

Youth Apprenticeships in Minnesota

Central MN Manufacturing Association

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Common Vision

- **A healthy economy where all Minnesotans have – or are on the path to – meaningful employment and a family-sustaining wage, and where all employers are able to fill jobs in demand**
- **Career development / workforce development**

Youth Apprenticeship (YA) Opportunities

- **Part of state talent pipeline**
- **Student learners are juniors and seniors, ages 16-17+**
- **1-2 year elective (about 10-15 hours per week); 450 hours in a year; 900 hours in two years**
- **Hands-on learning in occupational area at worksite, along with related classroom instruction**
- **Industry approved Skills Standards Checklist**
- **Mentored on-the-job by experienced professional**
- **Paid minimum wage or higher, gain high school credits**
- **Overseen by MN Dept of Ed and DLI**

Common Goal:

- **Creating “high quality” YA opportunities for students:**
 - **What is legal?**
 - **What is safe?**
 - **What has ‘value’ for the student?**

State-approved programs must have:

- **Oversight by teacher with work-based learning endorsement license**
- **Training plans and training agreement**
- **Safety training**
- **Related instructional coursework**
- **Partnership council (advisory committee)**

Can YOUTH work in your shop?

The Rules Explained

Sara Ellstra, DLI

- **Child Labor Employment Restrictions: State / Federal “Crosswalk” for 16 and 17 year olds**
- **Youth Employment Assessment for Career Technical Education Work-Based Learning Experiences**
- **Questions about Child Labor Laws and Hazardous Occupations should be directed to DLI at 800-342-5354**

Assess the local community

“What’s in it for me?”

- **Are local educational institutions strengthening work-based learning programs?**
- **Are there students and parents likely to be interested?**
- **Are local employers interested?**
- **Are there multiple businesses available?**
- **What are regional occupational needs?**

Form a Partnership Council

“Leaders with persistence and vision”

- **Identify "champions"**
- **Invite leaders to Partnership Council**
- **Formulate clear goals and objectives**
- **ID reqs, roles and responsibilities**
- **Obtain commitments**

Design the YA Program

- **Determine the administrative structure**
- **Identify the local consortium coordinator**
- **Design program structure and learning delivery system**
- **Identify resources to support YA**

Select YA program offerings

- **Identify businesses to hire YA students**
- **Verify interested businesses can provide the full range of training required in the standardized skill set**
 - **MDE has standards for math and reading only**
 - **Other states (Wisconsin, Georgia, etc)**
 - **Tooling U-SME (The Apprenticeship Acceleration Framework)**
 - **Evaluate cost effectiveness of providing school-based training for required related technical instruction (1 semester per 450 hours, 2 semesters per 900 hours)**

Select YA program offerings (continued)

- **Select 1-2 occupational areas for the first year (using DLI State/Federal crosswalk to determine which hazardous occupations are allowed. Submit youth employment assessment application if needed or in doubt)**
- **Consult with Sara Ellstra and staff at DLI to clarify the reqs:**
 - **intermittent and occasional work**
 - **direct and close supervision**

Create awareness

- **Organize informational meetings to inform community stakeholders and gain support**
- **Target specific schools or businesses based on information from steps above**

Recruit employers

- **Develop a recruitment plan to interest and inform employers about hiring youth apprentices**
- **Use Partnership Council (Advisory Committee) leaders to solicit YA program participation**

Secure approval: MDE and DLI

- **MDE**
 - Complete program application (Standards of Youth Apprenticeship)
 - 5 year renewable
 - Changes and improvements reported along the way
- **DLI**
 - Licensed Career Tech Ed Work-Based Learning Coordinator completes a Youth Employment Assessment with employer, for hazardous occupations
 - Renew annually

Recruit students

- **Make sure opportunities are well known by caring adults who interact with students:**
 - Student organization leaders
 - Deans, principals, superintendents
 - Teachers (all disciplines), work-based learning coord
 - Guidance counselors (school)
 - Workforce center counselors
- **Use social media**
- **Get involved with school K12 career development programs...early!**

Train instructors and mentors

- **Review the Education/Training Agreement (form) purpose and completion**
- **Identify communication methods between local YA program, school staff, mentors, and parents**
- **Discuss the role of instructors in evaluating YA students**
- **Train employer mentors**

Develop operational procedures for the following critical activities:

- **Orient new students and parents**
- **Develop communication links between schools, employers, parents, and YA students**
- **Establish communication links between mentors and YA program instructors**
- **Design support systems for YA students and systems for assessing student progress**
- **Develop program requirements regarding attendance and performance.**
- **Design program monitoring, reporting, and evaluation**

Resources

- **A Reference Guide to Minnesota Work-Based Learning Programs**
<https://education.state.mn.us/MDE/SchSup/CareerEdAdmin/ServiceLearn/WorkBasedLearn/index.html>
- **Standards for Youth Apprenticeship Program Approval Process and Application Forms**
 - Contact April.Schnell@state.mn.us for digital copy
 - Re-development underway; look for an accessible version on MDE website by year's end
- **Employer Guide (in development)**
- **Operations Guide (in development)**
- **Web Site (in development)**

Looking forward to getting to know you

“Why are you here?”

- **What are your needs?**
- **What industries do you represent?**
- **Who are the employers in those industries?**
- **What do they need in employees?**

Thank you!

For questions, comments and other assistance:

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