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Scaling Apprenticeships

Illinois Workforce

Innovation Board

December 12, 2019

DISTRICT 214

Who we are...



12,000 STUDENTS



6 COMPREHENSIVE HIGH SCHOOL AND 1 SPECIALIZED SCHOOL



1570 STAFF MEMBERS



16 NATIONALLY RECOGNIZED CAREER CLUSTERS

DISTRICT 214

Who we are...



**44 CAREER
PROGRAMS OF STUDY**



1000+ INDUSTRY PARTNERS



**2500+ WORKPLACE
LEARNING EXPERIENCES**



**85% GRADUATES EARN
EARLY COLLEGE CREDITS**



Early College Center

Redefining the Senior Year

Middle College

**Internships/
Apprenticeships**

Models for Personalized Learning

Career Academies

Career Pathways

IMPLEMENTATION: Guiding Principles



1

**Sequence of
Courses
Beyond High
School**

2

**Work Based
Learning**

3

**Capstone
Early College
Industry
Credential**

**ACHIEVING TOMORROW
EXPANDING ACCESS TO
OPPORTUNITIES**



Career Pathways

Sequence of Courses

9

10

11

12

Post
High
School

**Orientation
Coursework**

Career Awareness

**Skill Development
Coursework**

Career Exploration &
Development

**Capstone
Experience**

Career Skills
Training & Education

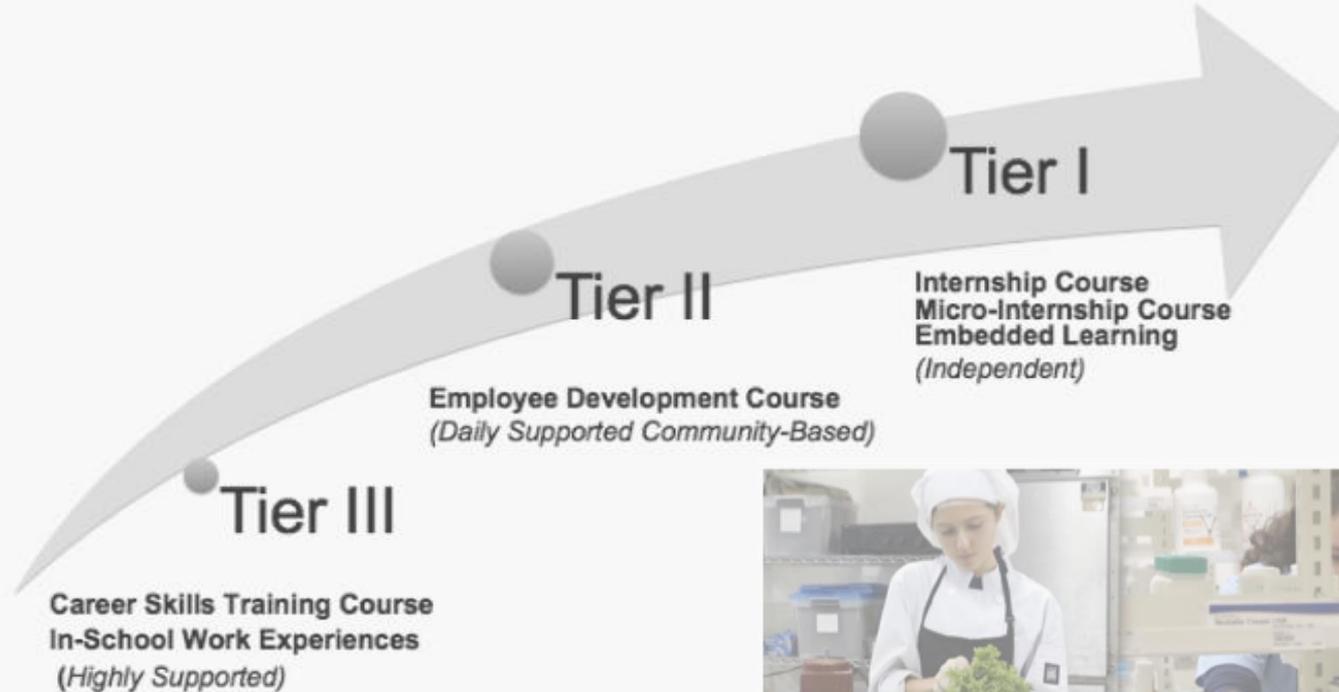
**Partnerships,
Employment, and
Higher Ed**

YOUTH APPRENTICESHIPS

HIGH SCHOOL ENDORSEMENT

Career Pathways

WORK BASED LEARNING



DISTRICT 214

Course Embedded Experiences



Approximately 30 Hours on School or Employer Site



Typically occurs during the scheduled time of the course



Students Earn Course Credit on High School Transcript



Team Based Experiences

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Internships



**Approximately 30-60 Hours
on Employer Site**



**Typically During a Semester or
School Break**



**Students Earn Course Credit
on High School Transcript**



**Generally Unpaid with Some
Exceptions**

DISTRICT 214

Apprenticeships



**Range: Minimum 450 to
1,000+ Hours OJT on Employer
Site**



**Employer Commitment
Approximately 18 Months**



**Students Earn Course Credit
on High School Transcript**



**Employer Pays OJT Wages:
Minimum \$13 to \$14 per hour**

Discover214

YOUTH APPRENTICESHIPS

DISCOVER YOUTH APPRENTICESHIPS

Youth Apprenticeships give students the opportunity to further explore their career area of interest, gain concrete job skills and earn wages. As part of District 214's apprenticeship program, high school juniors and seniors receive paid on-the-job training during the school year in addition to college coursework and mentoring.

WHY A PARTNERSHIP?

This 18-month partnership between the employer, student and District 214 provides integrated work and school-based learning to cultivate highly skilled workers that are able to fill your workforce needs and meet the demands of a competitive global economy.

WHAT INDUSTRIES ARE INVOLVED?

- Automotive
- Cybersecurity
- Construction and Trades
- Heating, Ventilation and Air Conditioning (HVAC)
- Pre-Nursing (CNA)

BENEFITS FOR OUR INDUSTRY PARTNERS

District 214 provides the following support to our partners:

- Registration of the youth apprenticeship
- Recruitment of qualified student candidates
- Pre-screening of student applicants
- Payment for college coursework and related expenses

Other benefits include opportunities to:

- Train employees to meet your specific standards, policies and protocols relevant to your company
- Boost retention
- Develop a talent pipeline



EMPLOYER'S ROLE

- Interview and hire pre-screened candidates
- Implement work-based learning timeline
 - **Junior Year: Second Semester**
Students work 3-4 total days at job site and take classes at their school
 - **Junior Year: Summer**
Students work at job site 25-28 hours/week and take courses at partnering institutions
 - **Senior Year**
Students work at job site 15-20 hours/week and take courses at partnering institutions
- Oversee the apprentice's on-the-job training
- Ensure work-based competencies are completed
- Provide escalating wages for apprentice

FOR MORE INFORMATION

For more information, contact Kathy Wicks, D214 Partnership Manager at kathy.wicks@d214.org or visit discover214.org/apprenticeships

BENEFITS FOR INDUSTRY PARTNERSHIP

- Pre-screened applicants
- D214 pays for technical instruction
- Competency based
- Hire & train specific to your business needs
- Develop a talent pipeline



HIGH SCHOOL DISTRICT 214
2121 South Goebbert Road
Arlington Heights, IL 60005
847-718-7600 | www.d214.org

Construction Trades Pathway



Freshman

Sophomore

Junior

Senior

Post
High School

ORIENTATION

Career and Post-Secondary
Awareness

- **Construction Technology A.A.S.**
- **Construction Management B.S.**

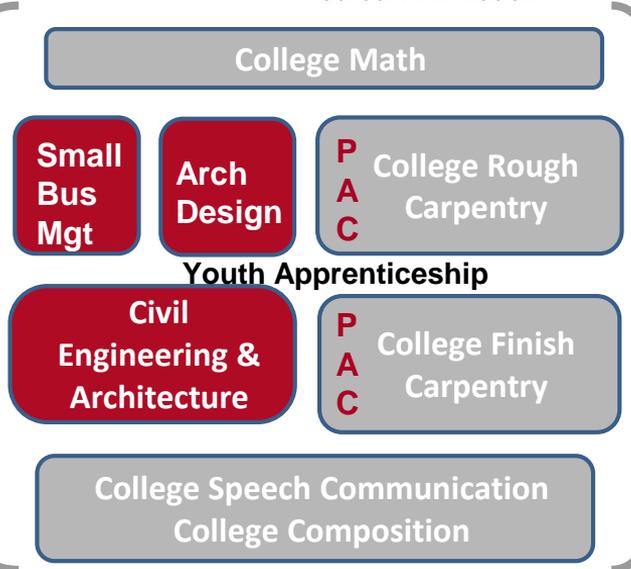
Fabrication, Skilled
Trades & Technology

- 15+ Sem Hrs
College Credit
- Credentials
- Apprenticeship

Geometry in
Construction

SKILL DEVELOPMENT

Refinement of Career Decision Making



CAPSTONE

Early College, Certifications,
Career Affirmation

Youth Apprenticeship

POST SECONDARY

Completion Focus



Post-Secondary
Education and
Workforce



High School Building Trades Endorsement

Nursing Assistant Pathway

Freshman

Sophomore

Junior

Senior

Post
High School

ORIENTATION

Career and Post-Secondary
Awareness

Introduction to Health
Care

- 30+ Sem Hrs
College Credit
- Certified
Nursing
Assistant

SKILL DEVELOPMENT

Refinement of career decision making

College
Medical
Terminology

Sports
Medicine

CAPSTONE

Early College, Certifications,
Career Affirmation

College Math

College
Nursing
Assistant

Health Care
Middle College
@Harper

DOL Registered Apprenticeship

College
Psychology

College Medical
Academy

College Speech Communication
College Composition

POST SECONDARY

Completion Focus

Post-Secondary
Education and
Workforce



DISTRICT 214

Discoveries



DOL Registered vs Youth Apprenticeships



Apprenticeship Timeline



Eligibility Criteria



Student Interest and Readiness

DOL Registered vs Youth Apprenticeships

DOL Registered

Competency, Hybrid,
OJT & Seat Time Based

- Autos (Level 1)
- HVAC (Level 1)
- CyberSecurity
- Nursing Assistant

Youth

Apprenticeships

Minimum OJT 450 Hours

- Manufacturing
 - Construction
 - MultiMedia
 - HVAC
-

Apprenticeship Timeline

D214 DOL Registered and Youth Apprenticeship

October

Recruitment of D214 junior into D214 Registered or Youth Apprenticeship

- Apprenticeship application opens
- Interview process
- Selection and onboarding

November - May
(Junior Year)

Initial paid on-the-job training starts under professionals

- 20-30 hours paid work
- Non-attendance days/administrative excused absences
- \$13/hour wage
- Learning basics of employer and job skills

Summer

Expanded paid on-the-job training under professionals and related instruction at higher ed partner

- 28 hours per week
- \$13/hour wage + paid tuition
- Expanding job skills and knowledge

August - May
(Senior Year)

50% on-the-job training
50% related instruction at higher ed partner

- 15-20 hours per week
- \$14/hour wage + paid tuition
- Complete HS graduations requirements and industry certification

Completion of Apprenticeship

Complete youth apprenticeship and/or DOL Apprenticeship Certificate

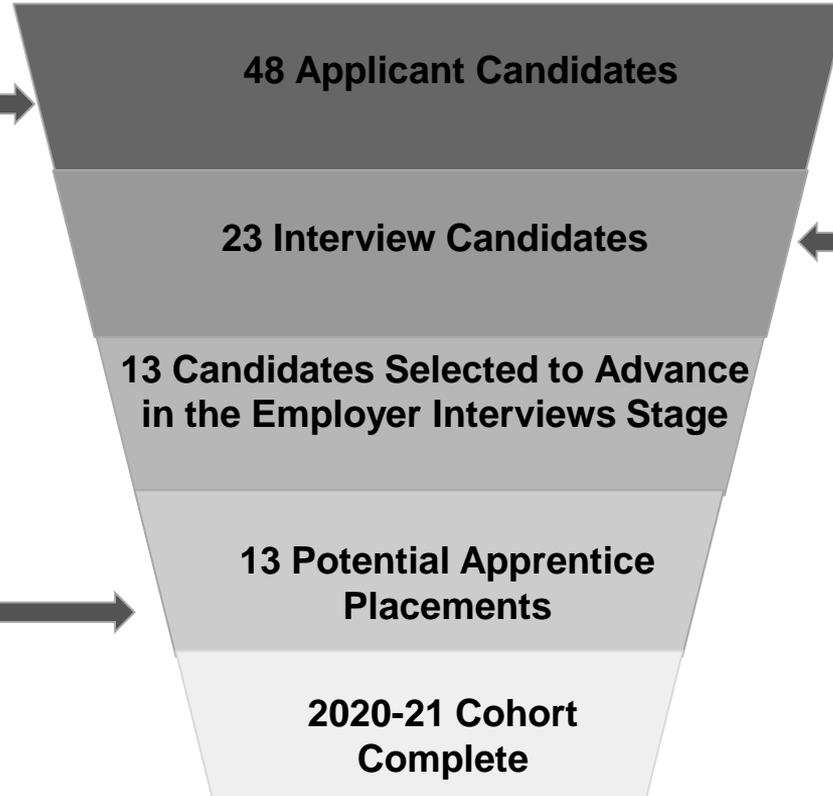
- Opportunities for continued employment
- Opportunities for continued education in career area

Apprentice Selection Process 20/21

Student Interest

17 Automotive
11 CNA
6 Construction & Trades
12 Cyber Security
2 Undecided

2 Automotive
6 CNA
2 Construction & Trades
3 Cyber Security



Met Eligibility Requirements

- Successful Completion of 3+ Pathway Courses
- Grades in Courses
- College Ready Indicators
- Attendance & Behavior

4 Automotive
9 CNA
4 Construction & Trades
6 Cyber Security

Discussion, Questions and Comments
