

Idaho LEADER – A Work Based Learning System

The Work-Based Learning Committee is responsible for:

- Cultivating a nimble system under the Idaho LEADER framework that ensures innovative and high-quality programs are available throughout Learning About Work, Learning Through Work, and Learning At Work. Recommending investment of Council resources to scale efforts as appropriate.
- Providing robust information on all aspects of work-based learning and connecting stakeholders to existing and new efforts.
- Promoting the opportunities and benefits of work-based learning to employers, individuals and influencers.
- Providing a subcommittee to specifically focus on and guide efforts to increase registered apprenticeship in Idaho:
 - ApprenticeshipIdaho initiative under IDOL
 - Idaho Apprenticeship Partnership initiative under ICTE
 - Youth Apprenticeship initiative under WDC and IBE

System Requirements

- 1) **Methods or Procedures** that establishes current training requirements and best practices
 - a) **Structure and core system purposes:**
 - i) Connects the providers (employers, educators, advocates) through the value chain with the ultimate users (employers/learners). In the case of Work Based Learning (Multiple Learn-Do-Earn Cycles) the advocates are defined by roles such as Parents, Educators, Employers (accommodates small, medium, large, and international), and the expert advocates/service providers at the state and federal level.
 - ii) Must be a scalable system that accommodates local control, accountability and transparency for all Public District Schools and Public Charter Schools in a manner that supports homeschoolers and other lifelong learners through shared enrollment in credential building.
 - iii) System should be an agile, flexible, and simple system that accommodates the local needs. This literally means different options for credentialing talent for different employers in different ways.
 - (1) The system should allow for changes in employer demands, learner interests, technical innovations, digital learning, AI, etc. by providing space for local innovation and customization.
 - (2) The system should continue to improve its value in our changing economic system.
 - iv) System should contain systematic feedback mechanisms that identify opportunity to address immediate corrective action, preventive actions, and periodic reviews which lead to system wide improvements.
 - v) System should require when building local system applications, a method for maintaining system quality dimensions.
 - vi) System should help local education/employer partnerships learn from others and share best practices.
- 2) **People and their competencies**
 - a) System should empower Lifelong Learners with the tools to manage the process for discovering their passion and managing their career growth themselves.

- i) The system that creates Lifelong Learners begins before Pre-K with systematic development of learning capability during the K-12 building of stackable credentials for Lifelong Learners (Life Skills, Learning Skills, and Career Planning Skill).
 - ii) The K-12 systems should involve employers in helping learners discover their passion for pursuing their version of the American Dream. Promote multiple pathways which include cooperative education and internships.
 - b) System should be built to ensure credentialing standards are reviewed periodically (delete obsolete credentials, bring some up to date, and add new demands on a specific talent, knowledge, or behavior requirement). Then expect the certified individual to recertify under the newly defined credential. Talent retention with employers is critical to successful Work Based Learning.
 - c) Talent must be able to easily access and cost effectively engage in the acquisition of learning within the locally defined system. Practical solutions providing equity for learners who live and/or are employed in remote, rural, or urban communities. This means the search for solutions locally for all learners and all employers whenever possible.
- 3) **Machines or Equipment** needed to enable performance and productivity
 - a) Platforms and links to toolkits must be available for all involved in the process of creating value and satisfactory outputs.
 - i) This includes operating on all platforms (desktops, laptops, touch pads, and smart phones).
 - ii) This includes employer access to toolkits which allow them to get involved and excited about participation.
 - iii) This includes means for creating collaborative solution for the small local businesses that need talent but don't have the staff to do all the work themselves.
- 4) **Materials or Supplies** that are critical to performing the value-added tasks
 - a) Information
 - i) System information cannot be a burden to the user.
 - ii) System information access should be intuitive to ensure easy use.
 - iii) System information needs to remain fresh, relevant, engaging, and exciting for users.
 - iv) System information needs to be vetted thoroughly by employers to ensure support and credibility.
 - v) System information would be enhanced if toolkits support multiple solutions.
 - vi) System information would be enhanced if it allowed users to explore their passions for work and their career plans.
 - b) Policy, statutes, rules
 - i) System should recognize and influence the various "bureaucracies" to simplify, modernize, and be responsive as a supplier to the value chain. Be an advocate and resource rather than the regulators (e.g. Go-On-Rate definition).
- 5) **A Culture** that releases discretionary effort, self-accountability, agility, and innovation
 - a) System should encourage not just the lifelong learner to improve, but with benchmarking the local system leaders should be demonstrating the continuous improvement practice of learning from others about their proven best practices.
 - b) System should encourage solutions for multiple pathways with flexible stackable credentials based upon individual evolving career plans. Stackable credentials consistent with individual career plans that might include advanced degrees.