

# Workforce Development

*Efforts Aimed at Closing the Skilled Workforce Gap*

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St. Joseph School District  
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# Workforce Development Goals

## Staff Understanding

Increase staff exposure to community career and skilled manufacturing opportunities

Build more relevant, authentic problems into daily instruction

Connect staff and students with experts in the field

## Student Understanding

Expose students to opportunities that exist for their future--in addition to higher education

Give students real-world experiences that help them develop work readiness skills

Connect students with experts to help them learn more about fields they are already interested in or have never considered

## Strengthen Partnerships

Act on the needs of our community businesses and industries

Connect school and business in meaningful, mutually beneficial partnerships

# Continuum of Workforce Development Efforts

## Elementary School

Project Based Learning (PBL) Initiative connects students with community experts

College and career exposure

Teacher Externships

## Middle School

Lunch & Learn Opportunities

MFG Day

PBL & PLTW

Teacher Externships

## High School

MT1

Breakfast with the Experts

MFG Day

Hillyard Technical Center Tours

PBL & PLTW

Youth Apprenticeships

Teacher Externships

# NWMO Registered Youth Apprenticeship Program

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# NWMO Registered Youth Apprenticeship Program

## Purpose

- Develop highly skilled workforce
- Provide on-the-job training & quality experience with skilled mentor
- Meet rigorous industry standards
- Build partnerships between education & industry
- Align training with workforce development needs
- Provide pathways to sustainable employment

## Values

- Economic development through collaborative education and industry partnerships
- Shared accountability for building sustainable employment opportunities in the community
- High quality training contributes to improved quality of life for employees and benefits overall community

## Characteristics

- Paid employment for participants from start of program
- On-the-job training and classroom experiences produce well-trained, highly-skilled employee
- Apprenticeship provides competent, credentialed employee in high-demand areas
- Potential for additional training, education, & credentials benefit the employee and the employer

## Partners & Sponsors

- Department of Elementary & Secondary Education
- U.S. Department of Labor
- St. Joseph School District & Hillyard Technical Center
- Savannah School District
- St. Joseph Chamber of Commerce
- I & M Machine & Fabrication
- Reardon Machine Co.
- Gray Manufacturing
- Lifeline Foods
- UA Local 45 Plumbers and Pipefitters

01

**BUSINESS INVOLVEMENT**

Employers are the foundation of every Registered Apprenticeship program.



02

**STRUCTURED ON-THE-JOB TRAINING**

Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.



03

**RELATED INSTRUCTION**

Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided on-line or at the job site.



04

**REWARDS FOR SKILL GAINS**

Apprentices receive increases in wages as they gain higher level skills.



05

**NATIONAL OCCUPATIONAL CREDENTIAL**

Registered Apprenticeship programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job.

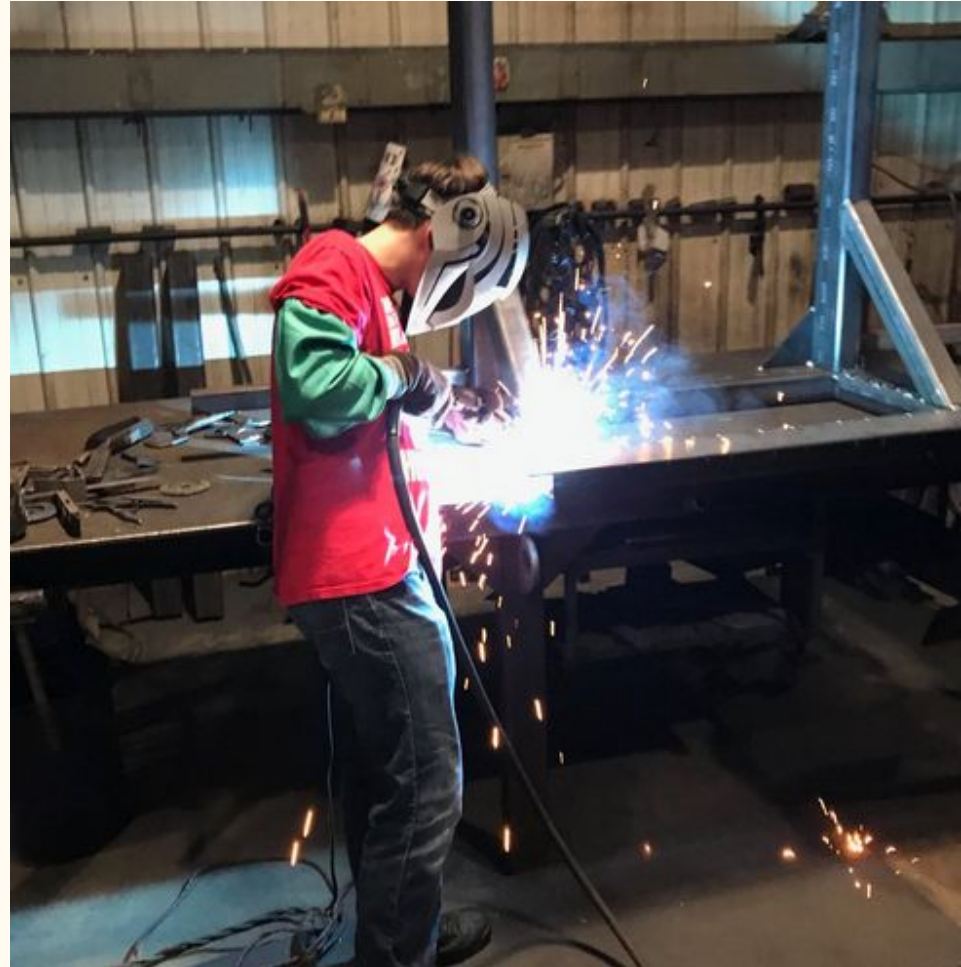


What are the Components of Registered Apprenticeship?

# Current Programming

## Current Apprentices

- ❑ 12 Students Currently in the NWMO Registered Youth Apprenticeship Program
- ❑ All juniors
  - ❑ Completing instructional requirements at Hillyard Technical Center
  - ❑ Job Shadowing with sponsors once per month
- ❑ Applied and interviewed in the spring of their sophomore year
- ❑ Three apprenticeship strands and four business sponsors:
  - ❑ Precision Machining
  - ❑ Welding
  - ❑ Industrial Maintenance
- ❑ 97.2% average attendance for apprentices at monthly check in



# Current Programming

## Prospective Apprentices

- ❑ Winter 2019: Prospective apprentices take part in a competitive application process.
- ❑ Summer 2019: Apprenticeship onboarding course (SJSD) with 1 week job shadow at employer.
- ❑ 2019-2020 School Year (junior year): Apprentices take related instruction courses at Hillyard Technical Center and participate in monthly job shadows with their employer.
- ❑ Summer 2020: Apprentices begin optional paid employment at their job site.
- ❑ 2020-2021 School Year and beyond (senior year): Apprentices work a minimum of hours per week of paid employment while being held accountable by SJSD and the employer for their commitment







**CHRIS GARZA-STALLSWORTH**  
Registered Apprentice

# MFG Day

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# MFG Day

- 545 students visited 8 business sites in the community
- Tours were provided by each company
- Chaperones and students got an up-close view of advanced manufacturing and local industry
- Resources are available for districts to replicate this opportunity in their local communities at MFG.org

## Manufacturing (MFG) Day



### What is Manufacturing Day? Why does St. Joseph participate?

**Manufacturing Day** is a national day set aside to recognize the importance of the manufacturing industry and the diverse, highly-skilled jobs that are available in our community. Held the first Friday in October each year, community organizations and companies came together to lift up the industry and the possible career paths available.

**Locally, the day includes guided tours/events at the following manufacturers:**



Photos from Megan Lowe, Dan McCamy, and Roger Mapel, via Twitter

**Lunch & Learn**

**Breakfast with the Experts**

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# Career Exposure for Middle & High School



## YEAR 1

- IT
- Healthcare
- Skilled Trades

## YEAR 2

- Public Service & Public Safety
- Industrial Manufacturing
- Culinary Arts & Food Service

## YEAR 3

- Animal Sciences
- Natural Resources
- Business/Entrepreneurship

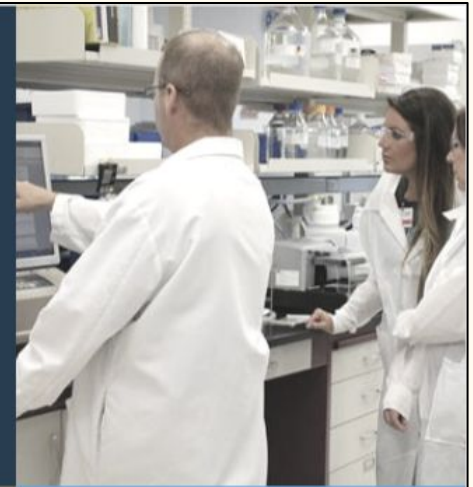
# Teacher Externships

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# Externship Design

- ❑ 12 to 14 teachers are selected through an application process
- ❑ Teachers spend four hours per day for four days with an on-site host at a local business
- ❑ Pay is \$25/hour, paid through district professional development funds

## THE SJS TEACHER EXTERNSHIP EXPERIENCE



## INSIGHTS BENEFIT STUDENTS

Teacher Externships afford educators unique insight into local businesses. The experiences gained through these externships help teachers connect classroom content to the workplace, building authentic experiences into student learning. The on-site learning of teachers participating in Teacher Externships builds their understanding of the current trends and demands of various community businesses and industries and brings additional relevance to the lessons they design for their students.



## SJSD WORKFORCE DEVELOPMENT

Workforce development efforts at St. Joseph School District are focused on making the career readiness efforts of all students, supporting parents, improving local opportunities for students through their education and providing the benefit of an education to business partners through business efforts.

### BREAKFAST WITH THE BOARDS

Successful business opportunities are based on business leaders that understand the business. "Breakfast with the Boards" provides an opportunity for business leaders to meet with school administrators to discuss business opportunities and how they can be supported by the district.



### MANUFACTURING DAY

Manufacturing Day is a national day set aside to recognize the importance of the manufacturing industry and the diverse, highly-skilled jobs that are available in our community. Each October, schools have community organizations and companies work together to host in the industry and the possible career paths available.

### YOUTH APPRENTICESHIPS

The State and National Technical Education Centers are offering a youth apprenticeship program that allows students to earn credit while working. The program includes an employer, a teacher, and a mentor.



### TEACHER EXTERNSHIPS

Teacher Externships give educators insight into local business operations. The externships meet the goal of a career development course in the workplace and build relevant experience in a student learning. The externship also builds teacher's understanding of the current trends and needs of our community businesses and industries and bring additional relevance to the lessons they teach for their students.



### CAREER EXPLORATION

Students are encouraged to explore and understand their own interests, strengths, and weaknesses in order to make informed decisions about their future. Career exploration activities include: career fairs, career counseling, and career development activities.



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# Marketing Matters

## SKILLED TRAINING OPPORTUNITIES

### MANUFACTURING TECHNICIAN (MT)

In partnership with the Missouri Business Skills Academy and the Missouri Department of Education, students can enroll in the Manufacturing Technician Level 1 certification program at Missouri Technical Center.



### WILLARD TECHNICAL CENTER

Accredited by the Council on Occupational Education and the Missouri Department of Education and Secretary of Education, Willard Technical Center offers 17 specialized career and training programs for high school and adult students, as well as continuing education courses for local businesses.



### PROJECT LEAD THE WAY

Beginning in 7th grade, students have the opportunity to earn up to 10 college credits before graduation. These courses include design, modeling and prototyping, and computer-aided design, and are available for high school and adult students.



### STRIVE FOR FIVE

Attendance has been a challenge in St. Joseph for over 100 years. It was first identified as a barrier to learning back in 1883 by the first Superintendent of Schools, Edward B. Neely. In his first annual report, he identified regular attendance as a major obstacle. This year, the SJSD launched Strive for Five to bring community awareness to the importance of regular school attendance, both as a means of improving academic achievement, as well as a career readiness habit.



### CAREER PATHWAYS

Students at the SJSD have access to specialized career pathways through our business partners. These programs include: Health, Information Technology, and Career Pathways. The district is currently exploring opportunities in the fields of: Health, Information Technology, and Career Pathways.



*Education is the most powerful  
weapon which you can use to  
change the world.*

--Nelson Mandela

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