Apprenticeships within Career Pathways

Best Practices and Lessons Learned

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Meet the Presenters

Abby Bandurraga

*American Institutes
for Research
Senior Technical
Assistance Consultant*

Jennifer Rapp

*Center for Occupational
Research and
Development
Senior Research
Associate*

Gina Wells

*American Institutes
for Research
Senior Technical
Assistance Consultant*

About CORD

A national nonprofit organization

Core tenets:

1. Connecting the classroom to the workplace through contextual and cross-disciplinary instruction

2. Designing seamless pathways from secondary to postsecondary to career

3. Facilitating industry-education collaboration to prepare technicians for work of the future

CORD.org

Providing innovative changes in education to prepare students for greater success in careers and higher education

CENTER FOR OCCUPATIONAL RESEARCH & DEVELOPMENT

About American Institutes for Research (AIR)

AIR partners with public and private sector organizations at the national, state, regional, and local levels to advance apprenticeship and work-based learning as a talent development strategy through:

- Advancing diversity, equity, and inclusion
- Working with business and industry associations
- Coaching and supporting states and partners
- Conducting research to identify promising practices and strengthen the evidence base
- Designing innovative and impactful training and technical assistance

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Advancing Evidence.
Improving Lives.

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Welcome

Who is in the room?

Goal for the Day

Write what you want to take away from today on a sticky note and place on the poster board.

Agenda

❑ Overview of Career Pathways

❑ Overview of Registered Apprenticeship

❑ Key components of quality pre-apprenticeship programs

❑ Apprenticeship, pre-apprenticeship, and Career Pathways integration

❑ Building partnerships

❑ Panel discussion: Best Practices and Lessons Learned

❑ Develop action steps for integration

❑ Questions

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Workshop Toolbox

https://www.cord.org/ncpn-connect-2023-apprenticeships-in-cp/

Navigating the Future of Work

Source: Deloitte University Press. *Navigating the Future of Work.* https://www.youtube.com/watch?v=42VDYmcS4rk

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Common Vision

- Programs that match the economic development needs of your community

- Graduates that possess the skills to ensure a high-quality workforce

- A community of lifelong learners

What is a Career Pathway?

Career Pathway Definition (WIOA/Perkins/HEA)

Align
Align with the skills needed by industries in the state or regional economy

Prepare
Prepare individuals to succeed in a range of education options, including apprenticeships

Support
Include counseling to support an individual in achieving the individual's education and career goals

Educate/Train
Include, as appropriate, concurrent education and training opportunities for a specific occupation or occupational cluster
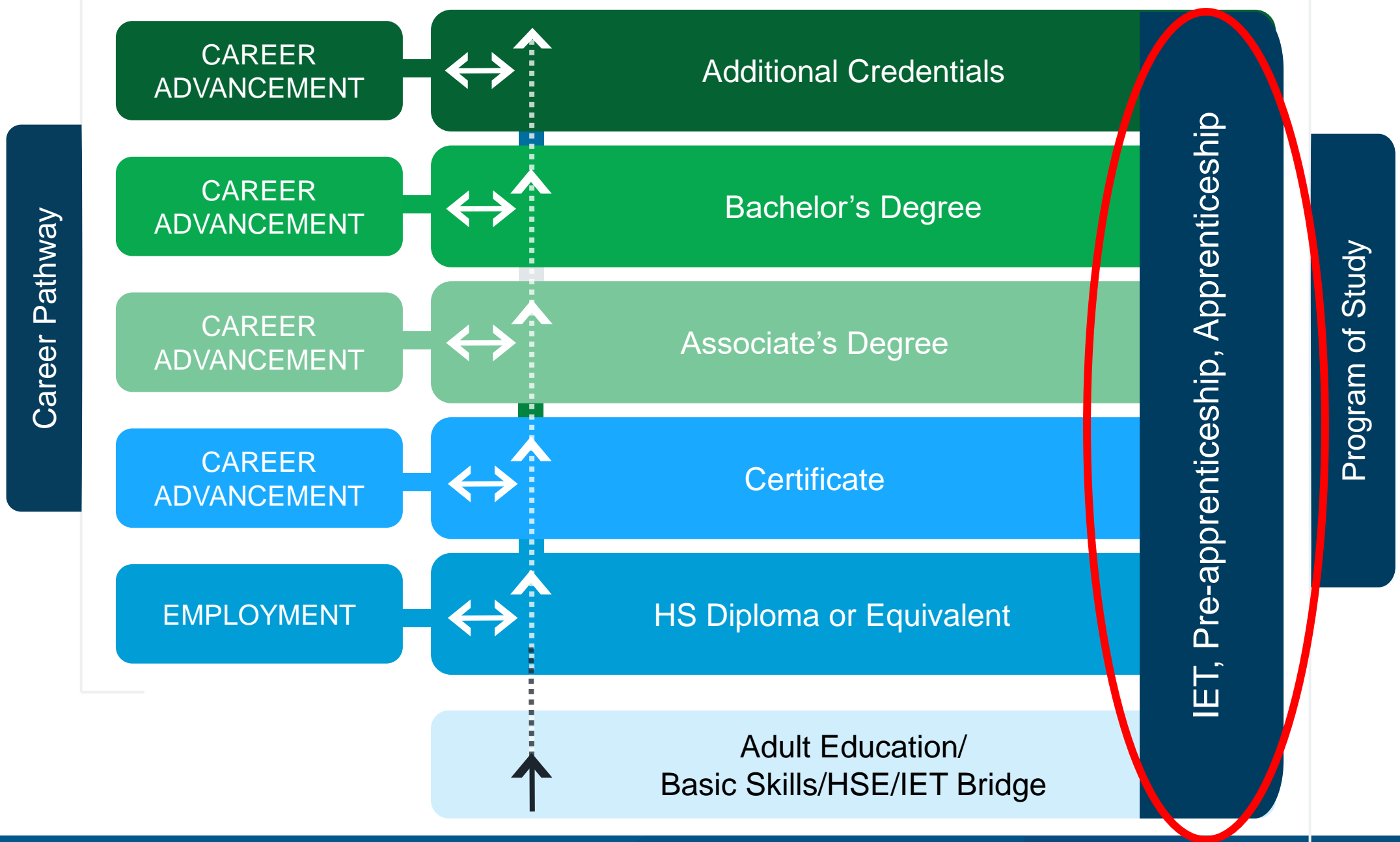
Organize
Organize education, training, and support services to meet individual needs and accelerate educational and career advancement

Enable
Enable individuals to attain a high school diploma or equivalent, and at least one recognized postsecondary credential

Help
Help individuals enter or advance within an occupation or occupational cluster

Advancing Credentials Through Career Pathways

Framework essential components:

1. **Strategic Employer Engagement** through an industry-led model that yields workforce intelligence at a depth and with a frequency to facilitate continuous program improvement and innovation

2. **Seamless Career Pathways** supporting learners of all ages and skill levels, built on stackable credentials aligned to in-demand skills and employment opportunities, and collaboratively developed by educators and employers

3. **Support for Credential Completion** that recognizes "all learners as learners" by providing credit for prior learning, course schedules and delivery modes that accommodate the needs of working adults, and efficient program design that accelerates credential attainment

Source: Center For Occupational Research And Development

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Credit for Prior Learning

Credit for prior learning, or CPL, is a term for various methods that colleges, universities, and other education or training providers use to evaluate learning that has occurred outside of the traditional academic environment. It's also sometimes called prior learning assessment (PLA).

It is used to grant college credit, certification, or advanced standing toward further education or training. Other common terms for this process include prior learning assessment (PLA), recognition of prior learning, and recognition of learning.

Source: Council for Adult and Experiential Learning (CAEL)

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Types of Credit for Prior Learning

- Registered Apprenticeships
- Industry Certifications and Licensures
- High School to Community College Articulation Agreement
- Military Education and Training
- Standardized Examinations
- Challenge Examinations/Proficiency
- Portfolio Assessment
- Internal Articulation of Non-credit to Credit

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Overview of Registered Apprenticeship and Key Components

What do you know?

Share what you know about Registered Apprenticeship.

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Overview of Apprenticeship

1. Industry-led

2. Paid Job

3. On-the-Job Learning & Mentorship

4. Supplemental Education

5. Diversity

6. Quality & Safety

7. Credentials

7 ELEMENTS OF APPRENTICESHIP

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Industry-led

Programs are industry-vetted and approved to ensure alignment with industry standards and apprentices are trained for highly skilled, high-demand occupations.

Paid Job

Apprenticeships are jobs! Apprentices earn progressive wage increases as their skills and productivity increase.

Paid Job

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On-the-Job Learning & Mentorship

Programs provide structured on-the-job training to prepare for a successful career, which includes instruction from an experienced mentor.

Supplemental Education

Apprentices are provided supplemental classroom education based on the employers' unique training needs to ensure quality and success.

Supplemental Education

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Diversity

Programs are designed to reflect the communities in which they operate through strong non-discrimination, anti-harassment, and recruitment practices to ensure access, equity, and inclusion.

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Quality & Safety

Apprentices are afforded worker protections while receiving rigorous training to equip them with the skills they need to succeed and the proper training and supervision they need to be safe.

Quality & Safety

Tell Us What You Think

Based on what you've heard so far, what are your thoughts about the value of the Registered Apprenticeship model for your participants, education and workforce, and to business/employers?

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Value of Apprenticeship

Businesses & Employers

- Flexible training model customizable to business needs
- Develops highly-skilled, highly-productive employees – new and existing employees
- Reduces turnover rates; builds employee loyalty
- Increases productivity
- Lowers cost of recruitment
- Increases safety in the workplace

Job Seekers, Workers, & Apprentices

- Paycheck from day one
- Skill gains are measurable
- Credentials earned are portable and stackable
- What is learned in the classroom is immediately applied to the workplace
- Demonstrates a company's investment directly in the employee

Workforce & Education Systems

- Increases worker skills and earnings and build career pathways to sustainable wages
- Meets employer needs and builds talent supply chain
- Enhances performance outcomes

Overview of Quality Pre-Apprenticeship Programs and Key Components

What do you know about pre-apprenticeship?

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Pre-Apprenticeship

A program or set of strategies designed to prepare individuals to enter and succeed in Registered Apprenticeship Programs (RAPs)

- Expand participant career pathways with industry training coupled with classroom instruction, industry and occupation exploration, and an opportunity for to build technology, math, English, and work-readiness skills

- Provide workforce preparation for youth and populations that have been underrepresented in certain industries or that experience various challenges in gaining admission into RAPs

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Elements of Quality Pre-Apprenticeship Programs

Approved Curriculum

Approved Curriculum

Training is based on industry standards and approved by a Registered Apprenticeship program partner.

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Simulated Experience

Hands-on training or volunteer opportunities that do not displace paid employees.

Simulated Experience

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Facilitated Entry

Facilitated Entry

Agreements with RA program sponsors that allow program participants to accelerated or direct entry into an RA program.

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Increased Diversity

Recruit and prepare underrepresented populations to be successful in an RA program.

Increased Diversity

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Supportive Services

Supportive Services

Wrap-around services or referrals to help participants complete the program (e.g childcare, transportation).
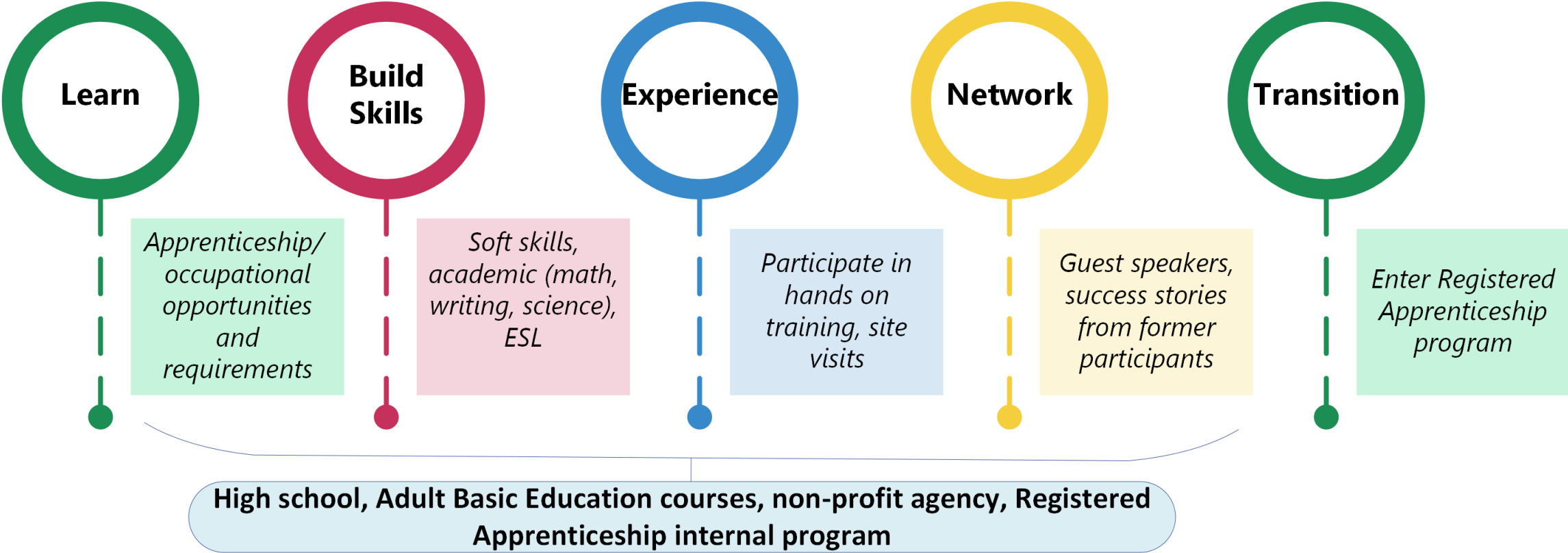
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Sustainable Partnerships

Collaboratively promote Registered Apprenticeship to other employers.

Sustainable Partnerships

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Pre-Apprenticeship is a Pathway to Registered Apprenticeship

Learn

Build Skills

Experience

Network

Transition

Apprenticeship/ occupational opportunities and requirements

Soft skills, academic (math, writing, science), ESL

Participate in hands on training, site visits

Guest speakers, success stories from former participants

Enter Registered Apprenticeship program

High school, Adult Basic Education courses, non-profit agency, Registered Apprenticeship internal program

Value of Pre-Apprenticeship

Think about the individuals you work with.

How might pre-apprenticeship support them on their career path?

Why are these programs important?

- Create access for individuals that are underrepresented in RAPs
- Develop a more diverse pool of prepared candidates
- Increase retention rates for apprenticeship programs
- Develop a strong talent pipeline to fill chronically open positions
- Streamline the recruitment process for program sponsors

Integrating Apprenticeship and Pre-Apprenticeship in Career Pathways

Registered Apprenticeship and Career Pathways

- Can be an integral part of Career Pathway programs

- Pave the way for career-building and lifelong learning through stackable credentials

- Continual building of skills and ability to obtain higher levels of employment in an occupation or industry

- Can provide communities with competitive edge by establishing a continual pipeline of qualified workers for local employers

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Similar elements of Career Pathways and RAP

Classroom instruction integrated with rigorous academic, technical, and employability skills

Program curricula vetted by employers

Classroom instruction reinforced by hands-on learning

A connected education and credentialing model

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Models of Alignment

Students learn about apprenticeship opportunities that are available after completing high school or adult education program

Secondary or adult education program operates as a pre-apprenticeship that gives students preferred entry into a RAP

Students start a RAP while in high school or adult education and upon graduation continue as apprentices

Curricula Integration

- Delivery of apprenticeship's related technical instruction (RTI) within classroom

or

- Student participation in apprenticeship RTI outside the school setting

Whatever the approach, it is important to address any potential student barriers and consider requirements that can be fulfilled.

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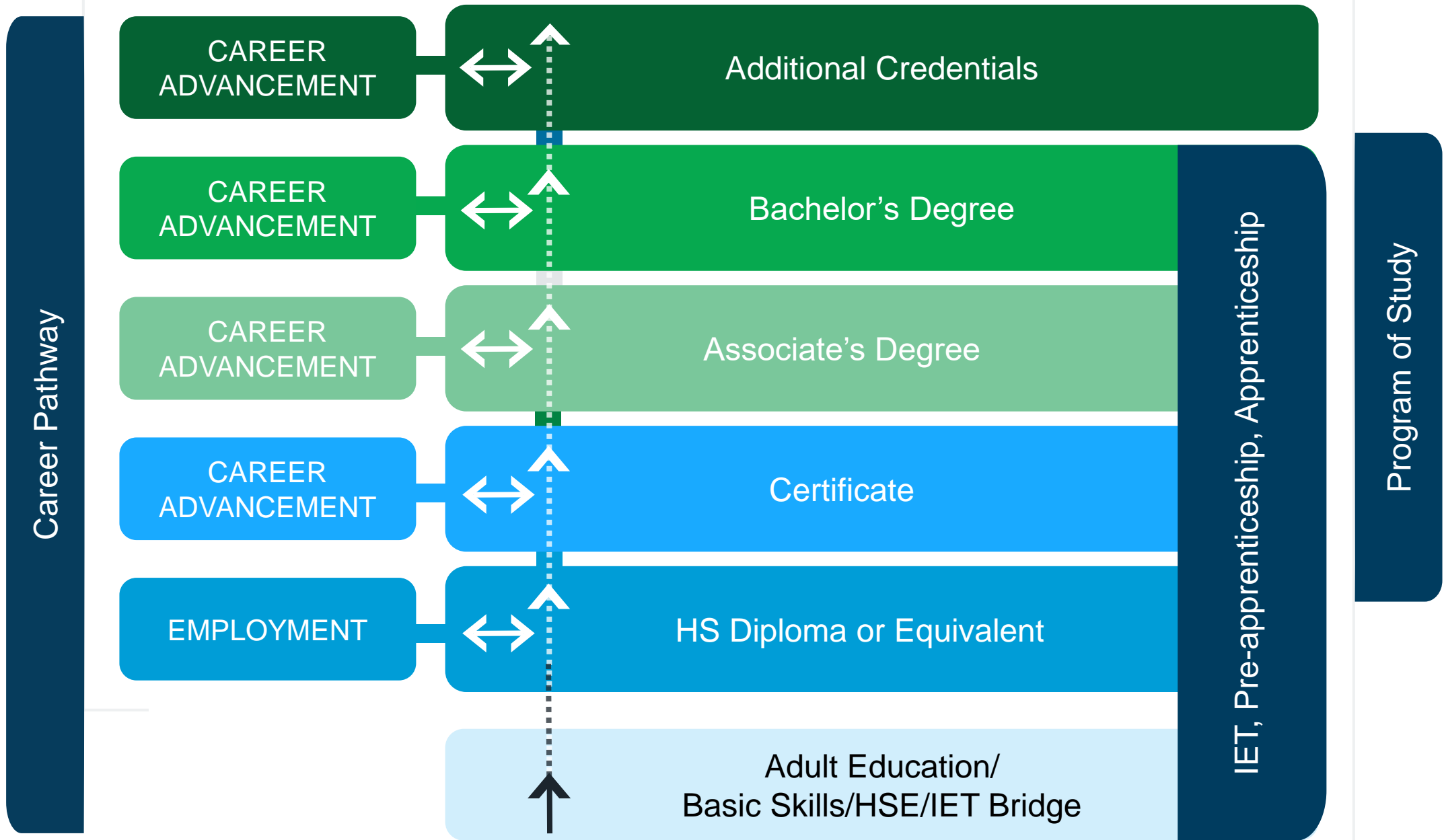
Mapping Activity

Career Pathway Mapping Template
Program: (Enter program name)

Secondary Education	Credit for Prior Learning	Associates Degree	Bachelors Degree	Employment

Use this space to pathway opportunities your institution provides for students to earn college credits while in high school or adult education on-ramps

Use this space to provide information about credit for prior learning such as previous college, work, and/or military experiences.

Use this space to describe the AA or AAS degree options within the pathway.

Example:

Bachelors Degree in _____ at _____University

Provide details about career opportunities in the pathway

Include:
- *Certificate(s)*
- *Work-based Learning*
- *Pre-apprenticeship(s)*
- *Apprenticeship(s)*

Building Partnerships

Key Partnership in Career Pathways

Academic

Connected education institutions

Teachers and administrators

Learners/parents/guardians

Industry

Workforce development agencies

Economic development

Chambers of commerce

Business and industry

Personal

Government/public agencies

Community-based organizations

Non-profit organizations

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Program Design Roles

Adult Education	• Program design; curriculum development
State or Community Colleges	• Linkages between credit and non-credit; chunking and modularizing programs; articulation agreements to promote portability
Employers	• Identification of in-demand and emerging occupations; identification of skill sets; curriculum development
Community-based Organizations	• Insights into learner needs; design of outreach materials
Workforce Entities	• Labor market information; economic and workforce trend analysis; identification of target industries; resource development and allocation; policy development

Program Delivery Roles

Adult Education	• Program delivery, oversight; bridge programs; techniques for teaching lower-skill adults; basic literacy, math and computer skills; ESL; assessment tools
State or Community Colleges	• Instruction delivery; support services; financial aid
Employers	• Internships and project-based learning; mentors; employment; career ladder information; funding (tuition reimbursement); feedback
Community-based Organizations	• Referrals and recruitment; support services; marketing; case management; financial assistance (e.g., food stamps, dependent care, transportation, etc.)
Workforce Entities	• Skills assessments; job search assistance; job placement services; policy development

The Apprenticeship Ecosystem

REGULATIONS
- CFR
- State Statutes and Rules
- State and Federal Policy

SYSTEM PARTNERS
- U.S. Department of Labor
- WIOA Programs
- State and Local Workforce Boards
- Career & Technical Education Programs
- State Apprenticeship Expansion Grantees
- USDOL Apprenticeship Grantees
- Economic Development

IMPORTANT PARTNERS
- Community-Based Organizations
- Historically Black Colleges and Universities
- Culturally-Specific Organizations
- Industry Associations
- Apprentice Affinity Groups
- Industry Intermediaries Foundations
- TA Communities of Practice

CORE PARTNERS
- Sponsor/Intermediary
- Employers
- Education Providers
- OA/SAA Offices
- State Apprenticeship Offices/Teams

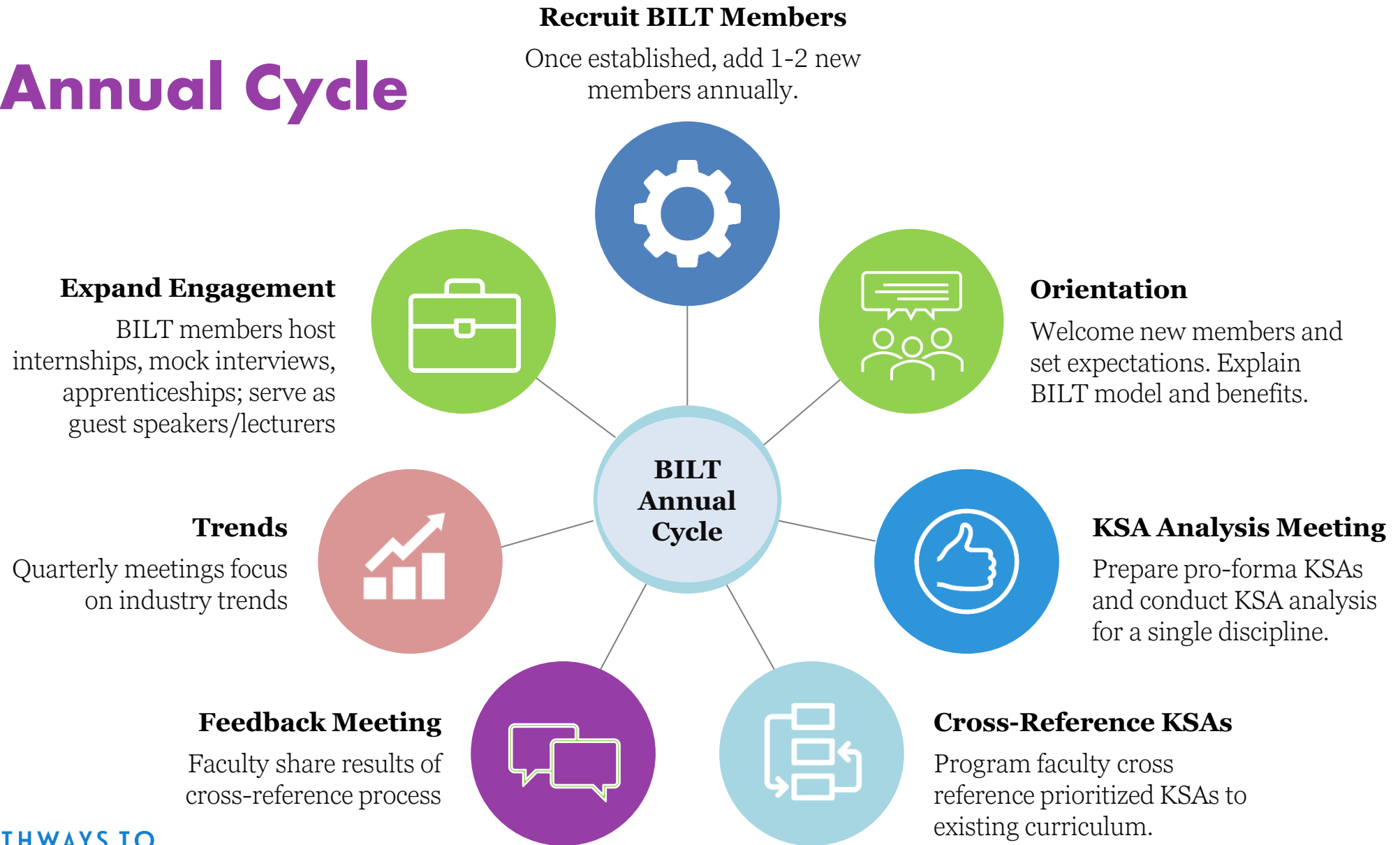## BUSINESS AND INDUSTRY

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Exploring the BILT Model

BUSINESS & INDUSTRY LEADERSHIP TEAM

BILT

PATHWAYS TO INNOVATION

BILT Annual Cycle

Recruit BILT Members

Once established, add 1-2 new members annually.

Orientation

Welcome new members and set expectations. Explain BILT model and benefits.

KSA Analysis Meeting

Prepare pro-forma KSAs and conduct KSA analysis for a single discipline.

Cross-Reference KSAs

Program faculty cross reference prioritized KSAs to existing curriculum.

Feedback Meeting

Faculty share results of cross-reference process

Trends

Quarterly meetings focus on industry trends

Expand Engagement

BILT members host internships, mock interviews, apprenticeships; serve as guest speakers/lecturers

BILT Annual Cycle

PATHWAYS TO INNOVATION

Panel Discussion: Best Practices and Lessons Learned

Action Planning and Next Steps

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