Opportunities for Connecting Secondary CTE Students and Apprenticeship Programs

Webinar #2: Overview of Technical Assistance Resources

This project has been funded at least in part with federal funds from the U.S. Department of Education under contract number ED-VAE-15-D-0008/0001. The content of this webinar does not necessarily reflect the views or policies of the U.S. Department of Education, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. government.
Welcome from the U.S. Department of Education

Sharon Lee Miller, Director, Division of Academic and Technical Education, Office of Career, Technical, and Adult Education
Webinar Overview

- **Opportunities for Connecting Secondary CTE Students and Apprenticeship Programs**: Background
- **Introduction to Technical Assistance Resources**
  - Planning Guide
  - Templates and Tools
  - Videos
  - Mini-guides
- **Lessons Learned Program Spotlight**
  - Tech Ready Apprentices for Careers in Kentucky (TRACK)
- **Q&A**
Presenters

Steven Klein, RTI International
Scott Stump, Vivayic, Inc.
Mary Taylor, Kentucky Department of Education
Mike Donta, Kentucky Labor Cabinet
Potential Role of Secondary CTE Programs in Preparing Students for Apprenticeship Programs

- **Objective:** To support state and local leaders as they consider building programs that connect secondary CTE students with apprenticeship programs

- Follow-up project to 2016 study: “Connecting Secondary CTE and Registered Apprenticeship: A Profile of Six State Systems”
  
Project Scope: Research

- Selected eight local programs across the country to understand how secondary CTE students can connect to apprenticeships

- Interviewed an array of stakeholders - K-12 and postsecondary CTE teachers and administrators at local level, employer sponsors and partners, state CTE and apprenticeship leaders, students, and parents
Project Scope: Products

- Site visit report: *Opportunities for Connecting Secondary Career and Technical Education (CTE) Students and Apprenticeship Programs* (Spring 2017)

Available at:

http://cte.ed.gov/reports/Opportunities_for_Connecting_Secondary_CTE_Students_and_Apprenticeship_Programs.pdf
Project Scope: Products

- Technical assistance resources to assist local and state leaders
  - Planning Guide
  - Tools and Templates
  - Mini-guides
  - Videos

Technical Assistance Resources

• Goal: Assist state and local leaders with initiating or expanding alignment between existing CTE and apprenticeship programs

• Resources are:
  - Interactive
  - A blueprint for state, regional, and local administrators
  - Customizable, allowing users to adjust each resource to fit their unique needs
Planning Guide Overview

Path to Expanding CTE-apprenticeship Alignments

Pre-Work I: Define the Value Proposition

Pre-Work II: Determine Alignment Readiness

Step 1: Build the Partnership

Step 2: Design Your Approach

Step 3: Considerations for Implementation
Planning Guide Features

• Modular
  • Select where to begin depending on state and local needs

• Practical
  • Based on lessons learned from site visits with links to site profiles for more details
  • Examples embedded throughout

• Portable
  • Interactive document that can be used in presentations and planning meetings
Action Steps and Resources

**Tech Ready Apprentices for Careers in Kentucky**  

**Upper Valley Career Center Pre-Apprenticeship Program**  
Retrieved from [http://www.uppervalleycoc.org/Apprentice.aspx](http://www.uppervalleycoc.org/Apprentice.aspx)

**Trident Technical College Youth Apprenticeship Program**  
Retrieved from [http://www.tridenttech.edu/career/workforce/car_youth_apprenticeships.htm](http://www.tridenttech.edu/career/workforce/car_youth_apprenticeships.htm)

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**Action Steps:**

1. Watch the *Expanding Opportunities: Aligning Career and Technical Education (CTE) and Apprenticeship* video.

2. Review the program materials above to see the impact that connecting CTE and apprenticeship programs can have on students, employers, communities, and states.

3. Use the *Consider the Benefits* questions in the *Tool 1 – Defining Value Proposition Template* to examine your current CTE data and identify where a CTE-apprenticeship alignment might have an impact on your program.

4. Use the *Explore the Value* section of the *Tool 1 – Defining Value Proposition Template* to consider the value of a CTE-apprenticeship alignment.
Interactive Taxonomy

Dimensions of Alignment

Instructional Alignment
Sites seeking to connect CTE with high-quality apprenticeship programs took intentional steps to sequence and align instructional content, often with input from employer or labor sponsors. Four common approaches are: Full, Embedded, Substituted, and External.

Learn More

Alignment Approaches at a Glance
Tech Ready Apprentices for Careers in Kentucky (TRACK) - Dr. Schneider Automotive Systems
Location: Russell Springs, Kentucky
Career Cluster: Manufacturing
Year Created: 2014
2014-15 Participants: 4

Full Instructional Alignment
Statewide pre-apprenticeship program is adapted by a local employer sponsor and embedded into a four-course CTE sequence, preparing students for multiple pathways upon graduation, including apprenticeship.

Full Program Articulation
The program begins junior year at area technical center. After high school graduation, students have the option to transition to the employer’s Registered Apprenticeship, and continue technical instruction at area community college to earn an Associate of Applied Science degree.

Learn More
Tools and Templates

Path to Expanding CTE-apprenticeship Alignments

Pre-Work I: Define the Value Proposition

Pre-Work II: Determine Alignment Readiness

Key Terms Template
Readiness Assessment

Value Proposition Template

Step 1: Build the Partnership
Step 2: Design Your Approach
Step 3: Considerations for Implementation

Partner Planning Tool
Alignment Development Plan
## Tool and Template Example

### CTE-APPRENTICESHIP KEY TERMS TEMPLATE

#### Career and Technical Education

<table>
<thead>
<tr>
<th>General Description</th>
<th>Local Definition</th>
<th>State Definition</th>
<th>Partner Definition</th>
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<tbody>
<tr>
<td><strong>CTE programs</strong> are typically organized into 16 Career Clusters® that comprise groups of related industries and occupations, and may be found at the secondary and postsecondary learner level. Within clusters, students may specialize in a career pathway that provides them with technical skills to prepare them to transition into postsecondary education and/or immediate employment. Programs usually consist of sequenced technical coursework that start with introductory, basic technical skills instruction that progresses over time to more advanced skill training.</td>
<td></td>
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<tr>
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Mini Guides

• Highlight the most fundamental strategies and lessons learned in an easy-to-access format

• Designed to provide targeted guidance to specific audiences
  ○ State leaders and teams
  ○ Local and regional leaders and teams
  ○ Employers and industry organizations
## ACTION ITEMS TO CONSIDER

The following lessons learned provide local and regional partnerships with simple action items to improve CTE student access to apprenticeships.

<table>
<thead>
<tr>
<th>Find a Champion</th>
<th>Engage Employers</th>
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<tbody>
<tr>
<td>Commit resources to support a dedicated, sustained leader to oversee efforts to align CTE and apprenticeship, which helps keep effective partnerships across programs.</td>
<td>Allow employers to drive the program’s design, which helps earn their trust and commitment to the partnership and ensures the program will meet labor market needs.</td>
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<tr>
<th>Expand Partnerships</th>
<th>Build the Connections</th>
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<tr>
<td>Use intermediaries (industry associations, employer councils, chambers of commerce, nonprofit, and community-based organizations) to be the connectors between schools, students, and employers and make students’ entry into the programs as smooth as possible.</td>
<td>Leverage state policies such as dual enrollment to benefit the apprentices, educational institution, and employers.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Get Creative</th>
<th>Promote It</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide opportunities for students to learn beyond the traditional school day and setting, which allows for increased learning time.</td>
<td>Create an institution wide culture that values all high school options, including apprenticeship equally.</td>
</tr>
</tbody>
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Lessons Learned Program Spotlight

Mary Taylor Business and Industry Training and Development Specialist, Kentucky Department of Education

Mike Donta, Deputy Commissioner, Kentucky Labor Cabinet
TRACK Tech Ready Apprentices for Careers in Kentucky

An initiative between the Kentucky Department of Education’s Office of Career and Technical Education and the Kentucky Labor Cabinet.

District Benefits
- Prepares students for the workforce
- Industry certification will count toward College and Career Ready accountability
- Students will be a completer based on Kentucky’s Perkins plan
- Promotes positive partnerships with local community and business leaders
- Helps create and retain local jobs for students
- Engages hands-on learners

Employer Benefits
- Employer tailored training
- Employer selects students for program
- Employer selects courses
- Employer selects post-secondary requirements
- Employer cultivates a loyal employee
- Works with any number of trainees
- “Grow Your Own” approach to skilled worker shortage
- Potential financial incentives

Student Benefits
- Student will get paid for on-the-job training
- NO STUDENT LOANS
- Student’s on-the-job hours will count toward apprenticeship completion
- Student will receive an industry certification
- Student’s successful completion will result in acceptance in a Registered Apprenticeship program
- Upon program completion, student will receive a nationally recognized portable credential
- Student will benefit from hands-on learning approach
Compelling Message in Action

Tech Ready Apprentices for Careers in Kentucky (TRACK) – Dr. Schneider Automotive Systems, Kentucky

“Students are getting their careers on TRACK with apprenticeships,” is the compelling message that is being jointly shared by CTE and apprenticeship leaders in Kentucky. From websites to local workforce board meetings, this message is generating interest in the TRACK program throughout the state. The partnership has branded the initiative with the shared logo below and continues to add new pathways each year under the same message.


Learn More at Tech Ready Apprentices for Careers in Kentucky (TRACK) Website
Equity and Access in Action

Tech Ready Apprentices for Careers in Kentucky (TRACK)

In addition to providing information sheets dispelling myths about youth labor laws, Kentucky has leveraged its existing relationship with Adecco, a national staffing agency, to address employer concerns about insurance and liability, issues for employees under 18. Under the state's Youth Employment Solutions (YES) program, Adecco manages the administrative and legal elements of work-based learning, including TRACK. According to the state, the YES program has helped remove barriers for some employers, and as a result, they have agreed to participate in TRACK. Adecco also helps recruit employers and prepare students with the professional skills they will need to be successful in the workplace.

Learn More at Tech Ready Apprentices for Careers in Kentucky (TRACK) Website

Locating and Using the Resources

Potential Role of Secondary CTE Programs in Preparing Students for Apprenticeship Programs

Much has been written in recent years about the need to provide greater work-based learning opportunities for high school students as an instructional strategy to better prepare students for college and the workforce. Several reports, such as Pathways to Prosperity: Meeting the Challenge of Preparing Young Americans for the 21st Century and Learning for jobs have argued that other countries, those with robust apprenticeship systems, do a much better job than the United States in preparing all students for careers. This project explores the potential role that secondary career and technical education (CTE) programs may play in preparing students for apprenticeship programs.

Through site visits and interviews of current secondary CTE programs that align with and articulate to apprenticeship programs in a variety of contexts and Career Clusters®, local CTE programs will be profiled for common elements and practices that characterize effective programs, as well as the underlying supports and programmatic features that enable success. Resources to be developed include: a site visit report and site profiles; a resource guide describing the characteristics of effective programs and strategies for engaging employers; and instructional videos and webinars on...
Wrap-Up