

# Work Based Learning Programs Meeting the Workforce Needs of the “Flat World.”



Work Experience Coordinators' Association  
of New York State

# **WECA**

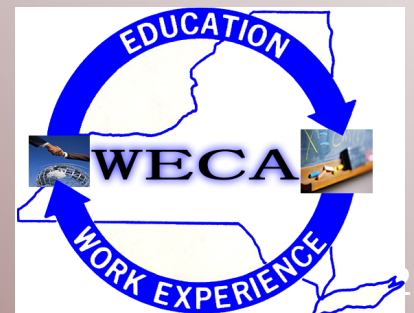
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Professional development association for  
**work based learning coordinators** in  
New York State.

## **WBL Coordinators:**

- Paid and non-paid experiences
- Internships, shadowing, Co-Op

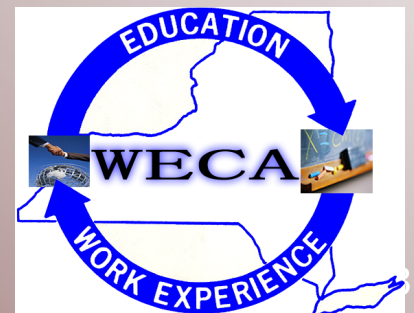
***[www.nysweca.org](http://www.nysweca.org)***



# WECA

- ✓ Membership across the state.
- ✓ Regional meetings
- ✓ State-wide Conferences
- ✓ Newsletter
- ✓ Website
- ✓ Electronic update

[www.nysweca.org](http://www.nysweca.org)

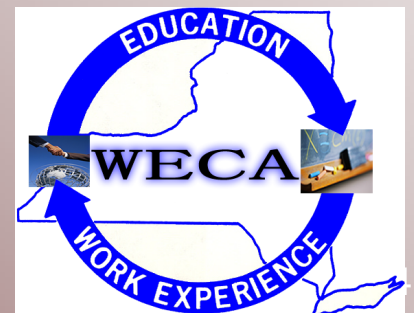


# WECA

We are dedicated to championing the educational values of:

- Work Experience
- Career Planning
- Career Management

[www.nysweca.org](http://www.nysweca.org)



# **Buzz Words for the 21<sup>st</sup> Century**

**Rigorous and Relevant Curriculum**

**Engaged Learning**

**Higher Graduation Rates**

**Integrated Academics**

**Highly Qualified Educators**

**Career Plan**

**Flat World**

**Work-Based Learning Programs**



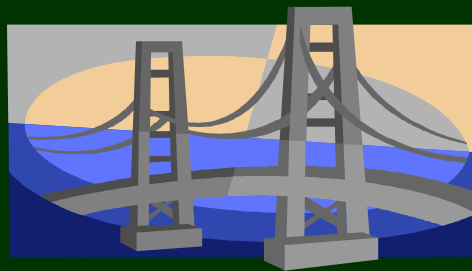
It is our belief that.....

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At the high school and post-secondary levels,

**Work-based Learning Programs**

are the bridges



towards competing in a flat world.



# The Work Experience Coordinators of New York State

## Embrace the following philosophy....

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Every student should graduate from high school  
with a...

- ✓ Rigorous academic foundation,
- ✓ Relevant career pathway,
- ✓ Quality work based learning experience, and a
- ✓ Career plan.

# Our plan today is to....

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Share with you.....

- ✓ A brief overview of The World is Flat
- ✓ The skills and knowledge our students will need for success in this flat world.
- ✓ How a quality, state-approved work-based learning program can meet the needs of our students and employers.
- ✓ How the related Career and Technical Education instruction engages students to meet academic performance levels.

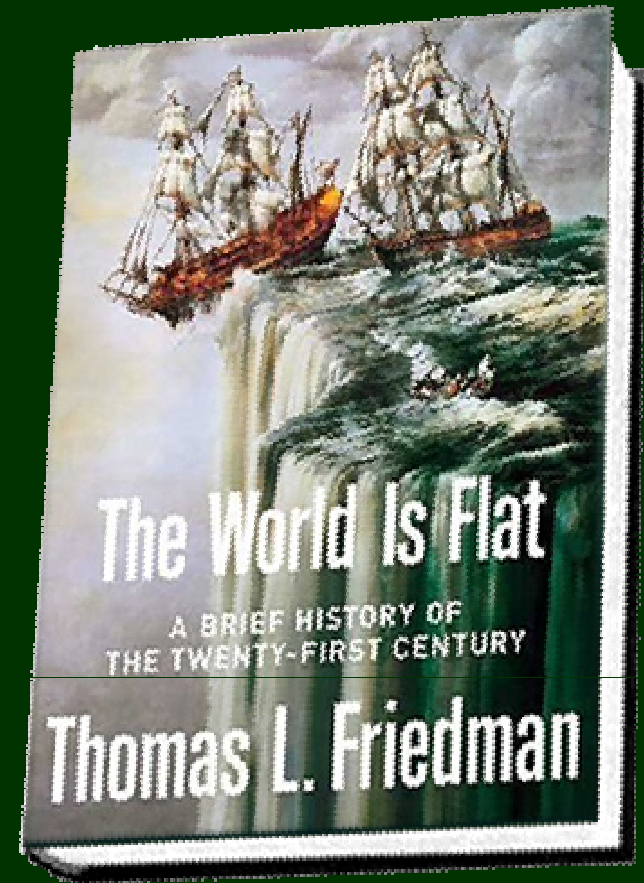


# Defining the Flat World

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Defining a flat world....

“A global, web-enabled playing field that allows for multiple forms of collaboration without regard for geography, distance and soon – language.”



Thomas L. Friedman

# 10 Flattening Factors

## 1. Fall of the Berlin Wall...

*Led to creating the flat world with a free market.*

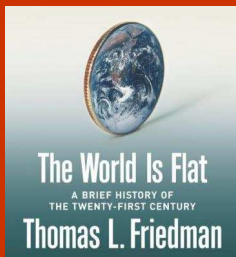
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## 2. Netscape (shift from PC to Internet) ...

*Triggered sharing, accessibility, imagination.*

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## 3. Work Flow Software... *Microsoft allowed everyone to work off the same screen and toolbar.*



# 10 Flattening Factors

## 4. Open Sourcing...

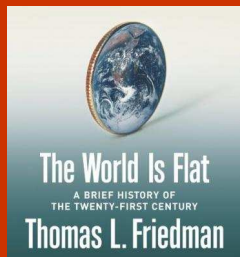
*Shape, design, create, sell and buy things from anywhere.*

## 5. Outsourcing...

*Subcontracting work across the globe.*

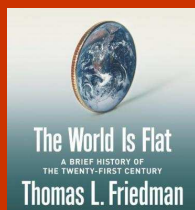
## 6. Off shoring...

*Whole scale manufacturing done in other countries (think Nike).*



# 10 Flattening Factors

- |                            |   |
|----------------------------|---|
| <b>7. Supply Chains...</b> | <i>Collaborating among suppliers, retailers and customers (Wal-Mart).</i> |
| <b>8. In sourcing...</b>   | <i>Large logistics companies take control of supply-chains (Fed-Ex).</i>  |
| <b>9. In-forming....</b>   | <i>Access to information through resources such as Google.</i>            |
| <b>10. Wireless...</b>     | <i>Wireless technologies make communication mobile and personal.</i>      |



# While you were sleeping, look what happened:

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- You can order drive through food in Missouri via Colorado call center
- Your tax return is completed in India
- Your Jet Blue reservation is taken by Betty in her house coat and slippers in Salt Lake City
- Your dad's X-rays read overseas at 2:00 a.m.



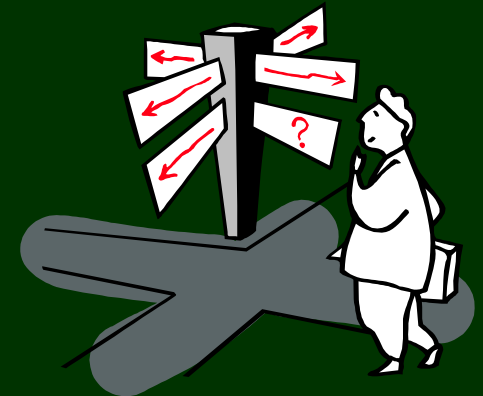
# The Issues in the Flat World

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Demographics – US labor force is aging and we have a growing labor shortage.

Education Gap – Only 32% of all public high school students are prepared to attend college or succeed in a full time job.

Planning and preparation gap – students need help in planning their futures.





# Knowledge Needed in a Flat World

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*The World is Flat*, Thomas Friedman

- Science
- Technology
- Engineering
- Medicine
- Creativity
- Digital Literacy



# Knowledge Needed

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## GLOBAL KNOWLEDGE

- World History
- Geography
- International Economics

## LANGUAGES

- Second Language
- Understanding of Various Cultures

## GLOBAL PERSPECTIVES

- Respect for and interest in different beliefs.





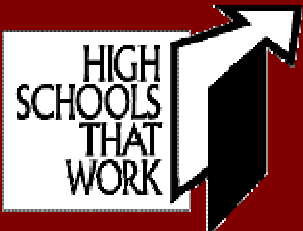
# Skills for the 21<sup>st</sup> Century

## Digital-Age Literacy

- Basic, scientific, economic, and technological literacy
- Visual and information literacy
- Multicultural literacy and global awareness

## Inventive Thinking

- Adaptability and managing complexity
- Self-direction
- Curiosity, creativity, and risk taking
- Higher-order thinking and sound reasoning



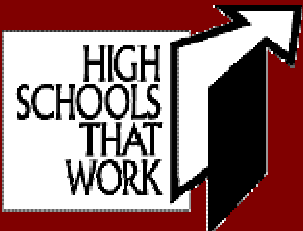
# **Skills for the 21<sup>st</sup> Century**

## **Effective Communication**

- Teaming, collaboration, and interpersonal skills
- Personal, social, and civic responsibility
- Interactive communication

## **High Productivity**

- Prioritizing, planning, and managing for results
- Effective use of real-world tools
- Ability to produce relevant, high-quality products



# *enGauge*®: A Framework for Effective Technology Use



[www.ncrel.org/engauge/](http://www.ncrel.org/engauge/)



**Academic  
Achievement  
DOES NOT  
Guarantee  
Career  
Readiness!**



# For every 100 students who enter the 9<sup>th</sup> grade.....

- 21 do not graduate
- 79 graduate from high school
- 50 enter college within 2 years
- 49 complete some college
- 21 receive at least a baccalaureate degree



Burt Carlson, U.S. Department of Education, OVAE/DVTE, 2004



# Strategies for a Flat World...

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- ✓ Understand that this is a *global* playing field
- ✓ Engage students in **at least 5 years of career exploration** (grades 8-12)
- ✓ Teach students *how* to plan and the importance of preparing for their future.
- ✓ Offer parent programs which specifically interpret career assessment results and introduce post-secondary planning activities



# More strategies....

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- ✓ Ensure that all students combine academic theory with the opportunity to apply such theory (CTE) to the global world.
- ✓ Offer to all students work-based learning activities to try on adult roles and understand the workplace.

# The World is Shrinking Fast

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Our students will compete for careers with....

- Local
- Regional
- National and
- Global candidates.



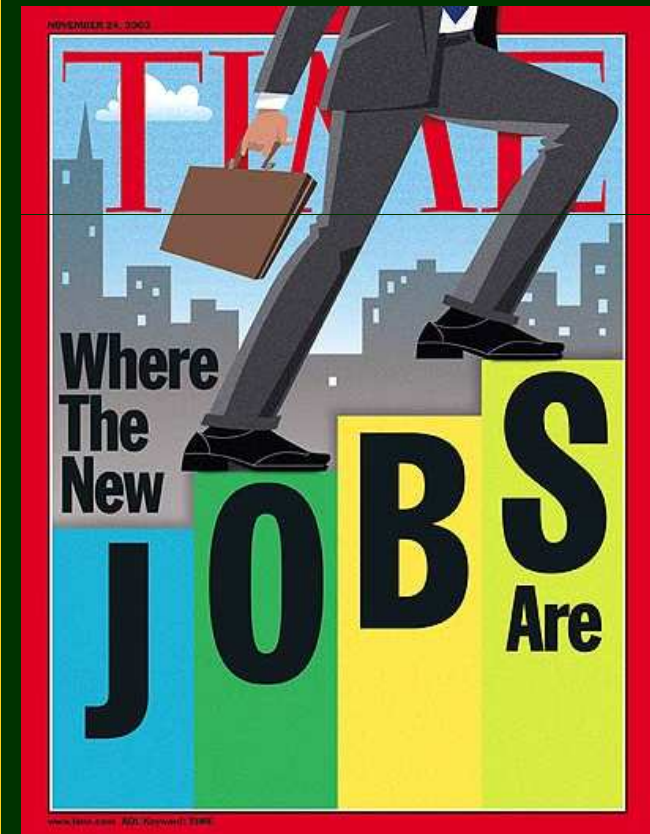


# At the dinner table...

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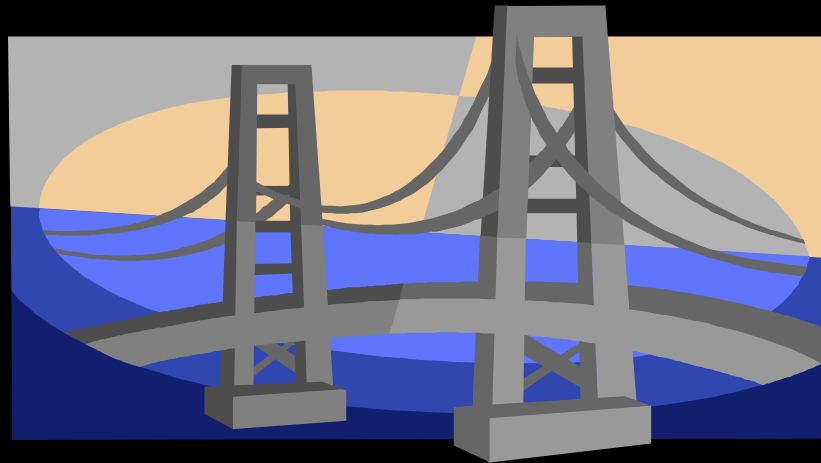
*“We need to be telling our kids  
to hurry up and eat  
and get to their homework -  
there are kids in China  
and India  
who are starving for our jobs”*

Thomas Friedman



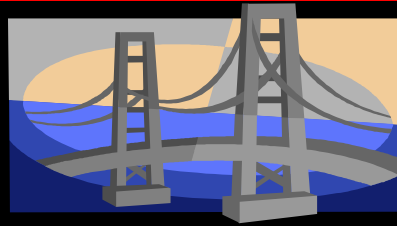
# How Does WBL Bridge School to the Global Workplace?

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# Work Based Learning

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## *Career Plan*

### SCHOOL

- Rigorous academics
- Applied applications (CTE)
- Career Competitive Skills from WBL class.
- Clubs/teams/-competitions



### WORKPLACE

- Validation of knowledge
- Application of work ethic, attitude.
- All aspects of industry from WBL site.

# WHAT YOU SHOULD KNOW ABOUT WBL

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- Criteria for state approved WBL Programs.
- Variations of WBL Programs.
- WBL and CTE Endorsements
- WBL certifications
- WBL training



*At the high school and post-secondary levels, work-based learning programs take the most important steps towards competing in a flat world.*

# ESSENTIAL ELEMENTS FOR APPROVED WORK BASED LEARNING PROGRAMS

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1. The Board of Ed has acted on the inclusion of this program.
2. Students will be employed under State and Federal Labor Laws.
3. All students participants are meeting or have met academic requirements.



# ESSENTIAL ELEMENTS FOR APPROVED WORK BASED LEARNING PROGRAMS

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4. In-school related instruction, such as pre-employment, job success and career planning, is provided.
5. Health and safety instruction is provided.
6. Student supervision is provided.



# CRITERIA FOR APPROVED WORK BASED LEARNING PROGRAMS

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7. A written memorandum of agreement and training plan are in effect.
8. Credit will be awarded in relation to competencies being satisfactorily achieved on the basis of 150+ hours.
9. Program is conducted by a certified WBL teacher/coordinator.

# Schools May Offer One or More WBL Programs

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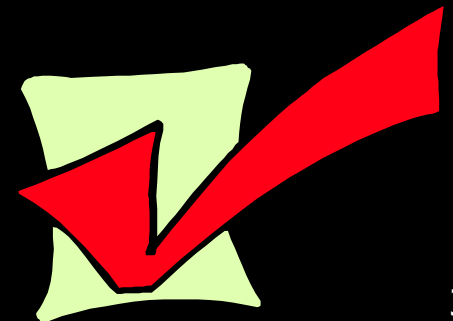
- Offer a variety of programs for your students.
- WE CAN help our students unlock the door to success!



# **NYS Approved WBL Programs**

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- **General Education Work Experience**
- **Work Experience & Career Exploration**
- **Community-Based Vocational Education Program**
- **Career Exploration Internship**
- **Co-Operative Work Experience**
- **Cooperative Apprenticeship**



# General Education Work Experience Program

## GEWEP

16 to 18  
years old

150 – 600  
hours. Paid

.5 – 2 units  
local credit

- At least one period per week of related classroom instruction on career education to help student strengthen their occupational and employability skills.



# Work Experience & Career Exploration Program

## WECEP

14 to 15  
years old

150 – 300  
hours. Paid

.5 to 1 unit  
local credit

- Work experience for at risk students.
- Classroom instruction on career education to help students strengthen their occupational and employability skills.



# Community-Based Vocational Education Program

## CBVEP



14+ years  
old

Non-paid

JoAnne LaCrosse

VESID

518-486-7509

Should complete one, all,  
or combo of Vocational...

Exploration (5+ hours)

Assessment (90+ hours)

Training (120+ hours)

Designed for students with disabilities  
(IEP). Could go into a paid WBL program.

# Career Exploration Internship Program



## CEIP

14+ years  
old

108 – 204  
hours.  
Unpaid

1  
Unit of Credit  
(CTE sequence)

54 hours of related in-school instruction

# Co-Operative (Education) Work Experience Program

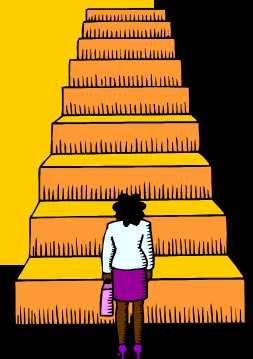
## CO-OP

16+ years  
old

150 – 600  
hours.  
Paid

.5 – 2  
Units of Credit  
Towards (CTE  
sequence)

- Training relates to career goals.
- Skill Development
- Related course 5 days a week.



# **Co-Operative (Education) Work Experience Program include:**

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- ✓ Agriculture
- ✓ Business/Marketing
- ✓ Family & Consumer Sciences
- ✓ Health
- ✓ Technology
- ✓ Trade/Industrial
- ✓ Diversified--All of the above

# Cooperative Apprenticeship Program



## CAP

16+ years  
old

150 – 600  
hours.  
Paid

.5 – 2 units  
credit  
(CTE sequence)

- Dept. of Labor + School Program
- Formal agreement with DOL and employer for progression.
- Training relates to career goals.
- Related skill training classes.







# **WBL and Career and Technical Education Endorsement**

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## **Regents Diploma with Advanced Designation – CTE Endorsement**

**4.5 Units of Credit which includes..**

- ✓ Cooperative Occupational Education Work Experience (Co-op).
- ✓ Career Exploration Internship Program (CEIP).
- ✓ Cooperative Apprenticeship Program (CAP).



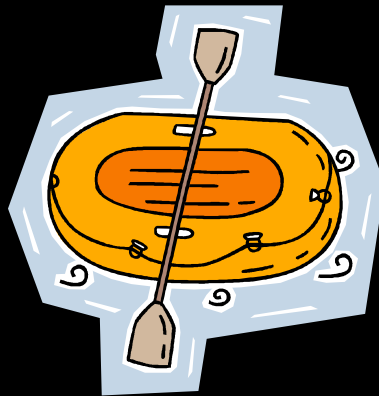
# WBL and Career and Technical Education Endorsement

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**Don't miss the boat!**

Endorsement:

- Core courses
- Skill Training
- National Assessment
- WBL



- WBL needs to **VALIDATE** the endorsement with local/regional support.
- MARKET** the value of the endorsement.

# Who Coordinates the WBL Programs?

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- A NYSED approved program should be operated by a ***Certified Work Based Learning Coordinator.***



# There are TWO Certifications

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***CAREER  
AWARENESS***

***CAREER  
DEVELOPMENT\****

\*Career Development coordinators must possess a NYSED certification for Career and Technical Education.

# Coordinator of WBL for...

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## ***CAREER AWARENESS***

Must have 300 hours of work outside of classroom teaching.

Programs qualified to coordinate:

- GEWEP
- WECEP
- CBVEP



# Coordinator of WBL for...

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## ***CAREER DEVELOPMENT***

Must have 600 hours of work outside classroom teaching.

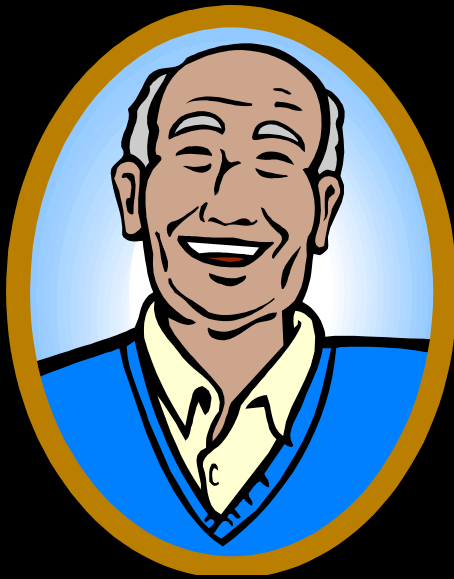
Program qualified to provide:

- CEIP
- CO-OP
- CAP



# New Certification Rules for Previous WBL Coordinators?

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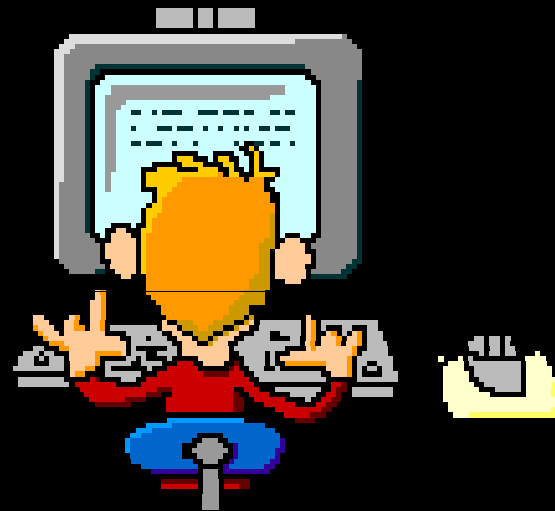
- Certifications granted before March 2004 are still effective.
- Previously earned certifications are “grandfathered” in!

# How do you become certified?

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Take the following classes:

- Developing a Work Based Learning Program
- Implementation and Evaluation of a Work Based Learning Program



*Classes available  
on-line from  
SUNY OSWEGO!*



For those who possess the WBL Certification

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## **Advanced Applications of Work-Based Learning**

- Program tools and strategies
- Mastering risk management issues
- Survival tactics for your program
- Marketing Tools
- Safety Training
- Work Smarter NOT Harder

**July 2007**

Class website [www.gubing.com/wbl](http://www.gubing.com/wbl)



# Thank you....any Questions?

- New York State Work Experience Coordinators' Association – [www.nysweca.org](http://www.nysweca.org)

- Tony Schilling – [aschilli@mail.nysed.gov](mailto:aschilli@mail.nysed.gov)

- NYSED WORKFORCE

<http://www.emsc.nysed.gov/cis/>

- Oswego on line certification courses:

Sue Gubing – [sue@careersmarts.com](mailto:sue@careersmarts.com)

