Pre-apprenticeship is Career Ready!

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What is Career Ready PA?

PDE’s concentrated effort to provide **Technical Support & Resources** designed to help school districts prepare students for meaningful engagement in postsecondary education, in workforce training, in career pathways, and as responsible, involved citizens.

= Post high school success for ALL students!
Career Ready PA - State Training Team:

Region 1 - Nick Paolini - IU5
Region 2 - Lori Ceremuga - BVIU
Region 3 - Matthew LaVerde - RIU6
Region 4 - Tim Miller - TIU11
Region 5 - Brooke Beiter - BLAST IU17
Region 6 - Christina Herman - CSIU 16
Region 7 - Ty Yost/Sue Kuhl - LIU18
Region 8 - Kathy Schick - CLIU21
Region 9 - Kelly Galbraith - IU13
Region 10 - Stacy Dunleavy - BCIU14

Project Directors:
Amy Davis - AIU3
Craig Hummell - IU1

PDE: Laura Fridirici, Career Readiness Advisor
Career Ready PA Deliverables:

1. Single Point of Contact - Consistent Messaging
2. Stakeholder Coalition Forums (October 2019)
3. CEW Train-the-Trainer Boot Camps (Aug-Dec)
4. Technical Support to Districts
5. Teacher in the Workplace (Spring 2020)
6. Data Support (CCR Measures & Indicators; National Student Clearinghouse Data, etc.)
Pennsylvania's economic future depends on having a well-educated and skilled workforce that is prepared to meet the current and projected demands of a global, knowledge-based 21st century economy. Learners across the state will be prepared for meaningful engagement in postsecondary education, in workforce training, in career pathways, and as responsible, involved citizens.
Question:

So, why ARE you here?

Please share your response with the person next to you.

In a few minutes, I’ll ask for volunteers to share responses...
Why am I here?

I believe we must help PA move away from the “College for All” mentality… and move toward a “Postsecondary Credential for All”.

~ Must Address the skills gap and lack of employability skills.
Is PA Career Ready?

Snapshot of PA’s Post Graduation Data…

- 2017 Economic Reality/Needs:
  ~ 58% Skilled Jobs
  ~ 32% Professional Jobs
  ~ 10% Unskilled Jobs

- 2017 PA Reality/Attainment:
  ~ 20% hold bachelors
  ~ 12% hold professional
  ~ 12% hold license or Certification

- PA has 3 x’s more 4-year college grads than the workforce requires.
- 56% of all bachelors degree holders are underemployed
- Most Popular Major: Undeclared
“Skills” Gap: Educational Attainment & Workforce Needs (What we have vs. what we need!)

- Educational Attainment
- Jobs of Tomorrow

- Professional
- Skilled
- Unskilled
Let’s take a look at the Continuum of Current Postsecondary Options…
### Range of Postsecondary Options:

| **On-the-Job Training (OJT)** | Employer-designed training established for the worker to gain the necessary work skills while the worker is getting paid on the job. Usually these will last weeks to months. (Stackable credentials assist workers with specific skills to progress in the industry). |
| **Diploma or Certificate Program** | Short-term programs of 6 months to 1 year to gain specific skills to gain employment at the entry level. These can be found at technical schools, community colleges, junior colleges, and some universities. |
| **Military Training** | All branches of the military have skilled training for 3 years or more. Students can use their GI Bill to pay for college after their discharge or serve for 20 years until retirement with full benefits. |
| **Apprenticeship Programs** | Industry-based program, training workers on-the-job and in a classroom setting. Upon completion the worker will gain journeyman status in the specific industry (3–4 years in length). Apprentices are paid as they learn. |
| **Associates Degree Programs** | These are terminal 2-year degrees allowing the person to gain entry-level employment in a specific career field. Many times, these workers will begin employment after 2 years of school and then go on for future degrees at the employer’s expense. Typical locations are community and junior colleges. Most universities have some associate degree programs. |
| **Bachelor’s Degree Programs** | These are four-year degrees with a combination of general education course work and a specific major. They can be found liberal arts colleges, private colleges, public colleges, or universities. Some degrees are available online. |
| **Graduate and Professional Degree Programs** | Postgraduate fields such as law, medicine and Ph.D. or other professional fields, typically 1 to 5 years beyond a bachelor’s. |
| **Any Other Options?** | Range of Postsecondary Options:
Which postsecondary option holds the most value for you?

For our students?

For your child?

Are your answers different, or the same?
Pre-Apprenticeships & Apprenticeships: Absolutely & Positively ensure PA Career Ready graduates!

Good Morning America, YouTube, November 2019
Pre-Apprenticeship as a career planning tool:

~ It’s an effective bridge between the secondary and post-secondary pathway – ensures smooth transition!
~ Students gain first-hand experience (much deeper look) to assist with career decisions (rule in/out)
~ Students gain insight into their potential skills gap(s)
~ Students can choose to postsecondary education and training, a different employment option, or the registered apprenticeship.
~ And will be College Debt free 😊
Pre-Apprenticeships & Industry Recognized Credentials:

~ The Future Ready PA Index’s Industry Based Learning Indicator is met once an industry-recognized credential is achieved. (Preparation is embedded in curriculum)

~ Curriculum is aligned with range of pathway options
~ Industry-recognized credentials that support direct entry into the workforce; aligned to labor-market demand
~ Students acquire necessary employability skills
~ Earn stackable and portable credentials! 😊
Industry Partners are Excellent
Career Development Resources:

~ Sets an apprentice up for employment/financial success.
~ Industry partners create in-demand career competencies aligned to necessary skill development in the job market
~ Work-based learning opportunities are prioritized to ensure their experiences are relevant, meaningful, and hands-on. Authentic learning!
~ Industry partners/sponsors work closely with students every step of the career development journey.
Ultimately, Pre-Apprenticeship Programs are directly aligned to Pennsylvania's 2025 Goals:

- Increase postsecondary enrollment and completion, particularly among historically underrepresented populations
- Provide educators and school counselors with tools and resources to help students explore, prepare, and pursue their career and educational goals
- Develop secondary to postsecondary career pathways, particularly in STEM and high-demand occupations
- Increase access to and participation in postsecondary opportunities including industry-recognized credentials
Do your part and PROMOTE Pre-Apprenticeships/Registered Apprenticeships!

Your Words Matter!

THANK YOU 😊
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Questions?