

Apprenticeship Inclusion Models (AIM)  
for Youth and Adults with Disabilities

# Inclusive Modern Youth Apprenticeship

August 17, 2020



# Housekeeping

- **Personalized Captions:** Open the captioning web page in a new browser. The link is posted in the Chat (<https://www.streamtext.net/player?event=CFI-SPRA>)
- **Questions:** Please type questions into the Q&A panel. We'll save time at the end for Q&A
- **Technical Support:** If you are experiencing technical issues, open the participants list and select the Raise Hand button next to your name

# Agenda

- Welcome and Introductions
- AIM Project Overview and Publication Series
- Context and Introduction to Modern Youth Apprenticeship
- The latest in Modern Youth Apprenticeship around the Country
- Inclusive Youth Apprenticeship in Rural Virginia
- Q&A
- Closing; Upcoming Events

# Apprenticeship Inclusion Models

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# Presenters

— SPR —



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# Apprenticeship Inclusion Models (AIM)

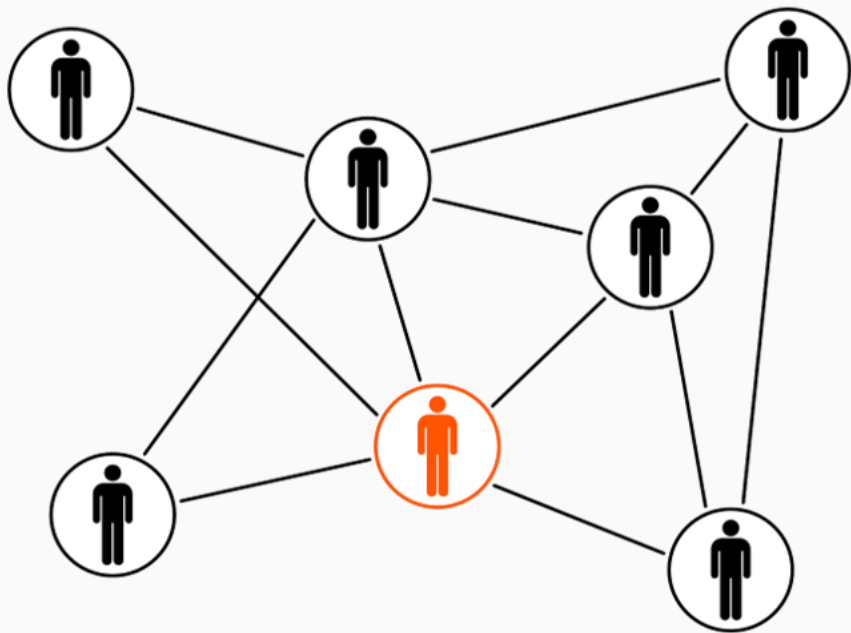
**Funded by:** USDOL Office of  
Disability Employment Policy  
(ODEP)

**Focus:** Expand access to  
occupational skills training,  
credential attainment, and job  
placement and retention  
**through apprenticeship and  
pre-apprenticeship models**

# Apprenticeship Inclusion Models (cont'd)

**Goal:** Learn as much as possible about how the apprenticeship and pre-apprenticeship model is serving and can be adapted to serve people with disabilities

**Approach:** Support, research, and evaluate innovative apprenticeship pilot models in high-growth, in-demand industries/sectors (IT, healthcare, and advanced manufacturing)



# The Objective

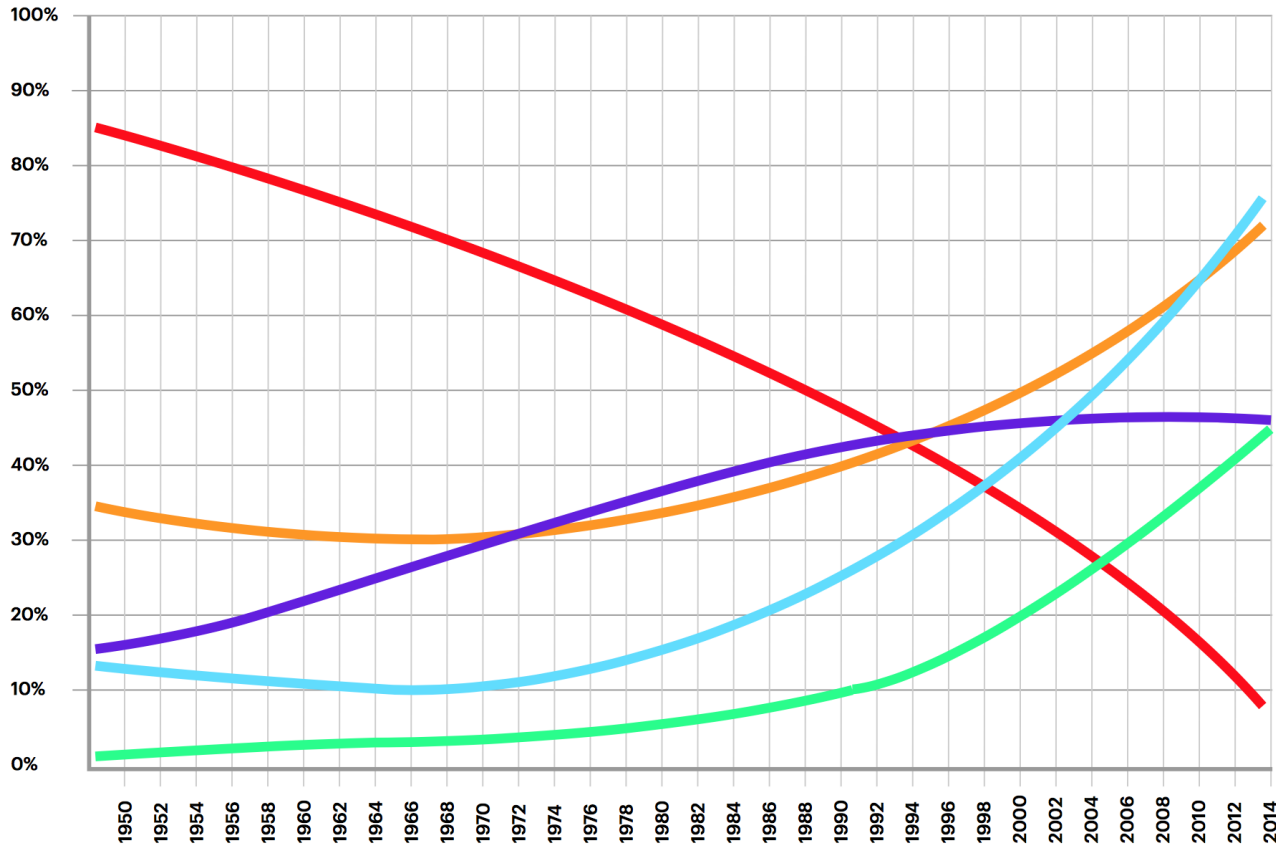
- Build apprenticeship pathways that target youth and adults with disabilities into high-demand, well-paying careers
- Gain insights on how to scale up inclusive apprenticeship
- Contribute ideas and actionable practices to the national conversation on apprenticeship



# **Youth Apprenticeship – Why Now?**

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# Job Market Demand 1950-2014



**KEY:**

- Minimal education
- Vocational education and training
- Tertiary-additional education
- Experience
- Soft skills

(Source: Based on data given to the authors by those responsible for the Job Market Monitor, University of Zurich.)

*From Dr. Katie Caves,  
KOF, ETH Zurich*

# The Degree Gap

## Supervisors of Production Workers



*Fuller, J., Raman, M., et al. (October 2017).  
Dismissed By Degrees. Published by Accenture,  
Grads of Life, Harvard Business School.*

# For every 100 9<sup>th</sup> Graders in the US...

74.2 Graduate HS on time



45.8 Start college by age 24



30.4 Stay enrolled a year after



22.4 Earn a degree within 6 years



12.2 Earn a 4-year degree



*2010 data. Source: NCES CCD  
IPEDS via Higherinfo.org*

# Youth in Transition

# A DECADE UNDONE

## YOUTH DISCONNECTION IN THE AGE OF CORONAVIRUS

Kristen Lewis

THE MEASURE OF AMERICA  
YOUTH DISCONNECTION SERIES

2020



**How do we  
best gain work  
experience and  
employability  
skills?**



# Modern Youth Apprenticeship Around the US

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**EDUCATION  
POLICY**

## **WHAT IS NEW AMERICA?**

Nonpartisan research organization  
headquartered Washington, DC

**Education Policy Program** includes PreK-12,  
Higher Education, and Center on Education  
and Skills at New America (CESNA) teams

- **Research, analyze and communicate** education and workforce policy trends & challenges
- **Engage with policymakers** to develop policy solutions
- **Elevate work of “doers”** and support dissemination of good practice and innovative approaches



Expanding youth apprenticeship is a strategy for building a more inclusive economy by connecting the learning needs of students with the talent needs of industry.

The **Partnership to Advance Youth Apprenticeship (PAYA)** is a multi-year initiative that will support efforts in states and cities to expand access to high-quality apprenticeship opportunities for high school age youth.



PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIP



# PAYA's National Principles and Definition for High-Quality Youth Apprenticeship

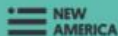
## ABOUT THE PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIP

Youth apprenticeship is a strategy for building a more inclusive economy by creating affordable, reliable, and equitable pathways from high school to good jobs and college degrees. Apprenticeship connects the learning needs of students with the talent needs of industry.

The Partnership to Advance Youth Apprenticeship (PAYA) is a multi-year initiative that will support efforts in states and cities to expand access to high-quality apprenticeship opportunities for high school age youth by:

- Improving public awareness of high-quality youth apprenticeship and advancing understanding of how well such programs serve students, employers, and communities.
- Disseminating better information about the conditions and strategies necessary for success and sustainability of youth apprenticeship partnerships.
- Supporting more high-quality, scalable youth apprenticeship partnerships that better serve participating employers, students, and communities.

New America convenes and mobilizes the expertise, experience, and collective networks of the PAYA National Partners:





## WHAT IS A YOUTH APPRENTICESHIP?

Apprenticeship is a proven education and workforce strategy that combines paid, structured on-the-job training with related, classroom learning. A youth apprenticeship is a structured, work-based learning program designed to start when apprentices are in high school. High-quality youth apprenticeship programs are built on partnerships that include employers, high schools, and providers of postsecondary education, most often a community college. High-quality youth apprenticeship programs include the following four core elements:

- **Paid, on-the-job learning under the supervision of skilled employee mentors**
- **Related, classroom-based instruction**
- **Ongoing assessment against established skills and competency standards**
- **Culmination in a portable, industry-recognized credential and postsecondary credit**

## **CAREER-ORIENTED**

Learning is structured around knowledge, skills, and competencies that lead to career with family-supporting wages.

## **EQUITABLE**

Learning is accessible to every student, with targeted supports for those adversely impacted by long-standing inequities in our education system and labor market.

## **PORTABLE**

Learning leads to postsecondary credentials and transferable college credit that expands options for students.

## **ADAPTABLE**

Learning is designed collaboratively to be recognized and valued across an industry or sector.

## **ACCOUNTABLE**

Student, employer, and program outcomes are monitored using transparent metrics to support improvement.

# Youth apprenticeship Is A Public-private partnership

## Industry & Employers

identify skills requirements, build training plans, and deliver paid on-the-job training

## Intermediaries

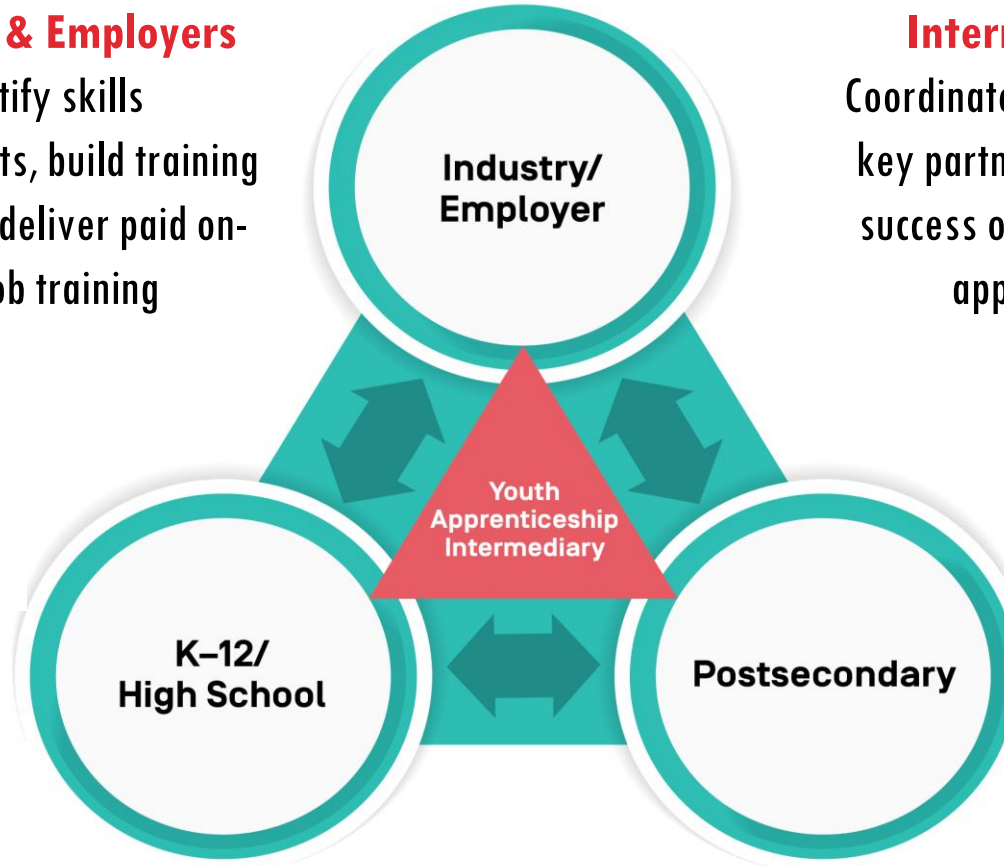
Coordinate the activity of key partners to support success of employers & apprentices

## High Schools

enable on-the-job and help students meet grad requirements

## Colleges & Universities

help design and deliver related instruction, assess learning, grant credit and credentials.





# HIGH SCHOOL

YEAR 1



High school classes  
& college courses

Paid on-the-job learning

YEAR 2



High school classes  
& college courses

Paid on-the-job learning



HIGH SCHOOL  
GRADUATION

YEAR 3

## PROGRAM COMPLETION

- ✓ High school diploma
- ✓ Transferable college credit and an industry recognized credential
- ✓ Professional network & mentors
- ✓ Paid work experience

College courses



Paid on-the-job learning

# COLLEGE



PATHWAYS	ADVANCED MANUFACTURING 	INFORMATION TECHNOLOGY 	FINANCIAL SERVICES 	BUSINESS OPERATIONS 	HEALTHCARE 	EDUCATION (Pilot in 2019) 
SAMPLE OCCUPATIONS	Production Technician Quality Control Technician Maintenance Technician Logistics Technician CAD Drafter	Computer Technician Software QA Tester Junior Coder	Accounting Clerk Financial Service Representative Underwriting	Project Coordinator	Certified Nursing Assistant (CNA) to Licensed Practical Nurse (LPN) Medical Assistant Healthcare Financial Service Representative	Paraprofessional to Licensed Teacher
SAMPLE EMPLOYERS	  	   	  	   	  	 



# Apprenticeship Carolina

## Experience at-a-Glance

Two-year, competency-based Youth Registered Apprenticeship Program

**Career Paths:** Advanced Manufacturing, Healthcare, Hospitality, Information Technology and Others

**Related Instruction Provider:** Trident Technical College

**Credentials:** Diploma, College Credit, National Apprenticeship Certification

**Intermediary Capacity:** Trident Technical College and Apprenticeship Carolina



**Charleston Regional  
Youth Apprenticeships**  
AT TRIDENT TECHNICAL COLLEGE

## SYSTEM FEATURES

- Program managed by and coordinated by Trident Technical College Staff
- Federally Registered Apprenticeship Program through Apprenticeship Carolina
- Charleston Chamber of Commerce covers cost of tuition

# CareerWise Colorado

## Experience-at-a-Glance

Three Year Youth Apprenticeship Programs (YA) operated by CareerWise Colorado

**Career Paths:** Advanced Manufacturing, Business and Financial Services, Information Technology, Healthcare

**Related Instruction Provider:** Various depending on industry pathway

**Credentials:** Diploma, at least one industry credential, 30 college credits

**Intermediary Capacity:** CareerWise CO serves as statewide broker of partnerships between schools and employers



## SYSTEM FEATURES

- Non-profit brokers public-private partnerships between schools and employers
- Employers pay fee to CareerWise for tuition and coordination costs
- Philanthropic dollars and initial state investment

# More Information?

- ✓ [Youth Apprenticeship in America Today Report](#)
- ✓ [PAYA Definition and Principles for High-Quality Youth Apprenticeship](#)
- ✓ [PAYA website with information about Network and new publications](#)

NEW AMERICA

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## Partnership to Advance Youth Apprenticeship

ABOUT OUR PEOPLE PUBLICATIONS EVENTS

**The PAYA Network: Mapping the Field of Youth Apprenticeship**

PAYA and its national partners look forward to supporting network members as they build high-quality youth apprenticeship programs.

*Report*

**INFOGRAPHIC: Visualizing the Youth Apprentice's Journey**  
*Blog Post*

**Building Community Partnerships for Youth Apprenticeship: A Systems Thinking Approach**  
*Blog Post*

**The PAYA Grant Initiative: Top 5 Most Frequently Asked Questions**  
*Blog Post*

**States' Role in Advancing High-Quality Youth Apprenticeship**  
*Blog Post*

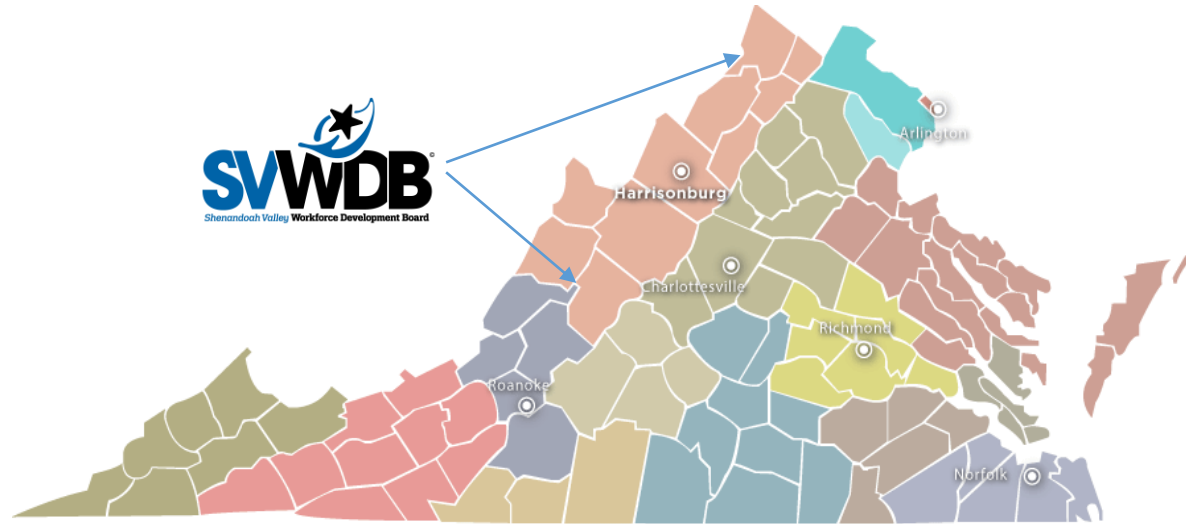
**PROVIDE MORE OPTIONS**

**The What, Why, and How of Degree Apprenticeships**  
*Videos*

# **Inclusive Youth Apprenticeship in the Shenandoah Valley**

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# Local Workforce Development Board for 16 localities in Northwestern Virginia



American Apprenticeship Grant serves Commonwealth of Virginia

# **V2V – Valley to Virginia**

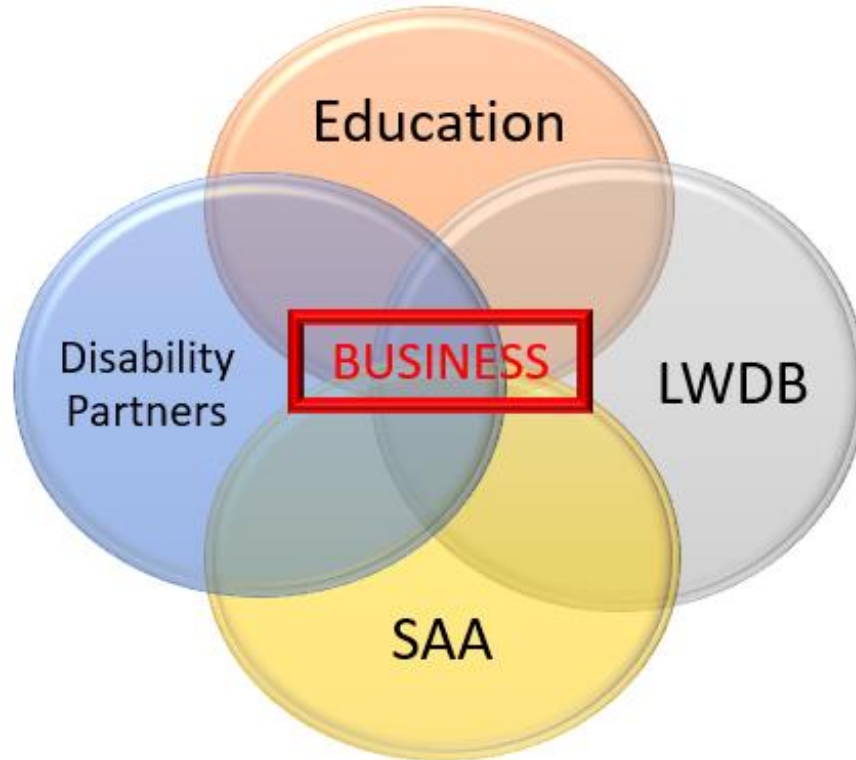
## **American Apprenticeship Initiative**

**Promotes Inclusive Apprenticeship as a  
Strategy to Close Skill Gaps**

**Pre-Apprenticeship**

**Apprenticeship**

# Apprenticeship Partners



**Partners:** Education, Local Workforce Development Board, State Apprenticeship Agency, Disability Partners

# The Hershey Company Stuarts Draft, VA



Photo of Hershey Chocolate Manufacturing Plant



# The Hershey Boot Camp

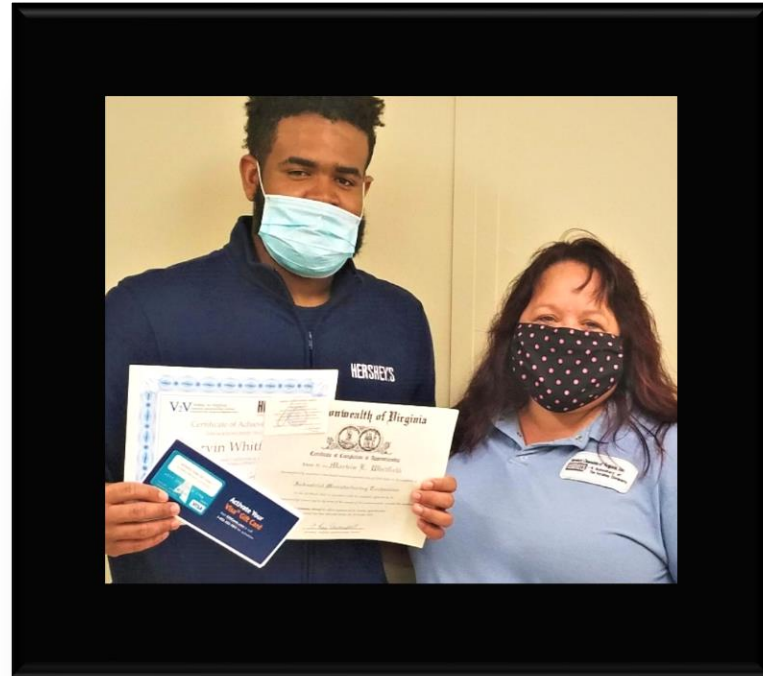


Photo of students at a Boot Camp class; flyer for Hershey Boot Camp; photo of Hershey apprentice completer



# In the News



Magazine covers with related articles: HR Magazine, Virginia Business, and Virginia Economic Review

# Podcast Stories

Visit: <https://vrworkforcestudio.com/>

for courageous stories of Vocational Rehabilitation



**V<sub>2</sub>V** Valley to Virginia  
American Apprenticeship Initiative  
*Shenandoah Valley* Workforce Development Board



# This is Where I Belong



[https://youtu.be/t3wutCH6U\\_Y](https://youtu.be/t3wutCH6U_Y)

# Q & A

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# AIM Research Brief Webinar Series

- 8/21, 1pm ET: **Designing Inclusive Apprenticeships and Pre-Apprenticeships**
- 8/27, 12:30 ET: **Understanding Institutional Funding Sources as Part of Apprenticeship System Building**
- 9/16, TBD: **Resilient Apprenticeship and Pre-Apprenticeship: Lessons from a Pandemic.**

Register at [www.spra.com/AIM](http://www.spra.com/AIM)

# Thank You

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[www.spra.com/aim](http://www.spra.com/aim)

