

HENNEPIN WEST



Education Consortium

**WORK-BASED LEARNING
& YOUTH APPRENTICESHIP PROGRAM**

PREPARING TODAY'S STUDENTS FOR TOMORROW'S CAREERS

Leadership | Hennepin West Consortium WBL Team



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Session Agenda



**The Consortium
Context**



Work-Based Learning



**Co-Designing with
our Schools**



**Sustainability: Creating
Our Ecosystem**



**Designing Post-
Secondary
Opportunities**



**Goals and
Outcomes (so far)**



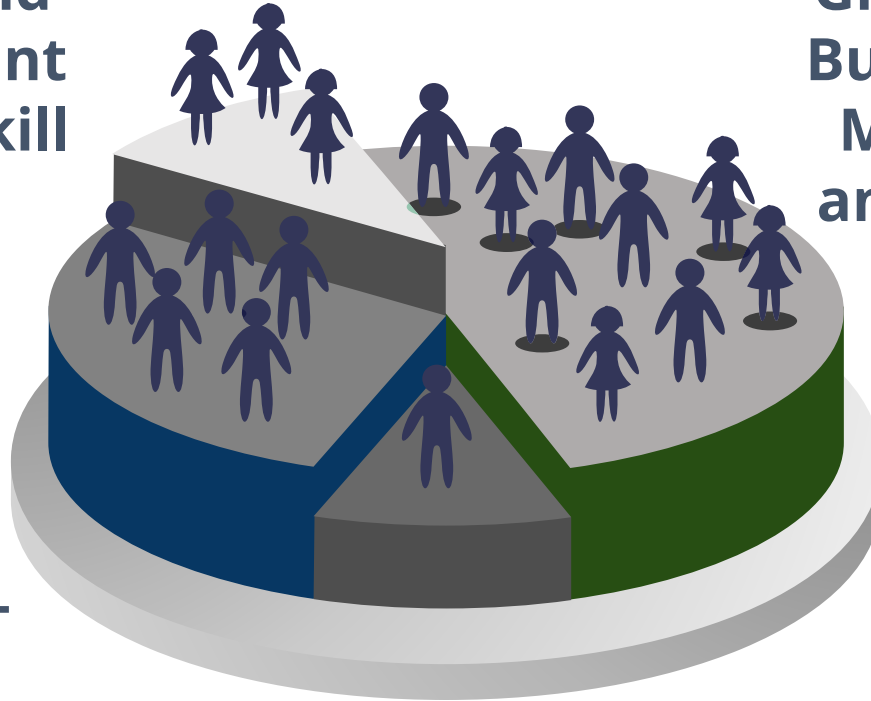
Secondary and Post-Secondary

The Consortium Context

CLNA | Our Hennepin West Consortium Profile

Business and Industry want more soft skill training

Greater need for Business, Health, Manufacturing and IT Pathways

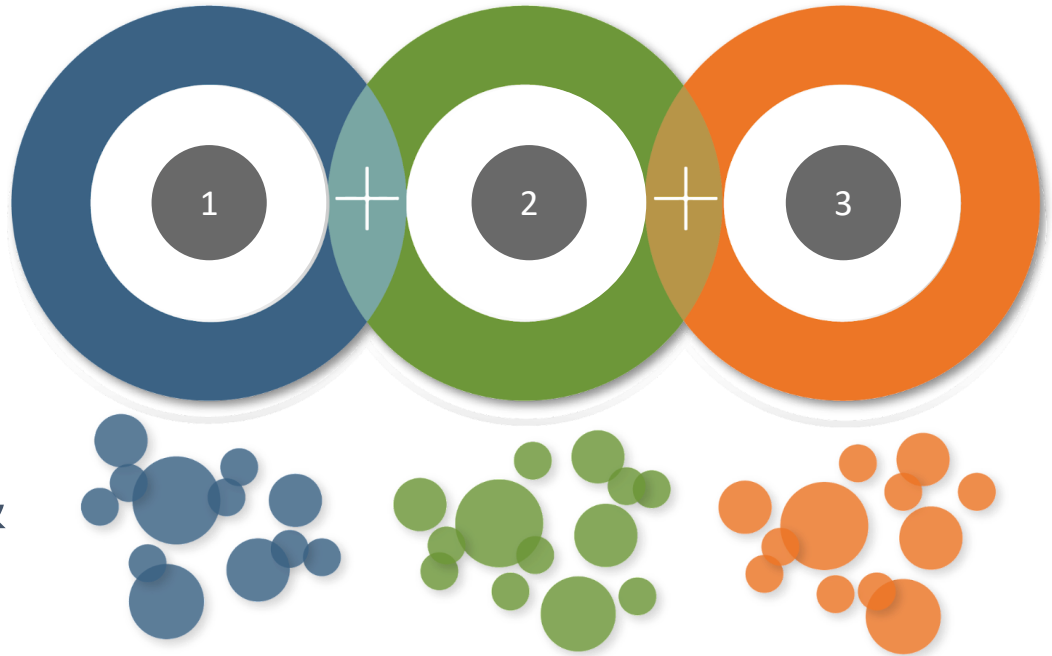


AY2020
Secondary WBL
Participation:
4.64%

5S3 lower for
Special
Populations

Consortium Impact | Data-Informed Focus Areas

- 1 CAREER AWARENESS
- 2 SPECIAL POPULATIONS
- 3 INTERNSHIPS, MENTORSHIPS & JOB SHADOWS





Secondary and Post-Secondary

Work-Based Learning

Building an Ecosystem | HWC Identified Barriers

**Capacity: Build
Partnerships &
Programs**

1

**Management of
Systems Change**

2

**Support in
Executing Best
WBL Practices**

3



HWC/WBL Intermediary Alliance | Amplified Capacity

Capacity: Build Partnerships & Programs

Management of Systems Change

Support in Executing Best WBL Practices



HWC/WBL Intermediary Alliance | Change Management

Capacity: Build Partnerships & Programs

Management of Systems Change

Support in Executing Best WBL Practices



HWC/WBL Intermediary Alliance | Support with the Deta



HWC/Building an Ecosystem | Sustainable and Scalable

Capacity: Build Partnerships & Programs

Management of Systems Change

Support in Executing Best WBL Practices



HWC | Vision and Strategy for Work-Based Learning



Immersive Experiences

Grow opportunities for internships/apprenticeships



Inclusive Participation

Focus recruitment and access for special populations



Career/CTE Awareness

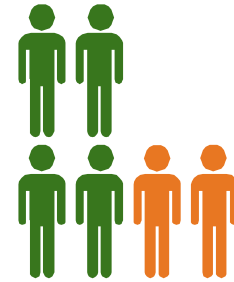
Elevate CTE programming in schools and career exploration



Registered Apprenticeships

Emerging work positioning
HTC as an authorizer of RAs

Vision and Strategy | Across the WBL Continuum



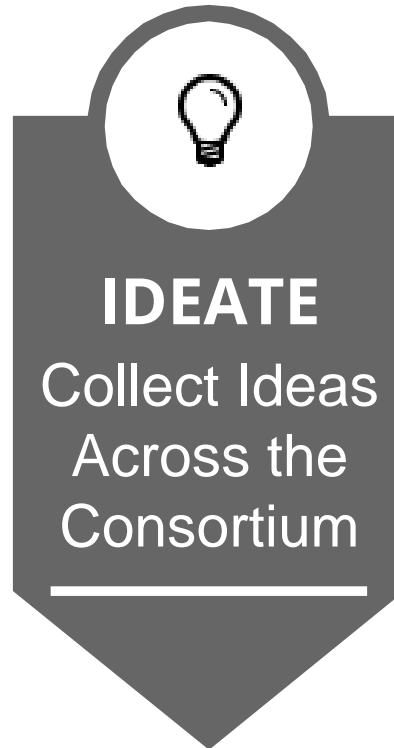


Secondary Level

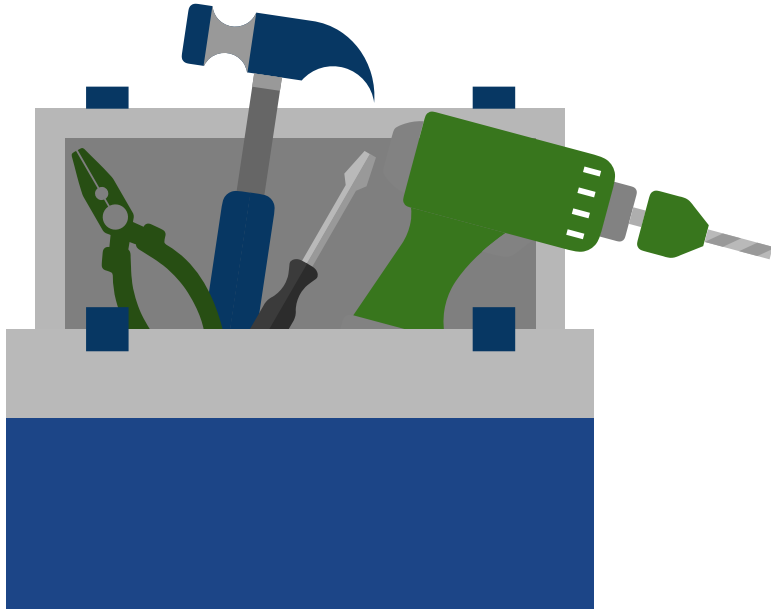
**Co-Designing with Our
Schools**

Goal | Inspire Curiosity and Identify Action Steps

We want to amplify access to immersive work-based learning.



Our WBL Toolkit | Designing Access to Opportunities



Student-Centered Design

Summer 2021: Student team identified best marketing methods



Recruitment Frameworks

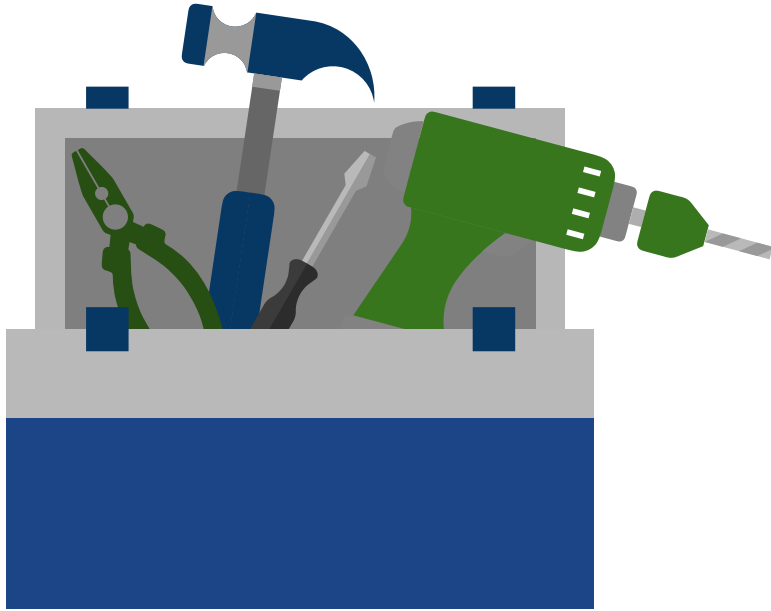
Created a collective framework of support inclusive of school choice



Career/CTE Awareness

Elevate CTE programming in schools through career exploration

Our WBL Toolkit | Designing Access to Opportunities



Student-Centered Design

Summer 2021: Student team identified best marketing methods



Recruitment Frameworks

Created a collective framework of support inclusive of school choice



Career/CTE Awareness

Elevate CTE programming in schools through career exploration

Recruitment Design Team | Elevating Youth Voice



Bryan C.



Avery W.



Nick M.



Owen M.



MJ A.

Design Team Recommendations

GUIDING QUESTIONS

How will we develop student recruiting methods that ensure equitable access to information and opportunity?



**Inclusive
Messaging re.
Opportunities**



**Interactive
Company
Floor Plans**

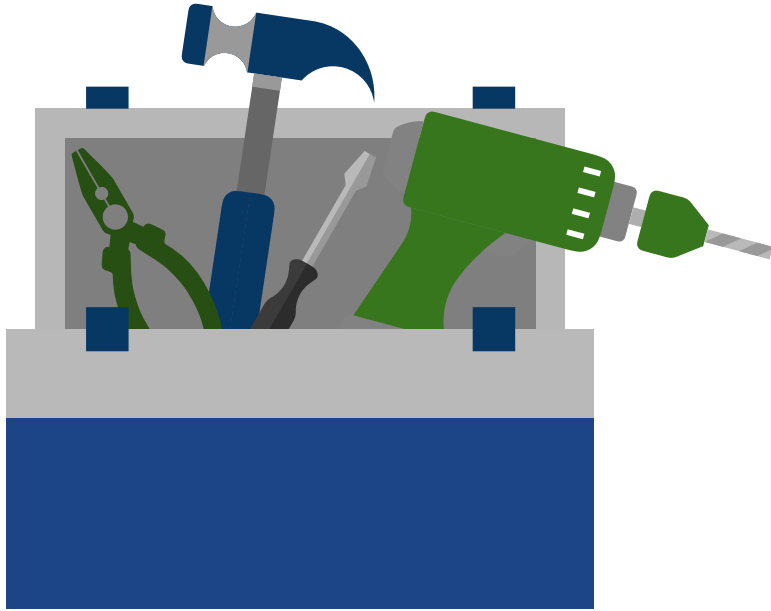


**Create
“Sandbox”
Moments**



**Interactive
Classroom
Presentation**

Our WBL Toolkit | Designing Access to Opportunities



Student-Centered Design

Summer 2021: Student team identified best marketing methods



Recruitment Frameworks

Created a collective framework of support inclusive of school choice



Career/CTE Awareness

Elevate CTE programming in schools through career exploration

Recruitment Framework | Differentiated Approaches

Designing personalized recruitment and selection methods by school

ST. LOUIS PARK HS					
Overview Checklist			Status		
Review Recruitment Window (November-February)			▼		
Design Recruitment for Pathway: MFG			▼		
Design Recruitment for Pathway: IT			▼		
Design Recruitment for Pathway: Construction			▼		
Design Recruitment for Pathway: Business			▼		
Design Recruitment for Pathway: Health			▼		
Early Release confirmed & time identified			▼		
PoC for School Approvals			▼		
Student schedules designed for next year			▼		
Additional School Information			▼		
Heathcare Pilot Recruitmen					
Design Recruitment for Pathway: Healthcare			DONE ▼		
Manufacturing (Goal: 3)			Needs and Notes		
Recruitment	Timing	Owner	Training	Resources	Additional Notes
▼	▼	▼	▼	▼	
▼	▼	▼	▼	▼	
▼	▼	▼	▼	▼	
▼	▼	▼	▼	▼	
Information Technology (Goal: 1)			Needs and Notes		
Recruitment	Timing	Owner	Training	Resources	Additional Notes
▼	▼	▼	▼	▼	
▼	▼	▼	▼	▼	
▼	▼	▼	▼	▼	
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Milestones
 Dec 16 *Interest Forms Due*
 March 1 *Application Form Deadline*
 March 13 *School Approvals Complete*
 April 30 *GPS Ed Approvals/Profile Interviews Complete*

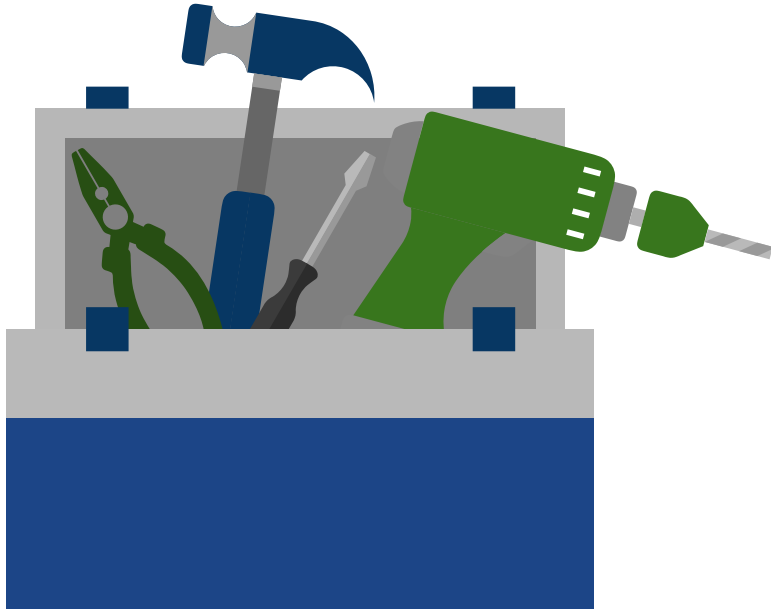
Early Release Time
 Time
 Notes

School Approvals
 Contact
 Contact
 Training:

Schedule
 Complet
 Notes

Additional
 Health c
 Nursing /
 Second
 (29th)

Our WBL Toolkit | Designing Access to Opportunities



Recruitment Frameworks

An overall strategy that



Inclusive Participation

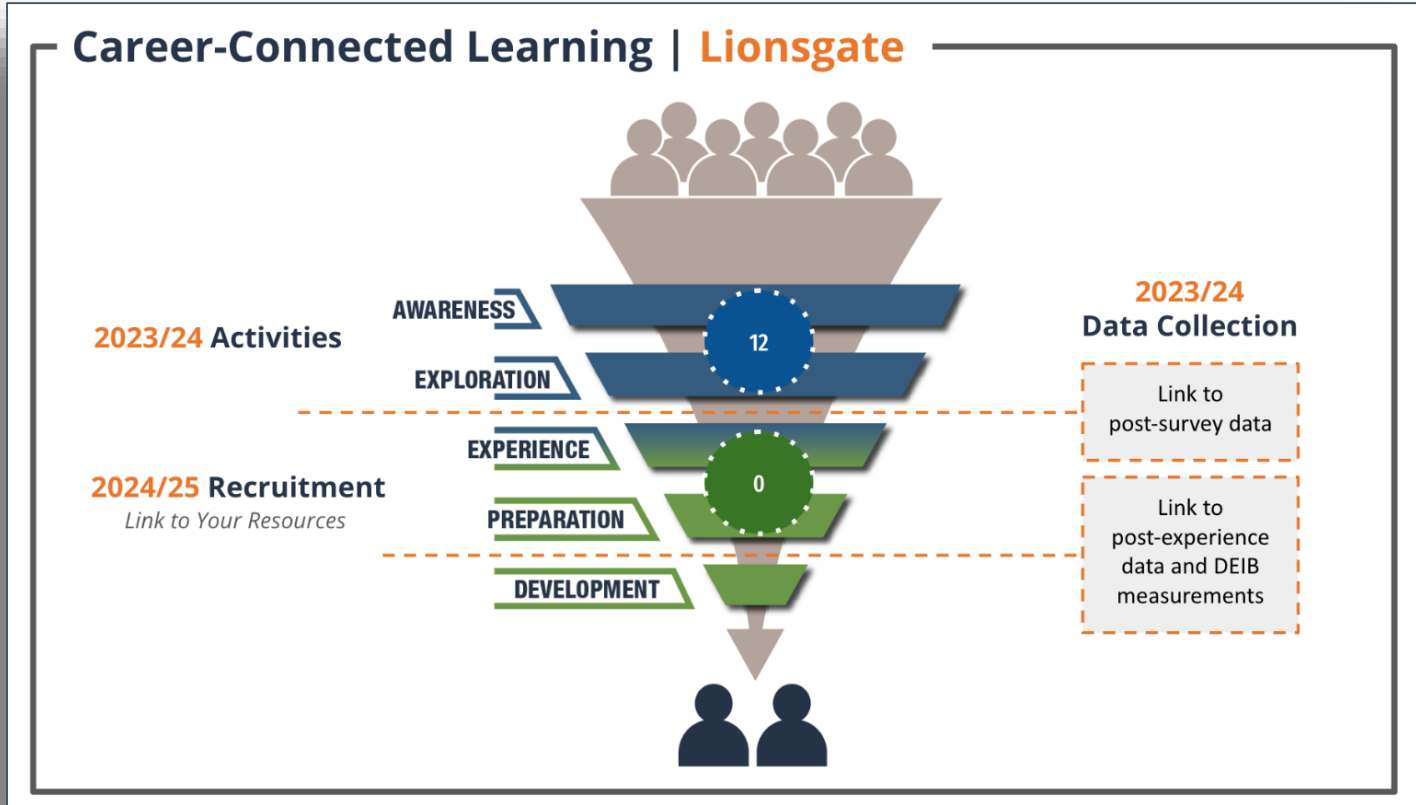
Focus recruitment and access for special populations



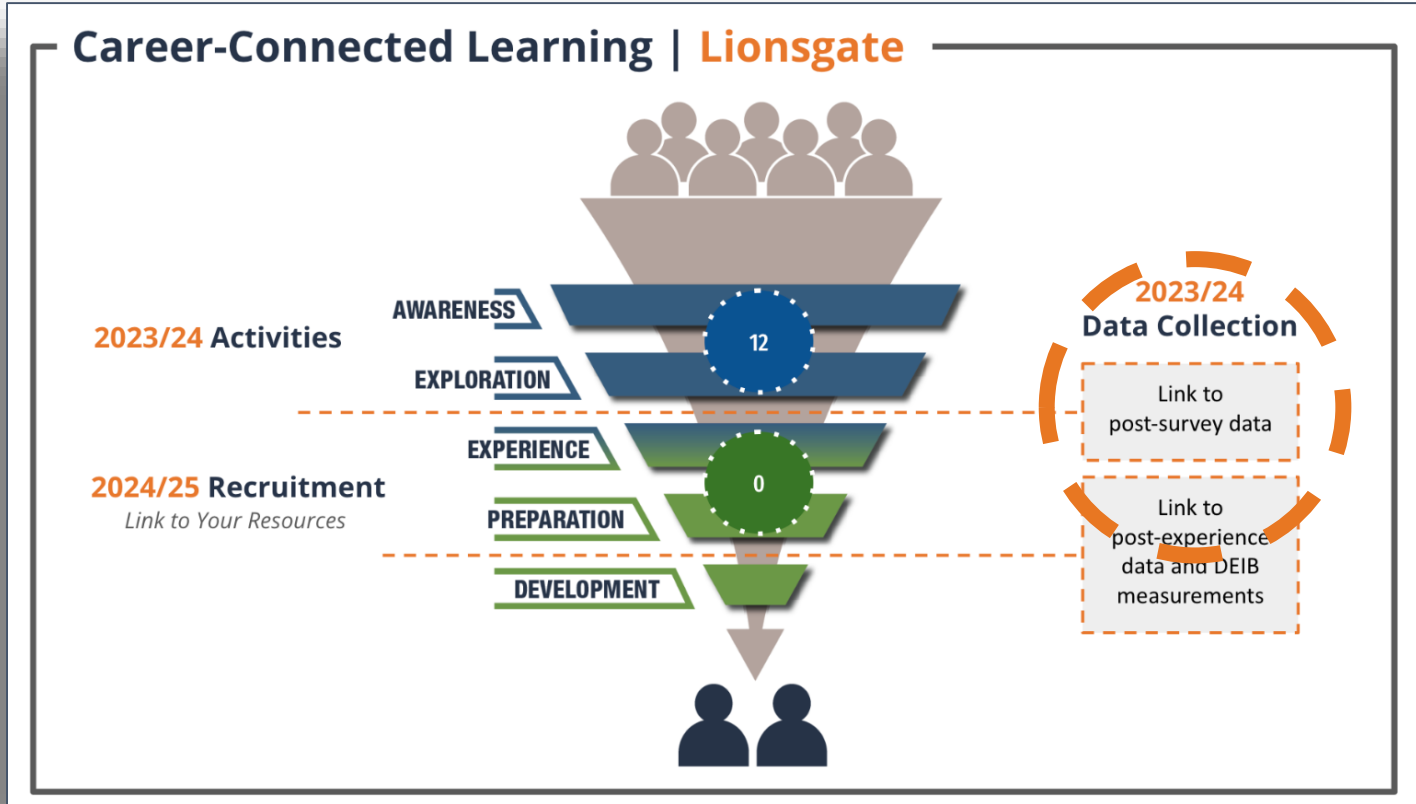
Career/CTE Awareness

Elevate CTE programming in schools and career exploration

Awareness | Explore Careers AND CTE Courses



Awareness | Explore Careers AND CTE Courses



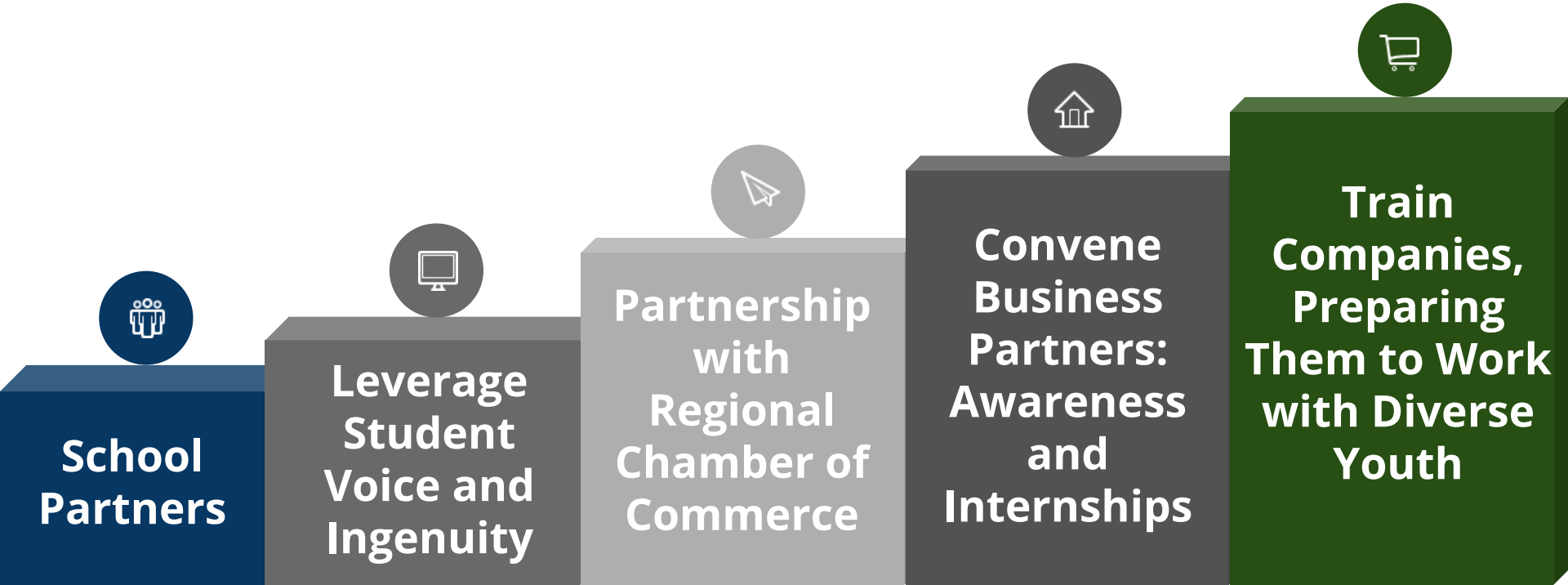


Secondary & Post-Secondary

**Sustainability: Creating Our
Ecosystem**

Ecosystem | Empower Regional Participation

Equip every constituent with the tools and training they need to stand up and sustain career-connected learning for Hennepin West Consortium youth and adults.



Ecosystem Development | Schools and Students

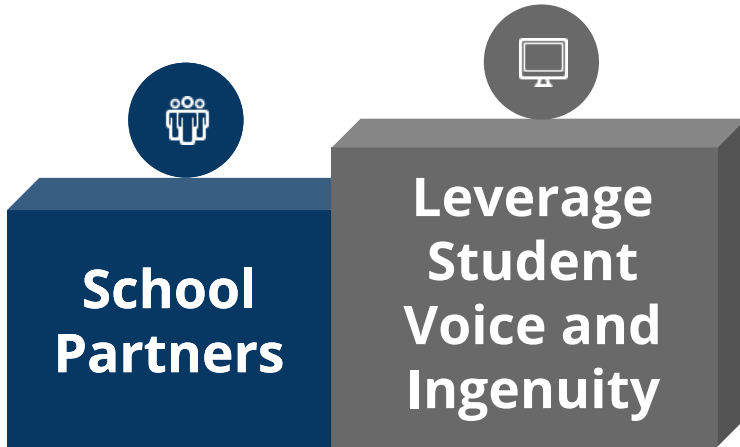
Engaging our school leadership and elevating student voice throughout the process

School Partners

Consortium Framework
School Choice/Design
Dynamic Pathways

Student Voice

Recruitment
Recommendations



Ecosystem Development | Chamber of Commerce

Co-Design a partnership that amplifies our regional voice



Partnership
with
Regional
Chamber of
Commerce

Annual Talent Symposium

Convene stakeholders and explore talent topics across the region

Regional Advisory Board

Elevate business voice to impact school design

Ecosystem Development | Convene Business Partners

Convene business partners, providing easy entry points to engage



**Convene
Business
Partners:
Awareness
and
Internships**

Career Awareness/Exploration

Coordinated connections
between business and schools

Ecosystem Development | Train Companies to Host

Provide companies with the education they need to host student interns



**Train
Companies,
Preparing
Them to Work
with Diverse
Youth**

Train Companies for Interns

HR training: Student Profiles
Mentor Training: “Skills Coaches”
Design Year-Long Intern Experience
Student-led Performance Reviews
Map Experience to Post-Secondary
Data-Collection (satisfaction & DEIB)
Transition Meetings & Resumes



Post-Secondary

Designing Opportunities

Hennepin Technical College

Building Post-Secondary
Registered Apprenticeship
Programming



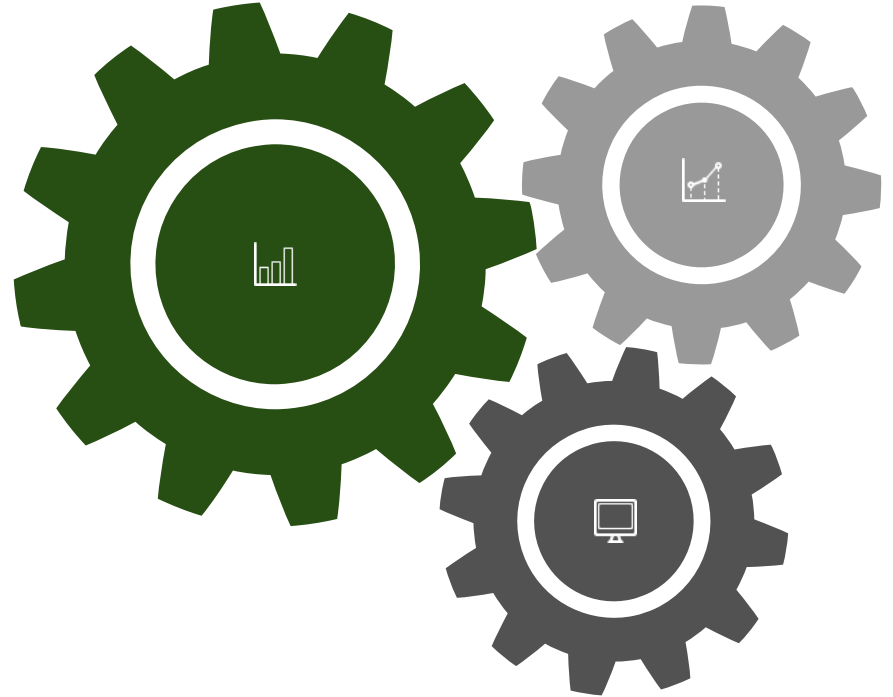
**Apprenticeships in IT
and Manufacturing**



**Coordinated Design
supported by
Apprenticeship MN**

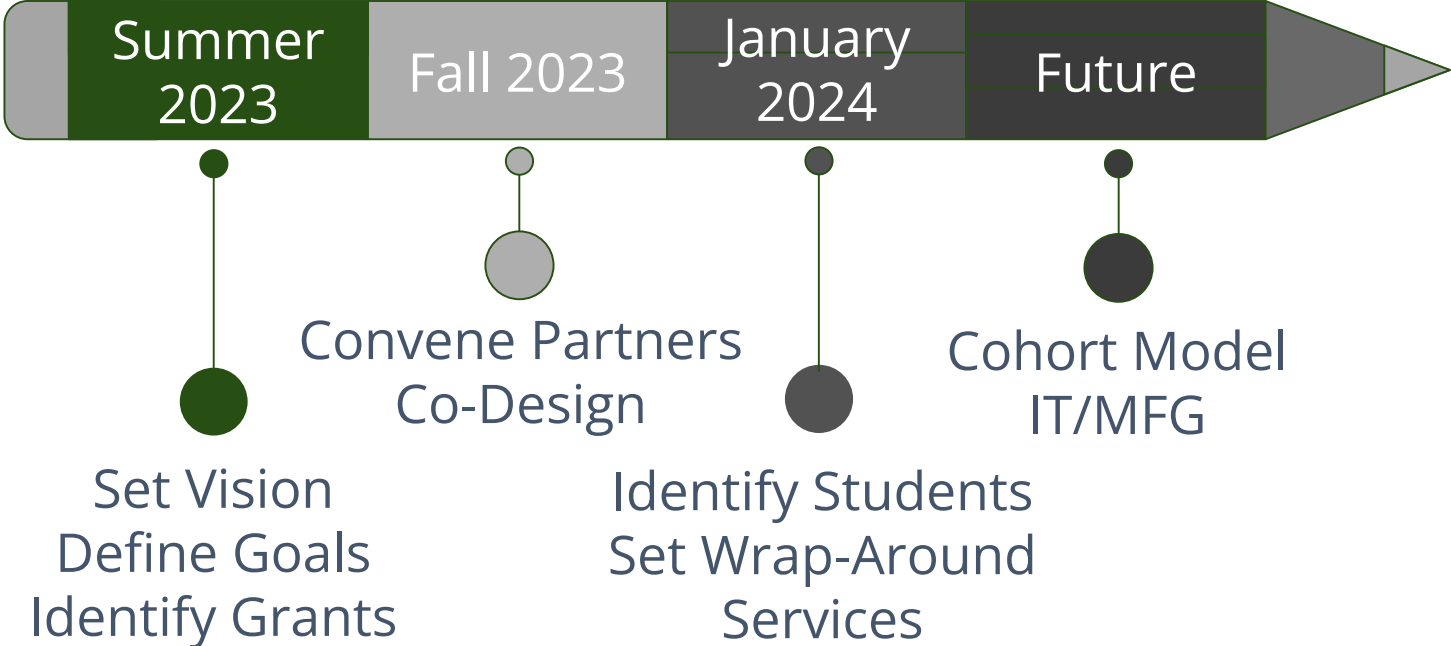


**Expansion to Health &
Business pathways**



Emerging Design | Apprenticeship Opportunities

A work in progress



North Hennepin Community College | WBL





Secondary

Goals and Outcomes (so far)

Outcomes | Data, Trends and Projections





Thanks for attending our session!

Questions?