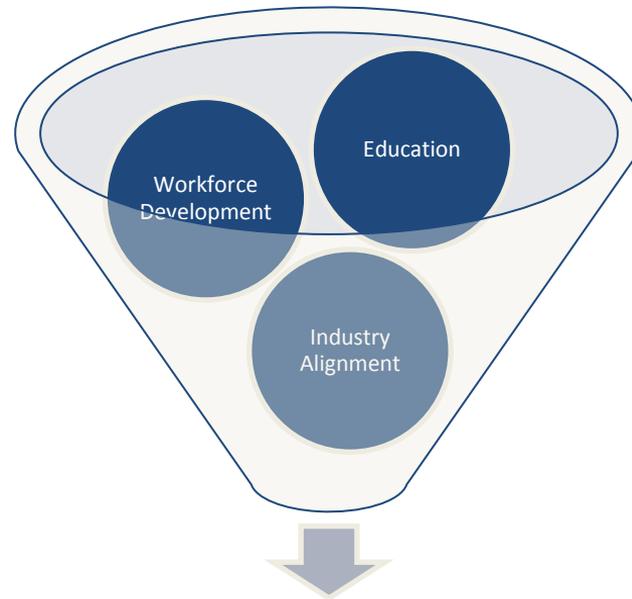
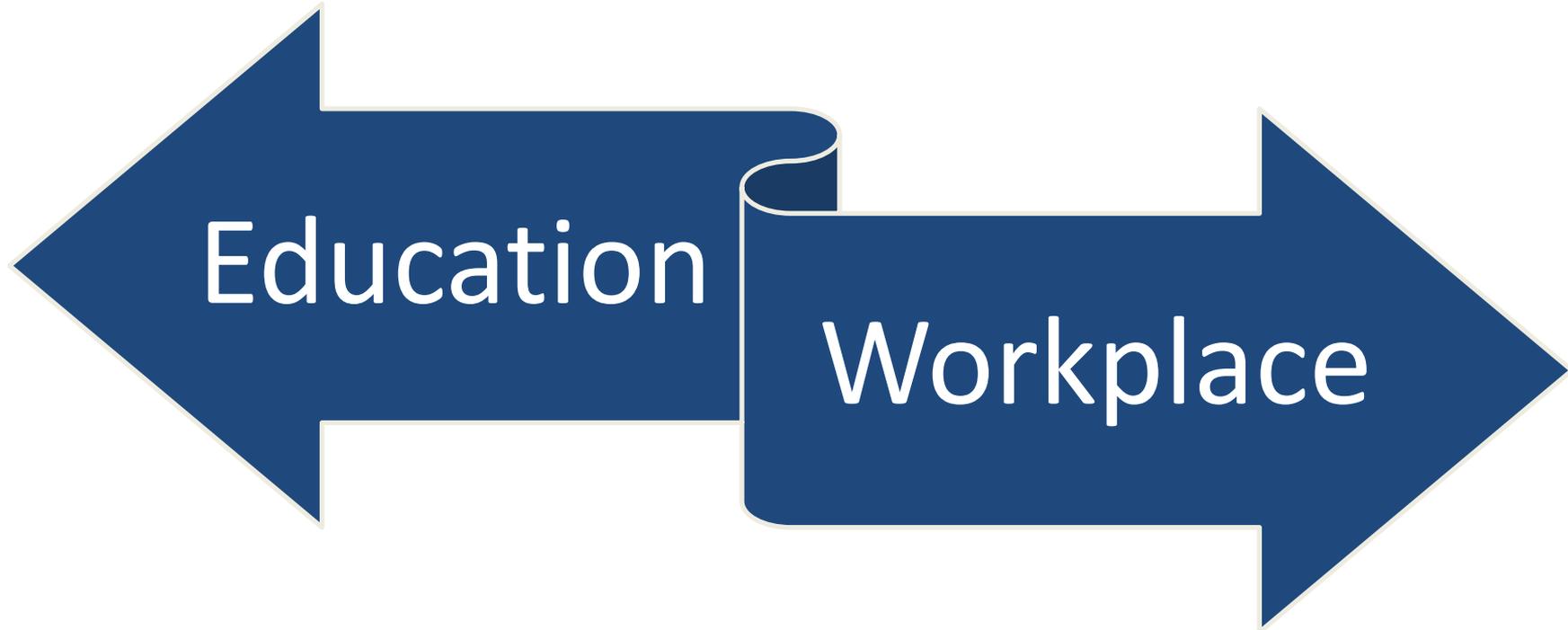


# Building a Workforce Pipeline

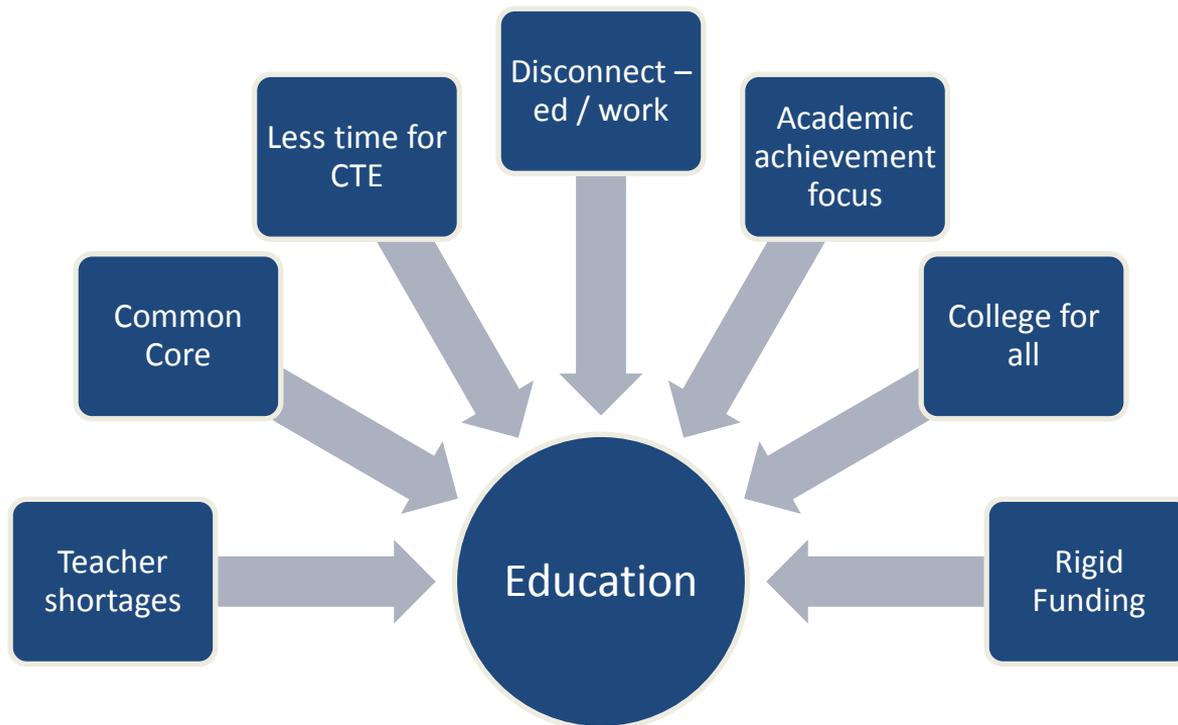


## To Create Competitive Advantage

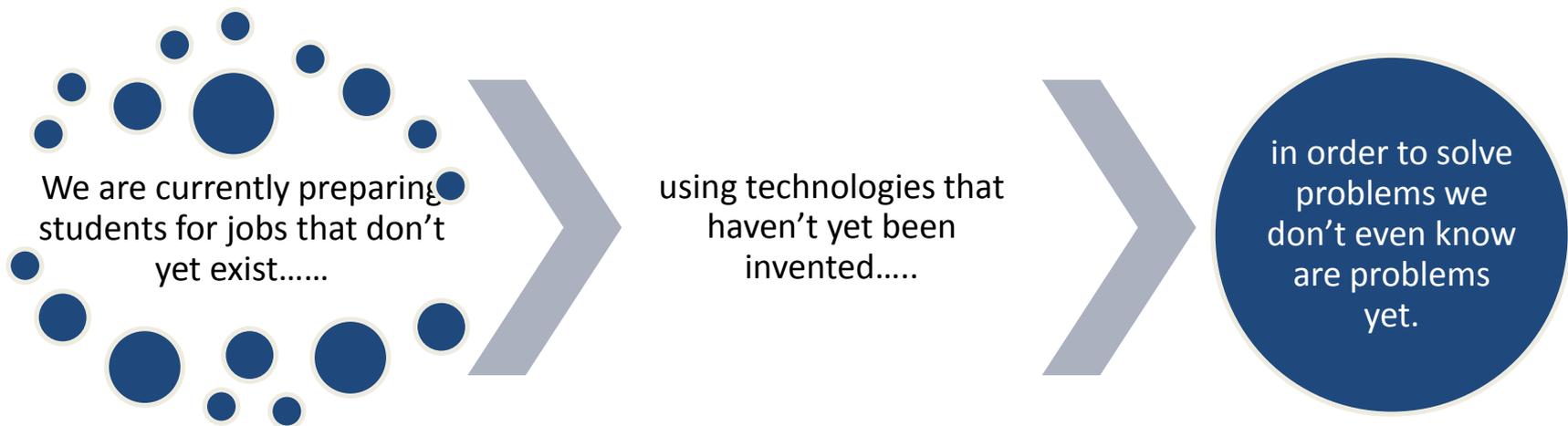
# WHY THE DISCONNECT BETWEEN



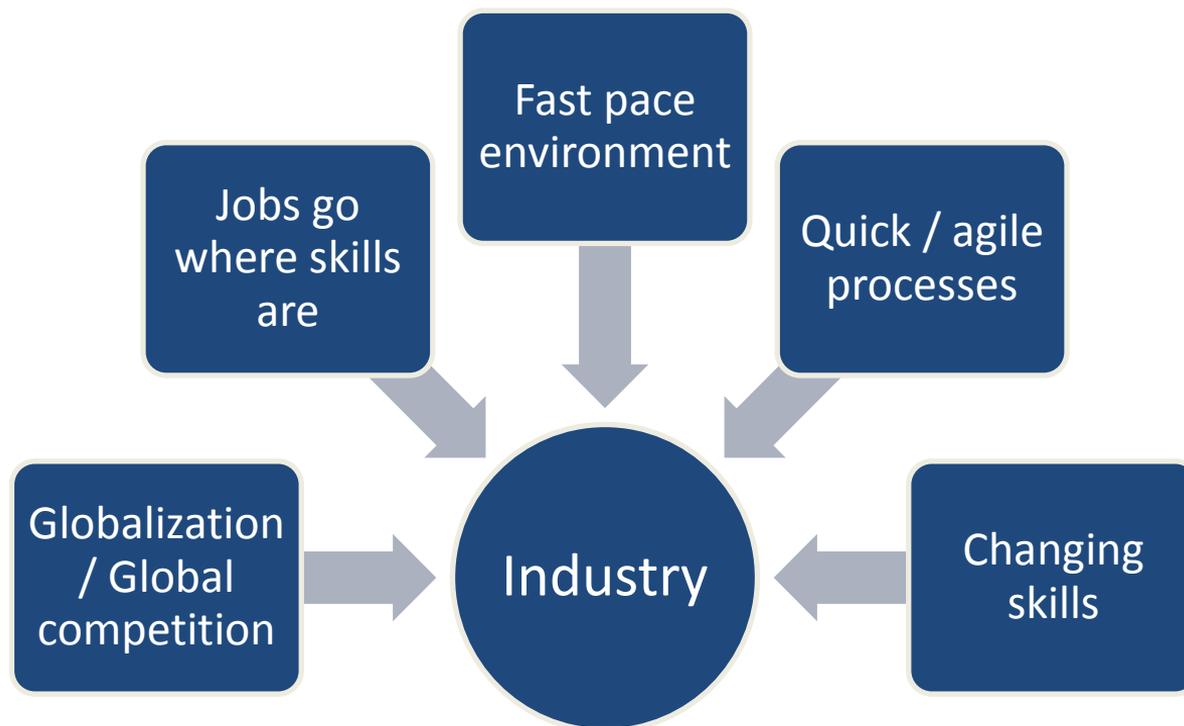
# Education Challenges



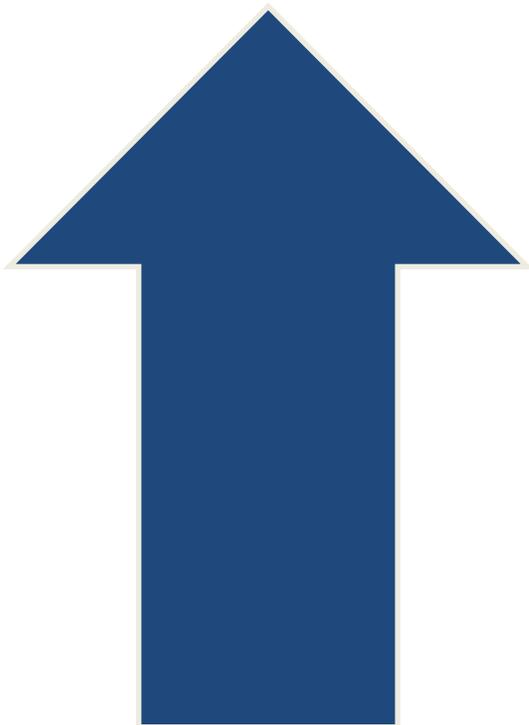
# Challenge for Educators



# Industry Challenges

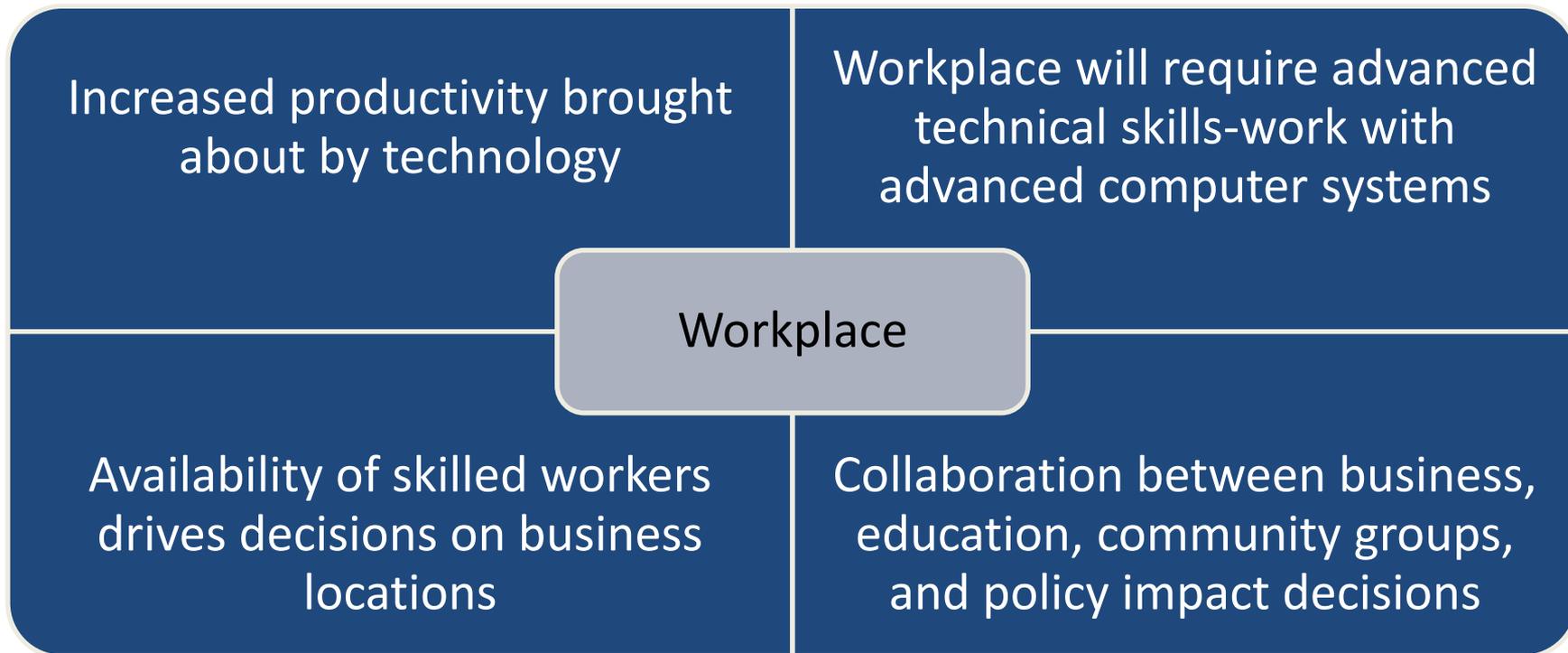


# The Changing Workplace



- need 22 million new college degrees
- fall short by at least 3 million associate or better
- need at least 4.7 million new workers with postsecondary certificates
- 90% of the fastest-growing jobs will require an education beyond HS
- 31% of small business owners can't fill positions
- 41% of manufacturers
- 75%+ of jobs will require workers with special skills in STEM
- 29 million middle jobs pay \$35,000 or more
- 11 million+ middle jobs pay \$50,000 or more
- 4 million+ pay \$75,000 or more
- 40%+ require education beyond HS / less than a Bachelor's degree
- New and enhanced skill requirements / increased reliance on tech

# New Workplace Norm



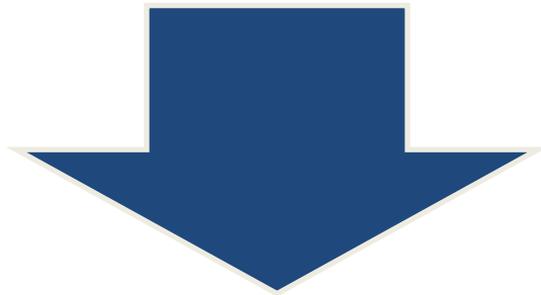
# Future Career Paths

Careers will more resemble a lattice, rather than a ladder

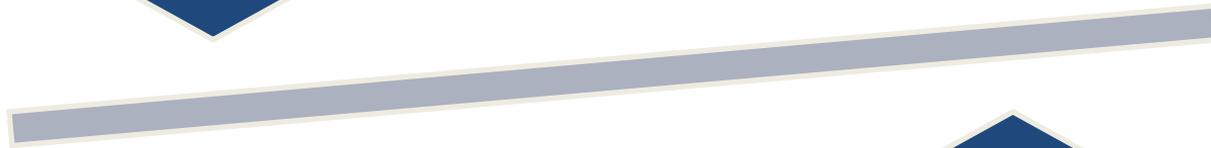
More lateral moves on the way up

Multiple jobs stitched together to form a more flexible work environment

# Society Challenges 2010 to 2025



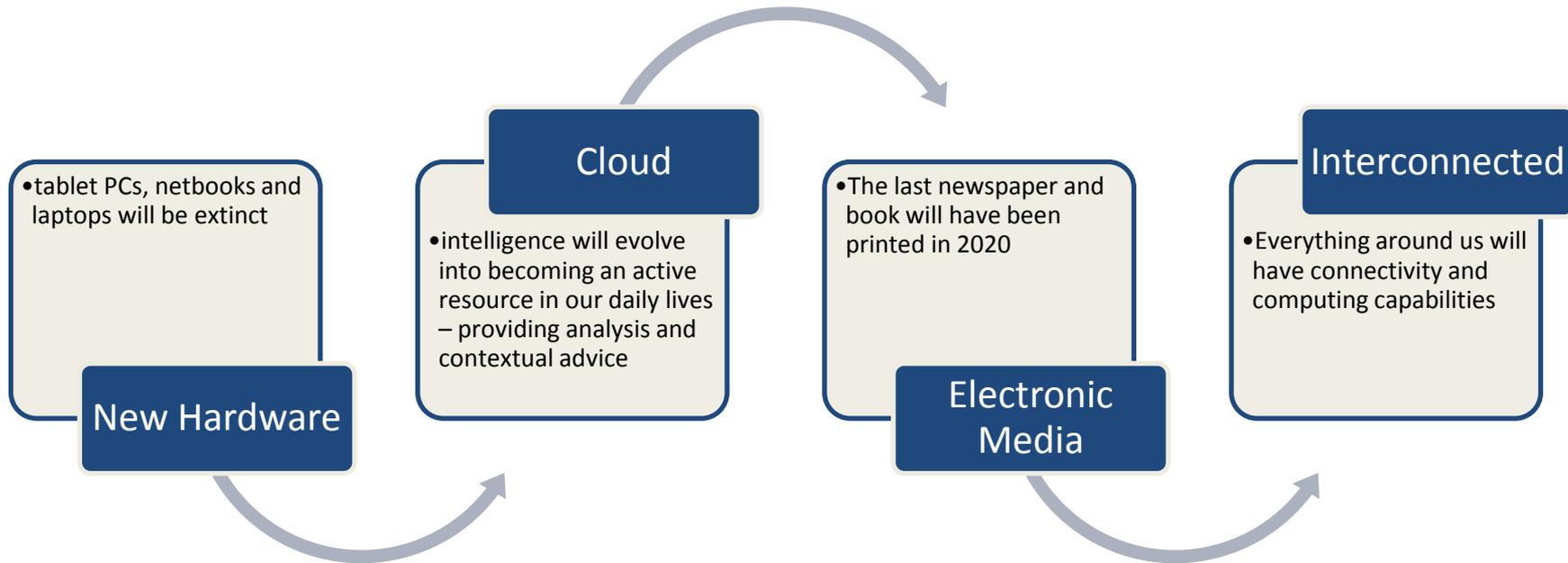
Up to 78 million Baby Boomers leave the U.S. workforce or change work focus



Only 40 million Gen X'ers and Y'ers will be available to replace them



# The Information Society 2020



# Today's Youth are Different



93% U.S. teens 12-17 used Internet in 2009

73% of teens use social networking websites in 2009

64% created content on Internet

62% get news on events/politics online

Communicate via

- Social networking sites
- Texts
- Pinterest

Access information via the Internet

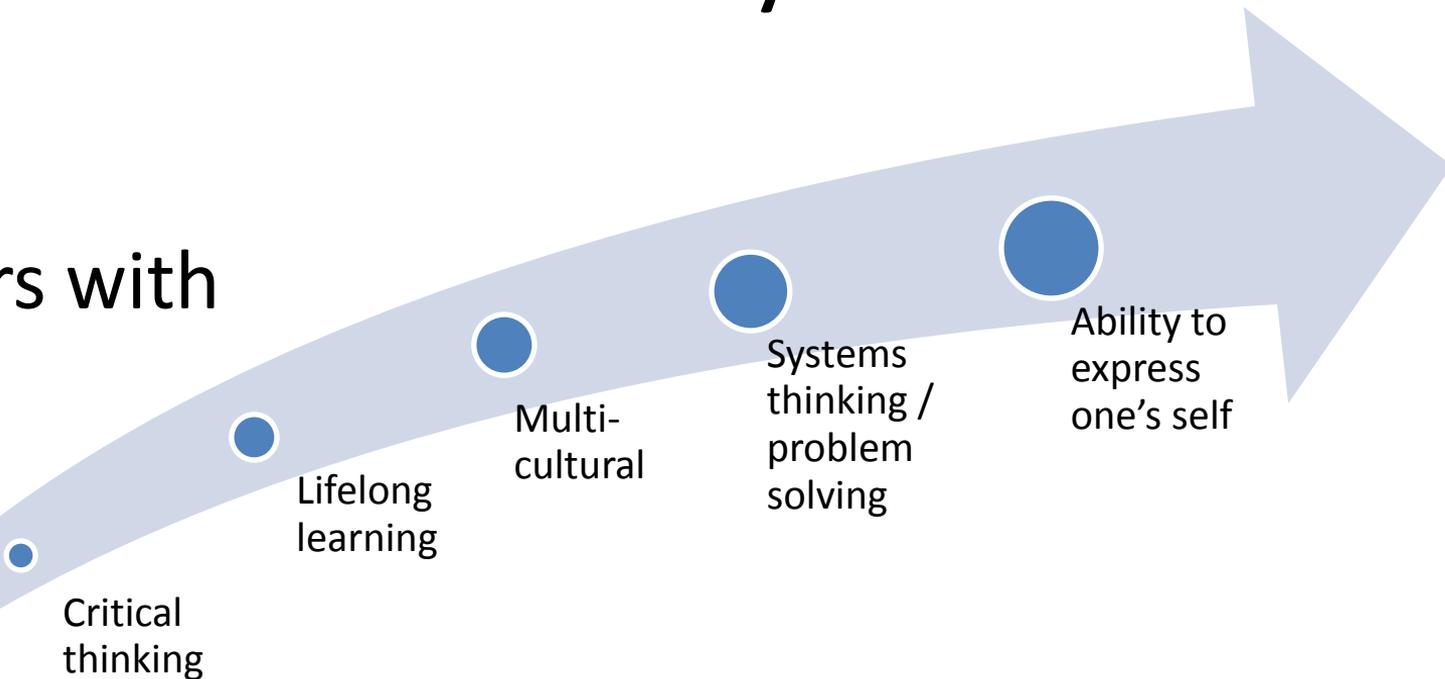
Students disengaged

The fastest growing segment of computer-users today in the U.S. is 5 to 7 year olds



# What industry needs

Workers with



# Why should industry be involved?

- 1 Educate the local community about your place in the global community
- 2 Strengthen the link between learning and work -- future job applicants learning the right things
- 3 Increase pool of qualified applicants
- 4 Learn to communicate better with youth
- 5 Enhance / reduce cost of recruitment, selection and training
- 6 Increase corporate name recognition, give back; socially responsible reputation
- 7 Increase employee loyalty, morale, and job satisfaction



# Ways to engage; pull out handout

## Curriculum planning

Advisory Committees

ID of equipment needs

## Personnel available

Mentor students in a career

Increase knowledge via externships

Plan appropriate curriculum

## Youth engagement

Provide job shadowing opportunities

Provide students opportunities to visit work sites

Support Career Technical Student Organizations

School based enterprise

Apprenticeship

# Business open houses and tours



# Industry / Education Partnership



# Work-based learning

- Volunteer/Service Learning
- Job Shadowing
- Student “work-like” activities
- Intern/Trainee
- Work-Based Learning
  - Co-op, Skills Co-op, YA
  - School-Based
  - Entrepreneurship
  - SAEs

# Work-based learning

## Unpaid Community Employment Experiences

- ✓ informational interviews
- ✓ job shadows
- ✓ company tours
- ✓ volunteer service
- ✓ student work-skill activities (including assisting with a school-based entrepreneurial venture or completing tasks within the school district)
- ✓ unpaid work experiences
- ✓ service learning programs
- ✓ unpaid internships

## Paid Community Employment Experiences

- ✓ part-time employment (while in school or over the summer – this can be time-limited or ongoing)
- ✓ employment connected with DVR
  - ✓ Youth Transition On-the-Job Training
- ✓ earning income through a self-employment venture
- ✓ Employability Skills Certificate Program
- ✓ WI Cooperative Education Skill Standards Certificate Program
- ✓ WI Youth Apprentice Program
- ✓ paid internships

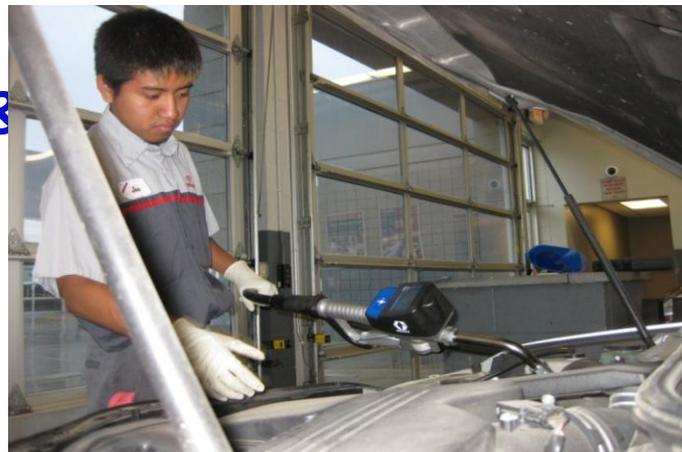
# Employer Driven!

- **Employer Mentors** train, support, and guide students to learn the employability, safety, and technical skills listed on the [Skills Standards Checklist](#)
- **YA Coordinators** recruit & link students & businesses together; train mentors and coordinate classroom



# YA Updates

- All programs revised using **Career Pathways model**
- Skills updated with current **National & Industry** skill standards
- Skills **reviewed by Employers!**
- **Employability, Safety & Security** skills standardized across YA programs
- Standard **curriculum structure**

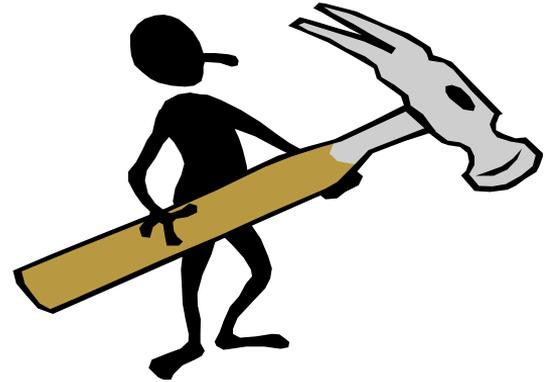


# Those Pesky Child Labor Laws

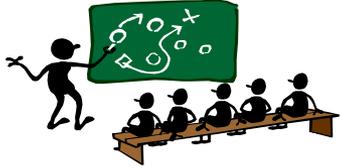
## Child Labor Law Guide

### Sections

- Introduction
- Definitions
- Work Permits
- Liability & Insurance
- Hours & Wages
- Employment & Equipment Restrictions



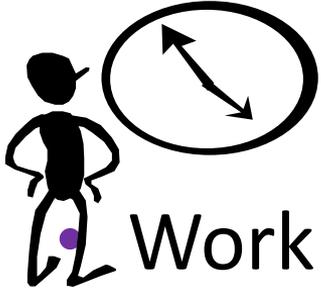
# HS Class vs. Employment



## School CTE classes vs. employment

- Child labor laws only regulate employment, NOT classroom instruction
- School has burden to provide safety instruction
- Use common sense- RISK ASSESSMENT





# Work Permits

- Work permits are required for all teen workers AND student learners
- NOT required for minors working under a **Youth Apprenticeship** agreement (however, a permit is still a good idea- *especially if doing extra work not associated with the YA program*)





# Student Learner

- Must be attending an accredited school (DPI)
- Employed on a part-time basis to obtain school credit and employment training
- Must have a written school-work training agreement between student, employer and school

Must be **PAID** at least Minimum Wage!

# Hazardous Restrictions

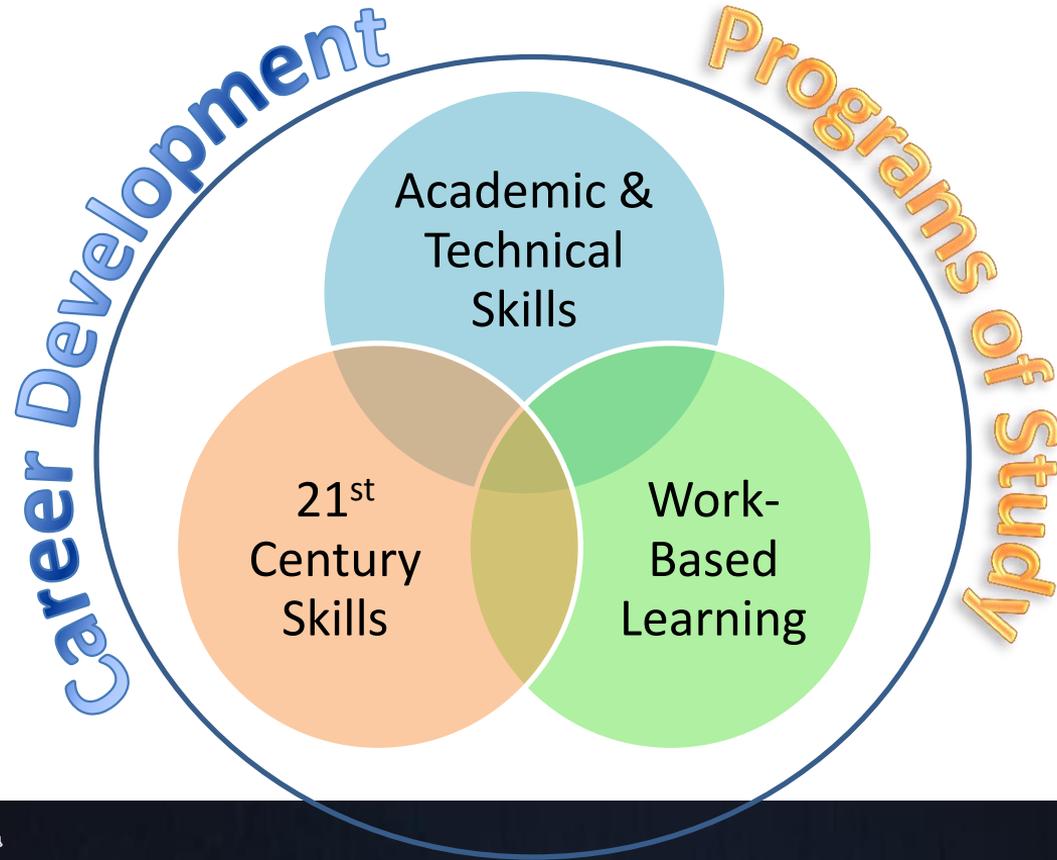
## *NEW* [Child Labor Law Guide](#)

- Alphabetical by Task/Equipment

## [Child Labor Law INFO](#)



# Wisconsin Work-Based Learning



# Note About Liability & Insurance

- Student Learner vs. After School Job
- Product, Personal, Worker's Compensation
  - Call other WBL Employers!



Don't Know Unless the  
Employer Asks!

# Youth Apprenticeships



# Externships

- STEMersion

# Legislation



# Questions?

