Career Readiness and Work-Based Learning

Experiences in Seven States
Agenda for Today

- Welcome and Introductions
- State presentations
  - Colorado
  - Delaware
  - Kentucky
  - Washington
- Guided discussion
- Questions and Answers
  - use the comment box to submit questions
Welcome and Introductions

Randy Spaulding
Executive Director
Washington State Board of Education

Robert Hull
Executive Vice President
National Association of State Boards of Education
Moderator

MJ Bolt
Member, Washington State Board of Education,
Eastern Washington Representative from Spokane Valley
Presenters:

Gretchen Morgan
President
CreeWise Colorado

Misti Ruthven
Executive Director of Innovation and Pathways
Colorado Department of Education
Work-based Learning in Colorado
School-to-work initiative $22 million Investment under Governor Romer 20+ years ago.

Formation of the DPS College and Career Pathway Council 2013

Sector Partnerships take off 2014

DPS seeing encouraging data in CTE programs Fall 2014

Statewide Career Pathways Alignment Workgroup 2013

Initial funding of $13M secured, CareerWise Launched May 2016

Interdepartmental collaboration results in suite of workforce bills passing 2015

DPS includes Noel, CWDC and others in Swiss institute Summer 2015

Governor Establishes BEL Commission Fall 2015

Governor’s Mission January 2016

Interdepartmental collaboration results in suite of workforce bills passing 2015

DPS voters approved $7M/year

Cherry Creek passed a $40 M bond for training center.

CareerWise launches first cohort of apprentices – June 2017

Initial funding of $13M secured, CareerWise Launched May 2016

Governor’s Mission January 2016

Interdepartmental collaboration results in suite of workforce bills passing 2015

DPS voters approved $7M/year

Cherry Creek passed a $40 M bond for training center.

CareerWise launches first cohort of apprentices – June 2017
COLORADO’S EDUCATION SYSTEM

- Students start high school: 100
- Students reach graduation: 77, 23
- Enroll in college: 44, 33
- Return for a second year: 35, 9
- Receive a post-secondary degree\(^1\): 23, 12
- Immediately enter employment in Colorado: 18, 5

\(^1\) Certificate, associates or bachelor’s degree within 150% of allotted time


THE SYSTEM ONLY WORKS FOR 18-23% OF STUDENTS
Recruiting, hiring & training costs Colorado businesses $24K+ per employee

Middle-skilled positions take 15% longer to fill in Colorado compared to the national average.

An estimated 25,000 weekly job vacancies in high-growth industries go unfilled because of a LACK OF SKILLED WORKERS, costing the state more than $300 million in lost GDP.

1 Burning Glass Technologies, Interim Deliverable, “Overview of Colorado’s Middle-Skill Job Market”; Colorado
2 CPR.org, “Colorado Unveils $9.5M Youth Apprenticeship Program”; September 2016
COLORADO’S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

LEARNING ABOUT WORK

Career awareness and exploration help individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Woksite Tours

LEARNING THROUGH WORK

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Project-based Learning

LEARNING AT WORK

Career training occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-job Training
- Employee Development

EDUCATION COORDINATED

OUTCOMES:

Skilled Talent for Business + Meaningful Careers for Students & Job Seekers
Apprentices earn a wage while gaining valuable workplace experience, a nationally recognized industry certification and debt-free college credit.

Industry benefits from tangible financial ROI as it makes the shift from being consumers of talent to producers of talent.

K-12 and higher education institutions improve student outcomes with increased student engagement and attendance, graduation rates and college-credit attainment.

CareerWise Colorado connects industry and education to create a statewide, modern youth-apprenticeship system.
Swiss firms saw an ROI of 10% during the training period, and additional ROI once apprentices became full-time employees\(^1\)
HERE'S HOW IT WORKS.

<table>
<thead>
<tr>
<th>AT HIGH SCHOOL</th>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>YEAR 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Core academic courses at school (e.g., math), some community college coursework</td>
<td>~3 days a week</td>
<td>~2 days a week</td>
<td>NA</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ON-THE-JOB</th>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>YEAR 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-the-job training, in form of occupation, rotation or projects</td>
<td>16 hours a week</td>
<td>24 hours a week</td>
<td>32-40 hours a week</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>AT COMMUNITY COLLEGE</th>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>YEAR 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multi-skill training curriculum in pathway-</td>
<td>~150 hours a year</td>
<td>~175 hours a year</td>
<td>~200 hours a year</td>
</tr>
</tbody>
</table>

CAREERWISE APPRENTICES SPLIT TIME BETWEEN SCHOOL, TRAINING CENTERS, AND WORK ON A SCHEDULE THAT WORKS FOR STUDENTS AND BUSINESSES.
After Apprenticeship

**At High School**
Core academic courses at school (e.g., math), some community college coursework
- ~3 days a week
- ~2 days a week
- NA

**On the Job**
On the job training, in form of occupation, rotation or projects
- 16 hours a week
- 24 hours a week
- 32-40 hours a week

**At Training Center**
Multi-skill training curriculum in pathway-specific skills
- ~150 hours a year
- ~175 hours a year
- ~200 hours a year

Option Multiplier

Student signs on as full-time **Employee**

Student continues **Education** with 2- or 4-year degree
New Pathways & Occupations
Add Diversity Each Year

Evaluating for 2019
• Cybersecurity
• GIS
• CAD/BIM
• Salesforce Designer or Admin

SAMPLE OCCUPATIONS

Production technician
Quality control inspector
Maintenance technician

Computer Technician
Software QA Tester
Junior Coder

Accounting Clerk
Insurance Services Expert
Financial Coordinator

Project Coordinator
Purchasing Coordinator
Operations Specialist

Certified Nursing Assistant (CNA) to Licensed Practical Nurse (LPN)

SAMPLE EMPLOYERS

Davita
University of Colorado Denver

Logistics

New Pathways & Occupations
Add Diversity Each Year

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• Cybersecurity
• GIS
• CAD/BIM
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Purchasing Coordinator
Operations Specialist

Certified Nursing Assistant (CNA) to Licensed Practical Nurse (LPN)

SAMPLE EMPLOYERS

Davita
University of Colorado Denver

Logistics
We’ve made significant progress in a just a year and a half.

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
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<tbody>
<tr>
<td>Youth Apprentices</td>
<td>116</td>
<td>240+</td>
</tr>
<tr>
<td>Employers</td>
<td>40</td>
<td>60</td>
</tr>
<tr>
<td>Pathways</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Manufacturing, Technology, Business Operations &amp; Financial Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Occupation Training Plans</td>
<td>10</td>
<td>12</td>
</tr>
<tr>
<td>Communities</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Front Range, Western Slope &amp; Northern Colorado</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School Districts</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>Cherry Creek, DPS, Jeffco and Mesa 51</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Higher Education Partners</td>
<td>25</td>
<td>41</td>
</tr>
<tr>
<td>Participating Schools</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>School Districts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cherry Creek, DPS, Eagle County, Jeffco, Mesa 51, Poudre Schools &amp; Westminster</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Presenters

Shana Payne
Director of Higher Education
Delaware Higher Education Office

Luke Rhine
Director, Career and Technical Education and STEM Initiatives
Delaware Department of Education
Delaware’s Career and College Ready Model
Delaware Public School Data (2013-14)

<table>
<thead>
<tr>
<th>Delaware District/School Data</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>School Districts</td>
<td>16</td>
</tr>
<tr>
<td>Vo-Tech School Districts</td>
<td>3</td>
</tr>
<tr>
<td>Total Charter Public Schools</td>
<td>21</td>
</tr>
<tr>
<td>Total Public Schools</td>
<td>238</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Student Enrollment (Percent All Students Enrollment)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Students</td>
<td>152,552</td>
</tr>
<tr>
<td>Traditional Public School</td>
<td>121,076</td>
</tr>
<tr>
<td>Charter Public School</td>
<td>10,438</td>
</tr>
<tr>
<td>Private School</td>
<td>21,038</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Public School Student Demographics</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>White</td>
<td>46.6%</td>
</tr>
<tr>
<td>African-American</td>
<td>31.2%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>15.3%</td>
</tr>
<tr>
<td>Low-Income</td>
<td>35%</td>
</tr>
<tr>
<td>English Learner</td>
<td>6.0%</td>
</tr>
</tbody>
</table>
What are my career goals and how do my educational plans align?
By 2024, Delaware will hire or replace 30% of its workforce

Delaware Employment Projections, 2014-2024

- **Replacement**: 104,267 (22%)
- **Growth**: 39,326 (8%)

Source: DE Department of Labor, Employment Projections, 2014

30% of workforce (143,593 jobs)
### Priority Areas

<table>
<thead>
<tr>
<th>Organization</th>
<th>Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delaware Department of Education</td>
<td>Build a career preparation system that aligns to the state and regional economies</td>
</tr>
<tr>
<td>Delaware Technical Community College</td>
<td>Scale and sustain meaningful work-based learning experiences</td>
</tr>
<tr>
<td>Delaware Department of Labor</td>
<td>Integrate our education and workforce development efforts</td>
</tr>
<tr>
<td>United Way of Delaware &amp; Rodel Foundation</td>
<td>Coordinate financial support across various sectors</td>
</tr>
<tr>
<td>Delaware Workforce Development Board</td>
<td>Engage employers, educators, and service providers</td>
</tr>
</tbody>
</table>
Systems Model

Delaware’s Career Pathways System

Education
Rigorous career pathways for all students, across key industry sectors, to ensure students earn early college credit and industry recognized credentials

Experience
Meaningful work experiences and opportunities for career coaching, provided by a network of engaged employers, to ensure students’ skills have value in the marketplace

Support
Connected services across partnering state agencies and community organizations, to ensure all youth are able to realize their postsecondary identities

Opportunities for all Students
Acquiring both academic and technical skills in combination with meaningful work experience gives students the freedom to choose their life’s path
### Readiness?

<table>
<thead>
<tr>
<th></th>
<th>College Ready</th>
<th>Career Ready</th>
</tr>
</thead>
<tbody>
<tr>
<td>25% met SAT benchmark in Math and Reading</td>
<td>24% completed an industry recognized credential</td>
<td></td>
</tr>
</tbody>
</table>

#### Percentage of students requiring remediation by subgroup (Class of 2015)

- **Special Education**: 78%
- **African-American**: 54%
- **Low-Income**: 54%
- **Other**: 51%
- **ELL**: 49%
- **Hispanic**: 47%
- **White**: 34%
- **Asian**: 14%

**Overall**: 41%
What Does It Take To Get Ready?

• **12th Grade Transition Supports**
  – College Application Month
  – FAFSA completion
  – Decision Day

• **College Level Courses**
  – Dual Enrollment
  – Advanced Placement

• **Reduce Remediation**
  – P20 Subcommittees
  – Foundations Courses
  – Stronger professional learning systems
  – Monitor progress [www.doe.k12.de.us/collegesuccess](http://www.doe.k12.de.us/collegesuccess)
What’s Next?

Statewide Advisement Model

Advisory Curriculum  Work-Based Learning  Professional Learning

Driven By Student, Parent and School Voice
Strengthen 7-14 Pathways for High Demand Careers
School-Community-Higher Ed Partnerships
School and Community Based Program Coordinators
Contact Us

Shana Payne
Delaware Higher Education Office
401 Federal Street
Dover, DE 19901
www.delawaregoestocollege.org
shana.payne@doe.k12.de.us

Luke Rhine
Delaware Department of Education
401 Federal Street
Dover, DE 19901
luke.rhine@doe.k12.de.us
Kentucky
Terry Holliday
Retired Commissioner of Education
2009-2015
Kentucky Highlights

• Brief History of Career Readiness Focus
  • Senate Bill 1 2009
  • Career Readiness Legislation
  • NCLB Waiver

• Work Based Learning
  • Toyota Model
  • Tech Ready Apprentices for Careers in Kentucky (TRACK)
  • Ford
  • UPS
  • KY FAME
National Highlights

• Brief Update
  • KY and LA accountability models
  • Council of Chief State School Officers Task Force
  • Opportunities and Options: Making Career Preparation Work for Students
  • Pathways to Prosperity – Jobs for the Future
  • William Symonds – Arizona State – career initiative
  • JP Morgan Chase – New Skills for Youth grants
  • Advance CTE – Learning that Works resource center
  • CCSSO Career Readiness Network
A CASE FOR CHANGE: THE MOVEMENT TOWARD EMPLOYER LED WORKFORCE SYSTEMS

NASBE: CAREER READINESS AND WORK-BASED LEARNING WEBINAR | MAY 30, 2018

KIM MENKE – REGIONAL DIRECTOR, TMNA GOVERNMENT AFFAIRS
    – KY FAME
    – KY WORKFORCE CENTER
    – KY WORKFORCE INNOVATION & OPPORTUNITY BOARD
EMPLOYER LED SOLUTIONS – GET INVOLVED!

- **EDUCATION**
  - PreK – 12th School System
  - Area Tech Centers/Community Colleges

- **GOVERNMENT** (Local/Region/State)
  - Education/Workforce Boards
  - Economic Development Agencies

- **BUSINESS**
  - Chamber of Commerce
  - Manufacturers Association
  - KY Federation Advanced Manufacturing Education (FAME)
Kentucky Federation for Advanced Manufacturing Education (KY FAME)

KY FAME
- Transforming Kentucky’s manufacturing workforce to ensure the economic success of the Commonwealth

Mission & Goals
- KYFAME is an industry-led public private partnership implementing the world-class model for developing manufacturing talent.
- FAME accomplishes this by:
  - Identifying critical skill needs in manufacturing
  - Creating market driven career paths for manufacturing
  - Standardizing curriculum and program delivery
  - Providing meaningful work experience concurrent to the educational experience
  - Marketing manufacturing careers
  - Recruiting the next generation of employees through student sponsorship
<table>
<thead>
<tr>
<th>History Event</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>KY FAME origin</td>
<td>Originated from 20 year continuing education program at Toyota.</td>
</tr>
<tr>
<td>Original collaborative</td>
<td>KY FAME industry partnership launched in 2009.</td>
</tr>
<tr>
<td></td>
<td>Original collaborative included 9 manufacturers in the Central KY region.</td>
</tr>
<tr>
<td>First student sponsorship program (AMT)</td>
<td>First student sponsorship program (AMT) at Bluegrass Community &amp; Technical College in 2010/11.</td>
</tr>
<tr>
<td></td>
<td>1 company</td>
</tr>
<tr>
<td></td>
<td>22 AMT student</td>
</tr>
<tr>
<td>Announcement of state organization</td>
<td>Announcement of state organization in January 2015.</td>
</tr>
<tr>
<td></td>
<td>State level board of directors</td>
</tr>
<tr>
<td></td>
<td>200 companies currently sponsoring approximately 650 students</td>
</tr>
</tbody>
</table>
Advanced Manufacturing Technician (AMT)

Primary program used by KY FAME to create a skilled workforce in skilled maintenance.
Integrated, career pathway associate degree program provided by KCTCS colleges.
Combines workplace experience with a simulated classroom environment.
KY FAME members sponsors students, who then participate in AMT.

The National Career Pathway Network recognized the AMT program as the BEST Career Pathway Program in the U.S.

Attend classes 2 full days per week;
Work at sponsoring company 3 full days per week;
## Advanced Manufacturing Technician (AMT) Integrative Curriculum

<table>
<thead>
<tr>
<th>Technical Skills</th>
<th>Personal Behaviors</th>
<th>Manufacturing Core Exercises</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity</td>
<td>Attendance</td>
<td>Safety Culture</td>
</tr>
<tr>
<td>Welding</td>
<td>Communication</td>
<td>Workplace Organization</td>
</tr>
<tr>
<td>Fluid Power</td>
<td>Communication</td>
<td>Lean Manufacturing</td>
</tr>
<tr>
<td>Machining</td>
<td>Diligence</td>
<td>Machinery Maintenance &amp; Reliability</td>
</tr>
<tr>
<td>Motor Controls</td>
<td>Interpersonal Relations &amp; Initiative</td>
<td>Problem Solving</td>
</tr>
<tr>
<td>Drawings</td>
<td>Teamwork</td>
<td></td>
</tr>
<tr>
<td>Maintaining Industrial Equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>System Trouble Shooting</td>
<td></td>
<td></td>
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<tr>
<td>PLCs</td>
<td></td>
<td></td>
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<tr>
<td>Robotics</td>
<td></td>
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</tbody>
</table>
Growing KY FAME

Since it became a statewide organization in 2015:

- 10 Regional chapters
- 200 + Member companies
- 232 Graduates

In the fall of 2018, 800 + students will be enrolled in KY FAME endorsed programs.
Advanced Manufacturing Technician (AMT)
Federations for Advanced Manufacturing Education (FAME)
Program Status

- TOYOTA Factory group with AMT Program (8)
- Employer group (not Toyota) with AMT Program (14)
College Partners supporting AMT Program (22)
Manufacturing Collaboratives (20)
Total employers engaged - 300

FAME ORGANIZATIONS:
10 - States

Alabama
Indiana
Kentucky
Mississippi
Missouri
Tennessee
Texas
West Virginia

Arkansas
Louisiana
Talent Pipeline

ADVANTAGES

1. A larger student base is established for the school, making it easier for it to maintain required minimum numbers.
2. An individual company’s needs can vary year-to-year, but the needs of other companies will still maintain a steady stream of students.
3. Several companies collectively asking the school to provide a specific product becomes a very strong voice / influence for the school to meet the requested need.
4. Companies can pool resources of all kinds so that each can get the full product while only devoting partial resources.
5. Increased usage helps to lower cost for all companies.
6. Close alignment of the WIB assists with resources.
KYFAME
KENTUCKY FEDERATION FOR ADVANCED MANUFACTURING EDUCATION

Pathway Options

High School Graduates

Enhanced Operator Certificate

AMT Associates Degree

Adults: Veterans, Existing Employees

Zero Debt

Work Experience

68-71 Credit Hours

Employment

Business

Engineering
FAME is the employers collaborative that supports each local AMT Program at a college partner. Local employers form a FAME group. A local college will then implement the AMT Program, and the employers will sponsor students who will attend school 2 days per week, and work at the sponsoring employer 3 days per week.
Kentucky Chamber Workforce Center
Serving as the business resource for education and workforce initiatives.
OVERVIEW OF THE TPM APPROACH
• 65 communities engaged in TPM

• 1,000 employers plugged into data system
2018 - 2020 across the entire state:

- Manufacturing
- Healthcare
- Technology/Business Services
- Construction
- Logistics
EMPLOYER LED SOLUTIONS – GET INVOLVED!

- Lifelong EDUCATION
- Local/State GOVERNMENT
- BUSINESS Collaborations
Marc Casale
Founder and CEO
Kinetic West
Career Connect Washington: Strategic Plan
NASBE Webinar
May 2018
The opportunity: Washington’s economy is growing 3%+ per year, but the youth unemployment rate remains >2X that of WA overall.

**Washington’s economic (GDP) growth**

![Real YoY GDP Growth, Washington State](chart)

- Growth 2012: 2.9%
- 2013: 2.4%
- 2014: 3.2%
- 2015: 3.7%
- 2016: 4.2%

3.3% CAGR 2012-2016

**Washington’s youth unemployment**

![Unemployment rates (%)](chart)

- Switzerland: 16.7% in 2012, 15.0% in 2016
- WA Youth (16-24): 16.6% in 2012, 12.3% in 2016

Reference point: Youth unemployment in Switzerland is the same as overall unemployment at ~4%

Note: Unemployment rates do not include individuals who are not in the labor force (e.g., students). Unemployment rates are annual (not seasonally adjusted).

Source: Bureau of Economic Analysis; Bureau of Labor Statistics; Employment Security Department; Interview with Swiss Industry Association

Note: Washington overall unemployment at 4.7% as of February 2018 (seasonally adjusted)
The opportunity: Significant gap between supply and demand of skilled workers in Washington – and a large opportunity for Career Connect WA to fill it

MANY EMPLOYERS SEEKING SKILLED LABOR

740,000 job openings expected in WA in next five years; 70% will require postsecondary credentials

FEW GRADUATES WITH RIGHT SKILL SET

Only 31% of WA high school students earn a postsecondary credential

OPPORTUNITY FOR CAREER CONNECTED LEARNING IN WASHINGTON:

TODAY

31%

of Washington state students do earn a postsecondary credential by age 26

2030 GOAL

70%

of Washington state students will earn a postsecondary credential by age 26

Source: Washington Roundtable

This information is confidential and was prepared by Bain & Company solely for the use of our client; it is not to be relied on by any 3rd party without Bain’s prior written consent

BAIN & COMPANY
Context for our efforts: Success for this effort depends on a close partnership between business, labor, government, and education stakeholders across the state.
Context for our efforts: To address this opportunity, there are many career-connected learning efforts already underway in Washington.

This information is confidential and was prepared by Bain & Company solely for the use of our client; it is not to be relied on by any 3rd party without Bain’s prior written consent.
A full-potential example: Swiss apprenticeship model has equalized unemployment rates for youth and general population (~3.1%)

- ~70% start apprenticeship at age 15
- Career fairs and recruitment start in 7th grade
- Fully permeable system fosters further education

Source: Graphic: SFS Group; Data: Die Lage auf dem Arbeitsmarkt – Swiss government September 2017 report

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We will create 6 key deliverables that will enable implementation of a system of career-connected education across Washington

<table>
<thead>
<tr>
<th><strong>10-year program vision</strong></th>
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<tbody>
<tr>
<td>Student offering, career/ed pathways, % WA young adults enrolled, prioritized schools/districts, employer offering, prioritized industries</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Detailed system design</strong></th>
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<tr>
<td>Identifying key tensions / tradeoffs, ways of integrating with existing programs, and target populations for both pilot and end-state phases</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th><strong>10-year growth plan</strong></th>
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<tbody>
<tr>
<td>Initiatives, owners, phasing, costs, milestones, and tracking metrics</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Funding model</strong></th>
</tr>
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<tbody>
<tr>
<td>Including both philanthropy and self-funding</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th><strong>Governance model</strong></th>
</tr>
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<tbody>
<tr>
<td>to be accountable for the rollout and realization of 10-year vision</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th><strong>Engagement and communications plan</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Including key actors who need to commit and support the system</td>
</tr>
</tbody>
</table>
Our timeless vision for career-connected learning in Washington

Every young adult in Washington will have **multiple pathways toward economic self-sufficiency**, strengthened by a **comprehensive state-wide system for career-connected learning**.

**Timeless articulation of principles, values, and core capabilities**

- **Better outcomes for young adults:** Every young adult will have agency and support to choose from a suite of pathways to credentials beyond high school and high-potential careers, including but not limited to 4-year college, and with equity of opportunity for all demographics

  Young adults will...
  - be academically prepared and work-ready
  - be supported and guided in making choices about their education and careers
  - have meaningful and engaging learning experiences
  - complete those experiences
  - gain valuable credentials for high-opportunity careers
  - move forward on their path toward careers and / or further education.

- **Better outcomes for employers:** Improve talent pipeline with a deeper and more diverse pool of local talent, who are work-ready and trained with relevant career skills

  Employers will...
  - have easy, accessible engagement in career-connected learning efforts
  - Increase / expand sponsorship of young adults in career-connected learning
  - have access to talented candidates that are prepared and trained to fill workforce gaps
  - improve retention of that talent over time
  - have a workforce of life-long learners, passionate about their career choices
  - be well positioned to upskill workforce to meet changing industry needs
Career-connected learning is a range of different experiences

Participants and employers can pick entry points and pathways from anywhere on this progression.

- **Career Launch**
  - Programs that combine meaningful on-the-job experience and relevant classroom learning
  - Outcomes: Competitive candidate with a relevant credential beyond high school

- **Career Preparation**
  - Education or work experiences to gain hands-on skills and knowledge
  - Outcomes: Preparing to be hired and successful in the workforce

- **Career Exploration**
  - Opportunities to deep-dive into specific career options
  - Outcomes: Preparing to make choices regarding career and education pathways

- **Career Awareness**
  - Resources and events to provide early exposure to career options
  - Outcomes: Preparing to make choices regarding career and education pathways

- **Life-long learning and work**
  - Support infrastructure to enable progression across career connected learning experiences

Source: WA STEM Career Connected Learning Framework

+ thousands of other WA employers
There are many examples of these experiences in existence today

What are the offerings that bring these experiences to life?

- Cooperative worksite learning
- CTE concentrators
- Career fairs
- Worksite tours
- Career Presentations
- Pathway planning and support
- Funding entities
- K-12 curriculum enablers

Participants and employers can pick entry points and pathways from anywhere on this progression.
Career Launch can come in many forms, but satisfies these criteria:

- At employer site or skills center (or similar)
- Paid and/or for academic credit
- High-quality supervision and mentorship plan
- Clear development plan
- Curriculum and program requirements developed with input from employers/industry
- Certified instructors
- Dedicated student support (academic and career)

Career Launch Programs: Positioning our young adults for careers

= Meaningful on-the-job experience + Relevant classroom learning = Competitive candidate + Relevant credential beyond high school

- Able to successfully compete for careers
  - Careers offer economic self-sufficiency
  - Jobs are accessible for young adults

- Credential attained
  OR
- Significant progress (at least one year) towards a 2 or 4 year credential

Discussion of careers in focus for Career Launch in the appendix

This information is confidential and was prepared by Bain & Company solely for the use of our client; it is not to be relied on by any 3rd party without Bain's prior written consent.
We will know we are successful when Washington improves across 4 key metrics.

Increased postsecondary credential attainment…

% WA high school students who earn a postsecondary credential by age 26

- 2015 class of 2006: 31%
- 2030 class of 2021: 55%

...increased youth employment...

WA unemployment rate

- Youth: 2015: 12%, 2030: 6%
- Total: 2015: 12%, 2030: 4%

...and increased economic mobility...

WA Median Household Income

- 2015: $64K, 2030: $100K

...will all drive economic prosperity in Washington

WA 5 year real GDP CAGR

- 2011-2015: 3.0%
- 2026-2030: ~3%

Note: Assumes both youth (16-24) and WA total unemployment reach US average unemployment (4.1%); Assumes US 5 year real GDP CAGR of 2% from 2026-2030; Assumes top quartile states on average ~1.5X US 5 year real GDP CAGR based on top quartile states for 2011-2015.

In June, we will be joined by the Government and Education working group and labor representatives for a read out to Governor Inslee on the progress and next steps for Career Connect Washington.

- **Build out our recommendation for governance**, including the governing body which will stand up and mobilize the system, at least in the near-term.
- **Build out our recommendation for the funding model**, which will include an estimate of costs (both start-up and ‘run rate’) and a path forward for meeting gaps.
- **Create an action plan for the near term, prioritizing early wins**, in order to reach our 10 year ambition.
Discussion

Discussion Topics:

- Equitable access to opportunities
- Inter-agency coordination and collaboration
- Alignment with graduation requirements and postsecondary pathways
- Indicators of success
- Employer engagement
Questions and Answers

Use the comment box to submit questions
Thank you!

The webinar and additional information will be available at the WA State Board of Education website: www.sbe.wa.gov

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