

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

Clear Work-based Learning Partnership Agreement

A **clear** 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.

Authentic Work Experience Component

Participant engages in an **authentic** 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.

Structured Learning Component

Participant engages in **structured** 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.

Culminating Assessment and Recognition of Skills

The experience culminates in an assessment to gather sponsoring employer feedback and garner formal **recognition** 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.

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Montana's Vision:

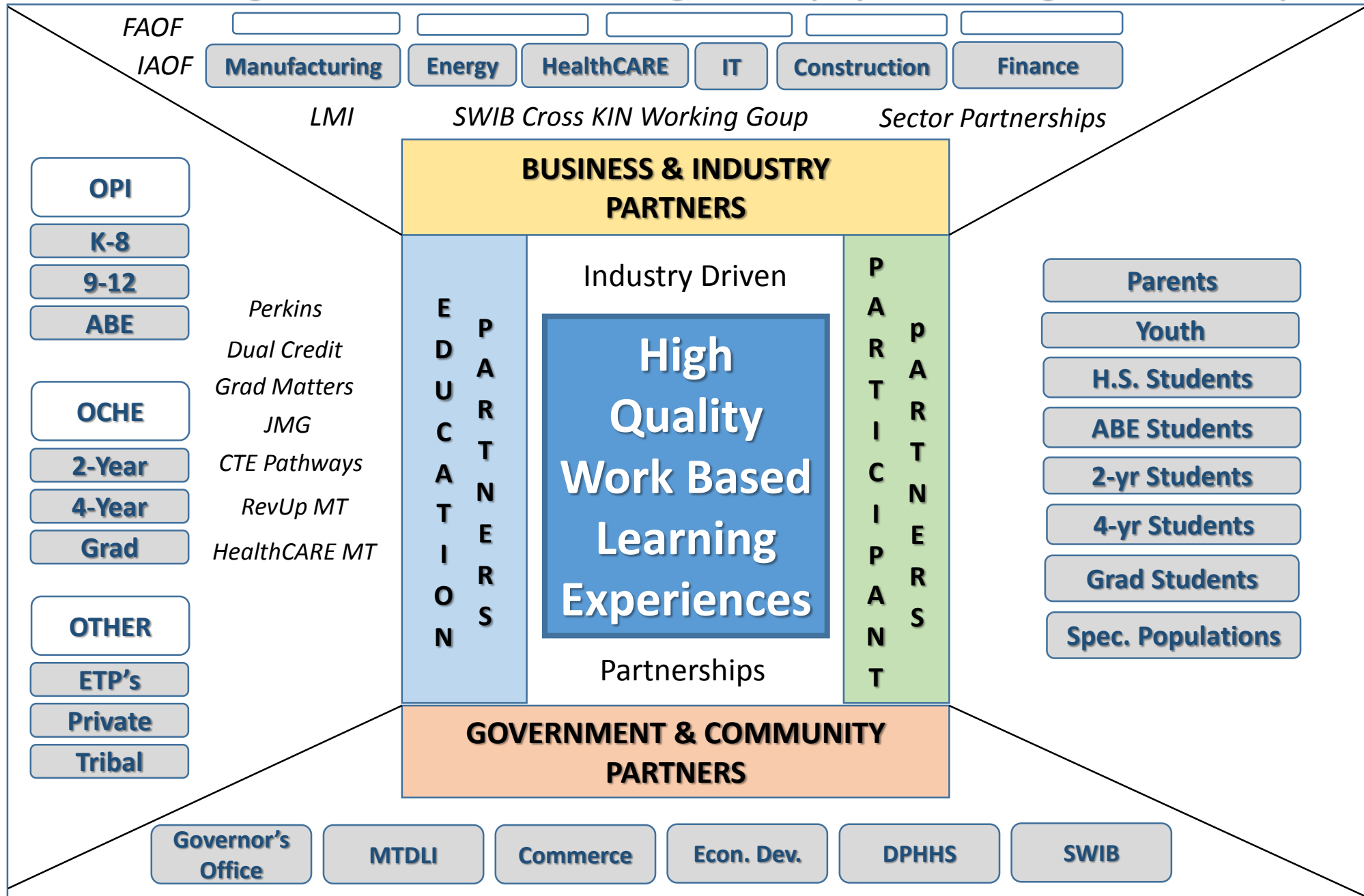
To scale and enhance high-quality WBL experiences in Montana to:

- 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.

Statewide Clearinghouse for Work Based Learning, Post Employment Training & Talent Development



- Urban WBL Model Projects**
- Billings
 - Bozeman
 - Butte
 - Helena
 - Great Falls
 - Missoula
 - Havre
 - Kalispell

- Rural WBL Model Projects**
- Glendive
 - Miles City
 - Lewistown
 - Dillon
 - Hamilton
 - Libby
 - Sidney
 - Malta

- Tribal WBL Model Projects**
- Blackfeet
 - Chippewa Cree
 - SKC
 - Crow
 - Fort Belknap
 - Fort Peck
 - Northern Cheyenne

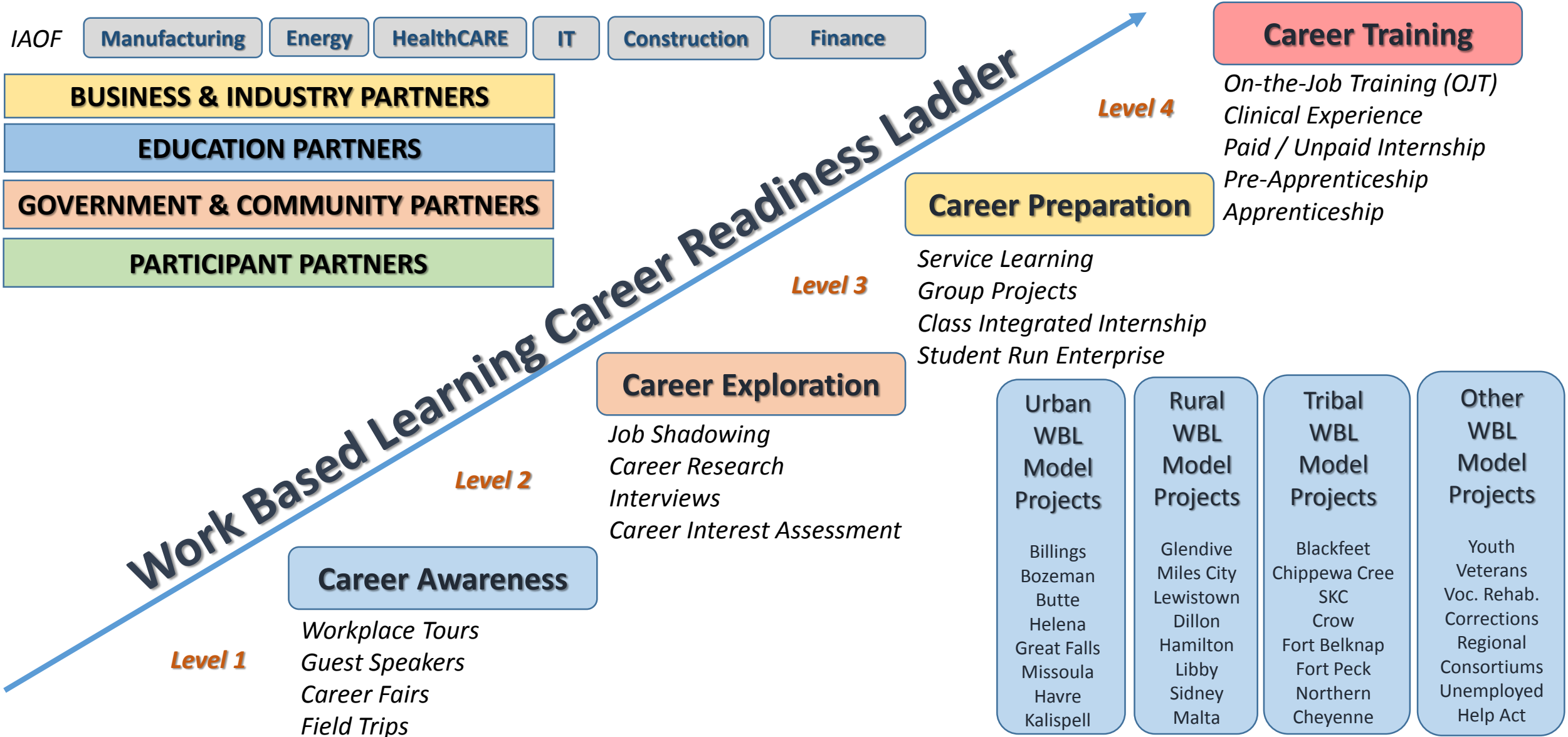
- Other WBL Model Projects**
- Youth
 - Veterans
 - Voc. Rehab.
 - Corrections
 - Regional Consortia
 - Unemployed Help Act

Community Based & Industry Driven WBL Model Projects

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



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