X>M>E

(X) Experience shapes our Mindset which shapes our Expression

Making it our own:
Expression- What I think and what I do): words, actions, physiology
Mindset- Beliefs, attitudes, perceptions, mental models
EXpression-Events, activities, endeavors, accomplishments

Source: Mark Reardon, The X Factor
Agenda

● The Problem We Are Trying To Solve
● What Is Needed For Change?
● What Are Other States Doing?
● Colorado’s Work Based Learning Plan
● What's Happening with WBL Now?
● How Can You Have An Impact?
● What Resources Are Needed?
COLORADO’S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

**LEARNING ABOUT WORK**
Career awareness and exploration help individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.
- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours

**LEARNING THROUGH WORK**
Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.
- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Project-based Learning

**LEARNING AT WORK**
Career training occurs at a work site and prepares individuals for employment.
- Apprenticeship
- On-the-job Training
- Employee Development

OUTCOMES:
Skilled Talent for Business + Meaningful Careers for Students & Job Seekers
What Is Needed For Change?
Systems change is about shifting the conditions that hold the problem in place.

**System Change Conditions**

- **Policy**
- **Practices**
- **Resource Flows**
- **Relationships & Connections**
- **Power Dynamics**
- **Mental Models**

**Source:** John Kania, FSG
What are other States Doing?

**Tennessee**
- Pathways Tennessee, comprehensive multi-year overhaul of work-based learning policies and practices
- WBL Leadership Council of expert practitioners and trainers serve as advisors in 8 regions of the state and offer professional development and peer coaching

**South Carolina**
- $1,000 tax credit to employers who sponsor adult or youth apprenticeships lasting for up to four years
- Consultants based at technical colleges who market apprenticeships to employers and provide TA for new programs

**Washington**
- Employer-led Core Plus curriculum developed by Boing, the Manufacturer’s Council and State Office of Superintendent of Public Instruction
- I-BEST model postsecondary program integrating basic education with workforce skills
**COLORADO**

<table>
<thead>
<tr>
<th>WORK-BASED LEARNING POLICY IN PLACE</th>
<th>YES</th>
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</thead>
<tbody>
<tr>
<td>Expansion Initiative</td>
<td>Yes</td>
</tr>
<tr>
<td>Employer Subsidy</td>
<td>No</td>
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<tr>
<td>Grant or Reimbursement</td>
<td></td>
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<tr>
<td>Tax Credit</td>
<td></td>
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<tr>
<td>Secondary Student WBL</td>
<td>Yes</td>
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<tr>
<td>Pre-Apprenticeship or Youth Apprenticeship</td>
<td>Yes</td>
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<tr>
<td>Other Secondary Student WBL</td>
<td>Yes</td>
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<tr>
<td>Subsidized Postsecondary Instruction for Apprentices</td>
<td>No</td>
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<tr>
<td>Student Support</td>
<td></td>
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<tr>
<td>Institution Support</td>
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**Description:** In 2015, the Governor issued Executive Order B 2015-004, instructing the Colorado Workforce Development Council to create the Business Experiential-Learning Commission. The Commission is comprised of representatives from business, government and labor, and is charged with developing, implementing and evaluating work-based learning opportunities. The Commission has three main goals: engaging employers, creating electronic access for participants to document new skills attainment, and constructing an information portal to connect participants with training opportunities and careers.

Sector partnerships are a central feature of Colorado’s workforce and economic development systems. Among other services, sector partnerships help expand the use of internships. The state provides technical assistance.

State legislation (HB 1289) passed in 2016, provides school districts with $1,000 for each high school student who earns an industry certificate, or completes a qualified internship or pre-apprenticeship program. Pre-apprenticeship programs must be linked to a registered apprenticeship program and meet the standards of the Department of Labor. The state legislature will appropriate at least one million dollars each budget cycle for the program.

In 2015, Colorado enacted legislation authorizing Pathways in Technology (P-TECH). P-TECH is a public/private partnership that provides a structured pathway of learning for students in grades 9-14. P-TECH includes internships for students.
Key Policy Considerations & Summary Observations (HB 16-1287)

Scan of CDLE divisions revealed existing rules/policies should not hinder the establishment of or participation in apprenticeship programs in Colorado. Scan included: Workers Compensation, Unemployment Insurance, Labor Standards & Statistics, Vocational Rehab, Oil & Public Safety

Apprentices/trainees must be considered employees under Colorado statutes

Consideration must be given to number of hours and duration of training programs prior to time employer must begin paying UI premiums for “permanent employee”

Requirement for businesses to provide WC in case employee is injured on the job applies to apprentices/trainees
What Do We Hope To Accomplish This Year?

Operationalize WBL as a core talent development strategy
- Develop and implement a sustainability plan
- Map out existing initiatives and resources. Publish on TalentFOUND

Awareness & Adoption Campaign
- Establish common messages
- Implement strategic communications campaign

Streamline business engagement & adoption strategy across initiatives
- Support businesses is developing effective signals through hiring, recruiting and communications
- Increase capacity of industry associations to lead competency identification and assessment processes

WBL Community of Practice
- Fund Thriving WBL Community Grants
- Capture case studies and share promising practices
Goal 1: Convene a cross-agency action team to align existing efforts and operationalize WBL as a core talent development strategy

Mapping and Scaling
Stakeholders commit to mapping, reporting on progress, aligning and scaling initiatives

Messaging and Roles
Developing key messages and roles for stakeholders

Awareness
Map and publicize existing initiatives and resources

Sustainability
Sustaining WBL efforts through transition of administration by completing a policy scan and recommendations
Questions

1. How will businesses be engaged? What is their role?
2. Will local WIB boards be involved? Rural needs and urban needs are so different, and opportunities are different. How will these issues be addressed?
3. What types of policies have been identified, or need to be identified, in order to achieve the plans’ goals?
4. What data exists to support these goals both in the public education system and via other systems such as CDLE?
5. How can businesses support aging populations through work-based learning?
6. Is there a "shining star" or best practice from here in Colorado that you could use as an example of WBL?
What’s Happening Now?

Misti Ruthven, Colorado Department of Education
Diane Hegeman, Colorado Community College System
Tim Fry, Mesa County Workforce Board Chair
Systems change is about shifting the conditions that hold the problem in place.

System Change Conditions

- Policy
- Practices
- Resource Flows
- Relationships & Connections
- Power Dynamics
- Mental Models

Source: John Kania, FSG