Task Force Co-Chairs Perry England and Brad Smith called the meeting to order at 1:00 PM.

Overview of Task Force Role and Goals
David Postman, Chief of Staff to Governor Jay Inslee
John Aultman, Governor’s Executive Policy Advisor

- Thank you to all members for volunteering their time.
- Gov. Inslee’s vision of Career-Connected Learning (CCL) being accessible for every young Washingtonian across the state, beginning with a five-year target of 100,000 youth engaged in CCL.
- Washington is building off a two-year National Governors Association (NGA) Policy Academy on Work-Based Learning, and many years of investments in new approaches to CCL, as well as a robust state registered apprenticeship system.

Welcome and Introductions
Perry England & Brad Smith – Task Force Co-Chairs; Members of the Task Force

Washington’s Career Connected Learning (CCL) Landscape
Eleni Papadakis, Workforce Board

History of Washington’s CCL Initiatives and Business Engagement Strategies.
The Career Connect Washington Task Force (CCWTF) was created to examine what it will take to scale and sustain high-quality CCL options across the state, building on the work of public-private partners engaged in the NGA Policy Academy in 2015-17.

CCWTF is timely because young people have fallen behind in labor market attachment and often lack the skills needed to enter the labor force. There is also the economic imperative represented by 740,000 middle-skill jobs that will be available in Washington in the next five years, per a Washington Roundtable Report.

There are also child-development reasons to focus on CCL, which has been shown to foster meaningful attachments to others and to the economy. By the time many young people get to high school, they already feel disconnected from the economy, and looming automation and technology innovations can make entering the labor force seem even more daunting.

An effective CCL strategy begins in elementary school, although we tend to focus at the high school level.

Policy Priorities Discussion

The CCWTF will develop a set of policy recommendations for Gov. Inslee to consider for the upcoming legislative session. The CCW will not be starting from scratch, but will begin with the work compiled by the 60+ member NGA Policy Academy team.

The Policy Academy produced a seven-part Policy Framework on policy reforms that could be enacted to scale CCL and move the needle on student outcomes statewide. The framework provides categories or high level descriptions of policy barriers to scaling up CCL.

Staff are available to help members drill into specific policy areas, or research best or promising practices from other states and countries.

CCWTF meetings can be used to help build a collective knowledge base to support recommendations to the Governor on scaling CCL.

Interest in exploring recommendations on youth apprenticeships in Washington, an “earn and learn” postsecondary model that is also an advantageous learning modality for “hands-on” learners.

Youth Apprenticeship

Moderator: Jody Robbins, Washington State Labor & Industries – Apprenticeship

Youth Apprenticeship Landscape and Opportunities in Washington – Jody Robbins, Washington State Labor & Industries – Apprenticeship

The WA State Apprenticeship and Training Council tracks over 13,000 registered apprentices in the state’s system currently, and works with over 8,000 “training agents”—businesses offering an apprenticeship. Tentative goal to enroll 20,000 registered youth apprentices over the next four to five years.

There are over 170 distinct apprenticeship programs currently running. A new program can be reviewed and built in approximately six months, as quickly as 90 days with staff support.

Approximately 10,000-11,000 registered apprentices are in the building trades, the bulk in the Puget Sound corridor. Healthcare, IT, and the public sector are anticipated to be growth sectors for apprenticeships.

16 and 17 year olds can be registered apprentices in Washington with a parental signature. Pre-apprenticeship options are also widely available, particularly in construction and the trades. The average age of an apprentice in Washington is 26-27.

The average apprenticeship completer earns $73,000 a year, just six to nine months after graduation.

Washington also works with tribes to build pre-apprenticeship program offerings to Native Americans.

Not all apprenticeships in Washington are affiliated with a labor union, though roughly 80 percent are.

Registered youth apprenticeship options also exist in Washington, with 19 enrolled youth apprentices (high school age) in Washington at this time, and an additional 50-100 more youth apprentices (with the addition of a few school districts that they are working closely with within the next year) once MOU’s are signed.
Task force member comments or questions for further conversation:
- Apprenticeship program enrollments among communities of color have historically lagged behind.
- How might the state develop better resources to help individuals explore what the market is for certain professions and how long it will take to complete education or training?
- How might we avoid “nomenclature confusion” and distinguish the term “apprenticeship” in the Washington sense from other models, including Switzerland’s model?
- How might we create a system that supports employers seeking to scale their apprenticeship offerings (the average is only 1.5-2 apprentices per employer today), but also to engage small employers who may only ever be able to take on one apprentice.
- How can we ensure that students are being informed of and exploring their possible apprenticeship options before tenth grade?
- Regarding apprenticeships specifically, should the focus of the CCWTF extend beyond “young people” and also embrace adult populations, for instance, veterans?

Switzerland’s Youth Apprenticeship Model and November Delegation Details – Suzi LeVine, United States Ambassador to Switzerland and Liechtenstein (Ret.) & Eric LeVine, CellarTracker

- The number one request from foreign businesses relocating to the USA is talent, not tax incentives. What Switzerland has created is a profound symbiotic ecosystem among business, academia, and government for the sake of harnessing the talent of their citizens. Businesses are the lead creators of the talent development pipelines (“A culture shift to get businesses to create talent, instead of merely consume it.”) The country’s apprenticeship offerings change dynamically as businesses constantly create new and relevant programs.
- In 2016, Swiss businesses invested $5.6 billion into their apprenticeship system (60 percent of total cost), roughly 1 percent of the total Swiss GDP.
- Switzerland’s population roughly compares with Washington, though the Swiss economy is approximately 50 percent larger than our state.
- 70 percent of Swiss young people participate in apprenticeships; in 2014, 2.8 percent of Swiss young people were reportedly unemployed, a remarkably low number. There is a cultural understanding that apprenticeships can be a path to success, even for underserved communities.
- The Swiss have created almost 250 types of apprenticeships for different careers; participants can switch tracks if their direction no longer appeals or is relevant. 30 percent of apprentices go on to other higher education.
- “High School” is mandatory only up to the ninth grade in Switzerland. Starting in sixth grade, students begin to identify as “practical” versus “theoretical” learners. By 15, practical learners choose their apprenticeship path and become apprentices. Kids in middle school get to do career exploration before applying in ninth grade at career fairs and internship opportunities. By tenth grade, most Swiss youth are working three days a week as apprentices and two days a week in school for classes relevant to their career choosing.

Public-Private Collaboration
Moderator: John Aultman, Office of the Governor

- A drafting team is collaborating on an RFP to distribute roughly $7 million in funds connected to the CCW initiative. The RFP will be available in September, and is grounded in the Guiding Principles document included in the meeting packet. The funds represent an initial investment in a structure that can help the state grow and sustain CCL.
- The NGA Policy Academy’s 21 Learning Lab sites gave policymakers a wide array of CCL offering types to draw lessons from, but also surfaced the patchwork nature of Washington’s program offerings.
- The RFP invites proposals to scale best practices in a systemic way across a region, avoiding a patchwork approach.
Task Force Instructions for Staff and Expectations for Meeting #2
Brad Smith & Perry England, Task Force Co-Chairs

- There is a range of existing models for CCL on the ground in Washington. CCWTF will explore which models are closest to their vision for expanding access to CCL.

- **ACTION ITEM:** Staff should assemble a matrix of best practices identified across the state, noting the factors driving success for certain programs, as well as known barriers to scaling those programs. A similar chart sampling best practices from other states would help focus the members’ attention on meritorious programs.

- Other task force member comments or questions for further conversation:
  - How might we change the perception among youth, parents, and the larger community that apprenticeships and nontraditional education pathways are “less than”?
  - How might we design a system or processes that make it possible for small- and mid-size businesses to engage in developing CCL, not just large companies?
  - How might existing teachers/instructors/counselors build more impactful relationships with industries and gain more exposure to the world of work? What supports are necessary for school staff?
  - How much should we focus on the earliest possible interventions for youth? How early should youth be exposed and connected to a CCL opportunity?
  - How might we address the disparities in access between Washington’s urban and rural communities?

Meeting adjourned at 3:00 PM.