

High School Youth Apprenticeships

Promising Practices and Lessons Learned

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Illinois' WBL Continuum

CONTINUUM OF EMPLOYER ENGAGEMENT & WORK-BASED LEARNING EXPERIENCES



Youth Apprenticeship

From the [Illinois Career Pathways Dictionary](#):

A program for youth (ages 16 to 24) currently enrolled in secondary education or pursuing a high school equivalency, including those with disabilities, that include, at minimum, the following:

- 450 hours of paid on-the-job training under the supervision of a mentor;
- At least 2 semesters of related instruction that ideally counts towards a high school and/or postsecondary credential, but minimally leading to an Industry Credential;
- Ongoing and a final assessment measuring success in mastering skill standards;
- Career exploration where participants learn about several positions within the employer and the field;
- Wraparound supports (e.g. case management and counseling) and holistic upskilling (e.g. technical skills and soft skills).
- Upon successful completion of the program, participants are supported to apply for one or more of the following: entry-level employment, admission to a Registered Apprenticeship or Non-Registered Apprenticeship program, or admission to other articulated postsecondary

Community Presentations



EQUITY FIRST: BUILDING TOWARD A BETTER FUTURE AND REVITALIZING LEARNING

ILLINOIS 60 BY 25 NETWORK ANNUAL CONFERENCE

MARCH 3, 2022

CAREER LAUNCH CHICAGO

YOUTH APPRENTICESHIP PROGRAM

CITY COLLEGES OF CHICAGO CHICAGO PUBLIC SCHOOLS

Chicago Roadmap

Setting the stage for the

CLC Youth Apprenticeship Program

The Chicago Roadmap is an unprecedented partnership between the Chicago Public Schools (CPS) and City Colleges of Chicago (CCC) to support students along a seamless path to and through college on the way to their chosen

careers Domains:

- One (1) Academic Readiness and Success
- Two (2) Access to High-Quality Programs
- Three (3) Student Advising and Supports
- Four (4) Career Exploration, Experiences, and Readiness
- Five (5) Transparency, Alignment, and Collaboration

Asset Based Approach to building the CLC Action Team

'Finding partners that are already doing the work'

Chicago Public Schools (CPS): Early College and Career Education (ECCE) staff support CLC. ECCE team was already building on their Work-Based Learning continuum. Youth Apprenticeships were a natural addition to the continuum.

Youth Apprenticeship Manager role developed to lead the CLC work on CPS end & be the Teacher of Record for the YA course

One Million Degrees (OMD): Non-profit with a nationally recognized model for supporting student success in Community Colleges

Career Advancement Coordinator working specifically on wrap around services for CLC Apprentices through CLC application to postsecondary plans

Education Systems Center: Supporting Roadmap on a number of domains. Wealth of knowledge/practice on Work Based Learning models





1 Year Apprenticeship in IT



1 Year Apprenticeship in IT



1 Year Apprenticeship in Construction and Design



2 Year Apprenticeship in Advanced Manufacturing



2 Year Apprenticeship in Pharmacy Technology



2 Year Apprenticeship in Auto Body Collision

2 Year Apprentice in IT

The model for

Career Launch Chicago

- 1-yr & 2-yr Youth Apprenticeships
- Begin Senior Year of high school
 - Youth Apprenticeship is an Honors course
- Continues as students enroll to CCC for academic program aligned to Youth Apprenticeship
- Wrap-around support by One Million Degrees: one-on-one check ins, Professional Development sessions for students and employer partners
- Paths in projected high demand sectors

AIM TO LAUNCH

Apprenticeship Incubator Model, last minute pivot to provide a summer experience to students and engage with employer partners who were interested in developing a Youth Apprenticeship at their site. (6 weeks/120 hours)

Year 2 of AIM will now have a focus on preparing students for a Youth Apprenticeship through employability Professional Development sessions and partner site visits.

COMMUNICATION TO STUDENTS

Ensured students/schools knew where we were at in the recruitment, interviewing, hiring and onboarding processes.

ADJUSTING TIMELINES

Maintain transparency with Employer Partners as you build out timelines and stress flexibility as you work through ambiguity.

LESSONS FROM CLC YEAR ONE

Developing Best Practices

- Creating a CLC Action Work Group that meets weekly (include members of CLC AWG)
- Developing an advisory council for employer insight and support
- Utilizing a SharePoint to keep all material visible to all members of the work
- Creating visuals and templates for employers and students that make it easy for them to understand the process
- Leveraging other resources/learning communities
- Providing curriculum on soft skills and workforce readiness
- Meeting students where they are at in school, work, and in life

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FROM OUR TEAM,

THANK YOU!

Erika Ehmann, Kena Franklin, Alex George, Stephanie Gomez, Hector Gonzalez, Sareena Volkman

[Link to I-WIN Resource Hub](#)



I-WIN

Illinois Work-Based Learning
Innovation Network

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Highlight and explore innovative models for work-based learning, initial focus on virtual



Engage in conversations on creating sustainable, high-quality models that provide broader and more equitable access, with a focus on building social capital for Black and Latinx students

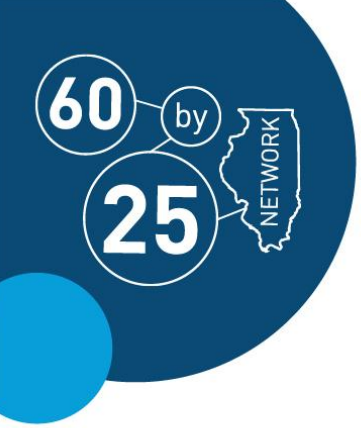


Build connections among communities to share best practices, learnings and resources



Identify needs for state policy changes or support systems





Thank you!

