WORK-BASED LEARNING, APPRENTICESHIP, & SECTOR PARTNERSHIPS, OH MY!
WHERE ARE YOU?

Enter your location in the Chat window – lower left of screen
Objectives

✓ Discuss experiential learning within a career pathway including earn and learn models
✓ Show how sector partnerships can play a vital role in expanding work-based learning including apprenticeships
✓ Explore what states are doing around work-based learning policy
MEET OUR PRESENTERS

- **DEB LYZENGA**
  Regional Business Solutions Manager
  West Michigan Works!

- **SCOTT SHEELY**
  Special Assistant for Workforce Development
  PA Department of Agriculture
Industry Sector Development

- Catalyst for Change
  - Multiple Healthcare Organizations separate but same discussions
  - Talent supply & demand data
  - Job seekers have a choice

- Core Ingredients:
  - Industry similar employers experiencing the same need
  - Partnerships between education and training that focus on workforce needs
  - Workforce intermediary or convener of stakeholders
  - Stakeholders willing to collaborate for the good of the community and business

Regional, employer-driven partnerships in Healthcare to solve talent demand
Reasons to Develop Career Pathways for Incumbent Workers

- Low unemployment rate
- Developing employment opportunities that will keep our workers in West Michigan
- Opportunities for post secondary education without the debt
- Certifications leading to careers
- Decrease turnover
- Increase diversity
West Michigan Works Apprenticeship Model

Multiple Healthcare Employers + Multiple Community Colleges

- Negotiations and agreement for curriculum cohort model & standards
  - Wage commitment
  - Determine # of Apprentices each employer would hire
  - Candidate pre-screening

West Michigan Works! is Sponsor of the Apprenticeship Standards and Industry Convener
**Braiding of Funds**

**Associated Costs**
- Community College Program costs
- Uniforms & on-campus parking
- Employee wages while training

**Potential Funding Sources**
- Employer Tuition Contribution
- Skilled Trade Training Funds
- West Michigan Works! Individual Training Account Scholarships (WIOA)
- FAFSA Pell Grant (Financial Aid)
- Other Grants & Community Resources
- WIOA On-the-Job Training Reimbursement
MEDICAL ASSISTANT (M.A.) APPRENTICESHIP
CRITICAL PARTNERS FOR SUCCESS

Employer Partners
- Cherry Health
- Mercy Health
- Spectrum Health

State Partners
- Dave Jackson, Office of Apprenticeship, USDOL
- Russell Davis, Michigan State Director, USDOL
- Marcia Black-Watson, Industry Talent Director, WDA

Educational Partners
- Grand Rapids Community College
- Montcalm Community College
- Muskegon Community College
With the rapidly-changing pace of technology, sectors are increasingly challenged to keep the skills and knowledge base of their workforce up-to-date.

Skills are what employers want but they tend to ask for degrees and credentials as proxies.

Work-based learning (experiential learning that complements didactic learning) marries skills with knowledge.
Demand-Driven

- We all say it but not all of us do it
- Listening to the needs of employers...in detail...is one of the more important on-going tasks that we have
- Start with what are the key occupations and drill quickly down to knowledge, skills, and abilities
- Differentiate between soft and hard skills
- Not everyone needs training...sometimes, just good counseling
WHAT WE REALLY NEED IS SKILLS

- Foundational skills
  - Attendance, On-Time, Drug-Free, Get Along with Others, Prepared for Work and Home Life,

- Literacy skills
  - General literacy but also reading for information, locating information, math

- Hard skills
  - Hand and power tools, measuring, equipment operation, fork-lift driving, and many more
WORK-BASED LEARNING AND BEYOND

- Apprenticeships and internships being replaced by new kinds of work-based learning
- Micro-skills and credentials that can be learned and earned in short timeframes and be used immediately on the job, and then...
- Stacked into credentials with more skill sets
- Strong experiential component
- Competency-based apprenticeships over time-based
- Pre-apprenticeships connected to broader career pathway


**Breakout Questions**

- How can we get employers to be more forthcoming about all of their needs? Who can better define the needs (HR or production)?

- What strategies are being used to facilitate agreement among employers in sector partnerships around identifying the appropriate credentials, certifications and/or degrees?

- How are partners braiding funding to support the development and implementation of sector partnership training and support employer engagement in the process?
Breakout Facilitators

- Breakout 1 Facilitator
  - Beth Brinly, Vice President of Workforce Innovation, Maher & Maher

- Breakout 2 Facilitator
  - Diane Walton, Employment & Training Administration, San Francisco
Speakers’ Contact Information

Speaker: Deb Lyzenga  
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Speaker: Scott Sheely  
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Facilitator: Beth A. Brinly  
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Thank You
POLLING QUESTION

After attending this Virtual Institute, or any of the other Sector Strategies TA events, do you feel your organization:

1. Is better prepared to advance sector strategy approaches?
2. Has more tools to adapt quality practices?
3. All of the above
4. None of the above