

The Youth Skills Training Program

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AMSD
January 5, 2018



AGENDA

Why YST? – Amy

YST@DLI – Rich

Questions



**Minnesota's reliable,
well-educated, and
well-trained workforce
has been our
competitive advantage
for generations**



But There's Trouble Ahead...

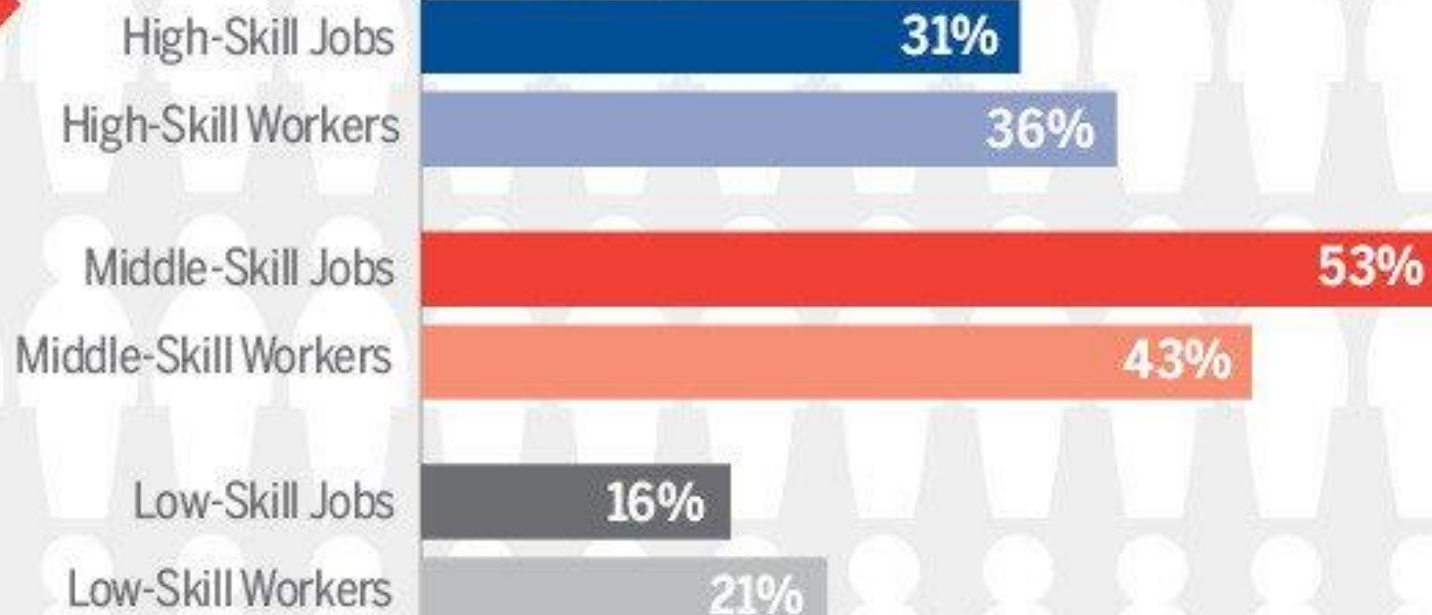
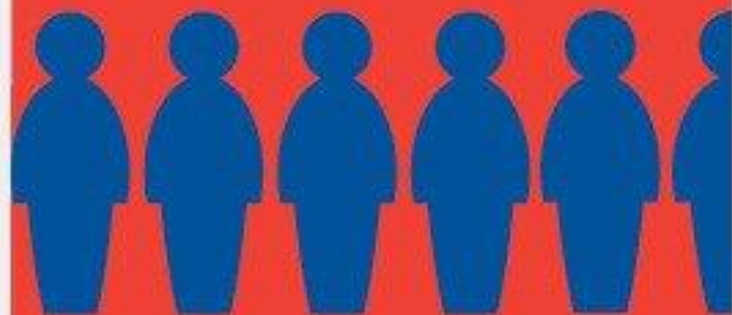
What's Happening?



- **Demographic shifts**
- **Low unemployment + slow labor force growth**
- **Impact of the achievement gap & low graduation rates**
- **Education and skill-level requirements are changing**

A middle-skill gap

United States
jobs and
workers by
skill level
2015

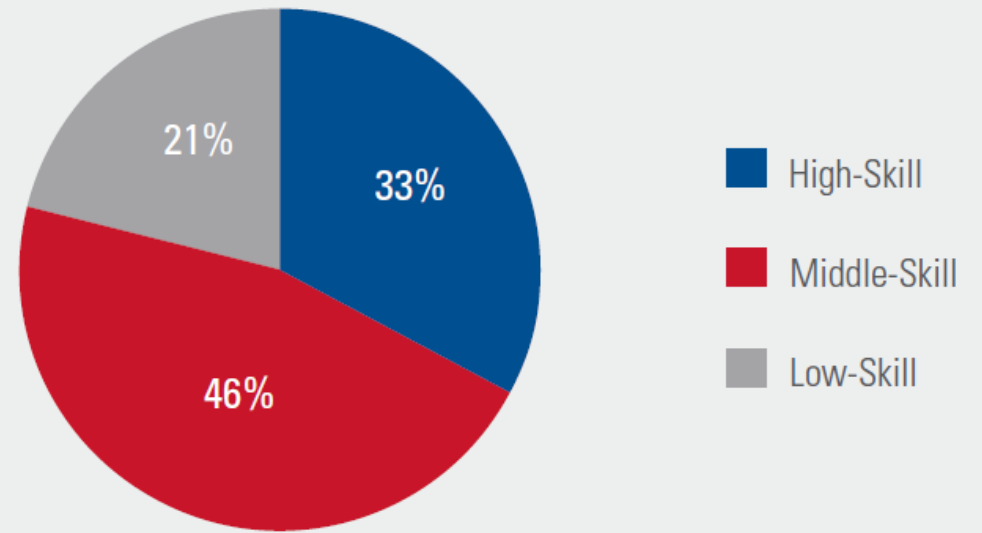


www.nationalskillscoalition.org

Demand for Middle-Skill Jobs Will Remain Strong

Between 2014-2024, 46 percent of job openings will be middle-skill.

Job Openings by Skill Level, Minnesota, 2014-2024



Source: NSC analysis of long-term occupational projections from state labor/employment agency.

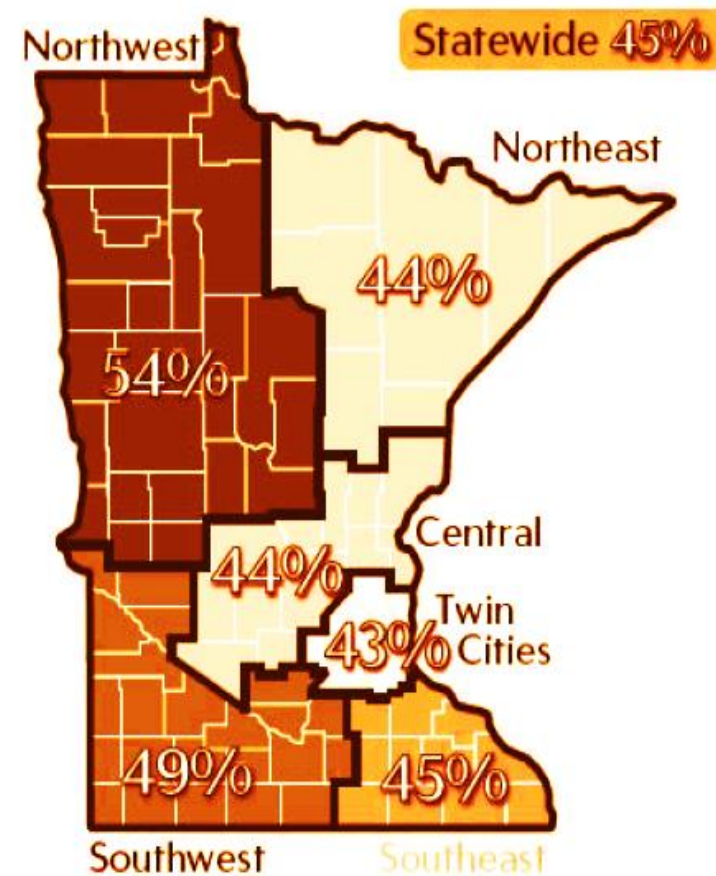


Nationally, 2 million manufacturing jobs will be left unfilled over the next 10 years.

Companies lose an average of \$14,000 for every position unfilled longer than 90 days.

Over 64% of Minnesota companies say workforce issues are affecting production and ability to grow.

Percent of Respondents Indicating Moderate or Serious Current Workforce Shortage, by Region



Source: "Understanding the Worker Needs of Manufacturers," survey results, Minnesota Department of Employment and Economic Development, 2011.

DEVELOPING TALENT IS ESSENTIAL

The most effective skilled workforce development strategies (cited by CEOs):

94% - internal employee training & development

74% - involvement with local schools & community colleges

64% - external training and certification programs

49% - creation of new veteran hiring programs



- **Youth Exposure**
- **Defined Career Pathways**
- **High School Academies**
- **Workplace Experiences**
- **Dual-Training & Apprenticeship**



Policy Challenge: How to Expand Skills Training in High Schools

Key Questions:

- **Why aren't employers offering opportunities?**
- **How do we integrate employment-based training into high schools?**
- **How can we build better connections between schools and businesses?**
- **Can we make this relevant for students?**

Youth Skills Training Program Bill (HF 631 - Rarick/SF 474 – P.Anderson)

- **Tap into “student learner” section of federal child safety laws**
- **Utilize “local partnerships” – school + employers (+ intermediaries)**
- **Integrate with child-safety approval at Dept of Labor**
- **Grant funding for pilot districts!**



Youth Skills Training Program

GOAL:

Expand skills training in Minnesota high schools

WHY:

Increase the number of students entering skilled work and prepare them for successful careers

HOW:

Create programs for “student learners” so 16 & 17 year olds can participate in on-the-job training at employer sites





Youth Skills Training - Overview

- **Allows high school “student learners” 16 & up to participate in paid work-based internships and apprenticeships on the employer site.**
- **School program to learn skills + work program to practice skills.**
- **Promotes employer participation to equip students with the skills and competencies needed for successful careers in industry.**
- **Builds career readiness & allows credits earned by students to count for college credits, or toward required hours for registered apprenticeship.**

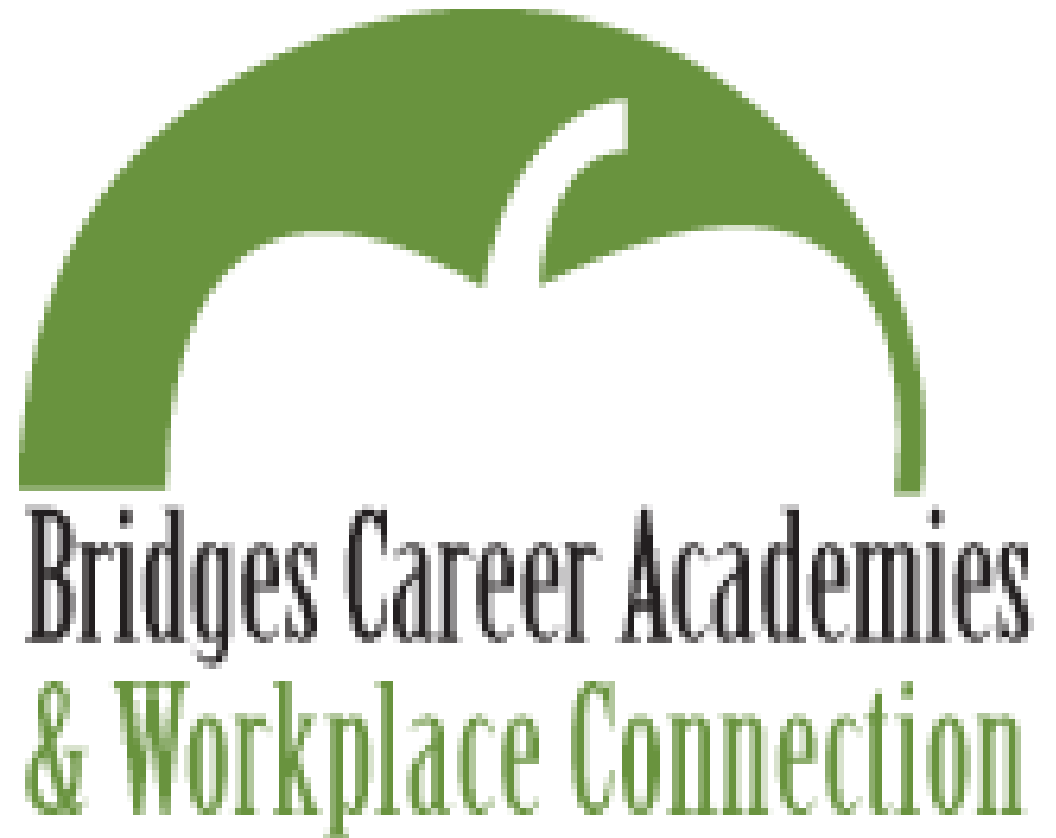


CTE	Students take machining or shop classes in high school and earn industry credentials, enrolled in formal CTE classes or by participating in programs like SkillsUSA	In-classroom, secondary
Comm./Tech. College Program	Students enroll in for-credit or certificate-based programs and earn NIMS industry credentials as a capstone	In-classroom, post-secondary (or concurrent enrollment)
Right Skills Now	Individuals participate in an accelerated internship program, earning community college credit, NIMS credentials, and workplace experience through paid internships	YST
Competency-Based Apprenticeship	Individuals participate in blended classroom and workplace learning at a sponsoring company, earning industry-wide and company-specific credentials	YST, PIPELINE
On-the-Job Training	Employee participates in company-led training, gaining specific skill sets and credentials for career advancement	YST, PIPELINE
4-Year Degree Program	Students enroll in a college program in a related manufacturing field, earning credentials as program capstones	In-classroom, post-secondary
Advanced Degree Program	Students enroll in an advanced degree program in a related manufacturing or business field	In classroom, graduate level

- Hands-on, workforce-based skills classes beginning in middle school & early high school.
- Post-secondary (college) credit in each pathway.
- Career internships, work-based learning, and apprenticeships infused in each pathway (i.e. Youth Skills Training Program)
- Students learning in the community & the community participating in the learning at Hutchinson HS.
- Leads to both professional & technical educational opportunities.



- The Bridges Career Academies offer students in grades 9-12 the opportunity to explore a career pathway while preparing for employment and/or post-secondary education.
- Academies' curriculum provides students personalized, practical, and integrated learning experiences.
- Academy courses provide hands-on learning activities that combine technical, academic, and employability skills related to a specific career.
- Students take classes at their high school, receiving high school, and, in some cases, college credit.



YST @ DLI

Youth Skills Training

AMSD
January 5th, 2018

1. Local Partnerships
2. Related Classroom Instruction
3. Paid Work-Based Skills Training for Students Over 16
4. High-Growth/High-Demand Occupations
5. Development Support from DLI

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Youth Skills Training
Program

School
Program
to learn
skills

Paid Work
Program to
practice
skills

Interaction with Education Requirements

- Hours a student learner participates in a youth skills training program approved by DLI must be counted in the student's hours of average daily membership under MS. 126C.05.
- Education expenses for a participating student learner must be included in the enrolling districts career and technical revenue under M.S. 124D.4531.
- A school district may grant academic credit to student learners participating YST programs in accordance with local requirements.
- A YST program qualifies as a WBL program if it meets requirements for a career and technical education program and is supervised by a qualified teacher with appropriate licensure.
- Unless otherwise required for a WBL program, a youth skills training program may be supervised by a qualified teacher or administrator as determined by the school district.

How to Create a YST Program

- Approve Occupation through DLI
- Establish Local Partnership
- Provide Related Educational Instruction
- Create Paid OJT and Safety Instruction
- Submit to DLI for YST Program Approval

YST Pilot Program Grant Funding

- 5 Pilot Programs (must be DLI approved YST program)
- Grants up to \$100,000 per Pilot Program
- Grants Awarded to Local Partnerships
- Coordination and Implementation of YST Programs
- Funds Cannot be Used to Pay Student Wages

What can YST Pilot grants be used for?

- Marketing
- Advertising
- Employer Training
- Transportation
- Student Recruitment
- Position to Monitor Outcomes
- Student Certification

*Coordination and Implementation of YST Programs

GRANT ACTIVITIES	TIMELINE
Applications Open	April 6, 2018
Applications Due	May 4, 2018
Grants Awarded	June 8, 2018
Begin Contracts	July 1, 2018 – September 30, 2018
Grant Reporting Due	January 9, 2019 and June 28, 2019

Partnerships must be a DLI approved YST program to apply for grant funding.

How Can DLI Help?

- Support Partnerships
- Approve Occupations
- Help Identify OJT and Safety Instruction
- Provide Guides and Models
- Approve and Monitor YST Programs
- Provide Technical Support
- Provide Grants for up to 5 Pilot Programs

YST@DLI Live Webinar
Tuesday January 16th
10:00 am – 11:00 am

Thank You!

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www.dli.mn.gov/APPR/yst.asp