

Structure/System Ideas

System needs: **High level of variability within the 12 respondents. Should some left out of the top six be combined with others for clarity and scope?**

1. **What is the role of the intermediary and who is that intermediary? Who is connecting the employers and the students? (7%)**
2. **Collaboration between multiple state agencies, who is going to be leading it? Where does this funnel (development of curriculum, consistency)? (8%)**
3. This is going to be a process. It will take time and they will need dedication.
4. **Scalability. How do we do things in a way that they can be scaled? (8%)**
5. Outlining the benefits of creating a WBL system and what people can reap from it. (10%)
6. Quality control. How do we control the quality of experience? Bad experiences can equal bad outreach. This is important for the culture.
7. Learn from other WBL examples (construction combine). These types of events help students get excited about WBL opportunities.
8. **Employers need coordinated approach through intermediaries. (8%)**
9. We have to have different options for different employers. Not all employers are willing to take the steps to create a Registered Apprenticeship Program.
10. Our system needs to be trusted and recognizable. Others may be creating other systems, so we want ours to be easily recognized by employers.
11. **Simplicity. We need to keep the process simple to get things started. (12%)**
12. How do we get better at converting interest to practice?
13. The feedback from employers and the workers is that WBL can be cumbersome. How can we find those pain points and reduce those?
14. Employers need to provide opportunities for their employees to learn at work. Bring the learning to the employees. Employees will always be learning. Employees will be continually adding to their skillset. Don't let credentials get stale. How do we edit systematically the credentials (take out old things and add in new things to keep up with new tech, etc.)?
15. Intermediaries (JATCs).
16. Are we building a model that involves updating credentials and re-training?
17. We need to have solutions for all types of businesses (small, medium, large) and meet them where they are. Flexibility.
18. Clarity around roles and responsibilities. How do we phase this in to get the low hanging fruit first?
19. Make sure that whatever we do is built into the system. It is not a one-time or limited time opportunity.
20. Take the system and build a mechanism for correction. How do we prevent those problems from happening again? Regular evaluation of the system.
21. **What current initiatives are being created around the state which would benefit from collaboration with our efforts? (7%)**
 - IDLA Facilitated Learning Options
 - Mastery Education Action Research Teams
 - IBE – Student Achievement Teams in their Schoolhouse strategy
 - Expanding the role and numbers of trained Career Development Counselors

Comment: Locally (commutable) not regional (convenience for top down) driven partnerships between educators and employers to drive education of all citizens to meet requirements for successful employment. Lifelong WBL will be needed to update credentials and training to produce value of products and/or services being paid for by the users.

Information needs:

1. Helping the employer overcome biases about liability, supervision, etc. Pair young people with WBL opportunities.
2. **Adoption has to be packaged for ease of use. The burden cannot be on the parent/educator/etc. (20%)**
3. Misconceptions about rules, policies, laws that prohibit WBL from moving forward. How do employers begin building a new WBL experience? Whose role is it to help them build that opportunity?
4. Employers are unsure about the legality of participating in WBL opportunities. Employers need a centralized place to be able to find information.
5. **Narrative. Why do people want to invest in these WBL opportunities? The narrative needs to be engaging and exciting. Delivery mechanism is important. (20%)**
6. **Toolkits for creating multiple solutions. (23%)**

Written Comments:

- **I believe that the concerns about rules, policies, insurance could be dispelled through a good narrative, and we could benefit from other advantages through this strategy.**
- **Simplicity, clarity, where individuals own their career plan and we help them find the possible employment solutions needed to chase their personal "American Dream"**

Equity needs:

1. **What access kids have in rural and remote communities vs. urban. There may be no next step for someone because of geography. (23%)**
2. Creating opportunities. How do we create enough of them?
3. How can a local Public Charter School assist a Local District in creating a joint model to collaborate on "Learning at Work"?
4. **Are we meeting the needs of individuals and employers in rural, remote and urban areas of Idaho? (21%)**
5. **WBL opportunities need to be available for all different types of education (rural, urban, small, etc.). (27%)**

Written Comment: As we discuss equity... we need to focus on all ages of ALL workers and all employers.... we all have jobs! Full time students have a job of full-time learning... the rest of us has to continue to learn to improve our personal relevance and value in a changing economic system.

Employer engagement:

- 1. Meeting employers where they are. Identify where we can get them involved and help them reach a goal. What tools do they need to participate? (27%)**
2. Figure out a way for employers to be guests in the classroom. Enable students to explore career opportunities.
- 3. Help small businesses. They have limited resources. (20%)**
4. How do we ensure the employers can engage in the talent pipeline to create interest in both their current needs but their planned strategic needs?
5. We need to have a high amount of interest and commitment from industry. Without them the system does not function. We have to grow the interest both with industry and education/training. They need to grow hand in hand.
6. Mentor training. How do we provide training for the industry mentors?

Written Comments:

- **Again, locally driven with Local defined as a reasonable commute to WBL**
- **I feel like a strategy where we focused on both large employers and small employers to start would give us great reach in rural areas, but also great metric jumps due to the larger adopters.**
- **Must be sensitive to the fact that employers have limited time and staff to engage with education. Must be efficient and effective with what is being asked of them.**

Communication Ideas: High level of variability within the 12 respondents. Should some left out of the top five be combined with others for clarity and scope?

- 1. Working with stakeholders and educators to bring WBL into the everyday curriculum or special curriculum so it becomes mainstream. Start hearing messages about WBL at an early age. Making students aware of the many different paths available to them. (13%)**
- 2. Find ways to ensure that career awareness is incorporated into the classroom/curriculum. Integrate a simple career development program that is lifelong. (11%)**
3. Help younger kids get a vision of the opportunities they will have. Business and industry needs to be involved at all levels (middle school, etc.).
4. A parent needs to be engaged and that they are also receiving the same information as educators. They are a big influence. Parents serve as a motivating force for the school.
- 5. Sharing success stories and promoting best practices. (10%)**
6. How do we help engage the families and help them understand what career planning is?
7. People are not aware of WBL opportunities (counselors, etc.). We need to ensure that everything is cooperative. Resources should be located in one place.
8. Apprenticeship Idaho. How many people need to be trained on this one model in order to be able to walk employers through this option? What is the best practice to communicate these opportunities to the employers and the schools?
9. The people working on creating the change need to be collaborating with each other.
10. Messaging. The messaging may be different according to the geographical area of Idaho. We either need to have a singular message for each area or comparative messages.
11. Identify who your supporters and champions are.
- 12. Promote pre-apprenticeship and apprenticeship. (8%)**
13. How do we address transportation challenges? Equity.
14. Outreach!
- 15. Clarity around what the group wants to take on before engaging externally. (10%)**

Written Comment: Communication and the message needs to be simple, situational, relevant and systematically updated to avoid getting stale.

Policy Ideas

1. Incentive structures for both secondary and postsecondary education.
2. **Change/modernize definition of the go-on rate. (21%)**
3. What systems are we going to need to change in public education according to funding mechanisms?
4. **The skills being taught need to be transferable. Flexibility of credentials. (29%)**
5. **Help to integrate credit for prior learning. Not only for degree credit, but also for speed of completion. (23%)**

Written Comment: Policy should reflect direction and not prescription. Policy for WBL has to be flexible to allow for Local Solutions.

Valuable write in comments for consideration:

- Internships and co-ops
- The "LEARN, DO, EARN" process is systematic and in most organizations is constant where satisfaction, personal contribution, and value to sustainable employment is made no less than once a year but many times more frequent. Lifelong learning to improve relevance, value, and promotability.
- What roadblocks or pain points have prevented Council members from having youth apprentices? If industries that are a part of the Council are unwilling/unable to offer youth apprenticeship opportunities, how can we expect smaller businesses with less resources to give it a try? Thank you to those on the Council that do offer opportunities.