

Welcome to the Get to Know Apprenticeship Illinois Webinar Series!

A couple of housekeeping items before we get started with our presentation:

- All attendees are muted. You have the ability to mute or unmute yourselves.
- However, we ask that you remain muted unless you are speaking to reduce background noise.
- We invite you to post your questions in the chat and they will be addressed during the Q & A.
- Webinar will be recorded and posted on the NAW2021 webpage: <https://bit.ly/nawIL2021>
- This session will use closed captioning.



National Apprenticeship Week

#NAW2021

**YOUTH
APPRENTICESHIP:
SUPPLYING
ILLINOIS' TALENT
PIPELINE**



**THURSDAY, NOV 18
9-10 AM**

Learn how youth apprenticeships and pre-apprenticeship at three school districts are supplying new talent in construction, healthcare, manufacturing, and other industries. Hear about how a national youth apprenticeship framework is being applied and what the future of youth apprenticeship looks like in Illinois.

This workforce product was funded by a grant awarded by the U.S. Department of Labor (DOL)'s Employment and Training Administration (ETA).



Moderator

Andrea Messing-Mathie, Director, Center for Apprenticeship and Work-Based Learning at Jobs for the Future



Panelists

Kathy Wicks, Partnership Manager & Apprenticeship Supervisor, Township High School District 214

Marissa Velazquez, D214 Student

Karen Sullivan, Assistant Regional Superintendent for Leadership, DuPage Regional Office of Education

Sarah Chapman, Career Coordinator, Woodruff Career & Technical Center, Peoria Public Schools

YOUTH APPRENTICESHIP IN ACTION: PRINCIPLES IN PRACTICE

PRESENTED BY

Andrea Messing-Mathie

Director

JFF | Center for Apprenticeship and Work-Based Learning



JFF



Hi, I'm

ANDREA MESSING-MATHIE

Director JFF | Center for Apprenticeship and Work-Based Learning

My work: Focus on building systems that help young people figure out their way and their why
My first job(s): Cook at Pizza Hut, Daycare Center Assistant

AT A GLANCE

The [Youth Apprenticeship in Action: Principles in Practice](#) brief is intended to serve new and emerging youth apprenticeship programs by providing guidance and visualizations on how the core components of youth apprenticeship fit together and an understanding of how striving for quality in youth apprenticeship with a collective set of principles promote program success for both students and employers. This brief is sponsored by the [Partnership to Advance Youth Apprenticeship](#) or PAYA.

YOUTH APPRENTICESHIP

Youth apprenticeships are a very specific type of work-based learning strategy designed for high school students. Youth programs can be Registered Apprenticeship Programs (RAPs) with all the requirements of adult programs. They have many of the characteristics of traditional apprenticeships but leverage the time and structure of high school as part of the pathway to a high-quality career and connection to postsecondary education.



How We Think About Work-Based Learning Matters

CAREER EXPLORATION
Career Fairs
Industry Projects



CAREER EXPOSURE
Job Shadows
Company Tours

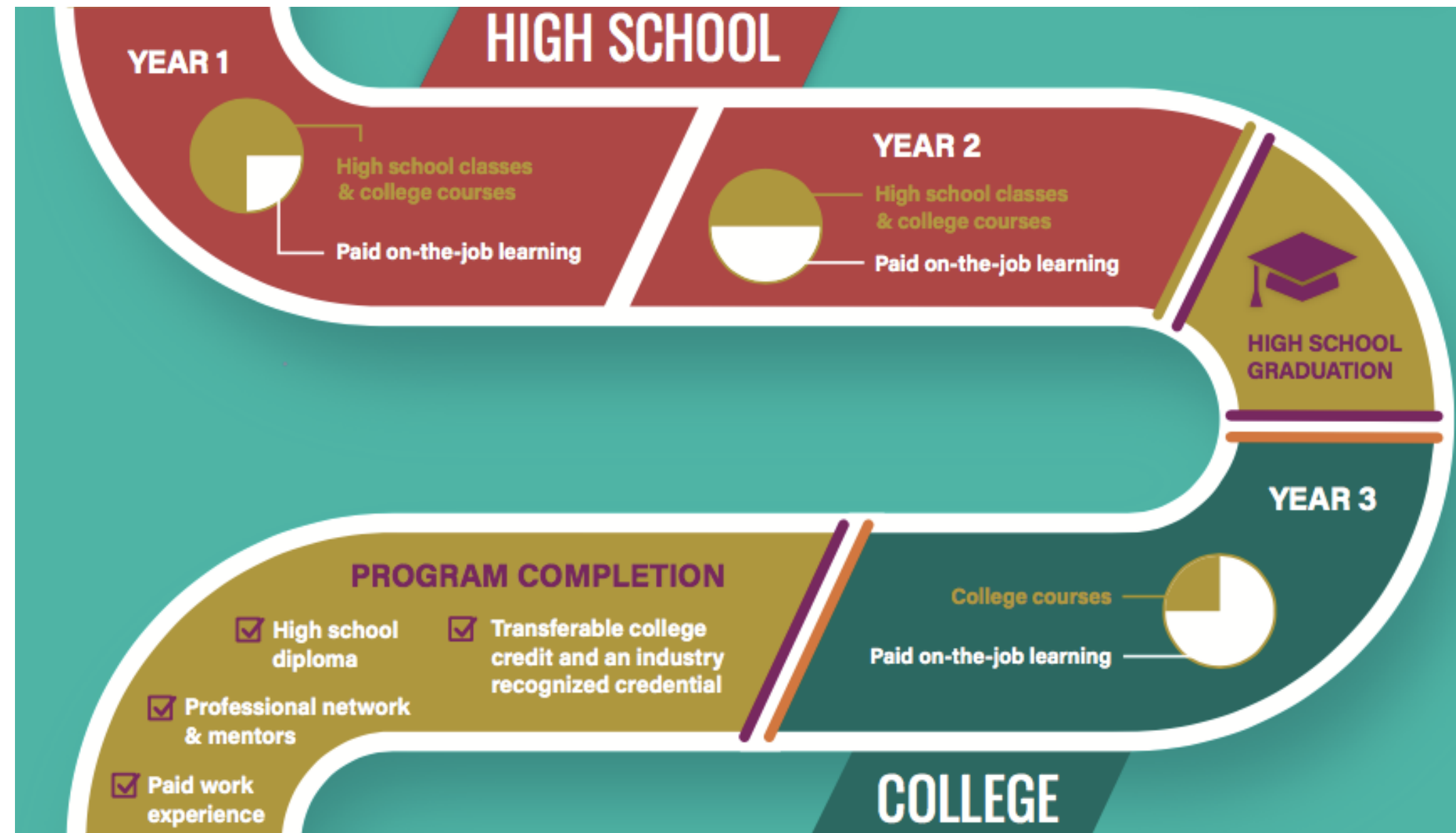
CAREER ENGAGEMENT
Internships
Pre-Apprenticeship

CAREER EXPERIENCE
Apprenticeship
On-the-job Training

MAKING YOUTH APPRENTICESHIP WORK

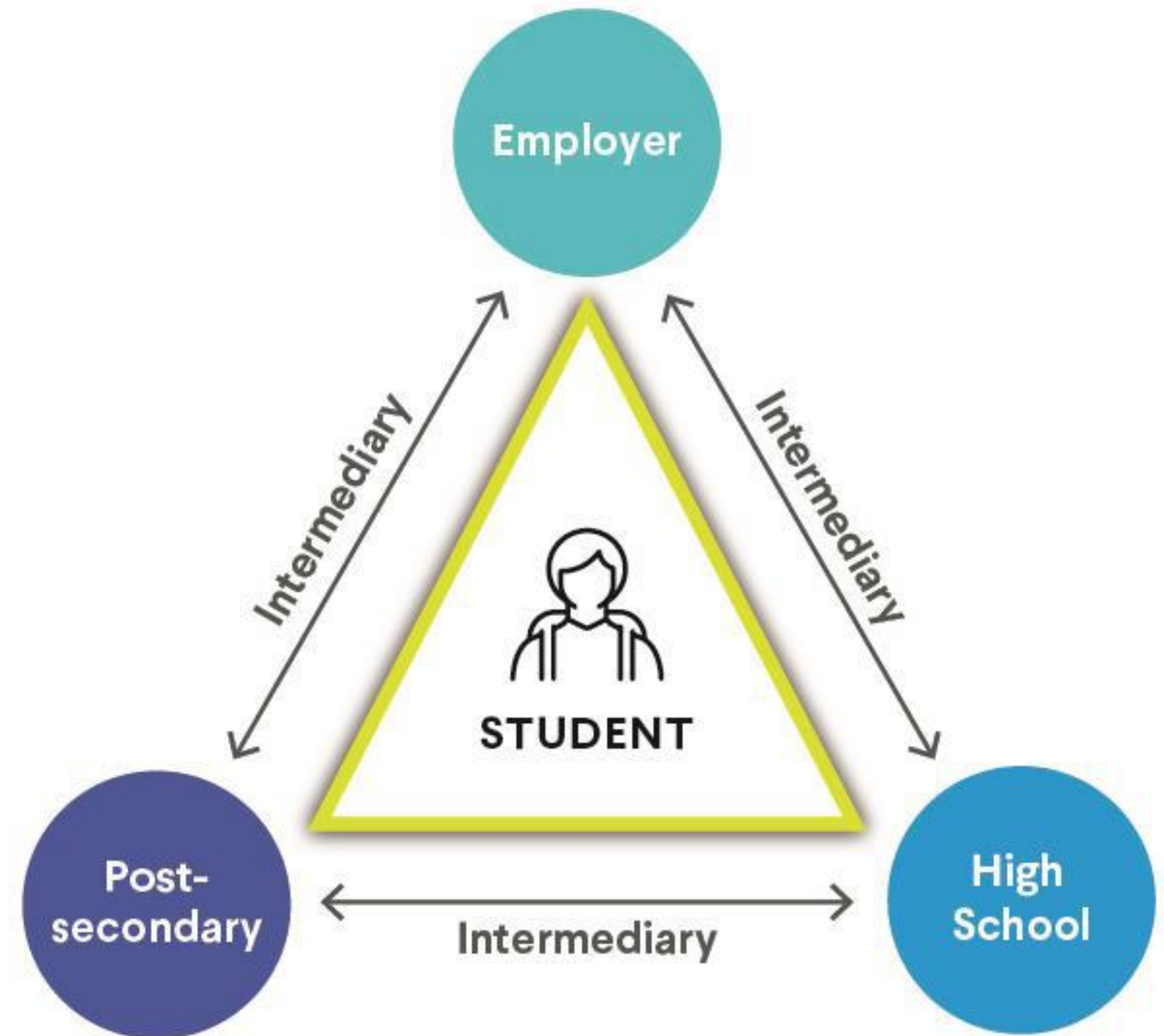
It can often be difficult to explain succinctly how youth apprenticeship “works” in practice. In 2019, PAYA created an infographic that illustrates the components and sequence of a youth apprenticeship program that also includes many of the options available to young people at the conclusion of the program.

Youth apprenticeship is possible because of partnerships and an understanding of how the core components fit together to serve both students and employers.



PARTNERSHIPS

Youth apprenticeships are surrounded by an ecosystem that includes employers, local school districts, high schools, providers of postsecondary education (usually a community college), and an organization or set of organizations (i.e., an intermediary) that coordinates activities and interfaces with all partners.



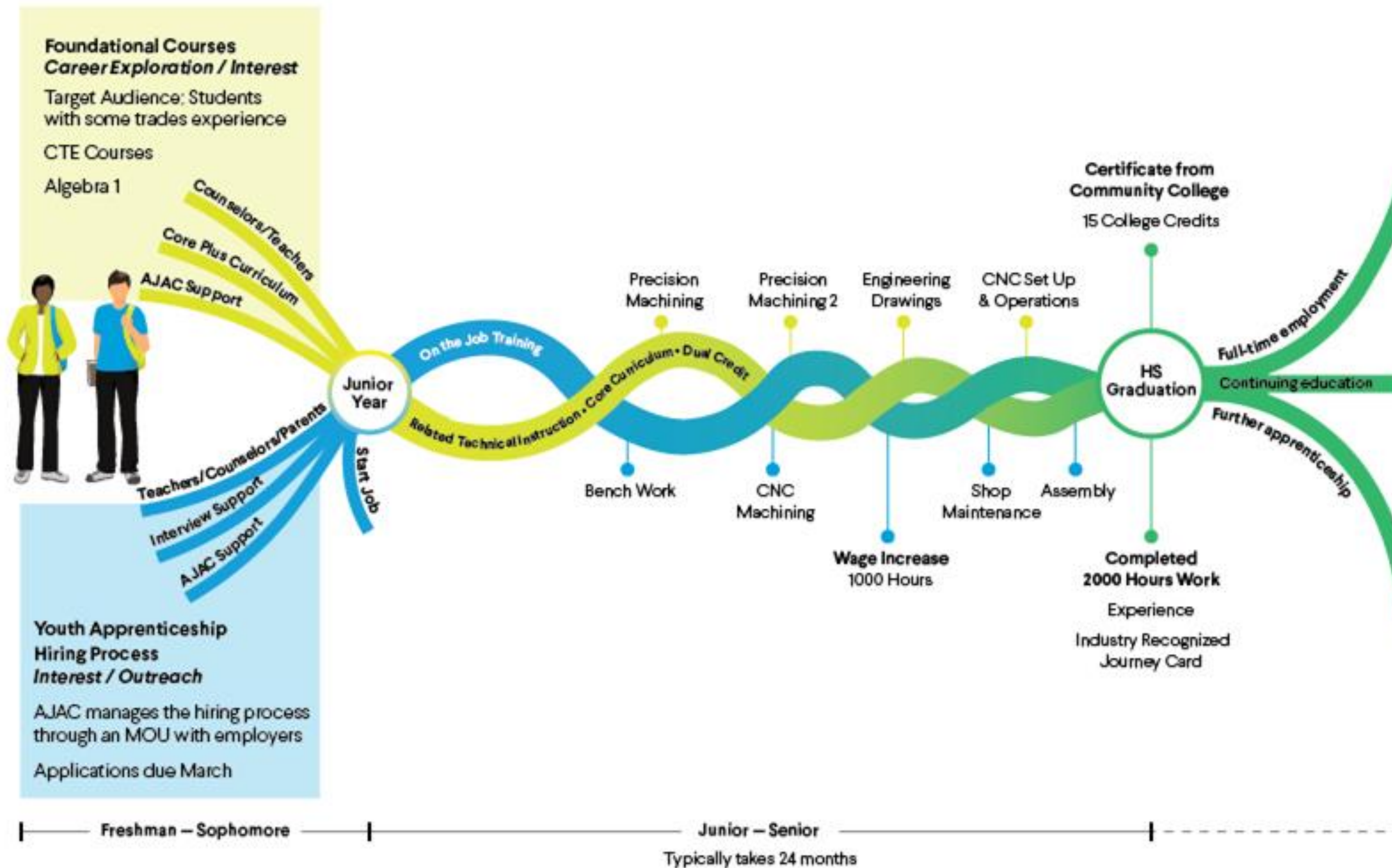


WHY YOUTH APPRENTICESHIP AND WHY NOW?

WORK-BASED LEARNING STRATEGY

- **Paid and structured on-the job learning** under the supervision of skilled employee mentors through an employment relationship (students are hired as apprenticeships)
- Related, **classroom-based, or related technical, instruction**
- **Ongoing assessment** against established skills and competency standards
- Result in a **portable, industry-recognized credential and post-secondary credit.**

AJAC Pathway: Production Technician



PARTNERSHIPS AND PRINCIPLES IN PRACTICE

QUALITY PRINCIPLES

High-quality youth apprenticeship is a concrete, shared goal that can move cross-silo dialogue at the community level into joint action. To ground these partners in the development of high-quality youth apprenticeships, PAYA's national partners developed a set of [guiding principles](#) that are structured to be both practical and aspirational, along with a [self-assessment tool](#) to help communities leverage their best assets to support the programs that make the most difference for families and students.

The [Youth Apprenticeship in Action: Principles in Practice](#) brief offers practical examples of what these quality principles look like in practice.

PRINCIPLES FOR A HIGH-QUALITY YOUTH APPRENTICESHIP PROGRAM

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.

ABOUT THE YOUTH APPRENTICESHIP MAPPING PROJECT

The purpose of this mapping project is to offer perspectives from the field on building youth apprenticeship programs that respond to both employer and student needs. Anchored in core components that are part of all apprenticeship programs and a collective set of guiding quality principles that have been agreed to by the Partnership to Advance Youth Apprenticeship (PAYA), the information shared through this project should help inform future research and investigation as well as anchor program design in communities around the country.

This project helps to illustrate both the core components of a youth apprenticeship and how programs are taking different routes to plan and implement them with fidelity to high standards for quality.



YOUTH APPRENTICESHIP: KEY ELEMENTS TO SUCCESS

This project serves to offer perspectives from the field on building youth apprenticeship programs that respond to both employer and student needs. Some key elements that are drawn from this project should help inform future research and investigation as well as anchor program design in communities around the country.

Recognizing the vast diversity of programs and the needs of the communities in which they exist, the key elements include:

1. Program design directly anchored in local employer hiring needs;
2. Program flexibility to meet the needs of students, employers, and schools;
3. Coordinated collaboration between K-12, postsecondary institutions, and employers;
4. An intermediary organization(s) prepared to meet the needs of multiple constituents and understand local policy opportunities and constraints; and
5. An emphasis on data collection/coordination to address continuous improvement and equity needs.

For more information on this brief, please visit JFF's website www.jff.org or directly to the Youth Apprenticeship in Action: Principles in Practice resource. For further information, please contact [Andrea Messing-Mathie](#) at JFF.

About JFF's Center for Apprenticeship & Work-Based Learning

JFF is a national nonprofit that drives transformation in the American workforce and education systems. For nearly 40 years, JFF has led the way in designing innovative and scalable solutions that create access to economic advancement for all, including apprenticeship and work-based learning. These programs are proven methods for connecting people to good careers while providing employers with skilled workers. The center consolidates JFF's broad skills and expertise on these approaches into a unique offering. We partner with employers, government, educators, industry associations, and others to build and scale effective, high-quality programs. Visit www.jff.org/center.

About PAYA

The Partnership to Advance Youth Apprenticeship (PAYA) is a multiyear collaborative initiative that supports the success of efforts in states and cities to expand access to high-quality apprenticeship opportunities for high school-age youth. PAYA is an initiative of New America's Center on Education & Labor and its PreK-12 Education program.





Sarah Chapman, Career Coordinator
Woodruff Career & Technical Center
Peoria Public Schools

Career Exploration

Xello

A self-exploration online program that helps 6th-12th grade students achieve their potential in school, career and life. It is a tool that will help the student identify and progress toward specific goals and careers.

The logo for Xello, featuring the word "xello" in a lowercase, rounded, sans-serif font. The letter "o" is stylized with a green semi-circle at the bottom.

Employability Skills Training

Soft Skills High

Earn a Professional Development Certificate through 10 lessons on people skills: Character, Attitude, Time Management, Diversity & Cultural Awareness, Leadership

SoftSkillsHigh

BRIDGING THE GAP BETWEEN CLASSROOM AND CAREER

Employability Skills Training

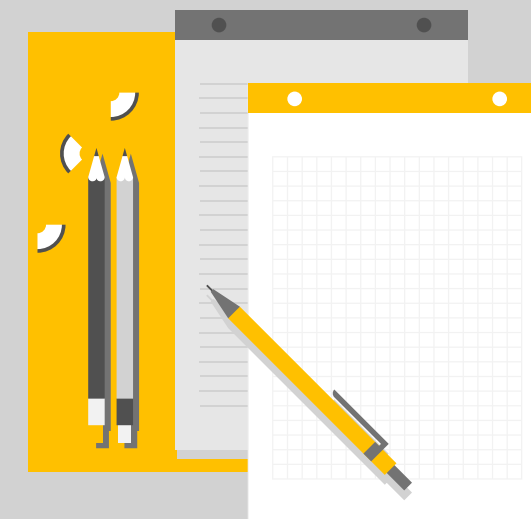
Career Center Services

Resume Writing workshops

Interview Practice Questions/Mock Interviews

Dress for Success guidance

Personalized Goal Setting/Career Planning



Pre-Apprenticeships

Earn Industry-Recognized Credentials in classroom

Gain Industry Exposure/Attend Business Tours

Job Shadowing Opportunities

9-12 Month Internships that lead to employment

Post-Graduation Apprenticeship Connection





Additional Resources

- Youth Apprenticeship Work Group Report (IWIB Apprenticeship Illinois Committee): <https://apps.illinoisworknet.com/GroupCalendarManagement/Home/Preview/eb26a54d-e37c-45c2-9eda-2500b91e0763>
 - [Youth Apprenticeship in Action: Principles in Practice](#), Andrea Messing-Mathie, Jobs for the Future
 - Event recording: [Youth Apprenticeship: A Vision for the Future, a Plan for Today, Jobs for the Future](#)
 - [Rural Apprenticeships for Young People: Challenges and Strategies for Success](#), Urban Institute
 - [USDOL Youth Apprenticeship](#)
 - D214 info: <https://www.discover214.org/apprenticeships>
 - DuPage info: <https://www.dupageroe.org/dupage-youth-apprenticeship-program>
 - ISBE Youth Apprenticeship: <https://www.isbe.net/Documents/23-255RG-P.pdf>
 - ISBE PACE Chart: https://www.isbe.net/documents/pace_revisions.pdf
 - [American Association of School Administrators \(ASSA\): Expanded Pathways Youth Apprenticeship Give Students Brighter Futures](#)
 - [Partnership to Advance Youth Apprenticeship \(PAYA\)](#):
 - <https://www.newamerica.org/education-policy/edcentral/infographic-visualizing-youth-apprentices-journey/>
 - https://s3.amazonaws.com/newamericadotorg/documents/PAYA_infographic_2019.pdf
 - <https://www.newamerica.org/education-policy/reports/paya-network-mapping-field-youth-apprenticeship/>
 - [https://edstrategy.org/wp-content/uploads/2019/11/ESG-Youth-apprenticeship-12092019-update.pdf](#)
 - [Making Youth Apprenticeships Work for Illinois' Young Adults Community Recommendations on Youth Apprenticeships](#), Young Invincibles 2017
 - NGA Youth Apprenticeships: <http://www.nga.org/wp-content/uploads/2020/01/youth-apprenticeship.pdf>
- Other states:
- Indiana: https://s3.amazonaws.com/newamericadotorg/documents/Indiana_Report.pdf
 - Colorado: [Youth Apprenticeship | Work Based Learning Apprenticeships in Colorado](#) & Career Wise case study: https://www.urban.org/sites/default/files/publication/102373/careerwise-case-study-of-a-youth-apprenticeship-intermediary_o.pdf
 - Iowa Playbook: [Playbook | Iowa Registered Apprenticeship](#)
 - Wisconsin Youth Apprenticeship Dashboard: [YA Student Participation Dashboard and Wisconsin's new report card law adds apprenticeship information](#)



Apprenticeship
ILLINOIS.com
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Celebrate National Apprenticeship Week in Illinois November 15-19

Learn more: <https://bit.ly/nawIL2021>

Join an event. Share an event.

Learn more about Apprenticeship Illinois by
visiting: www.apprenticeshipil.com



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Discover more about apprenticeship

BECOME AN APPRENTICE



INFORMATION CENTER



EMPLOYER INFORMATION



Learn more about
Apprenticeship Illinois
during National
Apprenticeship Week!
Join us for a daily
webinar to celebrate
#NAW2021
from 9-10 am

National Apprenticeship Week

November 15-19, 2021

Daily Webinar Series

9-10 a.m.

Registration links below

Learn more: <https://bit.ly/nawIL2021>

M Apprenticeship Illinois: A Learn and Earn Strategy

T Creating More Diverse, Equitable, and Inclusive Apprenticeships

W Apprenticeship Business Champions: Building In-House Talent

TH Youth Apprenticeships: Supplying Illinois' Talent Pipeline

F Build Your Future Workforce: Meet Illinois' Apprentices

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APPRENTICESHIP ILLINOIS COMMITTEE NOVEMBER 2021 UPDATES

Follow Apprenticeship Illinois on Twitter and LinkedIn



NATIONAL APPRENTICESHIP
WEEK IN ILLINOIS
November 15-19, 2021

Learn more: <https://bit.ly/nawIL2021>



*National Apprenticeship Week
is next week: November 15-19, 2021!*

[Find Illinois events, proclamations,
and more here.](#)



[National Apprenticeship Week \(NAW\)](#) is a nationwide celebration that brings together business leaders, career seekers, labor, educational institutions, and other critical partners to demonstrate their support for apprenticeship.

It's time to celebrate Illinois apprentices and employer sponsors! Join an event and learn more about how apprenticeship is growing Illinois talent.

Posting to social media? Use #NAW2021 and #apprenticeshipIL

Celebrate
National
Apprenticeship
Week
in Illinois
November 15-19



Apprenticeship
enables your
business to

