NGA Policy Academy on Scaling Work-Based Learning

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WHAT

• NGA + six states (IN, IA, MT, NH, UT, WA)
• Target youth 16-29
• STEM middle-skill careers
• Clear pathways
• January 2016-June 2017

WHY

• Main Street Montana, Pillar 1
• DLI 2015 Labor Day Report
• Benefits of WBL
## WBL Framework

<table>
<thead>
<tr>
<th><strong>Clear Work-based Learning Partnership Agreement</strong></th>
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<tbody>
<tr>
<td>A <strong>clear</strong> articulation of the work-based learning partnership between the participant, the educational institution or intermediary organization, and the sponsoring employer. The agreement describes terms and expectations of the experience, including learning objectives aligned with a career pathway, duration, and the financial or educational compensation afforded to the participant.</td>
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<tr>
<th><strong>Authentic Work Experience Component</strong></th>
<th><strong>Structured Learning Component</strong></th>
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<tbody>
<tr>
<td>Participant engages in an <strong>authentic</strong> work experience that is of value and relevant to the sponsoring employer partner(s) workforce needs. Participant is supervised and mentored in the completion of assigned tasks and projects.</td>
<td>Participant engages in <strong>structured</strong> learning activities to enrich and enhance knowledge, skills, and abilities. That includes curricula linked to the sponsoring employer’s skills needs and the concepts participants encounter in the workplace.</td>
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<th><strong>Culminating Assessment and Recognition of Skills</strong></th>
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<td>The experience culminates in an assessment to gather sponsoring employer feedback and garner formal <strong>recognition</strong> of participants’ learning and acquired skills. A partner educational institution or third party intermediary organization carries out the assessment to ensure that recognition is aligned with the attainment of a credential or progress along a career pathway.</td>
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Montana’s Vision:
To scale and enhance high-quality WBL experiences in Montana to:

- Serve Montana’s priority workforce development needs
- Create sustainable talent development pipelines for Montana’s high-demand industries
- Foster career (and college) readiness for Montana’s youth and young adults
- Ensure alignment of education, government, community and business resources toward priority employer needs

Montana’s Action Plan:

1. **ELEVATE** the profile and importance of work-based learning as a critical component of the talent pipeline and a strategy for connecting youth to good paying jobs.

2. **DEFINE** and identify high-quality, demand-driven, work-based learning programs with the potential to connect youth with employers seeking to fill STEM middle-skills jobs and further education or training.

3. **ENHANCE** existing youth focused work-based learning programs through employer investment and alignment with the attainment of relevant skills and credentials.

4. **SCALE** youth and employer participation in work-based learning statewide by embedding it as a core feature of state education and training programs.

5. **MEASURE** the results of high-quality, demand-driven, work-based learning in connecting youth with career pathways to meet employers’ STEM middle-skills needs and gain valuable skills.
High Quality Work Based Learning Experiences

Community Based & Industry Driven WBL Model Projects

GOVERNMENT & COMMUNITY PARTNERS

- Governor's Office
- MTDLI
- Commerce
- Econ. Dev.
- DPHHS
- SWIB

RURAL WBL MODEL PROJECTS

- Billings
- Bozeman
- Butte
- Helena
- Great Falls
- Missoula
- Havre
- Kalispell

- Glendive
- Miles City
- Lewistown
- Dillon
- Hamilton
- Libby
- Sidney
- Malta

- Youth
- H.S. Students
- ABE Students
- 2-yr Students
- 4-yr Students
- Grad Students
- Spec. Populations

TRIBAL WBL MODEL PROJECTS

- Blackfeet
- Chippewa Cree
- SKC
- Crow
- Fort Belknap
- Fort Peck
- Northern Cheyenne

- Youth
- Veterans
- Voc. Rehab.
- Corrections Regional Consortiums
- Unemployed Help Act

BUSINESS & INDUSTRY PARTNERS

- Perkins
- Dual Credit
- Grad Matters
- JMG
- CTE Pathways
- RevUp MT
- HealthCARE MT

EDUCATION PARTNERS

- OPI
- K-8
- 9-12
- ABE
- OCHE
- 2-Year
- 4-Year
- Grad
- OTHER
- ETP's
- Private
- Tribal

URBAN WBL MODEL PROJECTS

- Student's Office
- MTDLI
- Commerce
- Econ. Dev.
- DPHHS
- SWIB

Future Work Based Learning, Post Employment Training & Talent Development

- Statewide Clearinghouse for Work Based Learning
- Post Employment Training
- Talent Development

LMI

SWIB Cross KIN Working Group

Sector Partnerships
Industry Focused WBL Career Readiness & Talent Development Model
Statewide Clearinghouse for Work Based Learning, Post Employment Training & Talent Development
Community Based & Industry Driven WBL Model Projects

IAOF
Manufacturing Energy HealthCARE IT Construction Finance

BUSINESS & INDUSTRY PARTNERS

EDUCATION PARTNERS

GOVERNMENT & COMMUNITY PARTNERS

PARTICIPANT PARTNERS

On-the-Job Training (OJT)
Clinical Experience
Paid / Unpaid Internship
Pre-Apprenticeship
Apprenticeship

Service Learning
Group Projects
Class Integrated Internship
Student Run Enterprise

Level 1
Career Awareness
Workplace Tours
Guest Speakers
Career Fairs
Field Trips

Level 2
Career Exploration
Job Shadowing
Career Research
Interviews
Career Interest Assessment

Level 3
Career Preparation

Level 4

Urban
WBL
Model
Projects

Rural
WBL
Model
Projects

Tribal
WBL
Model
Projects

Other
WBL
Model
Projects

Billings
Bozeman
Butte
Helena
Great Falls
Missoula
Havre
Kalispell

Glendive
Miles City
Dillon
Hamilton
Libby
Sidney
Malta

Blackfeet
Chippewa Cree
SKC
Crow
Fort Belknap
Fort Peck
Northern
Cheyenne

Youth
Veterans
Voc. Rehab.
Corrections
Regional
Consortiums
Unemployed
Help Act
How can you help?

• Feedback – today and ongoing
• Governor’s Summit on WBL
  • September 21 at Montana Tech
• Help identify:
  • Existing programs w/ WBL components
  • Pockets of success and best practice
  • Champions
  • Barriers to employer participation
• Help develop technical guidance and FAQ for employers