

Elevating Work & Learn

Putting Work-based Learning to Work

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Kimberly Hauge
National Governors Association
Center for Best Practices
khauge@nga.org

1. Why does work-based learning matter to Indiana and the nation?
2. How are states leading the way in scaling work-based learning?

Framing the National Challenge



64% of companies say they cannot find qualified applicants for management, scientific, engineering or technical positions. – *McKinsey*

67% of small and midsize manufacturers report moderate to severe workforce shortages. – *National Manufacturing Institute*

32% of American employers are having difficulty filling jobs in 2015 – *ManpowerGroup*

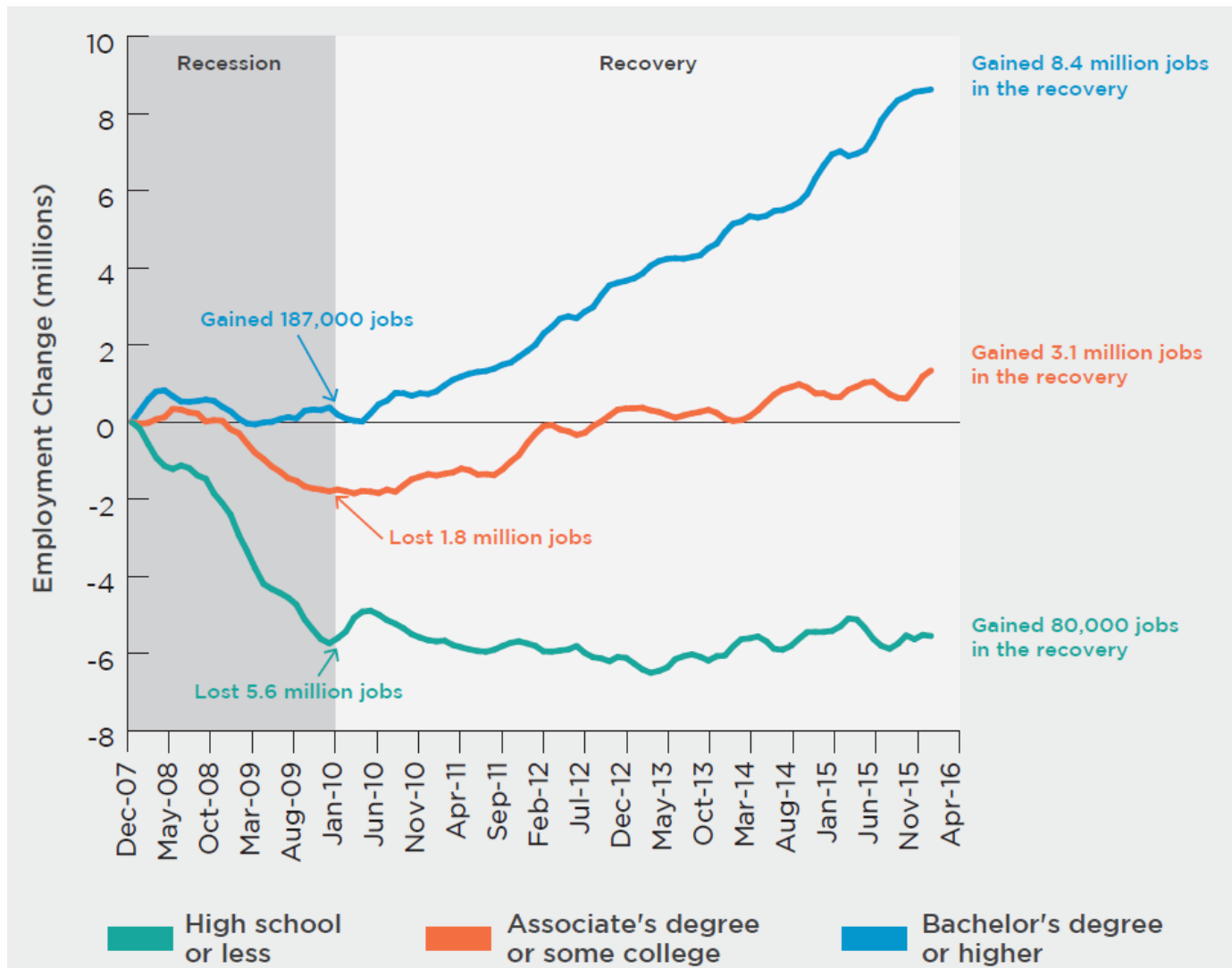


Figure: Job Creation by Educational Attainment

Source: Georgetown University Center on Education and the Workforce, *America's Divided Recovery: College Haves and Have-Nots*, 2016

Two Related Challenges:

Businesses have trouble finding the skilled workers they need to be competitive in the global economy.

Many individuals lack the training and education necessary to obtain middle-class jobs.

Indiana's Response



In the next decade:
1/3 new jobs
2/3 replacement

Indiana's workforce solution is to create a demand driven workforce system.

Work-Based Learning is a critical component of the DDWS.

Work-Based Learning Definition



Activities that have the following characteristics will be categorized as high-quality work-and-learn experiences in Indiana:

- Formal agreement between participating parties (e.g. employer, education/counseling entity, participant) that delineates roles/responsibilities, expectation and desired outcomes.
- Personalized work plan
- Assessment/Performance Review

What Makes WBL High-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.

Who Benefits from WBL?

Businesses

- Broader pool of trained, skilled workers
- Reduced training expenses upon hiring
- Productivity of participants in workplace
- Improved morale

Students

- Reinforcement of concepts taught in class
- Improved workforce readiness skills
- Compensation for work

Community

- Increase the middle class (and beyond)
- Support education, workforce, and economic development objectives

How are States Responding?

The Apprenticeship Opportunity



\$265 million investment in Registered Apprenticeship. Much of this is going to states.

These resources are focused on:

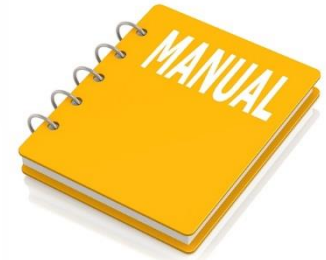
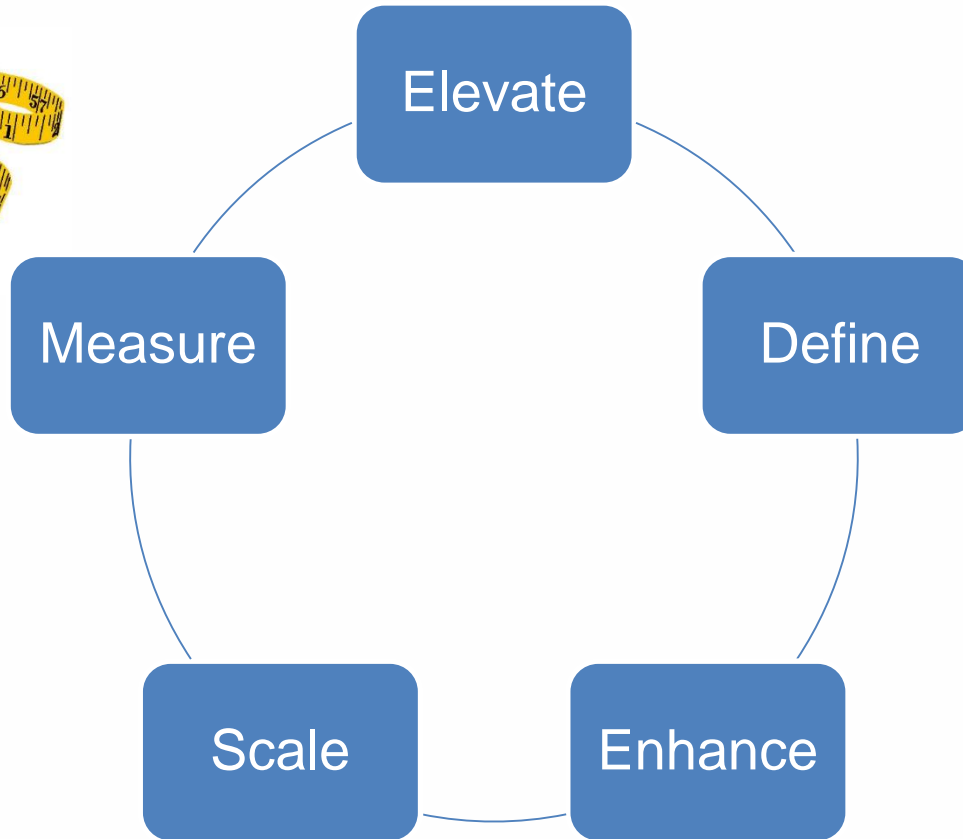
- Expanding apprenticeship to new high-tech industries; and
- Ensuring apprenticeships are available to a more diverse population.



Indiana State Leadership



JA JobSpark[®]



What are Other States Doing?

1. Iowa's fast-track branding for STEM careers
2. Expansion of Utah's Aerospace Pathways Program
3. Washington's deep dives through Learning Labs

FAST-TRACK STEM CAREERS >>>



WASHINGTON
STEM
REIMAGINING SCIENCE, TECHNOLOGY,
ENGINEERING + MATH EDUCATION

Elevating Work & Learn

Putting Work-based Learning to Work

Thank You!



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