

Work-Based Learning and Perkins V

Division of Career and Technical Education



December 12, 2019

Internship, Career Practicum, Youth Apprenticeship, and Pre-Apprenticeship Overview

Presented by
Arkansas Department of Education
Division of Career and Technical Education

Work-Based Learning

- ▶ The Division of Career and Technical Education's goal is to have a unified work-based learning program that follows federal and state guidelines and definitions.
- ▶ Names of the courses:
 - ▶ Internship – is a learning experience that can be paid or unpaid.
 - ▶ Career Practicum – is an **unpaid** work experience in a specific CTE career pathway.
 - ▶ Youth Apprenticeship – is a **paid** work experience in a specific CTE career pathway.
 - ▶ Pre-Apprenticeship - is designed to prepare students for entry into a Department of Labor approved registered adult apprenticeship program. It is a **paid** work experience.

Work-Based Learning Cont.

- ▶ Per the Strengthening Career and Technical Education for the 21st Century Act (Perkins V):
 - ▶ “Work-based learning’ is sustained interactions with industry or community professionals in a real worksite environment. It is practicable or simulated environments at an educational institution that allows firsthand experience with tasks that are aligned to curriculum” (2018 Perkins V, Section 3, Number 55; WIOA).
- ▶ Per the Workforce Innovation and Opportunity Act:
 - ▶ “Work-Based Learning is defined as a structured learning experience at the worksite for a specific timeframe that leads to a career path.”

Work-Based Learning Cont.

- ▶ WBL courses are structured according to the guidelines of ACT 1042. This act was passed by the State of Arkansas General Assembly which expanded the income tax credit allowed for employers who hire apprentices in an apprenticeship program or work-based learning program.
- ▶ The guidelines established for the WBL courses reflects the language in ACT 1042 and Arkansas Code § 6-50-503.

Comparison at a Glance

WBL	Unpaid	Paid	POS Specific	Non-POS Specific	Grades 10-12	Grades 11-12	Minimum Age 16	Counts toward Completer Status	Employer Tax Credit
Internship	x	x		x	x				
Career Practicum	x		x			x	x	x	
Youth Apprenticeship		x	x			x	x	x	x
Pre-Apprenticeship (DOL)		x	x	x			x		x

*Instructor manuals are available on our website (dcte.ade.arkansas.gov).

*A business manual will be released soon as a reference for business/industry interested in participating in a work-based learning program.

Internship General Information

- ▶ The Internship course is a **paid or unpaid** learning experience that integrates knowledge and theory learned in the classroom paired with practical application and skills development in a professional setting.
- ▶ Internships give students the opportunity to gain valuable, applied experience and facilitates connections in professional fields.
- ▶ It gives employers the opportunity to guide and evaluate student talent and skill.
 - ▶ (2018 Advance CTE, Career Technical Education Glossary).

Career Practicum

- ▶ Career Practicum is a career focused, on-the-job-learning option that includes a **combination** of **classroom** instruction and **unpaid on-the-job training** that concludes with a portable credential of value.
 - ▶ It is designed to follow a Program of Study.

Youth Apprenticeship General Information

- ▶ Youth Apprenticeship is a career focused, on-the-job-learning option that includes a **combination of classroom instruction and paid on-the-job training** that concludes with a portable credential of value (2018 Advanced CTE, Career Technical Education Glossary).
 - ▶ Requires competency-based classroom and worksite instruction tailored to meet the needs of individual students.
 - ▶ Designed to follow a Program of Study.

Pre-Apprenticeship General Information

- ▶ An industry Pre-Apprenticeship must be sponsored by an approved adult apprenticeship program through the Department of Labor. It must be a **paid** work experience.
- ▶ Students that complete this program may be given special consideration for entry into an adult apprenticeship program and/or applied time served or credits earned toward fulfilling program requirements.
- ▶ This program **is eligible** for an employer tax credit.

Pre-Apprenticeship Program Cont.

- ▶ Pre-Apprenticeship programs must follow the guidelines provided by the Arkansas Apprenticeship Coordination Steering Committee, the Arkansas Department of Commerce, and Office of Skills Development.
- ▶ The requirements are on a school-by-school basis and are developed in conjunction with the industry partner. Therefore, the industry partner and the curriculum provider for the school will determine the curriculum and requirements for the course.

Workplace Readiness Soft Skills Development

The classroom portion of the Internship/Career Practicum/Youth Apprenticeship courses focus on soft skills required by employers.

- ▶ Basic skills in literacy, math, and the workplace.
- ▶ Interpersonal skills in self-management, creative thinking, critical thinking, decision-making, teamwork, and problem-solving.
- ▶ Workplace skills in business etiquette, communication, work habits, work effectiveness, leadership, and business writing.

Work-Based Learning Onsite Experiences

The workplace provides a real-world opportunity to shape the interest and develop the skills of students toward their future career.

- ▶ There shall be established objectives between the student, teacher, and worksite supervisor upon placement.
- ▶ An individual training plan shall be developed to reflect the goals and expectations for the student to achieve throughout the work-based learning experience.
- ▶ Periodic evaluations shall be done by the supervisor with the student.

Internship/Career Practicum/Youth Apprenticeship/ Pre-Apprenticeship Teacher Requirements

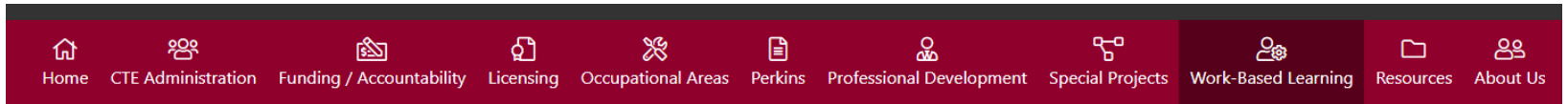
- ▶ WBL shall be coordinated at the local level by at least one Internship/Career Practicum/Youth Apprenticeship/Pre-Apprenticeship teacher who:
 - a. currently has a valid Arkansas teaching license; AND
 - b. is endorsed with the 412 licensure code.
 - c. Pre-Apprenticeship also requires a DOL partner instructor.

Internship/Career Practicum/Youth Apprenticeship Course Credits

Hours of Classroom Instruction - Semester	Hours of Work Experience - Semester	Credits Earned
At least 18 hours	180 hours	1 credit
At least 36 hours	360 hours	2 credits
At least 54 hours	540 hours	3 credits
At least 72 hours	720 hours	4 credits

1 credit may be granted for an entire year for students that work 180 hours throughout the year and are in class at least 18 hours. A maximum of 2 credits can be earned in 1 year.

Work-Based Learning Information



Work-Based Learning

The Division of Career and Technical Education offers three types of work-based learning opportunities:

Internship

Internship is experiential learning that can be paid or unpaid which integrates knowledge and theory learning in the classroom with practical application and skills development in a professional setting. Students in grades 10 - 12 are eligible to enroll in this course. It will not count toward concentrator status.

[Instructor Manual](#)

[Internship Accountability Report](#)

[Internship Placement Report](#)

Youth Apprenticeship

Youth Apprenticeship must be a paid work experience designed to assist students in grades 11 - 12 in their specific CTE career pathway. A student must be at least 16 years of age. The student must currently be enrolled or have completed at least two courses in a chosen CTE career pathway area to be eligible for this course.


This course is eligible for an employer tax credit.


[Instructor Manual](#)


[Youth Apprenticeship Accountability Report](#)

[Youth Apprenticeship Placement Report](#)

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dcte.ade.arkansas.gov

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PERKINS V: Key Decision Points



Division of Career and Technical Education

Industry Snapshot

EMPLOYMENT







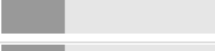
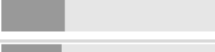
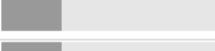
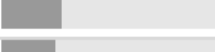
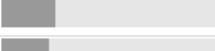
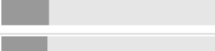
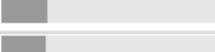
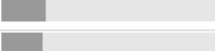


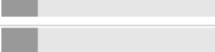
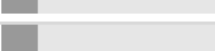
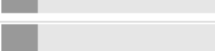
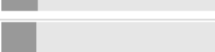
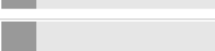
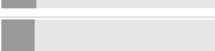



WAGES

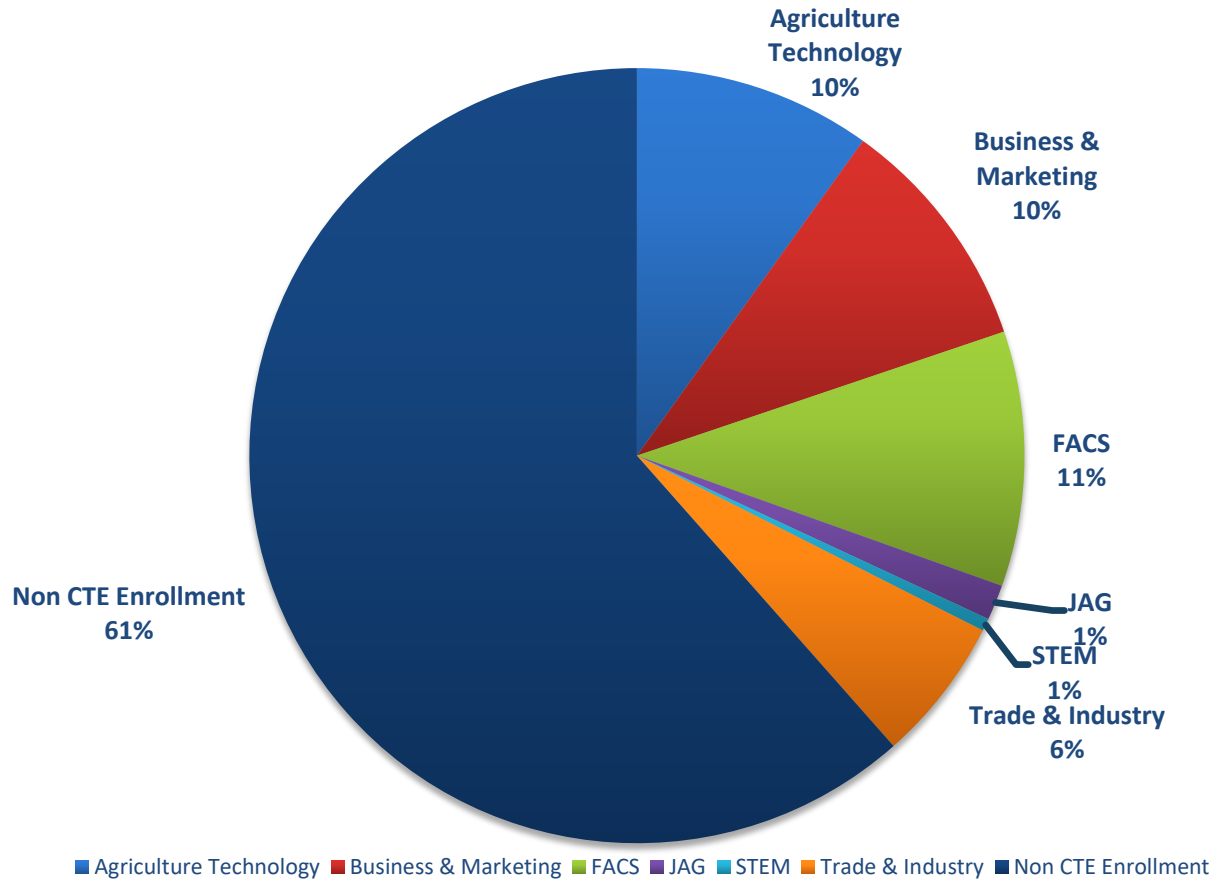


6-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Poultry Processing	31,303	\$27,742	15.46		3,684	-0.2%
Sawmills	4,511	\$42,610	6.15		463	-1.1%
Iron and Steel Mills and Ferroalloy Manufacturing	3,265	\$111,149	4.56		220	-3.1%
Frozen Specialty Food Manufacturing	3,233	\$42,841	6.33		359	-0.5%
All Other Plastics Product Manufacturing	2,595	\$37,729	1.00		255	-0.9%
Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	2,477	\$38,335	3.33		197	-2.4%
Commercial Bakeries	2,453	\$37,139	2.05		340	0.7%
Commercial Printing (except Screen and Books)	2,322	\$47,421	0.85		209	-1.9%
Motor and Generator Manufacturing	2,289	\$42,115	7.34		193	-1.5%
Boat Building	2,210	\$27,343	5.85		196	-1.2%
Remaining Component Industries	107,838	\$44,162	1.61		10,201	-0.8%
Manufacturing	164,510	\$48,473	1.50		15,734	-0.8%

Openings by Occupations

		Occupations		
SOC	Occupation	Median Wage	Total Ads	
41-2031.00	Retail Salespersons	\$22,962	3,990	
53-3032.00	Heavy and Tractor-Trailer Truck Drivers	\$55,000	2,905	
41-1011.00	First-Line Supervisors of Retail Sales Workers	\$26,765	2,554	
35-3021.00	Combined Food Preparation and Serving Workers, Including Fast Food	\$19,515	1,946	
35-1012.00	First-Line Supervisors of Food Preparation and Serving Workers	\$24,394	1,926	
29-1141.00	Registered Nurses	\$66,891	1,888	
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$21,670	1,099	
43-4051.00	Customer Service Representatives	\$30,160	1,097	
49-9071.00	Maintenance and Repair Workers, General	\$29,854	1,048	
41-3099.00	Sales Representatives, Services, All Other	\$34,794	1,033	
21-1093.00	Social and Human Service Assistants	\$30,876	917	
15-1132.00	Software Developers, Applications	\$88,500	822	
43-5081.01	Stock Clerks, Sales Floor	\$24,960	797	
53-3033.00	Light Truck or Delivery Services Drivers	\$26,428	770	
53-3031.00	Driver/Sales Workers	\$27,163	711	
35-2014.00	Cooks, Restaurant	\$22,268	629	
43-6013.00	Medical Secretaries	\$26,367	622	
15-1151.00	Computer User Support Specialists	\$34,140	620	
41-2011.00	Cashiers	\$19,760	609	
11-9111.00	Medical and Health Services Managers	\$53,386	606	
35-3031.00	Waiters and Waitresses	\$22,268	586	
43-6014.00	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$31,581	579	
13-1111.00	Management Analysts	\$51,400	560	

CTE Course Enrollment %

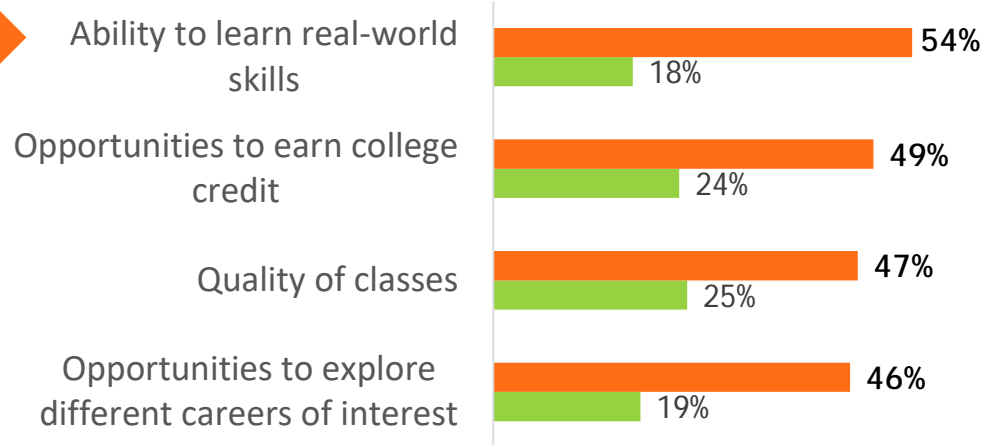


CTE Delivers for Parents & Students

55% of Current CTE Parents/Students *Very Satisfied* with overall school experience
(92% satisfied)

27% of Prospective Parents/Students *Very Satisfied* with overall school experience
(78% satisfied)

How satisfied are you with...? (Very Satisfied)

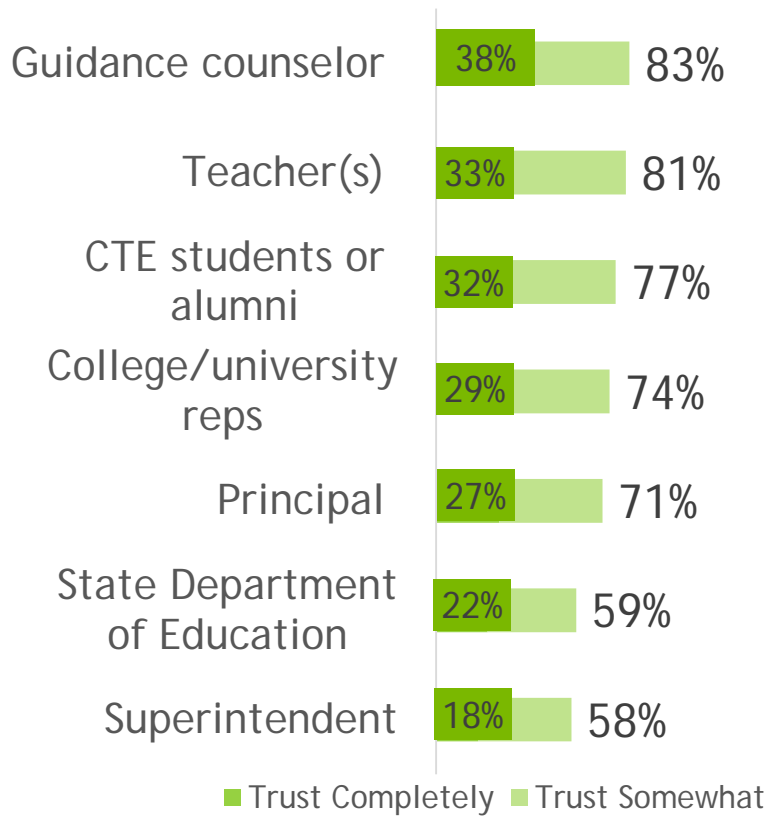


■ Current ■ Prospective

Bold = statistical significance between audiences

Educators and Students Are Best Messengers

How much do you trust each for learning more information about CTE?



48% of prospects want to hear information about CTE from their guidance counselor

Educational website (46%);
Open house at CTE school /program (44%)

High school career fair (40%);
Brochure/pamphlet mailed (40%)

E-mail school/principal (23%);
A school assembly (22%);
Social media (21%)

Most Effective Message: Preparation for the Real World

- ▶ CTE gives purpose to learning by emphasizing **real-world skills and practical knowledge**.
- ▶ Students receive **hands-on training, mentoring, and internships** from employers in their community. They also learn how to develop a resume and interview for a job.
- ▶ These additional tools and experiences make school **more relevant**, and **ensure students are ready** for the real world.

Major Changes Perkins IV vs Perkins V

- ▶ Enhanced efforts to serve special populations
- ▶ Encourages innovation
 - ▶ Align with high-skill, high-wage, in-demand occupations
 - ▶ Allows support for Career Exploration - CTE in the middle grades, 5 – 8
 - Currently support CTE in grades 7 – 12
- ▶ Requires data-driven decision-making

Program of Study - Definition Change

A coordinated, **nonduplicative sequence** of academic and technical content increasing in **specificity** leading to more occupational specific instruction at the secondary and postsecondary level that:

- ▶ Incorporates challenging State academic standards
- ▶ Addresses both academic and technical knowledge and skills including employability skills
- ▶ Is aligned with the needs of business and industries
- ▶ Has multiple entry and exit points that incorporate credentialing
- ▶ Culminates in the attainment of a **recognized postsecondary credential**

Required Student Performance Data: Secondary Student Indicators

- * Literacy
- * Mathematic
- * Placement
- * % Concentrators that lead to non-traditional fields (gender)
- * 4 yr. Graduation Rate
- * Extended Graduation Rate
- * Science

Decision: State's Program Quality Indicator



Industry-Recognized Credential



Work-Based Learning Opportunities



Concurrent Enrollment Opportunities

Recognized Post-Secondary Credential

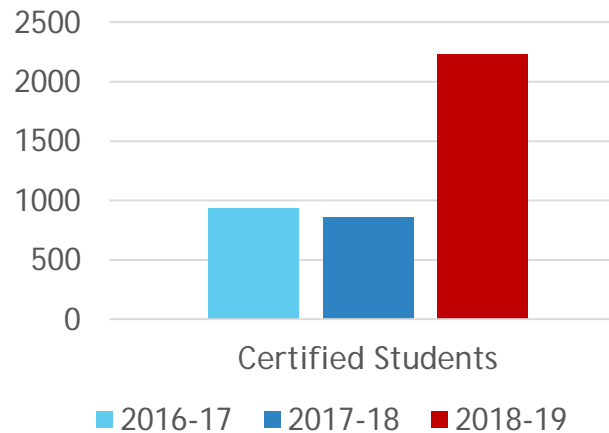
- ▶ Credential consisting of an industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by the State involved or Federal Government, or an associate or baccalaureate degree.
- ▶ Examples include: OSHA 10, Microsoft, ServSafe

Certifications Matter



- ▶ Wise Financial Literacy
- ▶ The credential demonstrates to colleges and employers that students have the knowledge and skills to be financially savvy.
- ▶ Family & Consumer Sciences and Business & Marketing students have the opportunity to earn this credential as a part of their learning experience.
- ▶ Notice the exceptional progress in 2018-19!

Wise Certifications Trend



Certifications Matter

- ▶ Certifications validate skills.
- ▶ MS Office is the most widely used tool for communicating and sharing information in offices across the globe.*
- ▶ Reports indicate that 68% of mid-range jobs now require at least a general understanding of Microsoft Office applications.**
- ▶ Our state goal for 2019-2020 is for 15,000 students to earn Microsoft certifications.
- ▶ First quarter state statistics show a steady increase year over year since 2012.



Educator Development

- ▶ Describe plan to improve *Recruitment, Retention, and Training* of CTE:
 - ▶ Teachers
 - ▶ Faculty
 - ▶ Specialized instructional support personnel
 - ▶ Paraprofessionals
 - ▶ Career guidance and academic counselors
 - ▶ Including individuals in groups underrepresented in such professions

Perkins Information



Perkins

On July 31, 2018, President Donald Trump signed the “Strengthening Career and Technical Education for the 21st Century Act” (Perkins V) into law (Public Law 115-224). This Act reauthorizes the Carl D. Perkins Career and Technical Education Act of 2006 (Perkins IV) and will go into effect on July 1, 2019. The first year of implementation will be the transition year when eligible agencies will submit a one-year transition plan in May 2019 for the period of July 1, 2019 – June 30, 2020. The full four-year plan covering all the requirements of the Act will be submitted in April 2020 for the period of July 1, 2020 – June 30, 2024.

Overview


[Perkins V Overview](#)









Timeline

[Arkansas Perkins V Timeline](#)

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QUESTIONS



Division of Career and Technical Education