

Idaho LEADER – A Work Based Learning System

Draft Recommendation to the Workforce Development Council:

From the Council's Existing Strategic Plan:

Support development in work-based learning and innovative programs to drive Idaho's present and future workforce solutions.

- Evaluate State Apprenticeship Agency and make recommendation to the Workforce Development Council.
- Increase employers' and educators' utilization of the apprenticeship model.
- Evaluate how other work-based learning initiatives should be supported by the WDC.

Proposed Council Strategy & (additional) Objectives

Support development in work-based learning and innovative programs to drive Idaho's present and future workforce solutions.

- Cultivate a nimble system under the Idaho LEADER framework that ensures high-quality programs are available throughout Learning About Work, Learning Through Work, and Learning At Work. Invest Council resources to scale efforts as appropriate.
- Provide robust information on all aspects of work-based learning and connect stakeholders to existing and new efforts.
- Promote the opportunities and benefits of work-based learning to employers, individuals and influencers. *(Note – this could be an adaptation of the existing outreach-related objective "Implement an outreach strategy to increase awareness and perception of apprenticeships as a pathway to careers for students, parents, teachers, and counselors" or kept separate.)*

For the Committee(s) who will implement:

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 it's **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 **vettted 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.**