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Enough is Known For Action:

Implementing Work Experience Models for Youth

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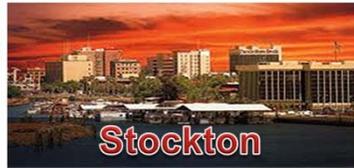
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Today's Presenters

Tiffani Thomas, Moderator
Office of Discretionary Programs
Employment and Training Administration
U.S. Department of Labor, Region 6

Evan Rosenberg
Office of Workforce Investment
Employment and Training Administration
U.S. Department of Labor

Expert Peer Presenters
Sheilah Goulart – Stockton, California
William Bass – Los Angeles, California
Jamie Bernthal – Madison, Wisconsin

 **Stockton**

 **Los Angeles**

 **Madison**

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Webinar Context

Enough is Known For Action:

Implementing Work Experience Models for Youth

- Second in the webinar series
- In response to your requests in our WIOA Consultations!
- Title builds on Brandeis Enough Is Known For Action Conference
 - Materials available at <http://cyc.brandeis.edu/Employ-educate-support-youth/EnoughisKnownforAction.html>



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Learning Objectives for Today

- **Better understanding of:**
 - The youth unemployment challenge we face
 - The priority of the new work experience program element under WIOA
 - Why it is important
 - How to track work experience expenditures
 - How to plan for implementing the work experience priority
 - How the work experience connects to academic and occupational education
 - How the work experience connects to a career pathway





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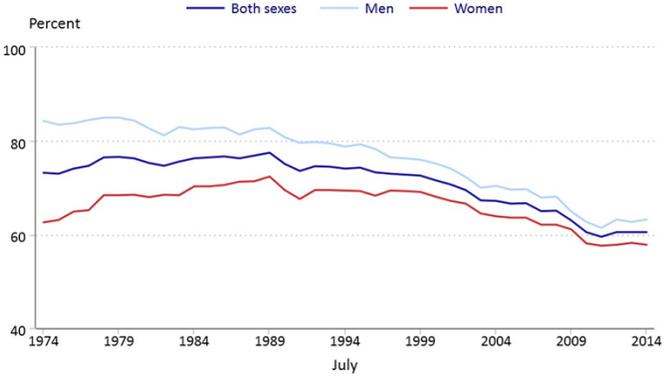
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Youth Unemployment Challenge



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Youth Summer Labor Force Participation Rates Dropped Sharply Over Last 40 Years



Year	Both sexes	Men	Women
1974	74	84	64
1979	76	85	68
1984	76	83	70
1989	78	83	72
1994	75	80	70
1999	74	78	70
2004	68	72	65
2009	62	68	60
2014	60	65	58

Labor force participation rates of 16- to 24-year-olds in July, by sex, not seasonally adjusted, 1974–2014

Source: U.S. Bureau of Labor Statistics.



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Youth Unemployment Challenge

- **Long Term Consequences from lack of work experience**
 - Lower productivity
 - Lower wages
 - Lower employment rates later on in a young person's career
 - Lower expectations for what one can accomplish among jobless young people
- **Public Losses**
 - Estimated loss to federal and state governments almost \$8.9 billion annually (lost wages and higher public benefits)
(Source: Young Invincibles)



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Evidence Base for Work Experience – What the Research Shows

- Paid work experience may improve educational and employment outcomes for disconnected youth, including increased high school graduation rates
- Sector-based employment programs, which provide short-term training and work experience in a targeted, in-demand industry sector, yield promising results for older (18+) out-of-school youth
- Greater involvement from the private sector and from employers are aspects of programs that are more successful in connecting youth to work
 - Employer participation in skill development, career exploration, and the creation of opportunities for work experience is crucial to producing successful results for youth
- Increased investments in career-related experiences during high school can improve students' post-secondary and labor market prospects



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Work Experience Program Element under WIOA



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- **Paid and Unpaid Work Experiences** is one of the 14 program elements authorized under WIOA
- Work experience must have academic and occupational education as a component
- Summer Employment Opportunities was its own program element under WIA
 - Now a sub-element under work experience under WIOA





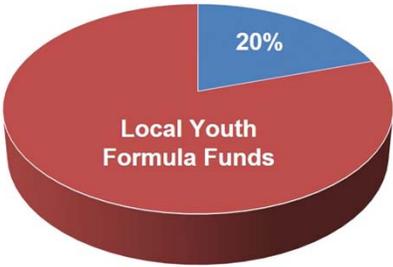
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Priority on Work Experience



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At least 20% of local Youth formula funds must be used for work experience including:

- Summer and year-round employment opportunities
- Pre-apprenticeship
- Internships & job shadowing
- On-the-job training

Funding Work Experiences



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Tracking Work Experience

- **The 20% minimum expenditure requirement applies to overall local area youth funds** (*minus expenditures on administrative costs*)
 - The minimum expenditure rate is not applied separately for in-school and out-of-school youth
- **Work experience expenditures will be a new data element in ETA's revised Local 9130 financial report**



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Enough is Known for Action

Three areas we can plan for **NOW**



Identify Essential Partners



Incorporate new work experience requirement in RFPs



Create meaningful work experiences

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Planning for Work Experience Priority: Identify Essential Partners

- **Employer Partners Critical: Partner with employers to provide work experiences in high growth in-demand industries/occupations**
- **Partner with school districts for work experience for in-school youth**
 - Because most funding will be devoted to out-of-school youth, important to partner with school districts through programs such as Career Academies, Youth Career Connect, and others
- **Youth Committees can help coordinate these services**



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Planning for Work Experience Priority: Incorporate into RFPs

- Incorporate new work experience priority into Request for Proposals for youth service provider contracts





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Planning for Work Experience Priority: Create Meaningful Work Experiences

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- Incorporate academic and occupational education into work experiences
- Keep in mind increased age range for out-of-school youth
 - Types of work experiences for 16-18 year olds may be different than 22-24 year olds
- Connect work experiences to broader career pathways
- Match participants with work experiences based on participants' interest, goals, education level, etc.
- Ensure youth have basic workplace readiness skills prior to placing them in a work experience
- Remember worksite supervision is critical



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Checking In: Polling Question

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Considering what you know now, how ready are you to implement the 20% Work Experience Requirement?

- Confident and will have no trouble meeting the 20%
- Expect to have significant work experience expenditures, but getting to 20% may be difficult in first year
- Very concerned about 20%; seeking more guidance & technical assistance



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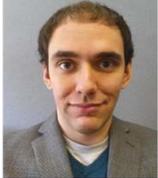
Peer Presentations!

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San Joaquin County Office of Education
James A. Mousalimas, County Superintendent of Schools

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Work Experience Opportunities at San Joaquin County Office of Education (SJCOE)



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San Joaquin County Office of Education
James A. Mousalimas, County Superintendent of Schools

- Exceptional work experience provider
- Great alignment and leverage opportunity for WIBs, apprenticeship programs, and employers to partner
- WIA Youth Provider since 2002 (WorkStartYES)
- YouthBuild Provider since 2006 (YouthBuild San Joaquin)
- Recycling/Natural Resources Employer since 2009 (San Joaquin Regional Conservation Corps)



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WorkStartYES



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- Serving ISY/OSY for 12 years in WIA funded Younger Youth Program
- Partnership between SJCOE and WorkNet (local WIB)
- Multi-year program for ages 16-21 (moving to age 24 in 2015)
- SJCOE Career Developers focus on basic skills remediation, high school completion, mentoring, work readiness workshops, leadership development, placement, and follow-up
- WorkNet Career Developers focus on subsidized and unsubsidized employment opportunities





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YouthBuild San Joaquin



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- Serving OSY for 9 years in DOL-funded YouthBuild Program
- Partnership between SJCOE, Habitat for Humanity, Carpenters and Laborers Unions, San Joaquin Building Trades Council
- Multi-year program for ages 17-24
- High school completion and post-secondary readiness
- Construction training for industry-recognized credentials
- Leadership and Career Development Workshops
- AmeriCorps/Community Service
- Structured long-term post-placement programming





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San Joaquin Regional Conservation Corps



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- Serving OSY and graduates for 5 years in CalRecycle and fee-for-service funded local conservation corps program
- Partnership between SJCOE, CalRecycle, River Partners, and variety of municipalities and non-profit agencies
- Multi-year program for ages 18-25
- High school completion and post-secondary readiness
- Landscaping and environmental stewardship training
- Leadership Development
- AmeriCorps/Community Service



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Youth Barriers to Success

- **Attendance**
 - Incentive Program and Bus Passes
- **Basic Skills Deficiencies**
 - Tutoring and CAHSEE classes
- **Drug Use**
 - Referrals to Behavioral Health

- **Driver's License**
 - Study Groups
- **Transportation**
 - Bus Passes






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Academic Connections to Success



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- **Academic program taught with a focus on construction**
 - Math teacher a former general contractor
 - Social Science class focuses on history of American worker
- **Wednesday workshops focus**
 - Leadership and work ethic
- **Community Service projects focus**
 - Community Garden and Litter Abatement
- **Awards program focus**
 - Character traits of a successful person

Invitation to Chat

How do you tie work experience to academic education?



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Training Connections to Success



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- **Workshops and Field Trips (WSYS) = Post-Grad Plan**
 - Work Readiness Workshops
 - College/Industry Tours
- **Construction (YBSJ) = Industry Recognized Certificates**
 - Habitat for Humanity
 - USS Lucid
 - Laborers Safety Cert. Week/HazWoper
- **Recycling/Natural Resources (SJRCC) = Resume Builder**
 - Recycling CRV, Used Tires, Electronic Waste, Used Oil
 - Landscaping and Habitat Restoration
 - Litter Abatement and Blight Remediation



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Employer Partners are Key to Success



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- **Direct entry with Carpenters and Laborers Union (YBJS)**
 - Use Carpenters Boot Camp activities for Mental Toughness
 - Sample Mental Toughness Curriculum:
[http://application.jff.org/userImages/files/Orientation_Mental_Toughness1\(2\).pdf](http://application.jff.org/userImages/files/Orientation_Mental_Toughness1(2).pdf)
 - Contract with Laborers to offer all safety training
- **Entered into MOU with Building Trades Council (YBSJ)**
 - Will begin using MC3 curriculum in fall
 - Host annual Career Trades Fair at school site
- **Entered into MOU with River Partners and Cities (SJRCC)**
 - Work Crews employed by SJRCC but work for non-profit on environmental stewardship projects
 - Work Crews employed by SJRCC but work for cities on beautification and litter abatement projects



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Work Experience Opportunities for Success



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- **Summer work crews are available via WorkNet and at Habitat for Humanity and SJRCC**
 - Students must complete application, resume, and cover letter and secure three letters of recommendation
 - Students working for WorkNet must complete summer workshops
 - Students must interview for a position
 - Students attending summer school to complete diploma can have flexible school schedule to accommodate summer work



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Thank you!
Sheilah

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- **LAUSD covers 710 square miles**
 - Most of the city of Los Angeles
 - Portions of 31 cities and unincorporated areas of LA County
 - Areas served range from rural at District outskirts, to highly urbanized in central Los Angeles.
- **Population**
 - 4.8 million people live within LAUSD's boundaries
 - 643,493 students enrolled in K-12
 - 255,697 enrolled in Adult Education programs = 899,190 students.
 - 158 high schools and high school magnets, 55 Options Schools, 1 Regional Occupational Program/Center and 26 Alternative Education Work Centers.
 - Linked Learning in 36 pathways at 24 high schools



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Student Demographics –

Our students reflect the communities we serve:

Free or Reduced Price Meals	80%
English Language Learners	161,484 students
Latino	73.4%
African American	10%
White	8.8%
Asian	3.9
Filipino	2.2%
Pacific Islander	.04%
American Indian	.04%
Two or more races, not Latino	1%



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4 Core Components of Linked Learning

- Rigorous Academic Experience
- Challenging Career-Technical Component
- Work-Based Learning Experiences
- Strong Support Services



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Linked Learning improves student outcomes and provides a basis for systemic high school reform

<p style="font-size: x-small; margin: 0;">FINDINGS Greater postsecondary enrollment</p> <p style="font-size: large; font-weight: bold; margin: 0;">9% more</p> <p style="font-size: x-small; margin: 0;">Linked Learning students attended four-year postsecondary education, compared to their peers.</p>	<p style="font-size: x-small; margin: 0;">Reduced barriers to success</p> <p style="font-size: large; font-weight: bold; margin: 0;">72%</p> <p style="font-size: x-small; margin: 0;">of Linked Learning students agree:</p> <p style="font-weight: bold; margin: 5px 0;">"I know a lot about college and career planning."</p>
<p style="font-size: x-small; margin: 0;">Increased income after high school</p> <p style="font-size: x-small; margin: 0;">Male students participating in programs combining academics and career preparations earned</p> <p style="font-size: large; font-weight: bold; margin: 0;">\$10,000 MORE</p> <p style="font-size: x-small; margin: 0;">in the four years following high school.</p>	<p style="font-size: x-small; margin: 0;">Higher high school graduation rates</p> <p style="font-size: large; font-weight: bold; margin: 0;">95%</p> <p style="font-size: x-small; margin: 0;">of 12th-grade students in California Partnership Academies graduated</p> <p style="font-size: x-small; margin: 0;">compared to 85% of 12th-grade students statewide.</p>

Source: <http://irvine.org/linkedlearning2014/evidence/evaluation>



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Infrastructure to Support Work Based Learning



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Level	Activity
Regional	<ul style="list-style-type: none"> Recruit, hire, and support staff to perform below functions Engage major regional employers and seek commitments Establish staff regional industry advisory councils Establish technology infrastructure to collect, monitor, and report employer partnerships and involvement Select tools for use by districts, schools, pathways, and employers
District / Community	<ul style="list-style-type: none"> Support effectiveness of pathway advisory boards Determine sequence of WBL experiences for students Partner with Chamber to recruit local, small businesses Align after school resources to support WBL Align WBL with district assessment and accountability Solve issues related to liability and insurance
School / Pathway	<ul style="list-style-type: none"> Match students with WBL experiences Link WBL experience with pathway projects Monitor and evaluate quality of student experiences Assess students' progress toward meeting learning outcomes



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Regional Hub of Excellence Intermediary Functions



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Regional Hub of Excellence



The diagram illustrates the 'Regional Hub of Excellence' structure. At the center is a brown box labeled 'BACKBONE ORGANIZATION'. Surrounding it are several functional areas:

- Support for Pathway Quality** (blue box): Includes Professional Development, Alignment with Workforce and Economic Development, and Coaching.
- WBL Infrastructure** (red box): Includes WBL System and Employer Engagement.
- Engaged Partnerships** (green box): Includes Community Engagement and Postsecondary Alignment.
- Awareness & Advocacy** (orange box): Includes External Communications, Policy & Advocacy, and Data, Research & Evaluation.



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How Do We Provide Quality Work Experiences? Rigorous Academic Experience

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For Students:

- Link academics with the CTE program through rigorous, interdisciplinary, real-world, Common Core aligned projects
- Team with industry professionals around curriculum development, project development, and feedback/evaluations on projects
- Provide a spectrum of WBL experiences: professional guest speakers, workplace tours, job shadowing, mentorships
- Developed Work Readiness training (provided by ConnectEd Studios) and certification which leads to summer paid internships



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How Do We Provide Quality Work Experiences? Rigorous Academic Experience

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For Faculty:

- Provide externships so teachers can develop lessons aligned to their discipline and industry sector
- Provide Professional Development for pathways across industry sector to share best practices and to interact with professionals

District provides:

- All vendors who respond to RFPs in the district must offer WBL experiences for LAUSD students—receiving a scoring preference for the quality and quantity of experiences offered
- Intermediaries and other organizations working with WBL coordinators to provide these experiences such as United Way of Greater LA, LA Area Chamber of Commerce



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How Do We Provide Quality Work Experiences? Challenging Career-Technical Component

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With the alignment of Career Technical Education under the Linked Learning program, the CTE offerings at LAUSD

- Align with the pathway industry sector at the campus
- Provide A-G credit, so students can meet University of California entry requirements and graduate on time
- Earn dual credit in the Community College system so students get a head start on post-secondary credits
- Are making progress toward the goal of professional certifications in their industry sectors that are marketable and lead to living wage jobs



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Checking In: Polling Question

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How do you tie work experience to a career pathway?

- Aligns with an industry sector pathway
- Gives advanced standing/dual credit at a community or technical college
- Provides advanced standing/dual credit at a 4-year university
- Other

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- **Work Based Learning experience(s) that align with the pathway Industry Sector**
 - Supported by prerequisite Work Readiness training and certification by the pathway
- **During the school year, students experience**
 - Professional guest speakers
 - Workplace tours
 - Job shadowing
 - Other Career Awareness and Exploration activities
- **These activities + Work Readiness training and certification lead to Summer Internships aligned to the pathway Industry Sector, ideally at the businesses providing Work Based Learning enrichment opportunities**



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- **Generating Work Based Learning opportunities requires relationship management, clear expectations of employer and student, and internship ready students**
- **We ensure these elements of success by**
 - Developing and maintaining relationships with local and regional businesses surrounding and supporting our schools and communities
 - Ensuring that our employer partners feel supported and valued by Work Based Learning Coordinators, with a “high touch” interaction model
 - Helping our employer partners understand what a quality internship, that provides ample learning and professional exposure for our students, looks like and supporting that model with job aides and frequent contacts
 - Providing our students with Work Readiness training and certification that can include in a professional e-portfolio, provided by ConnectEd Studios

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How Do We Provide Quality Work Experiences? Strong Support Services



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- Additional Counseling
 - Individualized attention when case loads reasonable
- Tutoring
 - Available to YCC students to help recover credits, keep students on track academically, and graduate on schedule
- Summer Bridge
 - Eases the transition from middle to high school
 - Builds peer support networks amongst incoming students
 - Immerses students in the pathway industry sector
 - Develops leadership skills in 9th graders and 12th grade Summer Bridge Leaders
- Information Technology
 - Computing equipment allows us to leverage credit recovery software packages and tutoring programs
 - Helps keep students on-track to graduate on time



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What Our Stakeholders Say



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“Worth every dollar you invest.”

Sheauen, Human Resources at Fullscreen, Inc.



San City's Robert Rodriguez gives props to El Rey Network intern German



If you get a chance to get an internship, don't hesitate to say yes, because you never know what you're going to learn or who you're going to meet!
TIP intern, Yee Jin, with Mayor Eric Garcetti



“Internships are the way that you not only learn how to work but you learn about the possibilities of different types of work.”

-Mayor Eric Garcetti



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Considerations for Employers and Program Staff

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- **Out-of-school youth are harder to reach, so your partnerships need to include organizations already serving this population**
 - Workforce Investment Boards
 - YouthSource Centers
 - WorkSource/OneSource Centers
 - Community & Faith-based Organizations
 - Educational Options Programs (Options, Continuation, Pregnant Minor, Opportunity, and other school types)
- **Restorative Justice programs are being implemented across LAUSD, focusing on keeping students on campus and in school**
 - Suspensions and expulsions have dropped



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William



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Jamie Bernthal

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What is Wisconsin's Youth Apprenticeship Program?



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www.workforce3one.org

- Statewide [paid work experience](#) initiative
- Not a Registered Apprenticeship program but could be considered a [pre-apprenticeship program](#) under WIOA
- [One](#) or [Two year](#) program
- Combines academic & technical instruction with [mentored on-the-job training](#)
- [900](#) hours work-based learning and [360](#) hours classroom instruction ([450](#) and [180](#) for one year option)
- Receives [Certificate of Occupational Proficiency](#) on completion



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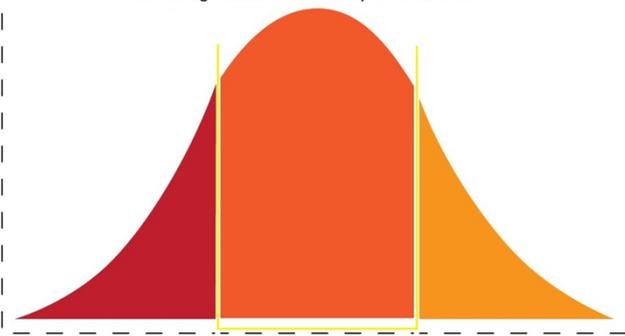
Who do we serve – YA history



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YOUTH APPRENTICESHIP'S "FORGOTTEN HALF"

Not college-bound, not severely skills-deficient



LOW PERFORMERS AVERAGE PERFORMERS HIGH PERFORMERS



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The YA Program Today

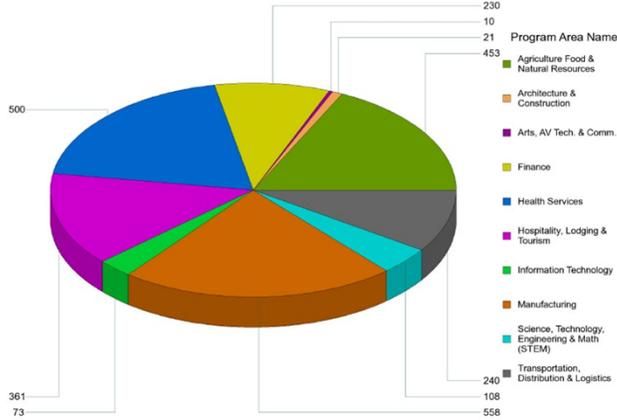


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Fiscal Year 2013-14

- YA Enrollees: 2,555
- Active Employers: 1,775
- Active Local Consortia: 32
- Average Student Wage: \$10.04
- Completion Rate: 81%
- Employment Offer Rate: 76%
- Enrollee Demographics: 40% female, 7% minority

Enrolled Students by Career Cluster Area



Program Area Name	Count
Agriculture Food & Natural Resources	230
Architecture & Construction	10
Arts, AV Tech. & Comm.	21
Finance	21
Health Services	500
Hospitality, Lodging & Tourism	361
Information Technology	453
Manufacturing	558
Science, Technology, Engineering & Math (STEM)	240
Transportation, Distribution & Logistics	108



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YA Program Implementation



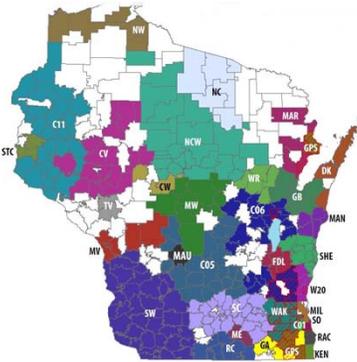
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YA Regional Consortiums

- WI is divided into 33 YA consortiums
- Each consortium has a designated YA Regional Coordinator and a Steering Committee

Participating School Districts

- On site teacher/staff coordinator
- Nearly 300 school districts and over 200 high schools in WI





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YA Program Implementation



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Local model:

- Responsive to local economy
- Selects appropriate education
- Reduces administrative costs

Invitation
to Chat

How does the state
best support local
efforts to serve
youth?



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Skill Competencies

- Developed by industry
- Standardized statewide
- Simultaneous work and learning
 - Learning objectives represent student knowledge
 - Worksite competencies represent student skills and abilities
- Flexible instruction delivery





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Structured Work Experience

- Paid on-the-job work experience
- Exposure to multiple aspects of industry
- Skilled mentors



US Senator Ron Johnson (R-WI) congratulates youth apprentice Anthony Theo at a recent visit to Matzel Manufacturing.



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Future Goals

- Continue to grow enrollments
- Deliver articulated credit and industry credentials to students
- Build relationships with Registered Apprenticeship
- Dual enrollment of WIOA Youth

YA Enrollments

Year	Enrollments
2003-04	2200
2004-05	1900
2005-06	1900
2006-07	1900
2007-08	1800
2008-09	1900
2009-10	1600
2010-11	1600
2011-12	1600
2012-13	1900
2013-14	2500
2014-15	2200

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Implementing Work Experience Models for Youth

Jamie

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Workforce One
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For Additional Information on Today's Presentations

Workforce One
Find resources for Workforce System Success
www.workforce3one.org

Information on Linked Learning:
<http://linkedlearning.org/>

Information on the Linked Learning Program at Los Angeles Unified School District:
<http://linkedlearning.lausd.net/>

Information on the LAUSD Linked Learning Vendor Program:
<http://achieve.lausd.net/Page/576>

Information on Wisconsin's Youth Apprenticeship Program:
<https://dwd.wisconsin.gov/youthapprenticeship/>

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Implementing Work Experience Models for Youth – TA Resources



Find resources for Workforce System Success
www.workforce3one.org

- **Grads of Life: Engaging Employers to Ensure Work Experience Opportunities for Youth**
 - <https://www.workforce3one.org/view/5001434450436043338/info>
- **Youth at Work: Making the Most of Work-Based Learning**
 - <http://www.schoolandmain.org/storage/smi-materials/youth%20at%20work%201203.pdf>
- **Engaging Youth in Work Experiences: An Innovative Strategies Practice Brief**
 - <http://www.ncwd-youth.info/innovative-strategies/practice-briefs/engaging-youth-in-work-experiences>
- **A Toolkit for Employers: Connecting Youth & Business**
 - <http://www.nyec.org/content/documents/Connecting%20Youth%20and%20Business%20Toolkit.pdf>



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Implementing Work Experience Models for Youth – TA Resources



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- **WorkReady Program Models: How-to Guides - Occupational Skills**
 - <http://www.pynguides.org/os/benefits.php>
- **Quick Start Toolkit: Building Registered Apprenticeship Programs**
 - <https://www.workforce3one.org/view/4101434651325684123/info>
- **Registered Apprenticeship Community of Practice**
 - <https://21stcenturyapprenticeship.workforce3one.org/page/home>
- **OJT Toolkit**
 - <https://ojttoolkit.workforce3one.org/index.aspx>



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Implementing Work Experience Models for Youth – Federal Guidance



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- **Department of Labor WIOA Resource Page**
 - <http://www.doleta.gov/WIOA/>
- **Department of Education WIOA Resource Page**
 - <http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html>
- **TEGL 5-14: WIA Youth Program Guidance for PY 2014**
 - http://wdr.doleta.gov/directives/attach/TEGL/TEGL_05-14.pdf
- **WIOA Youth Programs Fact Sheet**
 - http://www.doleta.gov/wioa/pdf/WIOA_YouthProgram_FactSheet.pdf
- **Federal Student Financial Aid for Apprentices Webinar**
 - <https://www.workforce3one.org/command/view.aspx?look=5001503655421369544&mode=info&pparams=>



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What Else?! What Else?!



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Next Webinar in the Series

- **Credentialing/Outcomes - April 29**
 - <https://www.workforce3one.org/view/5001501353923046151/info>



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Implementing Work Experience Models for Youth

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Thank you!

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