Integrating Work-Based Learning Into Your College and Career Readiness System

Designing and Implementing Quality Work-Based Learning: Webinar 1

May 2018
WBL Webinar Series

- Designing and Implementing Quality Work-Based Learning Systems: Work-Based Learning as Part of a College and Career Readiness System
- Establishing Key Partnerships for Successful Work-Based Learning: Strategies for States and Districts (June 25, 2018)
- Data-Driven Decision-Making: Assessing and Analyzing Work-Based Learning Implementation (July 2018)
- Ensuring Equity for Work-Based Learning: Supporting Rural Communities (August 2018)

https://docs.google.com/forms/d/e/1FAIpQLSc9_E6wKeaClmXrQQY-opFl6vHWo6Bjq7Z-nMbQ9i8Ns5fIEw/viewform
What Is the CCRS Center?

State education agencies (SEAs) and local education agencies (LEAs)

Build SEA and LEA capacity to implement college and career readiness (CCR) policies.

Provide technical assistance, including targeted and intensive support.

www.ccrscenter.org  CCRSCenter@air.org
Engaging With Us

Postevent feedback survey

Recorded webinar
http://www.ccrscenter.org/products-resources/ccrs-center-webinars-events
Today’s Presenters

Marjorie D. Cohen
Technical Assistance Lead
CCRS Center

Pradeep Kotamraju
CTE Bureau Chief
Iowa DOE

Renise Walker
Education Liaison
CWDC & Colorado DOE

Stacy Cristelli
Community Relations Program Coordinator
Parkview Medical Center
Agenda

- Define Work-Based Learning (WBL) and the Role of WBL in College and Career Readiness
- Learn How Two States and One Region Integrate WBL into Existing Initiatives
- Identify Additional Resources and Supports
Setting the Context
The New Minimum

55 million jobs

65% require postsecondary training

5 million unfilled

Postsecondary Education
Career or technology center credentials; associate’s degrees; and college associate, undergraduate, and advanced degrees
Student Postsecondary Preparedness

High School Graduation Rates
- 83% 2014–15 SY
- 65% English learners
- 76% Economically disadvantaged

Postsecondary Remediation Rates
- 20% 4-year institution
- 52% 2-year institution

Postsecondary Graduation Rates
- 60% graduate in 6 years
- 41% African American
- 54% Hispanic
Employers’ Perceptions

Employers cite employability skills as the most important skill.

Hart Research Associates, 2015

A lack of employability skills may contribute to a “talent shortage.”

Manpower Group, 2016

Difficulty filling jobs that require cross-cutting skills like critical thinking, collaboration, and digital literacy.
Student Perceptions

45.7%
agree that their school helped match careers with their interests/abilities.

48.7%
agree that their school helped them understand the steps to take to have the career they want.


COLLEGE & CAREER READINESS & SUCCESS Center at American Institutes for Research
Education-to-Workforce Pipeline That Prepares ALL Students With the Necessary Knowledge, Skills, and Abilities

- Academic Skills (reading, writing, math, science)
- Technical Skills (career/industry skills)
- Academic Skills (reading, writing, math, science)
- Employability Skills (transferable skills)
- Career/Industry Specialization
Continuum of WBL Experiences

Grades K–6
Career Awareness
Learning about work

Grades 7–10
Career Exploration
Learning through work

Grades 11–12
Career Preparation
Learning for work

Increasing individualization as students connect their interests, skills, and goals with career possibilities
Polling Question

- Where is your state, district, or school in implementing quality WBL?
  - Knowledge Development
  - Planning
  - Implementation
  - Sustaining
The Role of WBL in College and Career Readiness
Who is at the WBL Table?

- K-12 Education
- CTE
- Economic Development
- Labor/Workforce Development
- Higher Education
- Business/Industry

WBL
How Are States Using WBL?

State and District Visions for CCR

**Perkins**
- Where WBL has been historically
- WBL within CTE context

**ESSA**
- Title IV: “A well-rounded education”
- Who can participate in WBL

**WIOA**
- Specific requirements for WBL
- Out-of-School Youth focus
How Are States Using WBL?

Deeper Learning

How Are States Using WBL?

Employability Skills
How Are States Using WBL?

Apprenticeships

▪ WBL “Gold Standard”
▪ Federal Focus in Two Administrations

www.dol.gov/apprenticeship
https://apprenticeshipusa.workforcegps.org/
College and Career Readiness System
Polling Question

- Which existing initiatives in your state can be leveraged for WBL?
  - Expanding beyond CTE
  - Accountability in ESSA
  - Deeper learning
  - Employability skills
  - Apprenticeship
Key to WBL: Labor Market Needs

- Industry Projections
- Employer Surveys
- Labor Market Information

State/Regional Labor Market Needs
Key to WBL: Labor Market Needs

**Long-Term (2016-2026) Statewide Industry Sector (2-digit NAICS) Chart**

*Size of box relative to the employment level for that industry sector*

<table>
<thead>
<tr>
<th>Industry Sector</th>
<th>Base Estimated Employment</th>
<th>Base Estimated Employment (% of Total)</th>
<th>Projected Employment</th>
<th>Projected Employment Change (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care and Social Assistance</td>
<td>214,355</td>
<td>12.5%</td>
<td>246,890</td>
<td>15.2%</td>
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<tr>
<td>Retail Trade</td>
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<tr>
<td>Accommodation and Food Services</td>
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<tr>
<td>Wholesale Trade</td>
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<tr>
<td>Manufacturing</td>
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<tr>
<td>Family Workers</td>
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<tr>
<td>Transportation and Warehousing</td>
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<tr>
<td>Arts,</td>
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</tbody>
</table>

*Projected Employment Change (%)*

-3.9% to 38.9%

*Data Shown Reflects Geography (modify with Geography filter)*

Iowa Workforce Development, Labor Market Information Division, Industry Projections program.
Learn How Two States and One Region Integrate Work-Based Learning Into Existing Initiatives
State Example:

*Future Ready Iowa*
Future Ready Work-Based Learning in Iowa

PRADEEP KOTAMRAJU, PH.D.
CHIEF, BUREAU OF CAREER AND TECHNICAL EDUCATION
IOWA DEPARTMENT OF EDUCATION
Secondary Career and Technical Education Redesign in Iowa

Source: Iowa Department of Education, Bureau of Career and Technical Education
Work-Based Learning (WBL) Experience Continuum

Source: Iowa Work-Based Learning Guide
Optimizing a WBL Strategy Through . . .

**Defining** and identify high-quality, demand-driven WBL programs

**Elevating** the profile and importance of WBL as a critical component of the talent pipeline

**Enhancing** existing WBL programs focused on youth

**Measuring** the results of high-quality, demand-driven WBL

**Scaling** youth and employer participation in WBL statewide

Source: National Governors’ Association Policy Academy on High-Quality WBL
Definition of *Work-Based Learning* (Future Ready Iowa)

High-quality WBL comprises structured learning opportunities and authentic work experiences that include, but are not exclusive to, mentoring, internships, externships, quality pre-apprenticeship programs, and registered apprenticeship programs. Through experience with industry or community professionals in workplace settings, participants are able to foster firsthand engagement in the in-depth application of academic, technical, and employability skills to the tasks required of a given career field.

Source: Future Ready Iowa: [https://www.futurereadyiowa.gov/](https://www.futurereadyiowa.gov/)
What Makes WBL High Quality?

Add to the previous definition the following:

Alignment of WBL tasks to curriculum and instruction culminating in a recognition and assessment of acquired knowledge, skills, and abilities, thereby preparing students and young adults for success in education and careers beyond high school.

Source: Iowa Department of Education
Future Ready Iowa (FRI) Goal

It is critical to create opportunities for more Iowans to have great careers and for employers to hire the skilled workers they need to grow. That’s what is behind the FRI goal of 70% of our workforce having education or training beyond high school by the year 2025.

Source: Future Ready Iowa: https://www.futurereadyiowa.gov/
Broad Areas of Recommendations Under Future Ready Iowa

- Focus on career guidance.
- Making high school students college and career ready.
- Making college affordable for those in need.
- Providing ways by which second-chance adults acquire credentials beyond high school.
- Expand and strengthen regional alliances through collaboration.

Source: Future Ready Iowa: https://www.futurereadyiowa.gov/
WBL Recommendations Under FRI

Expand high-quality, WBL experiences, especially in high-demand fields and careers, for all students and particularly for traditionally underrepresented students.

Increase internships, pre-apprenticeships, and apprenticeships, specifically in the K–12 space, that bridge to postsecondary opportunities.

Integrate business and curriculum and build connections between school and the real world for both students (project-based learning) and teachers (teacher externships).

Leverage current examples, including STEM BEST and effective WBL intermediary networks.

Ensure equity in access across Iowa, in both urban and rural areas, and at each grade level through a statewide clearinghouse of WBL experiences.

Explore the need for additional funding for expanding WBL opportunities.

Source: Future Ready Iowa: https://www.futurereadyiowa.gov/
Get Iowans Ready: WBL Recommendations

Source: Future Ready Iowa: https://www.futurereadyiowa.gov/
Secondary Career and Technical Education Redesign in Iowa

Source: Iowa Department of Education, Bureau of Career and Technical Education
Contact Information

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State Example: Colorado
Work-Based Learning in Colorado
The Role of the State in Driving Systems Change

Presentation by:
Renise Walker
Education Liaison, Colorado Workforce Development Council
COLORADO:

- **3.0%**
  Unemployment rate  
  *(February 2018)*

- **#1**
  Job market  
  — Wallet Hub, 2016

- **#3**
  Best state for doing business  
  — 24/2 Wall Street, 2016

- **#2**
  Second highest college attainment rate in the country

- **National leader in workforce strategies and innovations**
and yet...

- Out of every 100 ninth graders, only 23 graduate from high school within 4 years, go immediately to college, and get a 2- or 4-year degree (within 3-6 years).

- There is a **mismatch** between projected job requirements and current education levels in Colorado.

- Employers are clamoring for people with the **right training and skills**.
Colorado’s Education Landscape

- System of Local Control
- 900,000 K-12 Students
- 178 School Districts
  - 148 rural school districts
    - Serving 15% of students
- 400,000 Undergraduate & Graduate Students
  - 13 four-year institutions
  - 15 two-year institutions
  - 3 area technical colleges
  - Private occupational schools
  - Private institutions
- 65,300 Opportunity Youth
Vision:

Implement a work-based education and training system that meets the needs of Colorado’s diverse economy, connecting students, job seekers, schools, employers, and civic agencies with experiential learning, training opportunities, and careers.

(Source: BEL Commission)
Colorado’s Evolution of Work-Based Learning (WBL)

- **2010**: Colorado Workforce Council reconstituted with business focus

- **2011**: Governor Hickenlooper creates Workforce and Education Cabinet

- **2014**: Sector partnerships take off

- **2015**: Package of workforce legislation passes Colorado General Assembly

- **2016**: Colorado becomes first state to partner with Skillful and the Markle Foundation

- **2017**: Colorado receives USDOL Apprenticeship Grant

CareerWise launched

Governor signs executive order creating Business Experiential Learning Commission
## Intersection of Skill-Based Hiring and WBL

### Industry Leadership
Industry adoption, competency identification & review, co-production of talent
- BEL Industry Engagement Committee
- CWDC
- Industry Intermediaries

### Governance & Strategic Oversight
- BEL & CWDC

### Funders
Stand-up Innovation
- National, Statewide, Local

### Public/Private Partnerships
Innovation & Program Development
- Skillful
- CareerWise Colorado
- Denver Opportunity Youth Initiative

### Program Guidance & Coordination
Registered Apprenticeship Coordination, program guidance, communication & awareness, track progress of programs
- WBL Unit—CDLE

### Education Collaboration
Co-production of talent, structured & academic learning, Support credential attainment
- BEL Education Pathways
- CWDC Education & Training Committee
- CDHE
- CCCS/CTE
- CDE

### Communications
- BEL Communications

### Measurement, Quality & Evaluation
Assess quality, monitor progress
- BEL Education Pathways
- CDE

### Nonprofit & Community Partners
- Program Support
Governance and Strategic Oversight

Colorado Workforce Development Council

• Governor appointed, industry-led, cross-system coalition of state agencies and partners working together to better serve students, job seekers, workers, and businesses.
• Aligns the efforts of economic development, education, workforce development, and government and business stakeholders at the local, regional, and state levels.
• Works to strengthen Colorado’s talent development system.

Business Experiential Learning Commission

• Created by Governor’s executive order.
• Develop, evaluate, and implement a systemic solution for integrated work-based education and training to meet the needs of Colorado’s economy.
• Four subcommittees:
  ○ Metrics Committee
  ○ Industry Engagement Committee
  ○ Educational Pathways Committee
  ○ Communications Committee
Colorado Resources

WBL Resources
- Work-Based Learning Continuum
- Thriving WBL Community Assessment
- TalentFOUND Terms
- Partnering within Colorado’s Talent Development Network Videos
- Accelerating WBL Workbook
- Coming soon: ApprenticeshipEvolution.com

Talent Development Resources
- Talent Pipeline Report
- TalentFOUND Gateway
- CareersinColorado.org
- Launchmycareer COLORADO.org
- Skillful.com
Talent Development Network

Accomplishments

- WBL Continuum / Competency Based / Sectors Summit; Expansion of 20 Registered Apprenticeship Programs (222% of the USDOL Goal for Colorado; eight of 20 are competency-based models; three are hybrid)
- CDE, WBL Incubator, & Industry Credentials
- CDHE Expansion of Industry Recognized Credentials
- CCCS Career & Technical Education Industry Informed Curriculum Design
- Denver Opportunity Youth Initiative (partnership with DMCC)
- CDHS & CDLE CW STEP Program (transitional jobs)
Local Example:

*Pueblo District 70 and Parkview Medical Center (Colorado)*
Parkview Medical Center
STEP Program
Stacy Cristelli

• 350-bed facility in Pueblo, Colorado
• Private, nonprofit
• Level II trauma center
• 3,000+ employees, largest employer in Pueblo
• Employed by Parkview since 1995, Community Outreach Coordinator since 2006
• Other educational opportunities include, but are not limited to:
  • Health Academy District 60
  • Job shadowing
  • Career fairs
  • Various educational advisory boards
School to Employment Program (STEP)

- School to Employment (STEP) Program founded in 2002, first graduating class in 2003. Celebrating 15 years; 304 students have completed the program.
- 85% retention rate into the healthcare field.
- Marketed to District 70 high schools (Pueblo West, County, Rye, and School of Engineering & Biomedical Sciences) spring semester of junior year.
  - Application
  - Interview offered to all qualified candidates; interviewed 74 in 2018
  - 18-week medical rotation for 27 students, 19 fall semester, eight spring semester
STEP, continued

- Designed curriculum by district and Parkview to provide work-based learning
  - Weekly journals
  - Seminars
  - Interviews
  - Mentor evaluations
  - Final project—design thinking innovation, 35% of grade
  - 20 volunteer hours/summer
  - 104 observation hours within the 18 weeks
  - Pueblo Community College Credit for class HPR 100: Intro to Health (3 credits) and HPR 104: Health Career Options and Readiness (1 credit) (new in 2017–18)
  - Letter grade
  - Pre-/post-testing to earn Certificate of Proficiency from the National Consortium for Health Science Education
  - HB16-1289 reimbursement for qualified programs—19 areas of healthcare science
  - Employment opportunities at Parkview upon graduation
Questions and Answers
What questions do you have for our presenters?
Resources: CCRS Center Website

https://ccrscenter.org/state-work-based-learning-initiative
WBL Definitions

https://ccrscenter.org/sites/default/files/WorkBasedLearning_StateDefinitions.pdf
Developing a College- and Career-Ready Workforce

https://ccrscenter.org/implementation-tools/developing-college-and-career-ready
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Evaluation Questions