

Maximizing Access and Success for Special Populations: Career Exploration and Planning

ACTE & Advance CTE

November 12, 2024

Agenda

Introduction to the series

Lessons learned from Advance CTE on equitable practices in work-based learning

Case study on apprenticeship and pre-apprenticeship from the San Diego County Office of Education

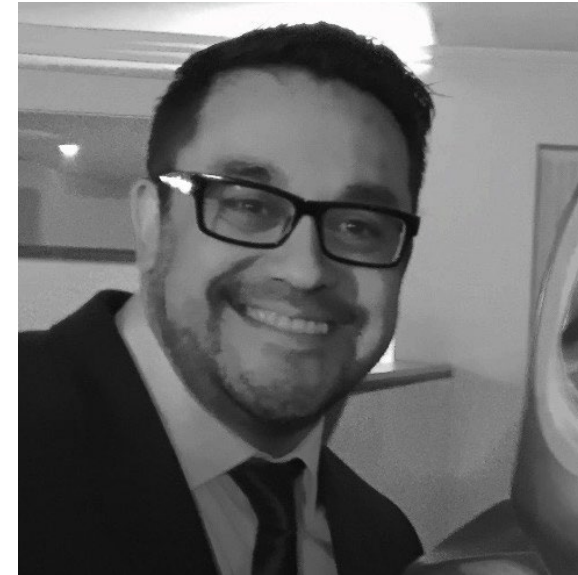
Q&A

Guest Panelists



Haley Wing

Senior Policy Associate
Advance CTE



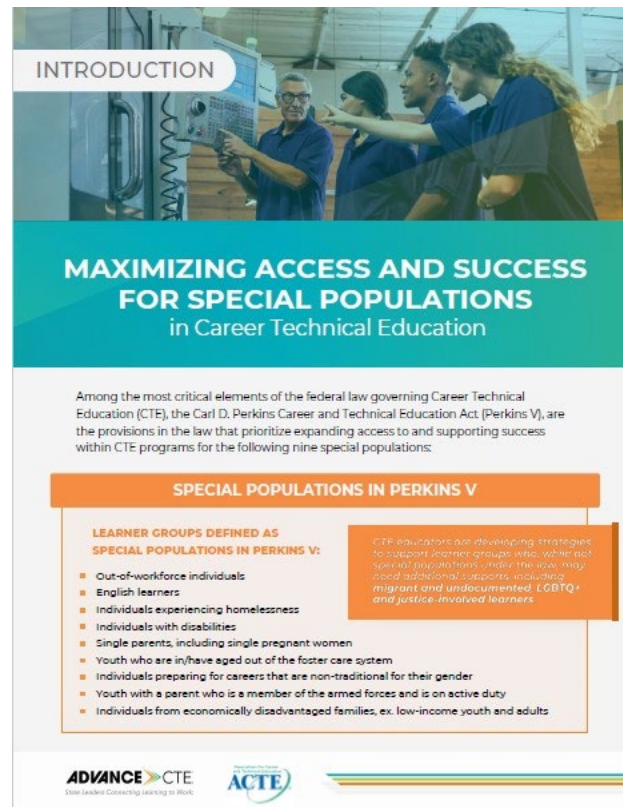
Ernesto Rivera

Project Specialist-Work Based Learning
San Diego County Office of Education

Communicating During Today's Webinar

- **Q&A:** Please ask questions of the panelists or requests for tech support using the Q&A feature
- **Chat:** Please share your strategies and successes and network with your colleagues using the Chat feature

Brief Series



- Introduction
- 13 briefs on special populations and other underserved learner groups
- Definitions, strategies and examples

Webinar Series

Webinar Topic	Date/Time
Data	View recording
Collaboration	View recording
Wraparound supports	View recording
Instructional supports	View recording
Articulated and flexible learning	View recording

Special Populations

Individuals with disabilities

Individuals from economically disadvantaged families, including low-income youth and adults

Individuals preparing for non-traditional fields

Single parents, including single pregnant women

Out-of-workforce individuals

English learners

Individuals experiencing homelessness

Youth who are in, or have aged out of, the foster care system

Youth with a parent who is a member of the armed forces and is on active duty

Other Learner Groups

Justice-involved learners

LGBTQ+ learners

Migrant and undocumented learners

Tribal learners and communities

AWARENESS

Learning ABOUT work.

Build awareness of the variety of careers available and the role of postsecondary education; broaden student options.

EXPLORATION

Learning ABOUT work.

Explore career options for the purpose of motivating students and to inform their decision making in high school and postsecondary education.

PREPARATION

Learning THROUGH work.

Apply learning through practical experience that develops knowledge and skills necessary for success in careers.

PARTICIPATION

Learning FOR work.

Train for employment and postsecondary education in a specific range of occupations.

<https://www.acteonline.org/why-cte/what-is-cte/basic-facts/>

Experiential Work -Based Learning in Career Pathways

Haley Wing, Senior Policy
Associate, Advance CTE





Overview: Experiential Work -Based Learning in Career Pathways

DEFINING EWBL IN CAREER PATHWAYS



**Extended
hands -on
learning
experiences**



**Robust
projects that
develop
valuable skills**

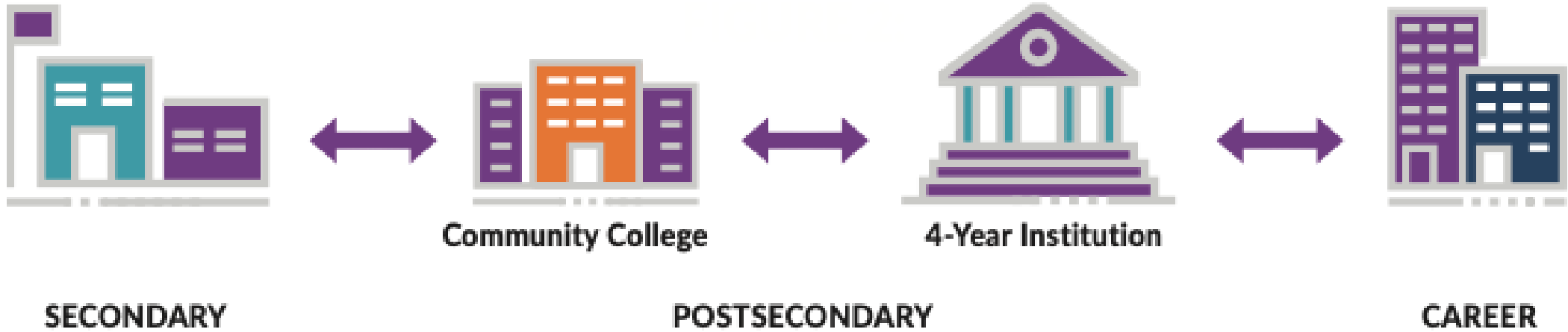


**Professional
guidance
from
instructors
and industry
experts**



**Aligned with
chosen career
pathway**

EXAMPLES OF EWBL IN CAREER PATHWAYS



SCHOOL -BASED ENTERPRISES



INTERNSHIPS



APPRENTICESHIPS

EWBL WITHIN THE CAREER PATHWAYS LANDSCAPE



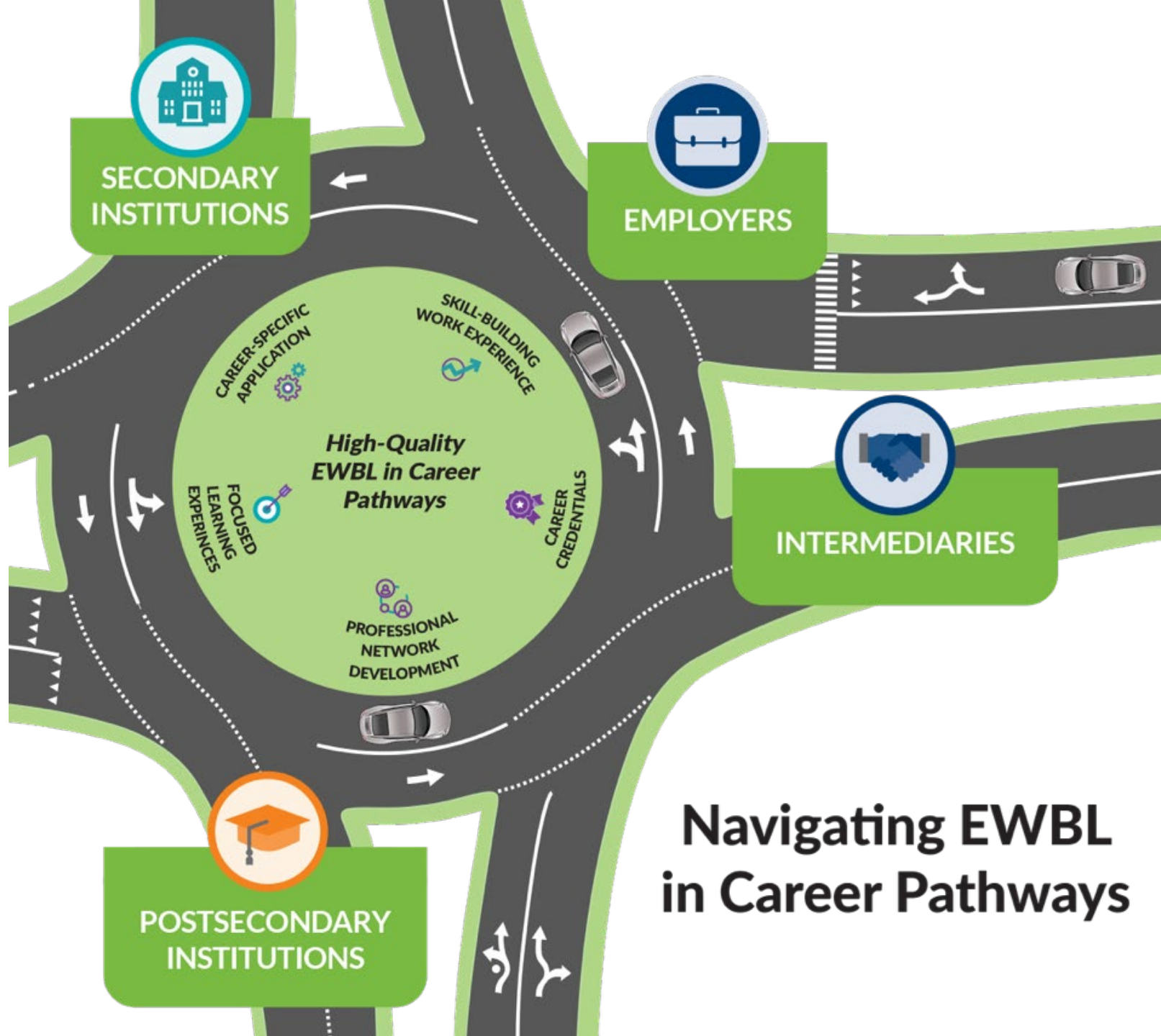
**PREPARING
LEARNERS**



**SUPPORTING
BUSINESS AND
INDUSTRY**



**EMPOWERING
REGIONS AND
STATES**

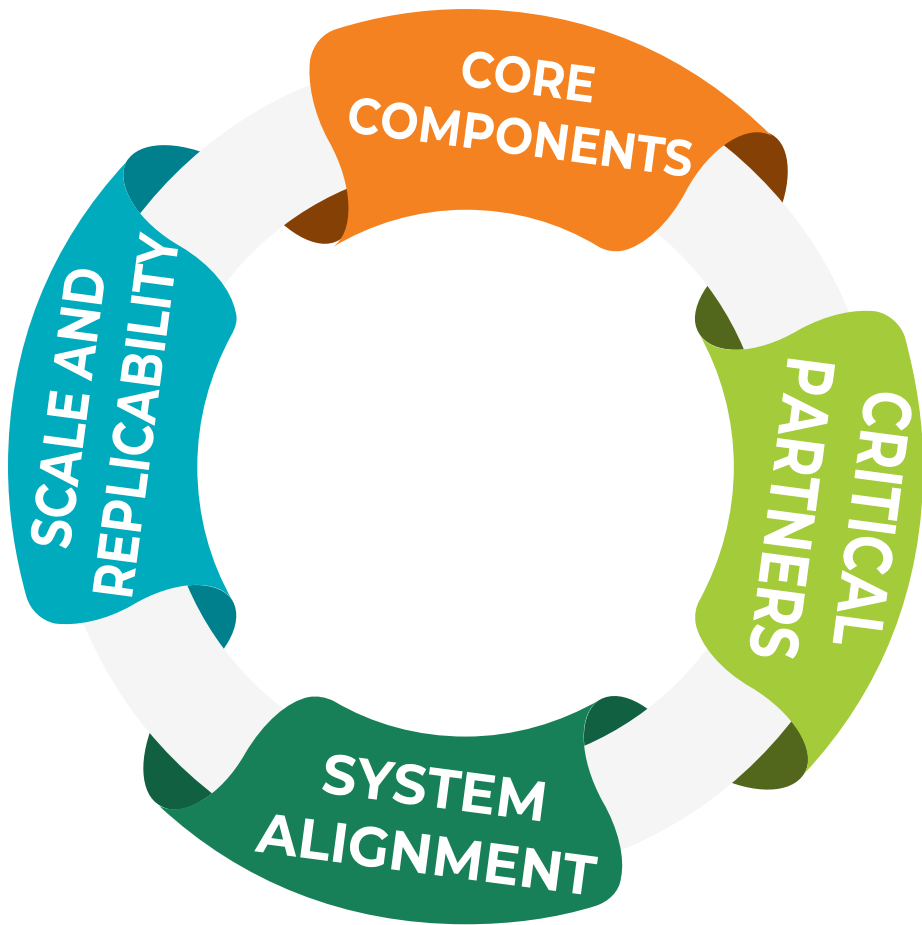


Navigating EWBL in Career Pathways



Opportunities to Plan, Maintain, or Strengthen EWBL

EWBL: CHALLENGES AND OPPORTUNITIES



Essential elements across all EWBL opportunities



Aligned critical partners across all levels



Aligned infrastructure across the EWBL landscape



Scaling and replicating EWBL opportunities to expand access

CORE COMPONENTS OF HIGH -QUALITY EWBL OPPORTUNITIES



Career -Specific Application



Career -Valuable Credentials



Focused Learning Experiences

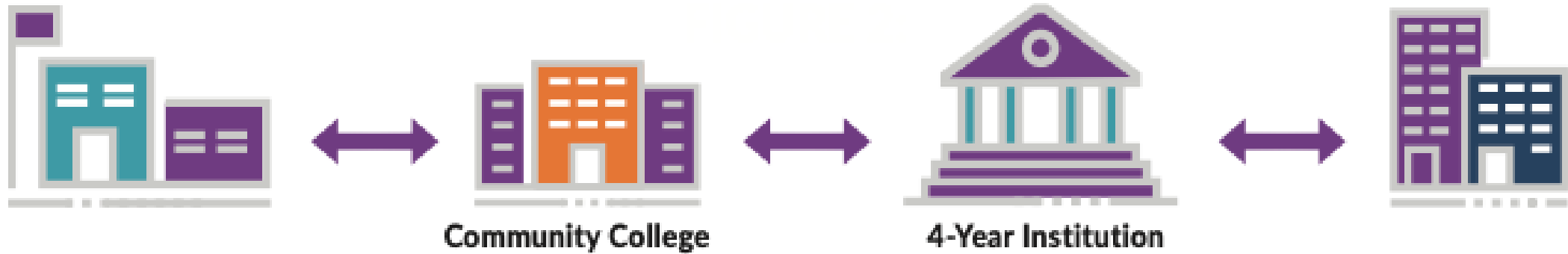


Professional Network Development



Skill -Building Work Experience

CRITICAL PARTNERS IN THE EWBL LANDSCAPE



SECONDARY

POSTSECONDARY

CAREER

Education

Intermediaries

Employers

PLANNING EWBL WITHIN CAREER PATHWAYS



**System
Collaboration**



**Career
Pathways**



**Feedback and
Evaluation**



**Data
Collection**



**Financial
Investment**



**Preparation
and Support**

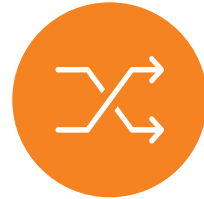


**Supervision and
Mentorship**

MAINTAINING EWBL WITHIN CAREER PATHWAYS



Action Plan



Congruence
in EWBL



Address Labor
Demands



Marketing
and
Information



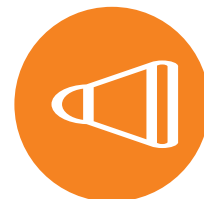
Learner
Progression



Build Talent
Pool



Program
Evaluation



Learner Voice



Take Stock and
Report Benefits

STRENGTHENING EWBL WITHIN CAREER PATHWAYS



Leverage
Data



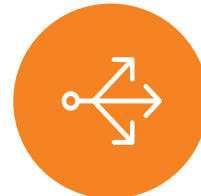
Extend
Advising



Mentorship and
Support



Deepen
Partnerships



Streamline
Transitions



EWBL
Advocacy



Scale Impact



Improve
EWBL Models



Expand Access
and Options

PLANNING, MAINTAINING, AND STRENGTHENING EWBL



PLANNING: Assessing needs;
identifying partnerships;
developing frameworks



MAINTAINING: EWBL is in
place; Ongoing support and
resources; partners monitor
program effectiveness



STRENGTHENING: Continuous
improvement efforts;
expanding partnerships;
innovative practices




What challenges exist when
planning or maintaining
EWBL systems?



What opportunities are top
of mind to address in EWBL
within your own region?



Where does your state,
system, institution land on
the scale of implementation?



Case Studies: Experiential Work -Based Learning in Action

ALASKA



- Redesigned the WBL Toolkit with the support of Advance CTE
- Examined and expanded upon equitable options for WBL in AK
- Developed employer resources (responsibility matrix) to identify roles in supporting learners in WBL
- Consistent partner conversations are vital in understanding the landscape of WBL

INDIANA



Expanding apprenticeships and internships in high school

Providing funds for EWBL opportunities

Expanding access to certifications

Allowing additional time to qualify for the funds

TEXAS



Creating intermediaries in 28
Workforce Development
Areas

Overseeing career pathways
aligned with local industries

Ensuring conveners meet
quality standards

Connecting employers,
educators, and workforce

Thank you!

Find the **EWBL**
Resource, the
Interest Form and
more on the
Advance CTE
website!

Review the
EWBL resource

Reach out to
Advance CTE
with any
questions

Identify one
action you
commit to taking
to implement or
enhance EWBL

Reach out to a
potential
partner to start
a conversation
about EWBL



san diego county office of
EDUCATION

FUTURE WITHOUT BOUNDARIESSM

Inspiring and leading innovation in education

Apprenticeships

San Diego County Office of Education (SDCOE):

SDCOE provides a variety of services for the 42 school districts, 129 charter schools, and five community college districts in the county.

- Collaborate with school, industry, and community leaders to address countywide educational issues
- Organize and facilitate professional learning opportunities
- Provide financial oversight for school districts
- Support teachers and administrators as they earn and register credentials
- Coordinate regional services for special populations of students
- Support school districts with their Local Control and Accountability Plans

<https://www.sdcoe.net/>

Apprenticeships

College and Career Readiness: Work Based-Learning Experiences

Connect the learning students do in school with the world of work by integrating career concepts into core curriculum.

- CTE program development support
- Grant supports
- Professional learning tailored to your needs
- Linda Vista Innovation Center
- Work-based learning and student experiences
- College and Career support to our Juvenile Court and Community Schools (JCCS)

<https://www.sdcoe.net/cte-innovation/home>

Apprenticeships

Our work

- Previous work around Apprenticeships
- Is there a space where we can align some of the work happening in schools now with existing apprenticeship programs?
- How do we design our own Apprenticeship and Pre-Apprenticeship programs
- How can SDCOE support those interested in developing their own Apprenticeship programs?



Apprenticeship & Vocational Training Career EXPO 2022

At the San Diego College of Continuing Education's Educational Cultural Complex
4343 Oceanview Blvd., San Diego, CA 92113

Thursday, November 10
10:00 AM to 12:00 PM

For More Information, Contact:
Ernesto Rivera,
Project Specialist
Ernesto.Rivera@sdcoe.net
(858) 298-2128

WHAT TO EXPECT:
Meet representatives from Apprenticeship Programs, Vocational Training and Youth Employment Service Agencies.

San Diego County Office of **EDUCATION** FUTURE WITHOUT BOUNDARIES™ | SAN DIEGO COLLEGE OF CONTINUING EDUCATION |



Assemblymember Dr. Shirley N. Weber
79TH ASSEMBLY DISTRICT VOCATIONAL TRAINING & APPRENTICESHIP PROGRAMS CAREER EXPO

September 27th from 12 p.m. - 3 p.m.
San Diego Continuing Education - Educational Cultural Complex, 4343 Ocean View Blvd. San Diego, CA 92113.

Apprenticeship programs
Vocational Training programs
Education, internship and career opportunities

For more information to attend or table at the event contact:
Lee Hernandez at Lee.Hernandez@asm.ca.gov



2024 APPRENTICESHIP & VOCATIONAL TRAINING EXPO

JOIN US!

LOCATION:
San Diego College of Continuing Education-
Educational Cultural Complex
4343 Ocean View Blvd, San Diego, 92113
DATE: Thursday, November 14, 2024
TIME: 10:00AM - 1:00 P.M.

- Meet representatives from Apprenticeship Programs, Vocational Training and Youth Employment Agencies
- Learn about SDCOE Training & Educational Programs



QUESTIONS?

(858) 298-2128

Ernesto.Rivera@sdcoe.net



SAN DIEGO COLLEGE OF CONTINUING EDUCATION

FORWARD Together



2023 NORTH COUNTY APPRENTICESHIP & VOCATIONAL TRAINING EXPO

LOCATION: Palomar College
1140 West Mission Road, San Marcos
DATE: Thursday, February 23
TIME: 10:00A.M - 1:00 P.M.
Event is Open to the Public

- Meet representatives from Apprenticeship Programs, Vocational Training and Youth Employment Agencies
- Learn about Palomar College Trade and Industry Programs

No Cost to attend!

For More Information, Contact:
Ernesto Rivera at
Ernesto.Rivera@sdcoe.net
(858) 298-2128



Apprenticeships

Our work

- Serve as LEA
- Support development of pre-apprenticeship programs
- Outreach events and experiences
- SDCOE Pre-Apprenticeship program
Culinary & Hospitality Pre-Apprenticeship
Program- Juvenile Court & Community Schools (JCCS)

**LEARN CULINARY
SKILLS TO APPLY TO
APPRENTICESHIPS
AND EMPLOYMENT!**

Supportive services available including:

- Transportation
- Cutlery and Uniform
- Employment Services Support
- Work Readiness Training
- Job Leads

**ONE SCHOOL
SEMESTER, 80
HOURS TOTAL!**

JCCS Culinary Pre-Apprenticeship Program

AGE: 17+ RECOMENDED

PARTNERING WITH

**KITCHENS
FOR GOOD**



SCHOOL COURSE: CULINARY 1A CLASS

CONTACT US

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Apprenticeships

JCCS Culinary & Hospitality Pre-Apprenticeship Program

- Apprenticeship partner- Kitchens for Good
- Program Length- 80 hours
- First Semester of Culinary CTE class- Culinary 1A
- 3 Sites-
 - Youth Transition Campus (YTC)
 - 37 ECB- Coffee shop
 - San Pasqual Academy (SPA)
- Eligibility- JCCS faculty determine eligibility
- Admin Support- enrollment, DAS tracking, completion

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Apprenticeships

JCCS Culinary & Hospitality Pre-Apprenticeship Program

Supportive Services- *CAI grant*

- Culinary equipment
- Clothing (trade and professional)
- Transportation
- Employment and transition services
- YTC students- follow up and support after separation from program
- Collaborate with Probation Dept to offer support and services

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Apprenticeships

JCCS Culinary & Hospitality Pre-Apprenticeship Program

Outcomes since 2022

- YTC- 3 cohorts- 10 apprentices
 - 6 completers
 - 2 currently enrolled
 - 2 non-completers
- 37ECB- 2 cohorts- 7 apprentices
 - 3 completers
 - 3 currently enrolled
- SPA- 1 cohort- 1 apprentice
 - 1 completer*

Overall

Enrollment in Kitchens for Good- 1 Other programs/schools- 6
Currently enrolled- 5 Disconnected- 6

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APPRENTICESHIPS
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JCCS Culinary & Hospitality Pre-Apprenticeship Program

Lessons learned

- Go Slow
- Be flexible
- Identifying the right partner/sponsor
- Benefits
- Questions?



Ernesto Rivera, WBL Project Specialist

SDCOE, College & Career Readiness

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- Develop a metric of success and accountability for youth summer programs;
- Partner with human resources or other intermediaries to increase capacity for the recruitment of learners;
- Improve learner engagement through deliberate job-matching, mentorship and counseling opportunities;
- Reduce barriers to access by providing virtual/hybrid opportunities for learners, and partner with local transit authorities to reduce costs for learners to travel to work sites;
- Develop a funding structure that incentivizes employers to partner with programs for the summer;
- Train teachers and counselors in addition to learners on the application process for more support;
- Find ways to engage the parents or guardians of learners to be an additional line of support; and
- Find ways to engage learners beyond summertime.

https://careertech.org/wp-content/uploads/2023/09/FINAL_Exploring_Summer_Youth_Employment.pdf

Resources

- [Experiential Work-Based Learning In Career Pathways: A Guide to Implementing, Maintaining and Sustaining High-Quality Opportunities](#)
(Advance CTE, ESG & NSFY)
- [Exploring Summer Youth Employment Programs: Increasing Access Through Career Pathways](#) (Advance CTE, ESG & NSFY)
- [Connecting Every Learner: A Framework for States to Increase Access to and Success in Work-Based Learning](#) (Advance CTE, ESG & NSFY)
- [Perkins Innovation and Modernization Grant Program](#) (OCTAE)

Q&A

Contact Us

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cimperatore@acteonline.org