CONCURRENT ENROLLMENT IN YOUTH APPRENTICESHIP PROGRAMS: OPPORTUNITIES & CHALLENGES

Taylor White
Senior Policy Analyst, New America
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SESSION AGENDA

- Introduction
- Youth Apprenticeship: The What, Who, and How
- Structuring Student Learning within Youth Apprenticeship: Examples
- Partnership to Advance Youth Apprenticeship: An Overview
- Questions
New America’s Education Policy Program (EPP) works to strengthen and improve the educational system so that all students have equitable access to high-quality learning that prepares them for college, careers, and civic life in a time of rapid technological and social change.

- Early & Elementary Education
- PreK-12 Education
- English Learners
- Learning Technologies Project
- Higher Education
- Center for Education & Skills
  - Partnership to Advance Youth Apprenticeship
WHAT IS YOUTH APPRENTICESHIP?

A high-quality youth apprenticeship is a structured program designed to start when apprentices are in high school and deliver the following core elements:

- Paid, structured on-the-job learning under the supervision of skilled employee mentors
- Related, classroom-based instruction
- Ongoing assessment against established skills and competency standards
- Culmination in a portable, industry-recognized credential and postsecondary credit
HOW DOES IT WORK?

Students typically start youth apprenticeship programs in 11th or 12th grade. Over multiple years, youth apprentices complete paid, on-the-job learning, earn transferable credit for college-level coursework, and earn their high school diplomas. Youth apprenticeship can prepare students for successful careers in a range of industries, including finance, professional services, healthcare, information technology, advanced manufacturing, and more.
MULTIPLE OPTIONS EXIST FOR STUDENTS WHO COMPLETE YOUTH APPRENTICESHIP

FULL-TIME EMPLOYMENT
Youth apprentices can start careers with valuable industry knowledge and experience.

FULL-TIME EDUCATION
Youth apprentices can enroll full-time at postsecondary institutions to build on the college credits they earned through their apprenticeship programs.

EMPLOYMENT AND EDUCATION
Youth apprentices can continue working and enroll in college courses to complete a degree.
YOUTH APPRENTICESHIP AS A PARTNERSHIP
YOUTH APPRENTICESHIP ACTIVITY
STRUCTURING LEARNING IN YOUTH APPRENTICESHIP MODELS: THE ROLE OF CONCURRENT ENROLLMENT
CAREER-ORIENTED  
Learning is structured around knowledge, skills, and competencies that lead to career with family-supporting wages.

EQUITABLE  
Learning is accessible to every student, with targeted supports for those adversely impacted by long-standing inequities in our education system and labor market.

PORTABLE  
Learning leads to postsecondary credentials and transferable college credit that expands options for students.

ADAPTABLE  
Learning is designed collaboratively to be recognized and valued across an industry or sector.

ACCOUNTABLE  
Student, employer, and program outcomes are monitored using transparent metrics to support improvement.
CONCURRENT ENROLLMENT: BENEFITS & OPPORTUNITIES FOR YOUTH APPRENTICESHIP

• Increasingly familiar & popular mechanism by which high school students can earn college credit

• State support for concurrent enrollment makes youth apprenticeship affordable option for students (and employers)

• Existing concurrent enrollment arrangements can lay groundwork for strong partnerships

• Structured course sequences, leading to credentials & degrees
YOUTH APPRENTICESHIP AS A PARTNERSHIP

- Employers
- High Schools
- Postsecondary Institutions
**CHARLESTON REGIONAL YA PROGRAM**
**AT TRIDENT TECHNICAL COLLEGE**

- Strong existing concurrent enrollment & employer partnerships support program design
- Courses developed and taught by Trident Technical College
- Charleston Metro Chamber covers student tuition & fees at TTC
- CTE Dual Enrollment

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<thead>
<tr>
<th>2019</th>
<th>92</th>
<th>130+</th>
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<tbody>
<tr>
<td>ENROLLED APPRENTICES</td>
<td>9</td>
<td>17</td>
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<td>EMPLOYERS</td>
<td>INDUSTRIES</td>
<td>PATHWAYS</td>
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<td>1 HIGHER ED PARTNERS</td>
<td>5 SCHOOL DISTRICTS</td>
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## Industrial Mechanic (JRE)

<table>
<thead>
<tr>
<th>1st Year</th>
<th>2nd Year</th>
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<tr>
<td><strong>High School Courses</strong></td>
<td><strong>High School Courses</strong></td>
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<tr>
<td><strong>FALL</strong></td>
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<tr>
<td>Basic Industrial Work Skills I</td>
<td>Algebra, Geometry and Trigonometry</td>
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<td>Basic Industrial Work Skills II</td>
<td>Piping Systems</td>
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<td>OJT (5-15 hours per week)</td>
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<td><strong>SPRING</strong></td>
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<td>Mechanical Sketching</td>
<td>Preventative Maintenance</td>
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<td>Mechanical Power Applications</td>
<td>Hydraulic and Pneumatics</td>
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<td>Problem Solving for Mechanic Applications</td>
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<td>OJT (5-15 hours per week)</td>
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**Summer in between 1st & 2nd year work full time at participating employer**
YOUTH APPRENTICESHIP IN NORTH CAROLINA

- NC Community College System “promotes, develops, registers and assists” apprenticeship programs
- Local programs coordinated by regional industry consortia
- State’s Career & College Promise funds dual enrollment courses
- Special waiver covers tuition & fees once apprentices graduates from HS (2016)
CAREERWISE COLORADO

- Independent, not-for-profit intermediary organization funded by state, philanthropy, and fees paid by employers
- 11 Higher Ed Partners – Programs developed via “Bid Process”
- Leverage state funding for concurrent enrollment and related programs (ECHS, P-Tech, ASCENT)
- State Guaranteed Transfer Course List
- State flexibility around competency

2019

450 ENROLLED APPRENTICES

120+ EMPLOYERS

6 PATHWAYS
Adv Mfg, IT, Biz Ops, Financial Services, Healthcare, Education

14+ OCCUPATIONS

6 COMMUNITIES
Denver Metro Area, Fort Collins, Mesa County, Eagle County, Estes Park, Loveland

16 SCHOOL DISTRICTS
CCSD, CEC, District 51, DPS, Eagle, Estes, Jeffco, Peak to Peak, Poudre, STEM, Thompson, Westminster, Windsor, Adams 14, St. Vrain, Aurora

64+ PARTICIPATING SCHOOLS

11 HIGHER ED PARTNERS
FAMILIAR CHALLENGES, TOO:

- Collaboration on program design
- CTE Course Eligibility
- Student Eligibility
- Funding
- Student Supports
- Credit & Transferability
- Graduation Requirements
- Teacher supply & credentialing
- What else?
DISCUSSION & QUESTIONS

• What features of the concurrent enrollment programs in your community might support youth apprenticeship?

• What features might be barriers to youth apprenticeship?

• What other work-based learning programs, if any, are you currently supporting with concurrent enrollment?

• What questions do you have?
PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIP
Expanding youth apprenticeship is a strategy for building a more inclusive economy by connecting the learning needs of students with the talent needs of industry.

The Partnership to Advance Youth Apprenticeship (PAYA) is a multi-year initiative that will support efforts in states and cities to expand access to high-quality apprenticeship opportunities for high school age youth.
THE PAYA NATIONAL PARTNERSHIP
KEY PAYA OBJECTIVES

• Improve public awareness of high-quality youth apprenticeship and advancing understanding of how well such programs serve students, employers, and communities.

• Disseminate better information about the conditions and strategies necessary for success and sustainability of youth apprenticeship partnerships.

• Support more high-quality, scalable youth apprenticeship partnerships that better serve participating employers, students, and communities.
KEY PAYA MILESTONES:

• October 2018 – PAYA Launch & Release of the PAYA National Definition & Principles
• January 2019 – PAYA Grants Initiative Opens
• March 2019 – PAYA National Meeting in Charleston, SC
• May 2019 – PAYA Grantee Sites Announced

• Looking Ahead to 2020 –
  • Grantee cohort develops, implements strategy – targeted TA & cross-site learning
  • Networking activities for growing field of youth apprenticeship practitioners
  • Accelerate research & communications agenda

What questions should we be asking & answering about concurrent enrollment within youth apprenticeship?
For more information:
newamerica.org/PAYA

Taylor White
whitet@newamerica.org
@TcWhite1