

# CONCURRENT ENROLLMENT IN YOUTH APPRENTICESHIP PROGRAMS: OPPORTUNITIES & CHALLENGES



PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIP

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**

**EDUCATION  
POLICY**

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.



**START**

**YEAR 1**

**HIGH SCHOOL**



High school classes  
& college courses

Paid on-the-job learning

**YEAR 2**



High school classes  
& college courses

Paid on-the-job learning



**HIGH SCHOOL  
GRADUATION**



## MULTIPLE OPTIONS EXIST FOR STUDENTS WHO COMPLETE YOUTH APPRENTICESHIP



### FULL-TIME EMPLOYMENT

Youth apprentices can start careers with valuable industry knowledge and experience.

OR



### FULL-TIME EDUCATION

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

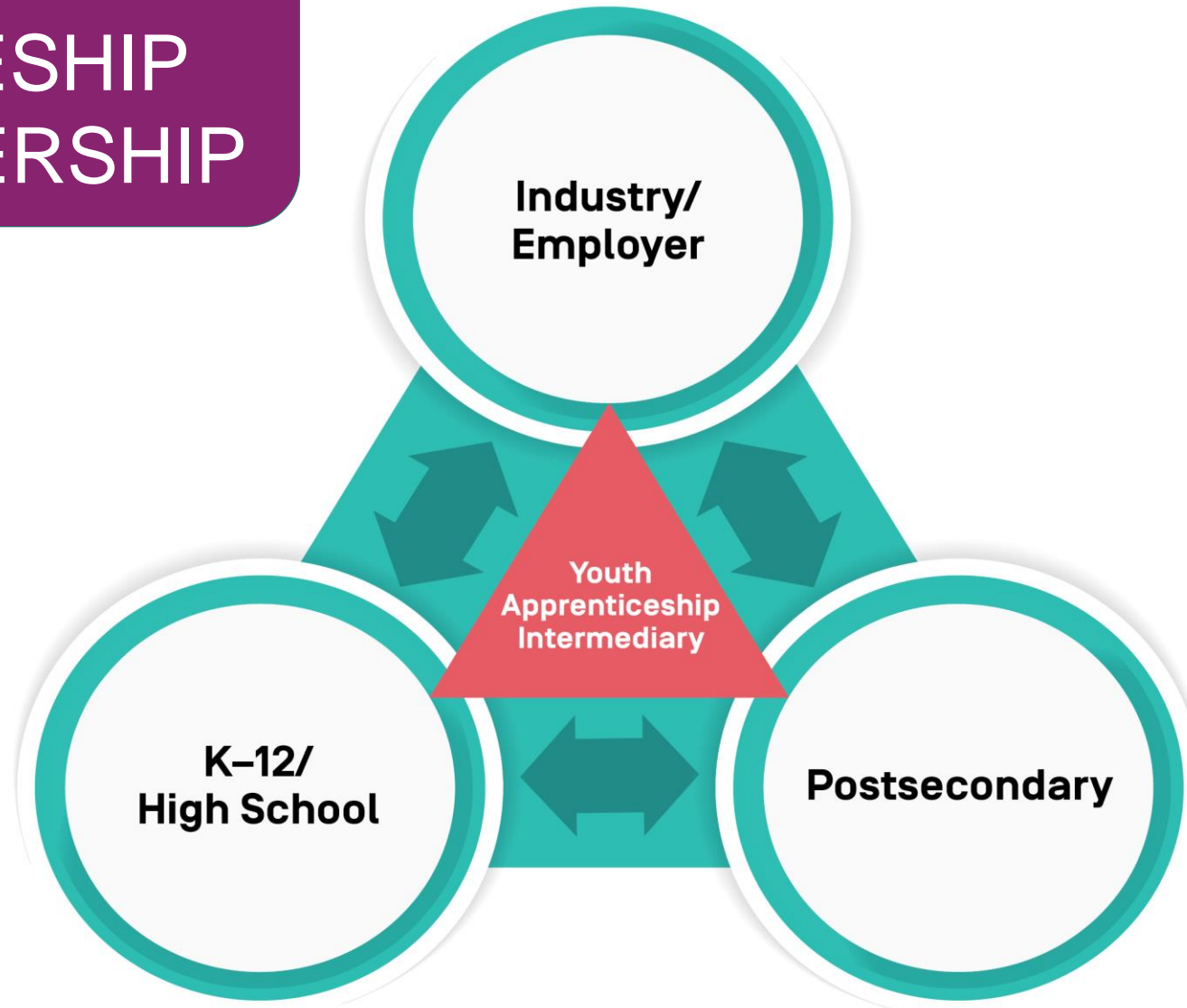
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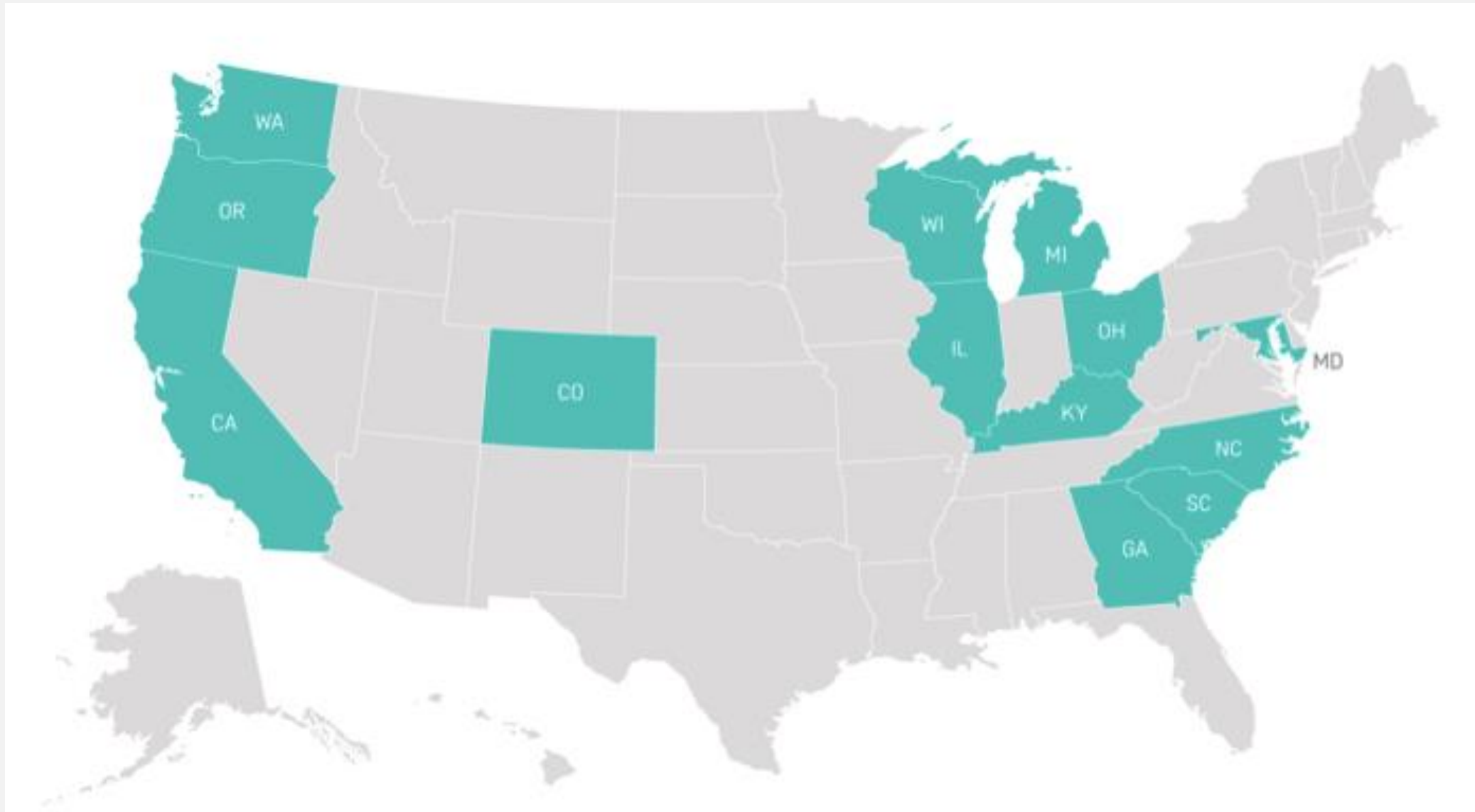
### EMPLOYMENT AND EDUCATION

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.

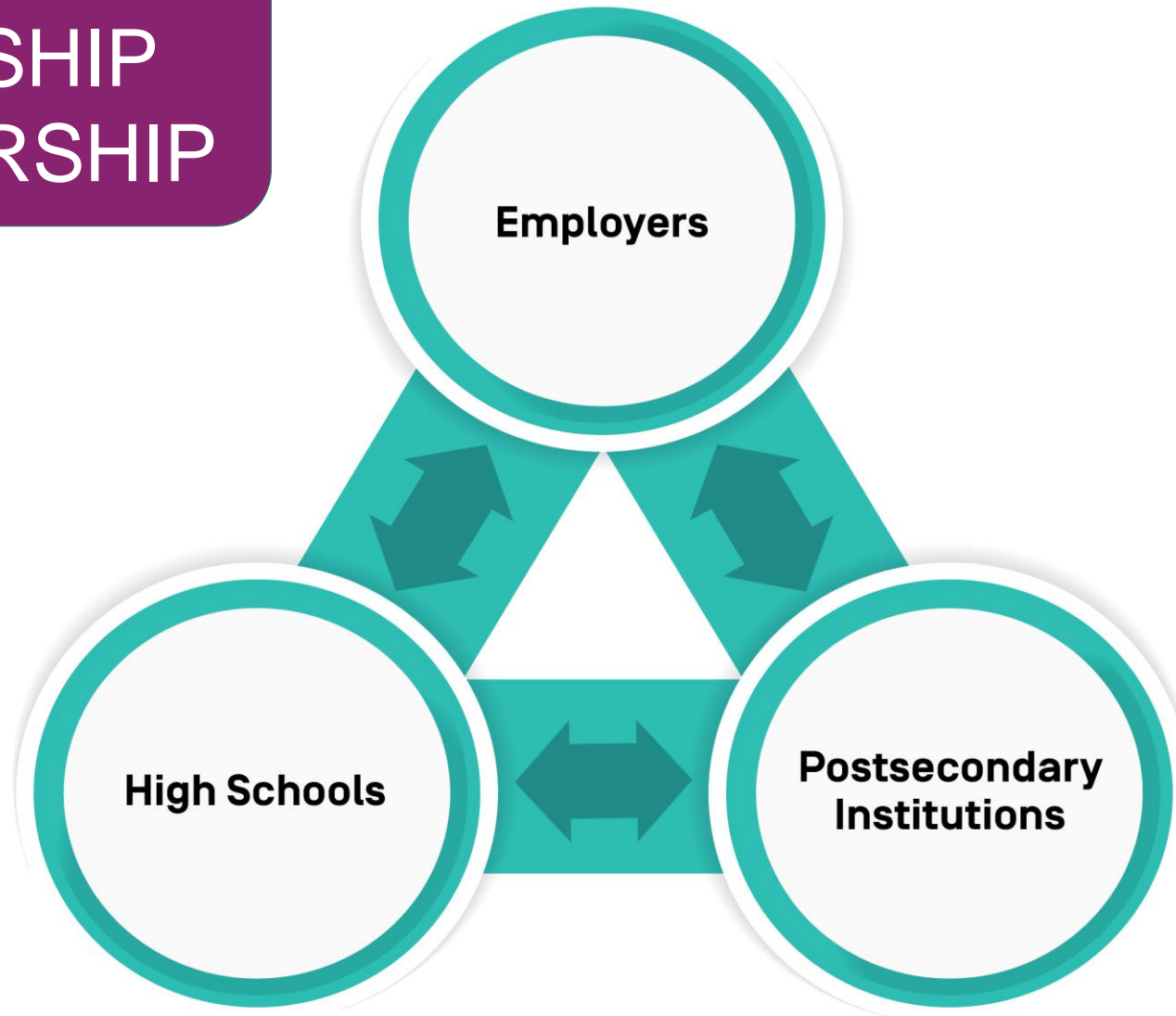
## **ACCOUNTABLE**

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



# 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



# Industrial Mechanic (JRE)

1 <sup>st</sup> Year	2 <sup>nd</sup> Year
High School Courses	High School Courses
<b>FALL</b>	<b>FALL</b>
Basic Industrial Work Skills I	Algebra, Geometry and Trigonometry
Basic Industrial Work Skills II	Piping Systems
	Pumps
OJT ( 5 -15 hours per week)	OJT ( 5 -15 hours per week)
<b>SPRING</b>	<b>SPRING</b>
Mechanical Sketching	Preventative Maintenance
Mechanical Power Applications	Hydraulic and Pneumatics
	Problem Solving for Mechanic Applications
OJT ( 5-15 hours per week)	OJT (5-15 hours per week)
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



CareerWise Colorado  
TOMORROW'S TALENT TODAY

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.



# PAYA FUNDING PARTNERS



THE ANNIE E. CASEY  
FOUNDATION

Bloomberg  
Philanthropies

ballmer  
GROUP

**TheJoyceFoundation**

JPMORGAN CHASE & CO.

**SIEMENS** | Foundation

# 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?



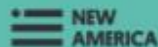
#### ABOUT THE PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIP

Youth apprenticeship is a strategy for building a more inclusive economy by creating affordable, reliable, and equitable pathways from high school to good jobs and college degrees. Apprenticeship connects 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 by:

- Improving public awareness of high-quality youth apprenticeship and advancing understanding of how well such programs serve students, employers, and communities.
- Disseminating better information about the conditions and strategies necessary for success and sustainability of youth apprenticeship partnerships.
- Supporting more high-quality, scalable youth apprenticeship partnerships that better serve participating employers, students, and communities.

New America convenes and mobilizes the expertise, experience, and collective networks of the PAYA National Partners:



# For more information: [newamerica.org/PAYA](https://newamerica.org/PAYA)

## Taylor White

[whitet@newamerica.org](mailto:whitet@newamerica.org)

[@TcWhite1](#)

