

Youth Apprenticeship Overview

Hendricks County Chambers of Commerce:
Public Policy Education Series

May 17, 2024





Central Indiana Corporate Partnership



AgriNovus
INDIANA



BioCrossroads®

TECHPOINT



Ascend
INDIANA



CONEXUS
INDIANA



Ascend's Vision

Indiana employers have the talent needed to thrive, & every Indiana citizen has the opportunity to pursue a meaningful career.

Ascend Solutions

ASCEND NETWORK



ASCEND SERVICES

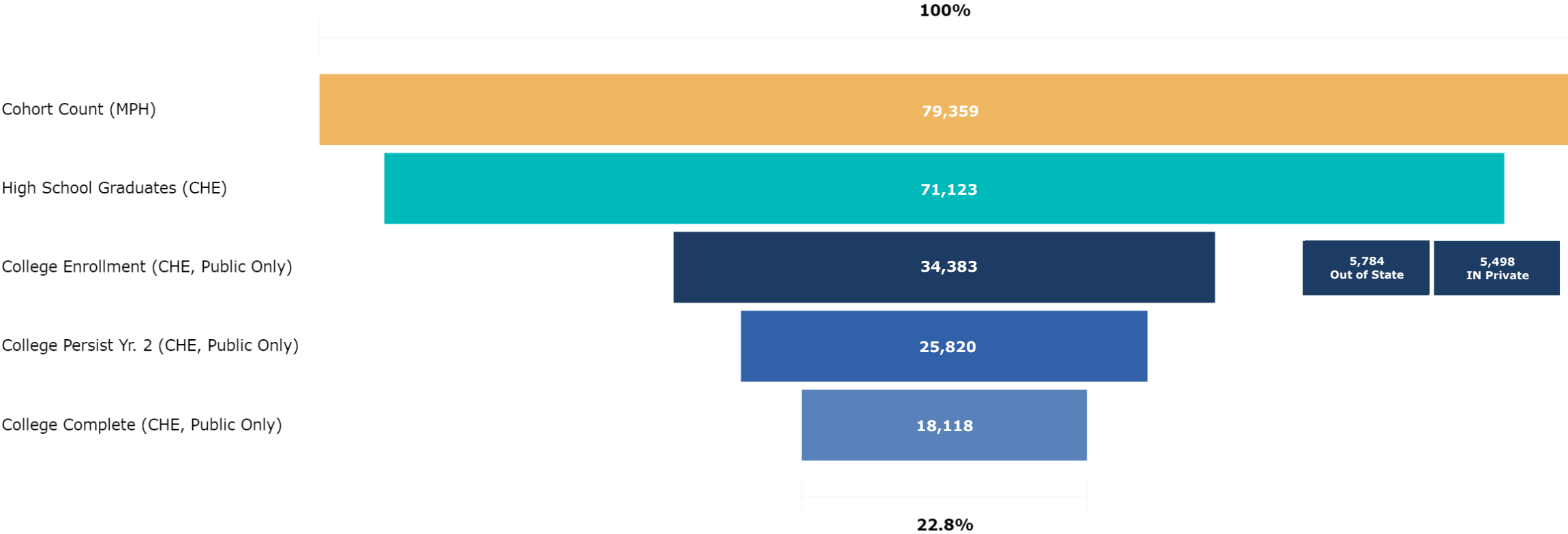


ASCEND INSIGHTS



Only ~25% of IN's High School Grads Earn a 2- or 4-Year Degree or Certificate

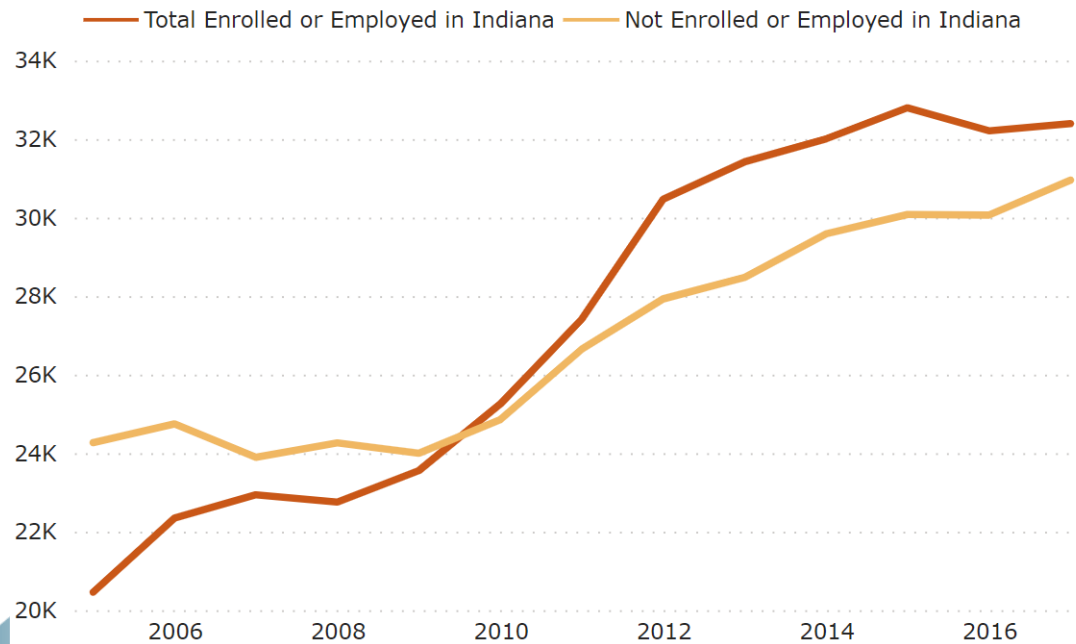
High School Cohort Advancing to Graduation from High School & Indiana Public Postsecondary Education
(2012-13 All Indiana Students)



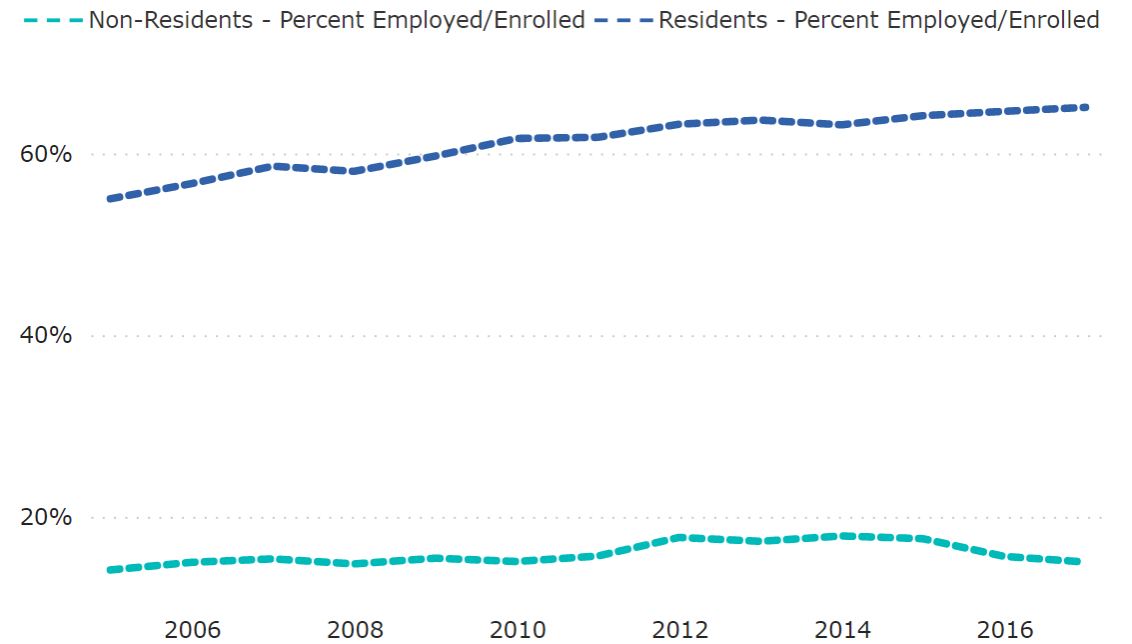
Source: Indiana Commission for Higher Education "College Readiness Report;" See: College Readiness 2020 | Tableau Public.

IN Retains <20% of Non-Resident College Grads

Total Indiana Public Postsecondary Graduates Employed/Enrolled in Indiana 1 Year After Graduation



% of Indiana Public Postsecondary Graduates Employed/Enrolled in Indiana 1 Year After Graduation by Residency Status





Indiana's Youth Apprenticeship Vision

By 2030, Indiana's education to workforce system will ensure **every student & adult learner has access to high-quality education & training options**, enabling all Hoosiers to discover their passions, reach their fullest potential, & meaningfully contribute to the economic & civic vitality of their communities.

As a result, Indiana will become a **top 10 destination for employers** seeking to expand existing businesses & entrepreneurs working to launch new businesses.

Youth Apprenticeship in Indiana

HEA 1002

In the 2023 legislative session, Indiana's General Assembly determined a formal definition for Modern Youth Apprenticeship. This definition provides a **standard & common understanding** of youth apprenticeships for Indiana students & families, K-12 educators & institutions, higher education partners, intermediaries, & employers.

YOUTH APPRENTICESHIP DEFINED

Modern youth apprenticeship is a structured, work-based learning program with an aligned, competency-based education & training plan agreed to by the student, school, & employer. Youth apprentices...

1. Are high school students
2. Receive two+ semesters of related academic instruction
3. Participate in 650+ hours of work experience
4. Are paid for all work hours
5. Earn aligned postsecondary credit
6. Earn an industry-recognized credential for their occupational pathway

The Value of Modern Apprenticeship

Addresses **business needs** while setting students up for a **successful career**.



EMPLOYERS

Fill a specialized talent pipeline & **address talent challenges** while earning measurable ROI & **diversifying** the workforce



STUDENTS

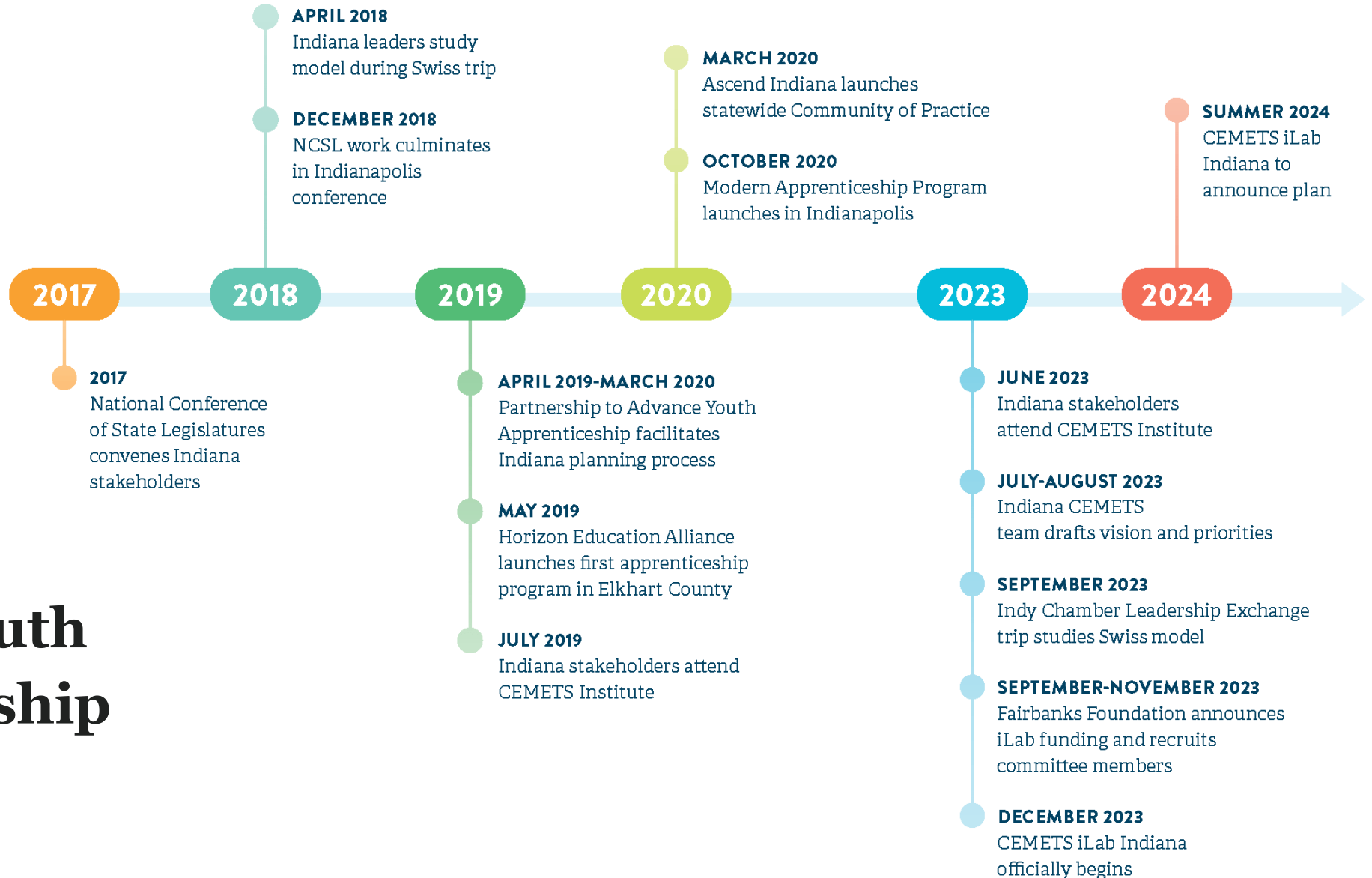
Earn a **credential** & aligned **college credit** while **getting paid** & developing real-world **work experience** & **social networks**



EDUCATION

Secure **industry input** on standards and curriculum, build **business partnerships** & provide **student opportunities**

Building Indiana's Modern Youth Apprenticeship System





Youth Apprenticeship Accelerator

CONTEXT

The **Youth Apprenticeship Accelerator** is an initiative of Ascend Indiana designed to advance Youth Apprenticeship efforts in Indiana, with generous support from Partnership to Advance Youth Apprenticeship (PAYA), Bloomberg Philanthropies, and the Walton Family Foundation.

APPROACH

The Accelerator Initiative serves to bolster the programmatic growth and innovation of youth apprenticeship sites across the state. By distributing subgrants and delivering technical assistance, Ascend supports the design and launch of new youth apprenticeship programs.

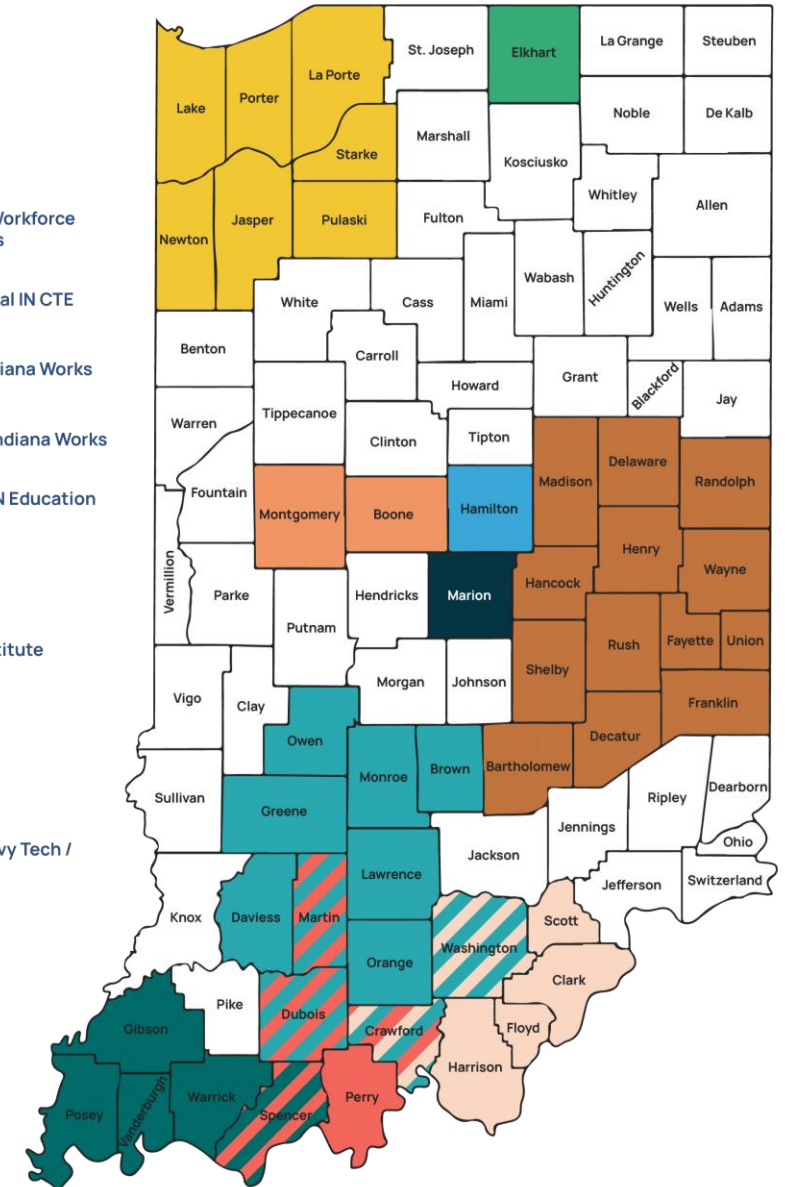
OUTCOMES

- Expand **youth apprentice footprint** across the state by readying communities
- Develop strong **local workforce ecosystem connections** between education and employers, leading to talent pipelines and enhancing the local economy
- Provide **robust Work Based Learning experiences** for youth that prepares them with skills for their career

Youth Apprenticeship Progress

Indiana has...

- 5 **operating** Youth Apprenticeship Accelerator sites and 5 Accelerator sites in the **Design Phase**
- More than **50 employers** representing diverse geographic locations & industries
- **30 school partners** engaged across the state
- Over **400 youth apprentices**



Persistent Systems-Level Challenges

Pilots have run into several systems-level barriers that have made it challenging to scale:

- Lack of industry-created occupation pathways, standards, and curriculum
- Inflexible high school schedules
- Unreliable transportation
- Lack of robust career advising

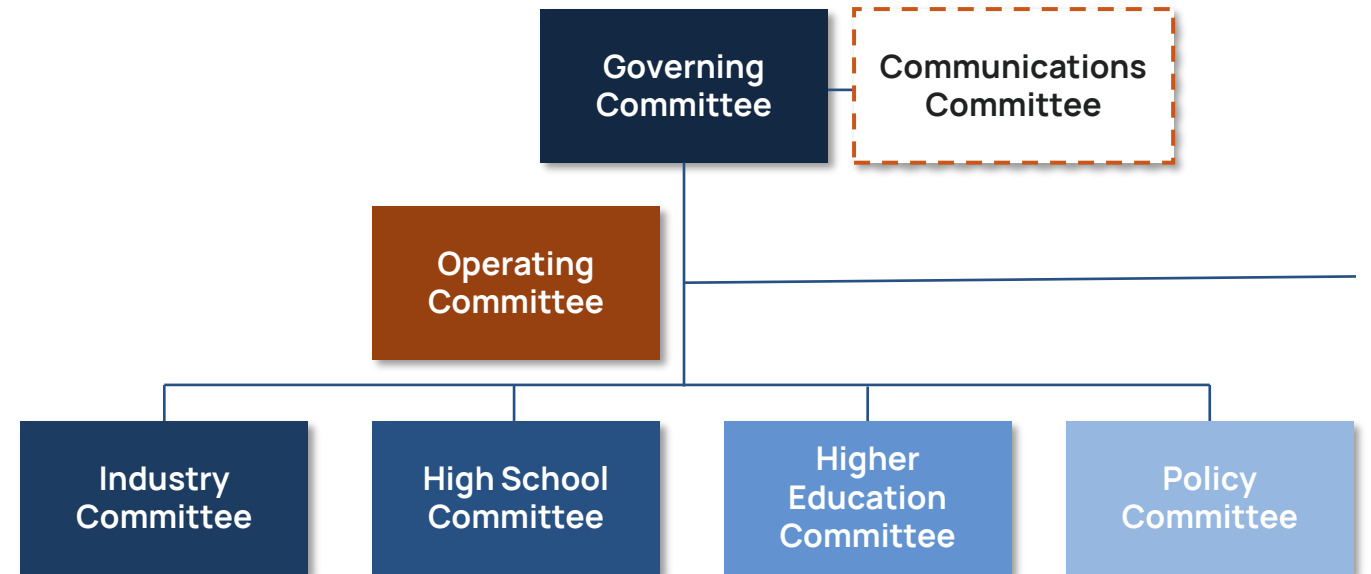
CEMETS iLab Indiana: 2023-2024

The Fairbanks Foundation awarded a grant to ETH Zurich to lead the Implementation Lab (iLab), and also to Ascend Indiana and the Indy Chamber to support iLab efforts.

Goal: Develop a detailed plan for scaling modern youth apprenticeship in Indiana

Who: Statewide business, education, intermediary, and government leaders

How: Engage across subject-specific committees focused on three industry sector groups (**banking, insurance, healthcare, life sciences, and advanced manufacturing**) to address barriers to scaling youth apprenticeship



CEMETS iLab Indiana: Focus Areas

GOVERNING

Identify, & oversee transition to, **longer-term governing & operational structures** for a sustainable youth apprenticeship system, focusing on:

- Initial industry focus
- Apprentice scale
- Governing body
- Operating structure

INDUSTRY

Determine how to **scale the number of youth apprentices** statewide within priority sector groups, focusing on:

- Occupation identification
- Duration of apprenticeships/return on investment for employers
- Set standards & develop curriculum
- Career exploration

HIGH SCHOOL

Enable increased **student engagement & success in youth apprenticeship** experiences, focusing on:

- High school diploma redesign
- Student schedules
- Transportation
- Career exploration

HIGHER EDUCATION

Enable **higher education engagement in youth apprenticeship** through professional degree pathways across priority sector groups, focusing on:

- Transition from apprenticeship to either professional or academic degree pathway (aka permeability)

POLICY

Identify **limiting & enabling policies** to enable scaling youth apprenticeship, focusing on barriers around:

- Student & employer participation
- Funding
- Transition from apprenticeship to either professional or academic degree pathway (aka permeability)



Questions?

ERICA VIAR
VICE PRESIDENT OF CONSULTING
erica.viar@ascendindiana.com

