

**2021**  
**COLLEGE CHANGES EVERYTHING<sup>®</sup>**  
**CONFERENCE**

# Building Pipelines from High School to Career

Developing apprenticeship programs  
and opportunities for students  
interested in the trades

# Introductions

- Dr. Darryl Hogue
  - River Bend CUSD #2 Superintendent
- Bob Gosch
  - Fulton High School Principal
  - River Bend CUSD #2
- Ronald Lawless
  - Hire360 Chicago Youth Engagement Manager

# From Chicago to Iowa

**Hire 360**

Chicago, IL

Population: 2.7 million

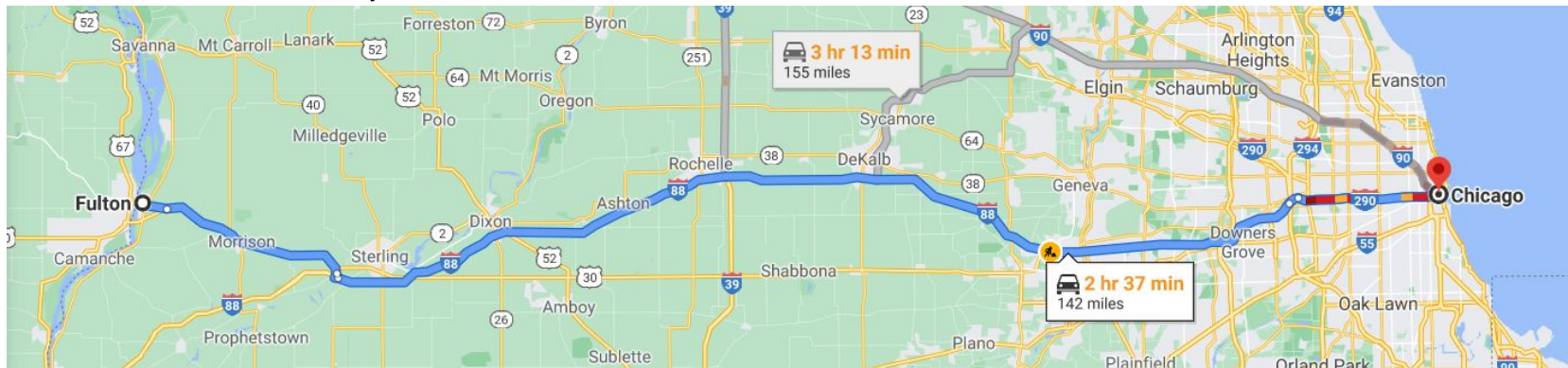
# Students: 340,000

**River Bend C.U.S.D. #2**

Fulton, IL

Population: 2,700

# Students: 900



## Two Different Areas - One Great Need

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# HIRE360 CHICAGO

Over \$100 billion in mega public and private construction projects will break ground in Chicago over the next 15 years. HIRE360 is a unique partnership between developers, general contractors, the hospitality industry, and trade unions with the common goal to ensure the coming work is done equitably and inclusively.

**Our work is built upon four pillars: preparing work-ready adults, scaling up diverse contractors, elevating a more robust supply chain and developing the next generation of builders.**

# Did You Know

## College/University

Wages Earned Per Year And First Year on Job

Year 1: \$0.00

Year 2: \$0.00

Year 3: \$0.00

Year 4: \$0.00

Year 5: \$40,000

Total Earnings: \$40,000

Total Debt: \$80,000

(Avg. \$120K Tuition Cost)

Source: Teckdirections Magazine  
April, 2016 Issue, pgs. 27-29

## Building Trade Career

Average Wages Earned Per Year In Union  
Building Trade Apprenticeship

Year 1: \$31,794

Year 2: \$37,908

Year 3: \$44,022

Year 4: \$48,619

Year 5: \$54,724

Total Earnings: \$217,067

Total Debt: \$0.00 Earned While Learned

Source: Author: Jack Martin & Associates  
Pre-Apprentice Training

# Hire 360 - Why The Trades?

## Two Reasons

By 2020 - 65% of jobs required post-secondary education and 30% could be filled by apprenticeships.

By 2020 - Apprenticeable occupations in the US are projected to grow by 22.5%

Source: North America's Building Trades Unions

# Hire 360 - Why The Trades?

The U.S. Department of Labor estimates that there are **7 million job openings in America and only 6.1 million available workers—the first time on record the number of openings has exceeded the number of unemployed.**<sup>1</sup> The issue is not availability of careers. The issue is skills—many, if not most, of available workers are lacking the right skills to fill open jobs.

<sup>1</sup> U.S. Department of Labor, Bureau of Labor Statistics, “The Employment Situation—October 2018,”

# Hire 360 - CAREER Readiness

A robust pre-apprenticeship program at high schools can provide students with numerous benefits, including: - Access to a highly motivated and productive talent pool that is less likely to leave than talent from traditional sources<sup>2</sup>; - Ability to provide under-represented groups greater access to innovation-economy jobs; - Flexibility to source talent all year long vs. the cyclical nature of traditional degree sources; - Ability to drive workforce development and economic opportunities where we work and live.

2 U.S. Department of Labor, "Apprenticeship Toolkit, Advancing Apprenticeship as a Workforce Strategy,"



# Hire 360 - CAREER Readiness

High Schools are part of the solution. Pre-apprenticeship programs at high schools can lead to apprenticeship opportunities that can help address the skills gap facing most companies and industries.

An apprenticeship serves as an alternate on-ramp into a role that normally requires a specific degree or professional experience by providing motivated, high-potential individuals with the required training, professional skills development and experiential learning to bridge the gap.

# Hire 360 - CAREER Readiness

Apprenticeship programs drive workforce development and create economic opportunities in the communities that have been disinvested for years in which we work and live. They also help deepen relationships for the companies that support them, building a tighter link to the community. While apprenticeships can be used across a wide variety of industries, including both trade and professional positions, **High Schools can focus on key steps, considerations, examples and case studies for pre-apprenticeships programs that lead to more excellent opportunities in getting placement in an apprenticeship program.**

# Pre-Apprenticeship Model

For a pre-apprenticeship program to be successful, it needs to have three key elements - a real need for **talent** in industries with a high job demand, a **supportive environment** (including leadership support and infrastructure) and **strong partnerships** to help source and potentially provide training for high school students.

# The Three Elements in Depth

- **Talent Need:** Pre-apprenticeship programs should address a real talent need to be sustainable and successful. In addition, the roles targeted for pre-apprenticeships should have the potential to become part of the operating fabric of the economy.
- **Supportive Environment:** Leadership buy-in and support is critical to success. Locations for future high school models like River Bend should have strong local leadership commitment to support the success of a pre-apprenticeship program, along with a team structure that supports higher touch, day-to-day shadowing and professional development. In addition, locations for additional schools should be determined based on scale—there should be enough support from the community to have multiple career pathways for community building.
- **Strong Partners:** Successful pre-apprenticeship programs will include strong partnerships with community colleges and other educational institutions to provide dual credits and training that offer applicable skills to prepare students for apprenticeships.

# Let's Be Honest

- Figuring out what a student is going to do when they finish school can be overwhelming. **But, through apprenticeship, one can see how combining education and relevant careers can put a student on multiple paths to success.**
- Whether a student is on their way to college, directly to a career, both, or simply aren't sure, **apprenticeship can help pave the way to a successful future.**

# Our Goal Should Be

## **Objective**

Express the need for CTE programs in all communities across Illinois by raising awareness of CTE programs and their multifaceted benefits.

## **Marketing Objective**

Develop messaging that will frame CTE as a respectable, lucrative opportunity for all students and a way for community and trade partners to gain access to highly skilled potential employees.

Educate parents on the value of apprenticeship as an option to college.

# Why The Trade -Simply Put

- Great Pay
- High Demand
- Satisfaction and Happiness
- Unlimited Potential
- Retirement Benefits
- Financial Security
- Entrepreneurship Opportunities
- Role Model
- Free Education
- Job Skills For Life
- Earn While You Learn
- The pleasure to use your skills to give back to your community and your family

# FHS - Revamping Traditional Education

- P20 Network
  - Career focused organization
- Competency-Based Education
  - Getting school to be more skill-based rather than content-based
- Career Pathways
  - Creating course sequences/opportunities for various fields that students may be interested in
- “Authentic Workplace Experiences”
  - Can we pay students for workplace experiences?



# FHS - Revamping Traditional Education

“It pays to get your high school diploma”

This is true...most employers require a high school diploma in order to be employed.

...but what if employers stop requiring a high school diploma?

# FHS - Revamping Traditional Education

- Manufacturing in our area:
  - Timkens/Drives: 108 openings
  - Metform: 20+ openings
  - JT Cullen: 10+ openings
  - CNC Machining, Combination Welder, Mechanical Electrician
- For students interested in the trades, how can we “pipeline” them to local manufacturers?

# Bridging The River

- Iowa vs. Illinois
  - Clinton (IA) High School and their local community college apprenticeship started 2019.
  - Currently have one student placed in a local manufacturer
- Iowa - registered apprenticeships around the Quad Cities
  - John Deere
- How can we get this done in Illinois?

# Registered Apprenticeships

- Through Department of Labor
  - DOL works with local businesses
- Once business registered with DOL:
  - Can waive age-18 requirement
    - Still some restrictions
- Models already exist
  - Moline High School
  - Clinton(IA) High School

# Registered Apprenticeships

- Students can receive education and be PAID!
- How this works:
  - Junior Year
    - Career specific education in morning, core content in the afternoon
  - Senior Year
    - Core content in the morning, works in afternoon
    - \$11/hr
  - Post high school
    - Finishes up education
    - \$12/hr (year 1) - \$13/hr (year 2)
  - Once education/training is completed, can be paid accordingly to any new hire

# Registered Apprenticeships

- Benefits to the school:
  - Elective course without increasing staff
  - Provide career-specific education for a student's identified career interest
- Benefits to the manufacturer:
  - Employee
  - 94% retention rate once apprentice completes training
- Benefit to student
  - Most, if not all, education is paid
  - Start

# Steps to Build These Opportunities

- Find the education
  - Local community college/Career Center
- Find a business that says yes
  - Yes to working with DOL
  - Yes to removing the 18+ requirement
    - It's nice but not completely necessary
- Identify educational entity that oversees aspects of the apprenticeship
  - Aligns education to the training

# Steps to Build These Opportunities

- High School
  - Flexibility
    - Schedule - block vs. traditional
    - Graduation requirements
    - Can students earn a Math/ELA/Science Credit from an experience?
    - “School Day” - Does it have to be 8:00am to 3:00pm?
    - Graduate Portfolio



# Path to the Trades at FHS

Grade	Required	Required Cont'd	Electives
Freshmen	<ul style="list-style-type: none"> <li>● English</li> <li>● Math</li> <li>● Science</li> </ul>	<ul style="list-style-type: none"> <li>● CCR</li> <li>● SWIM</li> <li>● Dr. Ed/Health</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Intro Constr.</b></li> <li>● PE</li> </ul>
Sophomore	<ul style="list-style-type: none"> <li>● English</li> <li>● Math</li> <li>● Science</li> </ul>	<ul style="list-style-type: none"> <li>● History</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Welding 1/2</b></li> <li>● PE</li> <li>● Media Pub</li> <li>● Intro Buis.</li> </ul>
Junior	<ul style="list-style-type: none"> <li>● English</li> <li>● Science</li> </ul>	<ul style="list-style-type: none"> <li>● Math</li> <li>● History</li> </ul>	<ul style="list-style-type: none"> <li>● <b>EICC Dual Credit Welding</b></li> </ul>
Senior	<ul style="list-style-type: none"> <li>● English</li> <li>● Science</li> </ul>	<ul style="list-style-type: none"> <li>● <b>History</b></li> <li>● <b>Civics/Cons. Ed</b></li> </ul>	<ul style="list-style-type: none"> <li>● <b>EICC Dual Credit Welding</b></li> <li>● <b>Apprenticeship?</b></li> <li>● <b>??</b></li> </ul>

# QUESTIONS

