

**WASHINGTON STATE
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD
MEETING NO. 173
SEPTEMBER 26, 2013**

WORK-INTEGRATED LEARNING

Increasing work-integrated learning is one of the objectives in *High Skills, High Wages: Washington's Strategic Plan for Workforce Development*. Strategies include increasing the number and types of workplace experiences available to students and out-of-school youth, and bringing more work experiences into the classroom by engaging employers and workers.

The Board has promoted work-integrated learning since at least 2011. These efforts grew out of the Board's concern regarding the very high rate of unemployment among youth. The Board determined that increasing work-integrated learning is a vital part of addressing that problem.

This tab summarizes three initiatives by the Board and the Governor to increase work-integrated learning. The three initiatives are the Board's September 2011 "Youth Unemployment Initiative," the Board and the Employment Security Department's Workforce Innovation Fund grant proposal to the U.S. Department of Labor, and the Governor's request bill, Alliance for Student Success in Education and Training (ASSET). At the end of the tab is a matrix that shows the main components of each of these initiatives.

Board Action Requested: For discussion only.

WORK-INTEGRATED LEARNING INITIATIVES

Youth Unemployment Initiative

In September 2011, the Board adopted a motion (see Attachment A) requesting the Association of Washington Business (AWB) and the Washington State Labor Council (WSLC) partner with the Workforce Board in support of a youth unemployment initiative. This request grew out of the Board's concern with the high youth unemployment rate and the recommendations of the Board committee created to work on that issue. The committee recommended a programmatic effort to increase work-based learning for youth. Subsequently, the Board's motion laid out some of the component elements of what a programmatic effort should do, focusing on the elements that should be done in partnership with business and labor. The Board sent a letter to AWB and WSLC requesting their partnership. The matrix in Attachment B shows the elements recommended by the Board.

Workforce Innovation Fund Grant Application

Shortly after the Board's September 2011 action, the U.S. Department of Labor announced the availability of Workforce Innovation Fund (WIF) grants. This announcement had been anticipated by the Board, and the September action had in part been in anticipation of WIF funding. The WIF grant required that the state applicant be the administrative agency for the Workforce Investment Act, the Employment Security Department (ESD), so ESD became the state's formal applicant.

During the grant development process the Workforce Board and its staff coordinated a team to develop the application, including AWB, WSLC, ESD, Workforce Development Councils, the Office of Superintendent of Public Instruction, the Department of Social and Health Services, and the State Board for Community and Technical Colleges. The process resulted in a well-vetted grant application that would have created a delivery framework that increases work-integrated learning opportunities and developmental asset building for youth. While the grant application was not selected to receive WIF grant dollars, the program development and stakeholder engagement process established stronger cross-sector partnerships and served as the foundation for future efforts. The matrix in Attachment B shows the major components of the WIF application.

ASSET

After the failure to obtain WIF funding, Board staff proceeded to develop a possible policy and budget request to the state Legislature that mirrored the WIF application and the recommendations that had emerged from the Board's Committee on Youth Unemployment. This proposal was named the Alliance for Student Success in Education and Training (ASSET). Governor-elect Inslee displayed interest in the ASSET proposal, and once in office the Governor

had the ASSET bill introduced as Governor's request legislation. In the House of Representatives the bill was sponsored by Rep. Marcie Maxwell, who is now the Governor's senior policy advisor for education. The Senate passed the Governor's ASSET bill by a vote of 46 – 3. The House Labor and Workforce Committee passed the bill unanimously, but the bill failed to receive a vote in the House Appropriations Committee. The matrix in Attachment B shows the major components of the ASSET bill and how it compares to the Board's earlier initiatives.



**WASHINGTON STATE
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD**

**YOUTH UNEMPLOYMENT INITIATIVE
ADOPTED MOTION FROM SEPTEMBER 2011**

WHEREAS, Young adults (18-24) in Washington experience the highest unemployment and the greatest difficulty of any age group in getting a job, and keeping it; and

WHEREAS, Since 2000, the national employment rate for 16-19 year olds has fallen from 51.4 percent to 25.6 percent; and

WHEREAS, The Washington State Legislature has called for the Workforce Training and Education Coordinating Board to examine programs to help young people be more successful in the workforce; and

WHEREAS, At its May meeting this year, the Board established a Youth Unemployment Committee to further develop programs and policies to address the unemployment issue for youth; and

WHEREAS, The Youth Unemployment Committee has developed a proposed programmatic initiative; now

THEREFORE, BE IT RESOLVED, The Workforce Training and Education Coordinating Board requests the Association of Washington Business and the Washington State Labor Council to partner with the Workforce Training and Education Coordinating Board in support of a youth unemployment initiative as set forth in Attachment A.

Adopted the 22nd day of September, 2011.

Youth Unemployment Initiative Components from September 2011

Business and labor partner with the Workforce Board in support of an initiative that provides work-based learning experiences, including internships, for in-school students and disconnected youth.

Components of the initiative would include:

- A staff review of existing information on employer involvement in work-based learning in Washington (including extent of work-based learning opportunities, successes or best practices, barriers, and how Department of Labor and Industries employment standards and liability issues are dealt with).
- Developing a template or a pamphlet for employers on how to provide meaningful work-based learning opportunities, based on best practices.
- Developing a template for schools and community-based organizations on how to engage business and labor partners in developing work-based learning opportunities, based on best practices.
- Conducting a marketing campaign to generate employer involvement.
- A website center of information on work-based learning, including best practices.
- Providing information about work-based learning opportunities as part of Navigation 101.
- Providing professional development/technical assistance to replicate best practices.

Work-Integrated Learning Initiatives

Components	Youth Unemployment Initiative	Workforce Innovation Fund Grant proposal	ASSET Bill
<i>Current practice review</i>	Review of information on employer involvement in work-based learning in Washington, including how employment standards and liability issues are dealt with.	Business and labor partners, in developing technical assistance materials, will review existing legal, fiscal, and insurance laws and regulations that pertain to work-integrated learning.	Not addressed.
<i>Technical assistance for employers and educators</i>	<p>Provide professional development/technical assistance to replicate best practices.</p> <p>Develop templates for employers, schools, and community-based organizations on how to provide meaningful work-based learning opportunities.</p>	<p>Association of Washington Business (AWB), the Washington State Labor Council (WSLC), and the Workforce Board will partner to develop technical assistance and support for increasing work-integrated opportunities.</p> <p>Technical assistance materials will include guidance materials that will help navigate the legal, fiscal, and insurance laws and regulations, and design and implement a mentor-based program.</p>	The Workforce Board will partner with business and labor organizations to develop technical assistance materials for employers and schools regarding work-integrated learning opportunities.
<i>Regional efforts and coordination</i>	Not addressed.	<p>Business and labor partners will work with other partners to train local investor teams, co-hosting annual forums that will bring together local investor team members to share best practices and lessons learned.</p> <p>AWB will work with a large network of employer organizations and within their own 8,000 business members and WSLC will work with their network of hundreds of unions and trades councils to provide technical assistance and support in increasing work-integrated opportunities and apprenticeships and foster participation at the local level.</p>	Workforce Development Councils (WDCs) will work with workforce stakeholders to develop work-integrated learning opportunities in their area.
<i>Marketing and outreach campaign</i>	Conduct marketing campaign to generate employer involvement.	Business and labor partners will form a communications and marketing team to develop technical assistance materials and a statewide marketing campaign.	Conduct statewide communications campaign encouraging employers, schools, and parents to offer and use work-integrated learning opportunities.

Work-Integrated Learning Initiatives

Components	Youth Unemployment Initiative	Workforce Innovation Fund Grant proposal	ASSET Bill
<i>Web based matching and information resource</i>	Web-based center of information regarding work-based learning including best practices.	Web-based matching and communication system for employers, educators, and students to post and access information regarding work-integrated learning opportunities.	Develop web-based matching system accessible to schools and students where employers can post work-integrated learning opportunities, best practices, and available technical assistance materials.
<i>Inclusion into comprehensive career guidance and counseling</i>	Provide information about work-based learning opportunities as a part of Navigation 101.	Office of Superintendent of Public Instruction and the State Board for Community and Technical Colleges will provide program delivery support through basic education programming, comprehensive guidance and counseling (i.e., Navigation 101), and existing work-integrated community and technical college programming.	Not addressed.
<i>Populating web-based matching and information resource</i>	Not addressed.	AWB, WSLC, and area WDCs will engage their stakeholders and partner together to develop an employer and union led infrastructure for youth experience and mentorship.	Not addressed.
<i>Support for industry partnerships</i>	Not addressed.	WDCs will work with the AWB and the WSLC to understand and help inform new roles of business and labor, and the relationship changes necessary for these partnerships to be effective at the program level.	Not addressed.