

NORTH
Dakota | Commerce
Be Legendary.

**CTE
Professional
In-Service**





Work- based Learning

*Working together to
provide solutions for
education and
workforce needs.*



Bridging the Gap!

- Students all over North Dakota are participating in CTE Courses learning valuable skills.
- Let's connect these skilled student-learners with employers to permanently bridge the gap between workforce and education.
- **You can become an essential part of education – linking your business to a talent pipeline by training through WBL.**



What is Work-based Learning?

- Student-learners who have trained up to 2 years in a CTE Program Area apply for a Work-based Learning experience.
- Student-learners will work a minimum of 40 hours in a job related to their program of study. (paid or unpaid)
- Students who are not CTE Concentrators may also participate in WBL experiences.
- Students receive high school credit and valuable work experience.
- Employers connect with student-learners who have skills and are interested in a career.
- Employers have access to young people who may fill workforce gaps through the training experience.
- Employers work with a WBL Coordinator to develop training competencies.
- **It's a WIN/WIN opportunity!!!**

GOALS OF WORK-BASED LEARNING PROGRAM

01

Fill the demand for a trained workforce within the state of ND. Keep our young people in ND.

02

Prepare students to be successful in the workplace.

03

Create a bridge between education and the labor market.

04

Engage students and encourage career goals!

05

Collaborate with educators to expand educational opportunities.

CTE trains WBL
Coordinators

Prepare students for
the workplace

Monitor progress and
provide mentorship

Collaborate with
employers and
educators.

RESULT

Quality WBL experiences that develop a sustainable talent pipeline!!

ND

Workforce Development Division

Partner and assist with Private Industry, Organized Labor, Education, Elected Officials, and State Workforce Representatives (such as the Workforce Development Council who consists of more than 30 members across the state)

Our strategic goal is to identify earlier and more diverse career exploration and addressing the technical skills gap; removing barriers to employment; occupational licensing reform; recruitment and retention of workers

ND

website.nd.gov



What is an Apprenticeship?

- An arrangement that includes a paid-work component and an educational or instructional component, wherein an individual obtains workplace-relevant knowledge and skills.
- Offers on-the-job training and provides an affordable pathway to in-demand careers.
- Trains you to become skilled in a trade or profession.
- Training typically combines classroom learning with hands-on work.
- Community colleges, technical training school, and even employers provide these job-related educational courses.

Facts of a Registered Apprenticeship

- More than 90% of apprentices retain employment, with an average starting salary over \$60,000.
- Apprenticeships are considered full-time work, apprentices get paid!
- EARN WHILE YOU LEARN – apprentices have a better chance of entering a high-paying occupation without student debt.
- All registered apprenticeship programs need to meet national standards and are registered with the U.S. Dept of Labor.
- Depending on the complexity of the occupation, and the type of program; completion of a registered apprenticeship will range from 1 to 6 years.
- After completion apprentices will earn a nationally recognized certificate.
- 43 communities in ND currently have a registered apprenticeship program in place / 104 employers participating, and counting
- Eligible apprentices can start a program at 16 years of age; however, individuals must usually be 18 years of age to be an apprentice in hazardous occupations.

Benefits of an Apprenticeship

Apprenticeship offers several notable advantages in addition to getting paid on-the-job training.

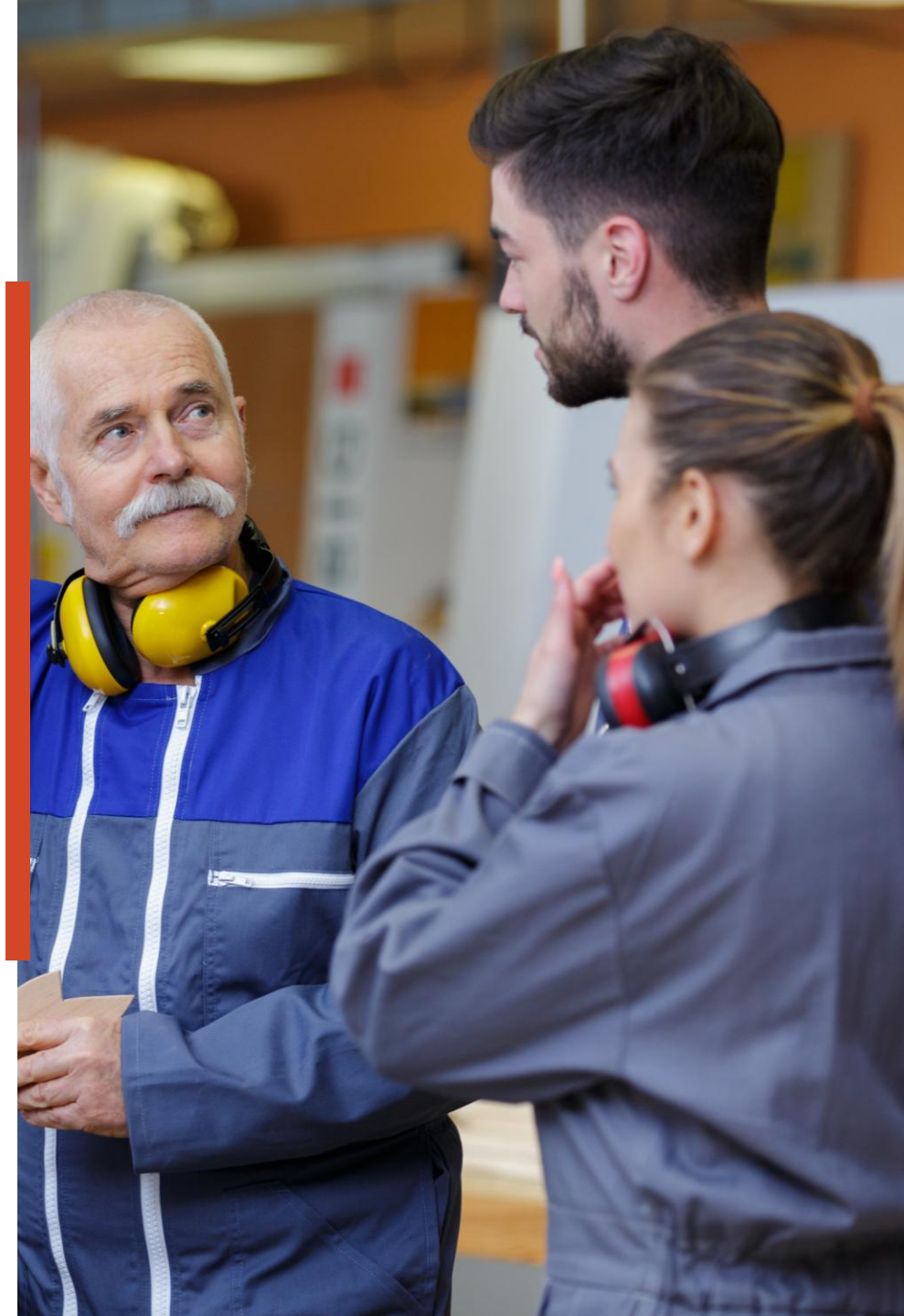
The “earn while you learn” model increases both the skills and salary as they gain experience.

Higher quality of life and skills versatility.

Received classroom instruction, mentorship with an experienced professional (succession planning), and credentials upon program completion that is portable and stackable.

For the employer: A catalog of registered apprenticeships approved (**over 24,000**) – can be customized to your industry needs.

Opportunity for college credit and future degrees.



Types of Apprenticeships

Time-based: apprentice's progress is measured by the number of hours spent on the job and in the classroom

Competency-based: apprentice's progress is measured by the ability to demonstrate the application of relevant knowledge, skills and abilities

Hybrid: apprentice's progress is measured through a combination of hours spent in the program and competencies demonstrated in the workplace

How to find an apprenticeship in ND

JobService website: jobsnd.com/job-seeker/apprenticeships

APPRENTICESHIP.GOV

Employer looking to build an apprenticeship: Please contact Kerri Kraft the Dept of Commerce kkraft@nd.gov or Tammy Barstad at JobService ND tbarstad@nd.gov

References: ASVAB-CareerExplorationProgram-apprenticeships, asvabprogram.com/media-center-article/98; APPRENTICESHIP.GOV; North Dakota Job Service, jobsnd.com

Apprentices

1. Employed in apprenticeable occupation
2. Hazardous work is incidental to training
3. Hazardous work is intermittent and for short periods of time
4. Under close supervision
5. Registered Apprenticeship

Student Learners

1. Enrolled in a course or training program approved by CTE
2. Written agreement:
 - ✓ Hazardous work is *incidental*
 - ✓ Hazardous work is *intermittent*
 - ✓ Under close *supervision*
 - ✓ *Safety* instructions (school and employer)
 - ✓ *Schedule* of organized progressive work tasks



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THANK YOU

QUESTIONS?

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