

**WORK-BASED LEARNING,
APPRENTICESHIP,
& SECTOR PARTNERSHIPS,
OH MY!**

May 19, 2016

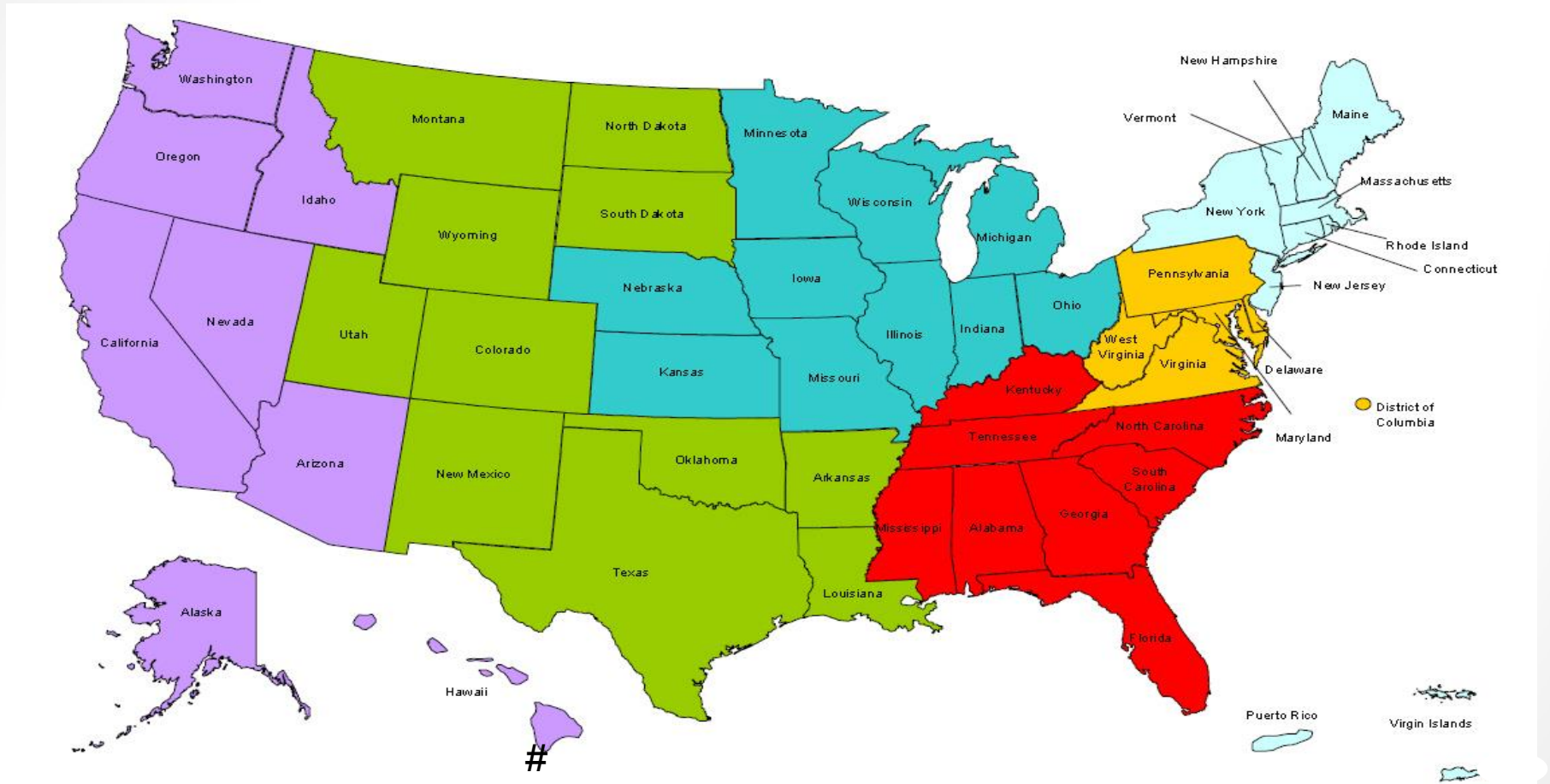


EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR



WHERE ARE YOU?

Enter your location in the Chat window – lower left of screen



OBJECTIVES

- ✓ Discuss experiential learning within a career pathway including earn and learn models
- ✓ Show how sector partnerships can play a vital role in expanding work-based learning including apprenticeships
- ✓ Explore what states are doing around work-based learning policy



MEET OUR PRESENTERS



■ **DEB LYZENGA**

*Regional Business Solutions
Manager*

West Michigan Works!

■ **SCOTT SHEELY**

*Special Assistant for Workforce
Development*

PA Department of Agriculture



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SECTOR  STRATEGIES

INDUSTRY SECTOR DEVELOPMENT

■ Catalyst for Change

- ▣ Multiple Healthcare Organizations separate but same discussions
- ▣ Talent supply & demand data
- ▣ Job seekers have a choice

■ Core Ingredients:

- ▣ Industry similar employers experiencing the same need
- ▣ Partnerships between education and training that focus on workforce needs
- ▣ Workforce intermediary or convener of stakeholders
- ▣ Stakeholders willing to collaborate for the good of the community and business

**Regional, employer-driven partnerships in
Healthcare to solve talent demand**

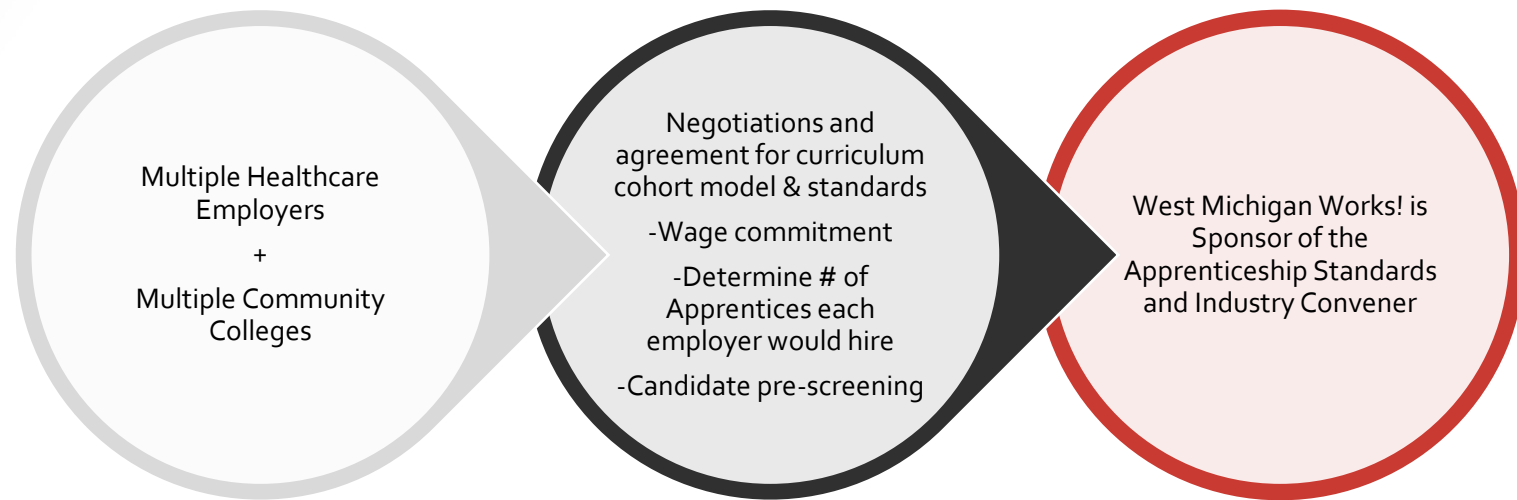


REASONS TO DEVELOP CAREER PATHWAYS FOR INCUMBENT WORKERS

- Low unemployment rate
- Developing employment opportunities that will keep our workers in West Michigan
- Opportunities for post secondary education without the debt
- Certifications leading to careers
- Decrease turnover
- Increase diversity



WEST MICHIGAN WORKS APPRENTICESHIP MODEL



BRAIDING OF FUNDS

ASSOCIATED COSTS

- Community College Program costs
- Uniforms & on-campus parking
- Employee wages while training

POTENTIAL FUNDING SOURCES

- Employer Tuition Contribution
- Skilled Trade Training Funds
- West Michigan Works! Individual Training Account Scholarships (WIOA)
- FAFSA Pell Grant (Financial Aid)
- Other Grants & Community Resources
- WIOA On-the-Job Training Reimbursement



MEDICAL ASSISTANT (M.A.) APPRENTICESHIP

CRITICAL PARTNERS FOR SUCCESS

Employer Partners

- Cherry Health
- Mercy Health
- Spectrum Health

State Partners

- Dave Jackson, Office of Apprenticeship, USDOL
- Russell Davis, Michigan State Director, USDOL
- Marcia Black-Watson, Industry Talent Director, WDA

Educational Partners

- Grand Rapids Community College
- Montcalm Community College
- Muskegon Community College



SECTOR PARTNERSHIPS

- With the rapidly-changing pace of technology, sectors are increasingly challenged to keep the skills and knowledge base of their workforce up-to-date
- Skills are what employers want but they tend to ask for degrees and credentials as proxies
- Work-based learning (experiential learning that complements didactic learning) marries skills with knowledge



DEMAND-DRIVEN

- We all say it but not all of us do it
- Listening to the needs of employers...in detail...is one of the more important on-going tasks that we have
- Start with what are the key occupations and drill quickly down to knowledge, skills, and abilities
- Differentiate between soft and hard skills
- Not everyone needs training...sometimes, just good counseling



WHAT WE REALLY NEED IS SKILLS

■ Foundational skills

- ▣ Attendance, On-Time, Drug-Free, Get Along with Others, Prepared for Work and Home Life,

■ Literacy skills

- ▣ General literacy but also reading for information, locating information, math

■ Hard skills

- ▣ Hand and power tools, measuring, equipment operation, fork-lift driving, and many more



WORK-BASED LEARNING AND BEYOND

- Apprenticeships and internships being replaced by new kinds of work-based learning
- Micro-skills and credentials that can be learned and earned in short timeframes and be used immediately on the job, and then...
- Stacked into credentials with more skill sets
- Strong experiential component
- Competency-based apprenticeships over time-based
- Pre-apprenticeships connected to broader career pathway



BREAKOUT QUESTIONS

- How can we get employers to be more forthcoming about all of their needs? Who can better define the needs (HR or production)?
- What strategies are being used to facilitate agreement among employers in sector partnerships around identifying the appropriate credentials, certifications and/or degrees?
- How are partners braiding funding to support the development and implementation of sector partnership training and support employer engagement in the process?



BREAKOUT FACILITATORS

■ Breakout 1 Facilitator

- ▣ Beth Brinly, Vice President of Workforce Innovation, Maher & Maher

■ Breakout 2 Facilitator

- ▣ Diane Walton, Employment & Training Administration, San Francisco



QUESTION & ANSWER SESSION

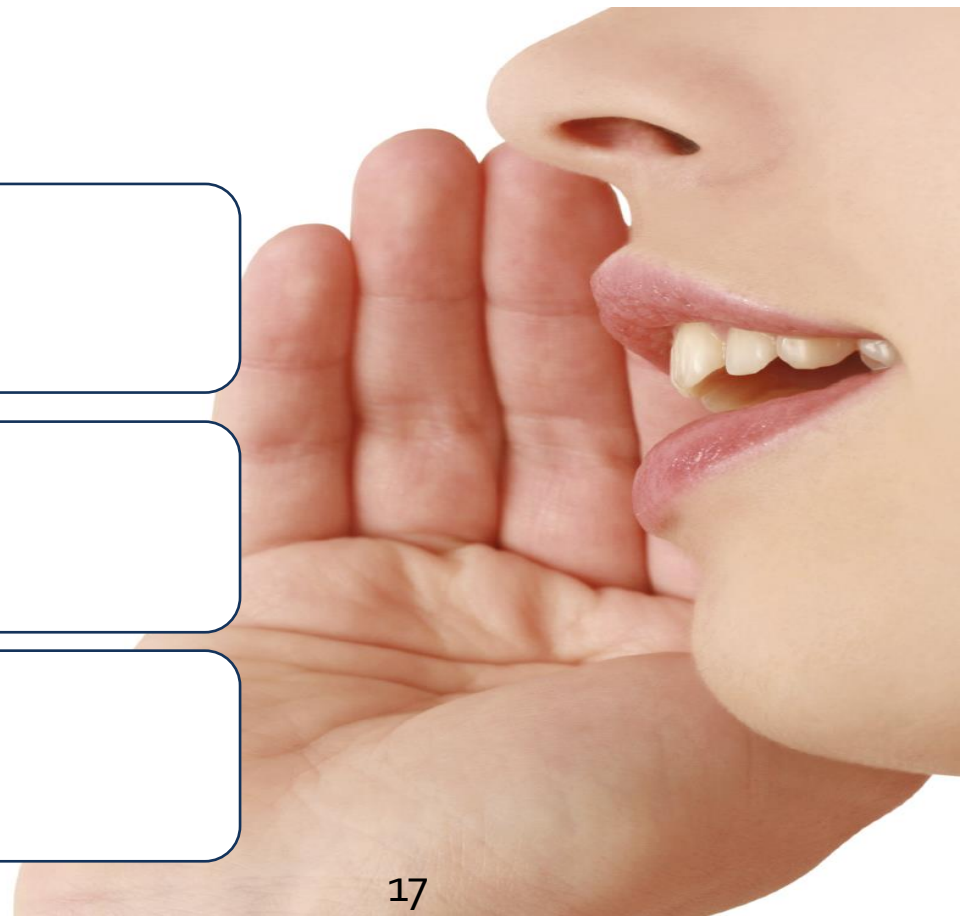


SPEAKERS' CONTACT INFORMATION

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Thank

You



POLLING QUESTION

After attending this Virtual Institute, or any of the other Sector Strategies TA events, do you feel your organization:

1. Is better prepared to advance sector strategy approaches?
2. Has more tools to adapt quality practices?
3. All of the above
4. None of the above

