The Youth Skills Training Program

Amy Walstien, MPMA
Rich Wessels, DLI

AMSD
January 5, 2018
AGENDA

Why YST? – Amy

YST@DLI – Rich

Questions
The Skilled Workforce State

Minnesota’s reliable, well-educated, and well-trained workforce has been our competitive advantage for generations.

But There’s Trouble Ahead...
What’s Happening?

• Demographic shifts
• Low unemployment + slow labor force growth
• Impact of the achievement gap & low graduation rates
• Education and skill-level requirements are changing
A middle-skill gap

United States jobs and workers by skill level 2015

- High-Skill Jobs: 31%
- High-Skill Workers: 36%
- Middle-Skill Jobs: 53%
- Middle-Skill Workers: 43%
- Low-Skill Jobs: 16%
- Low-Skill Workers: 21%

www.nationalskillscoalition.org
Demand for Middle-Skill Jobs Will Remain Strong

Between 2014-2024, 46 percent of job openings will be middle-skill.

Job Openings by Skill Level, Minnesota, 2014-2024

- High-Skill: 33%
- Middle-Skill: 46%
- Low-Skill: 21%

Source: NSC analysis of long-term occupational projections from state labor/employment agency.
Nationally, 2 million manufacturing jobs will be left unfilled over the next 10 years.

Companies lose an average of $14,000 for every position unfilled longer than 90 days.

Over 64% of Minnesota companies say workforce issues are affecting production and ability to grow.
DEVELOPING TALENT IS ESSENTIAL

The most effective skilled workforce development strategies (cited by CEOs):

- **94%** - internal employee training & development
- **74%** - involvement with local schools & community colleges
- **64%** - external training and certification programs
- **49%** - creation of new veteran hiring programs

Source: Deloitte + Manufacturing Institute, The Skills Gap in US Manufacturing 2015 & Beyond
Strategies to Build Skills

- Youth Exposure
- Defined Career Pathways
- High School Academies
- Workplace Experiences
- Dual-Training & Apprenticeship
Policy Challenge: How to Expand Skills Training in High Schools

Key Questions:
• Why aren’t employers offering opportunities?
• How do we integrate employment-based training into high schools?
• How can we build better connections between schools and businesses?
• Can we make this relevant for students?

Youth Skills Training Program Bill (HF 631 - Rarick/SF 474 – P.Anderson)
• Tap into “student learner” section of federal child safety laws
• Utilize “local partnerships” – school + employers (+ intermediaries)
• Integrate with child-safety approval at Dept of Labor
• Grant funding for pilot districts!
GOAL: Expand skills training in Minnesota high schools

WHY: Increase the number of students entering skilled work and prepare them for successful careers

HOW: Create programs for “student learners” so 16 & 17 year olds can participate in on-the-job training at employer sites
• Allows high school “student learners” 16 & up to participate in paid work-based internships and apprenticeships on the employer site.

• School program to learn skills + work program to practice skills.

• Promotes employer participation to equip students with the skills and competencies needed for successful careers in industry.

• Builds career readiness & allows credits earned by students to count for college credits, or toward required hours for registered apprenticeship.
<table>
<thead>
<tr>
<th>Program</th>
<th>Description</th>
<th>Education Level</th>
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<tbody>
<tr>
<td><strong>CTE</strong></td>
<td>Students take machining or shop classes in high school and earn industry credentials, enrolled in formal CTE classes or by participating in programs like SkillsUSA.</td>
<td>In-classroom, secondary</td>
</tr>
<tr>
<td><strong>Comm./Tech. College Program</strong></td>
<td>Students enroll in for-credit or certificate-based programs and earn NIMS industry credentials as a capstone.</td>
<td>In-classroom, post-secondary (or concurrent enrollment)</td>
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<td><strong>Right Skills Now</strong></td>
<td>Individuals participate in an accelerated internship program, earning community college credit, NIMS credentials, and workplace experience through paid internships.</td>
<td>YST</td>
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<tr>
<td><strong>Competency-Based Apprenticeship</strong></td>
<td>Individuals participate in blended classroom and workplace learning at a sponsoring company, earning industry-wide and company-specific credentials.</td>
<td>YST, PIPELINE</td>
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<tr>
<td><strong>On-the-Job Training</strong></td>
<td>Employee participates in company-led training, gaining specific skill sets and credentials for career advancement.</td>
<td>YST, PIPELINE</td>
</tr>
<tr>
<td><strong>4-Year Degree Program</strong></td>
<td>Students enroll in a college program in a related manufacturing field, earning credentials as program capstones.</td>
<td>In-classroom, post-secondary</td>
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<tr>
<td><strong>Advanced Degree Program</strong></td>
<td>Students enroll in an advanced degree program in a related manufacturing or business field.</td>
<td>In classroom, graduate level</td>
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Hands-on, workforce-based skills classes beginning in middle school & early high school.

Post-secondary (college) credit in each pathway.

Career internships, work-based learning, and apprenticeships infused in each pathway (i.e. Youth Skills Training Program)

Students learning in the community & the community participating in the learning at Hutchinson HS.

Leads to both professional & technical educational opportunities.
• The Bridges Career Academies offer students in grades 9-12 the opportunity to explore a career pathway while preparing for employment and/or post-secondary education.

• Academies’ curriculum provides students personalized, practical, and integrated learning experiences.

• Academy courses provide hands-on learning activities that combine technical, academic, and employability skills related to a specific career.

• Students take classes at their high school, receiving high school, and, in some cases, college credit.
YST@DLI
Youth Skills Training
AMSD
January 5th, 2018
What is YST@DLI?

1. Local Partnerships
2. Related Classroom Instruction
3. Paid Work-Based Skills Training for Students Over 16
4. High-Growth/High-Demand Occupations
5. Development Support from DLI
Interaction with Education Requirements

- Hours a student learner participates in a youth skills training program approved by DLI must be counted in the student’s hours of average daily membership under MS. 126C.05.

- Education expenses for a participating student learner must be included in the enrolling districts career and technical revenue under M.S. 124D.4531.

- A school district may grant academic credit to student learners participating YST programs in accordance with local requirements.

- A YST program qualifies as a WBL program if it meets requirements for a career and technical education program and is supervised by a qualified teacher with appropriate licensure.

- Unless otherwise required for a WBL program, a youth skills training program may be supervised by a qualified teacher or administrator as determined by the school district.
How to Create a YST Program

• Approve Occupation through DLI
• Establish Local Partnership
• Provide Related Educational Instruction
• Create Paid OJT and Safety Instruction
• Submit to DLI for YST Program Approval
YST Pilot Program Grant Funding

- 5 Pilot Programs (must be DLI approved YST program)
- Grants up to $100,000 per Pilot Program
- Grants Awarded to Local Partnerships
- Coordination and Implementation of YST Programs
- Funds Cannot be Used to Pay Student Wages
What can YST Pilot grants be used for?

- Marketing
- Advertising
- Employer Training
- Transportation
- Student Recruitment
- Position to Monitor Outcomes
- Student Certification

*Coordination and Implementation of YST Programs
<table>
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<tr>
<th>GRANT ACTIVITIES</th>
<th>TIMELINE</th>
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<tr>
<td>Applications Open</td>
<td>April 6, 2018</td>
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<tr>
<td>Applications Due</td>
<td>May 4, 2018</td>
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<tr>
<td>Grants Awarded</td>
<td>June 8, 2018</td>
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<tr>
<td>Begin Contracts</td>
<td>July 1, 2018 – September 30, 2018</td>
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<tr>
<td>Grant Reporting Due</td>
<td>January 9, 2019 and June 28, 2019</td>
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Partnerships must be a DLI approved YST program to apply for grant funding.
How Can DLI Help?

- Support Partnerships
- Approve Occupations
- Help Identify OJT and Safety Instruction
- Provide Guides and Models
- Approve and Monitor YST Programs
- Provide Technical Support
- Provide Grants for up to 5 Pilot Programs
YST@DLI Live Webinar
Tuesday January 16th
10:00 am – 11:00 am
Thank You!

Rich Wessels
Project Manager
Youth Skills Training Program
Rich.Wessels@state.mn.us
(651) 284-5184
www.dli.mn.gov/APPR/yst.asp