Fields (3rd in Series)
- Cohort-Wide TA Webinars continue monthly from March -May