High-Quality Work-Based Learning (HQWBL) Fall Professional Development Session

November 16, 2022

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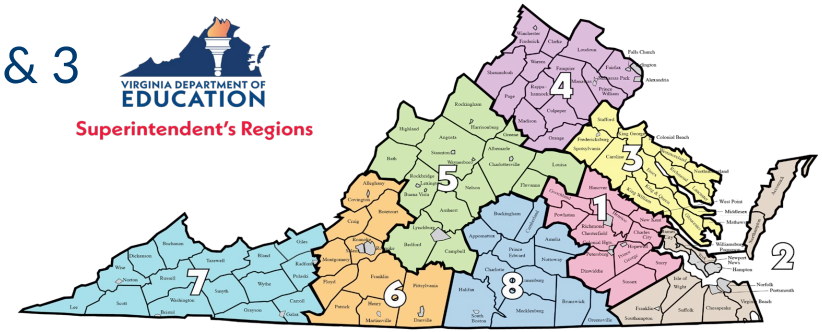
HQWBL Regional Assignments

- ***Coordinator***
  Sharon Acuff

- ***Current Regional Specialists***

Erika Temple	Regions 1 & 3
Nikki Finley	Region 2
Susan McNamara	Region 4
Amy Pultz	Region 5
Kim Radford	Region 6
Jan Huffman	Region 7
Tammy Hurt	Region 8



- ❑ **Region 3 Specialist later in November**
- ❑ **100% dedication to achieving HQWBL goals in each region**
- ❑ **Serving 131 school divisions and 23 Community Colleges in the Commonwealth**

Session Overview

- HQWBL Landscape
- CTE Resource Center Website Review
- VAVoyager Overview
- Guest Speakers

HQWBL Landscape

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Talent Pipeline Challenges

- More than one-third of workers feel less confident about skills to do their jobs well (compared to pre-pandemic)
- 46% of employees predict their current skills “will die out” in the next few years
- 58% of the workforce need new skills to accomplish their jobs

https://www.instride.com/insights/talent-development-statistics/
https://www.wilsonhcg.com/blog/what-are-some-of-the-top-talent-acquisition-statistics-for-2022

Labor Market Information (LMI)

What is LMI?

- Includes all quantitative or qualitative data and analysis related to employment and the workforce

Why is LMI Important?

- Provides decisions for CTE programs
- Informs education and training offerings
- Facilitates career planning and preparation
- Identifies in-demand occupations and employment projections
- Narrows job search opportunities

LMI resource: CTE Trailblazers

Selected Occupations from the Top 100 Highest-Paying Jobs in Virginia

Occupational Title	Typical Entry-Level Degree/ Education	Median Salary: 2021
Chief Executives	Bachelor's degree	$208,000 or more
Airline Pilots, Copilots, and Flight Engineers	Bachelor's degree	$208,000 or more
Dentists, All Other Specialists	Doctoral or professional degree	$184,930
Marketing Managers	Bachelor's degree	$162,640
Political Scientists	Master's degree	$158,510
Financial Managers	Bachelor's degree	$157,860

Source: Top 100 Highest-Paying Jobs in Virginia

CTE Addresses Challenges

CTE Eases Hiring Challenges

77%

of employers reported hiring an employee in part because of their CTE experience.

84%

of employers who reported it being 'easy' to find qualified applicants have hired a candidate based on CTE experience.

Source: Advance CTE, 2022

Profile of a Virginia Graduate

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Graduation Requirements

Per Code of Virginia § 22.1-253.13:4, students are required to:

1. complete an Advanced Placement, honors, International Baccalaureate, or dual enrollment course; or
2. complete a high-quality work-based learning experience*, as defined by the Board; or
3. earn a career and technical education credential that has been approved by the Board.

*Excluding: Job Shadowing and Mentorship of less than 140 hours

The HQWBL Connection

HQWBL opportunities are school-coordinated experiences that must be:

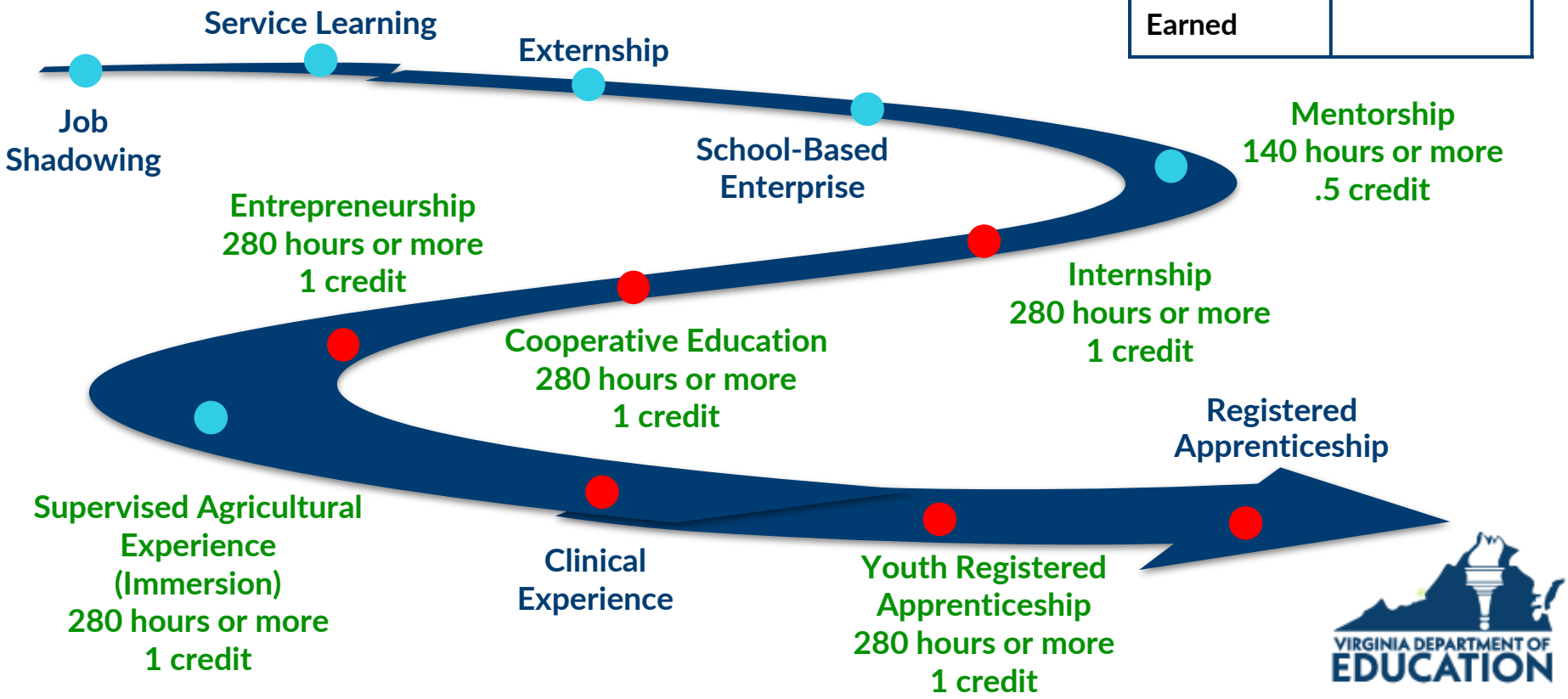
- Related to students' career goals and/or interests;
- Connected to a course; and
- Performed in partnership with businesses and organizations

The 12 HQWBL Experiences Promote:

Career Awareness	Career Exploration	Career Preparation
• Identifies personal interests and talents • Determines education and training needed for career goal	• Explores personal career interests • Connects pathways to chosen career • Reinforces workplace readiness skills	• Deepens student knowledge • Develops necessary skills for success

12 HQWBL Experiences

Grades 6-12	●
Grades 9-12	●
HS Credit Earned	Green



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HQWBL Competencies

- Identify the types of HQWBL opportunities*
- Reflect on lessons learned during the HQWBL experience
- Explore career opportunities related to the HQWBL experience*
- Participate in a HQWBL experience, when appropriate

*** Required competencies**

CTE Completer Follow-up HQWBL Questions

- How satisfied are you with the Work-Based Learning experience(s) you had?
- How closely are your current professional and educational goals related to the career you explored during your Work-Based Learning program?
- Overall, how much impact did your Work-Based Learning experience have on your college and career decision as you transitioned to your current employment, military service, or continued education?

HQWBL CTE Resource Center Website and Resources

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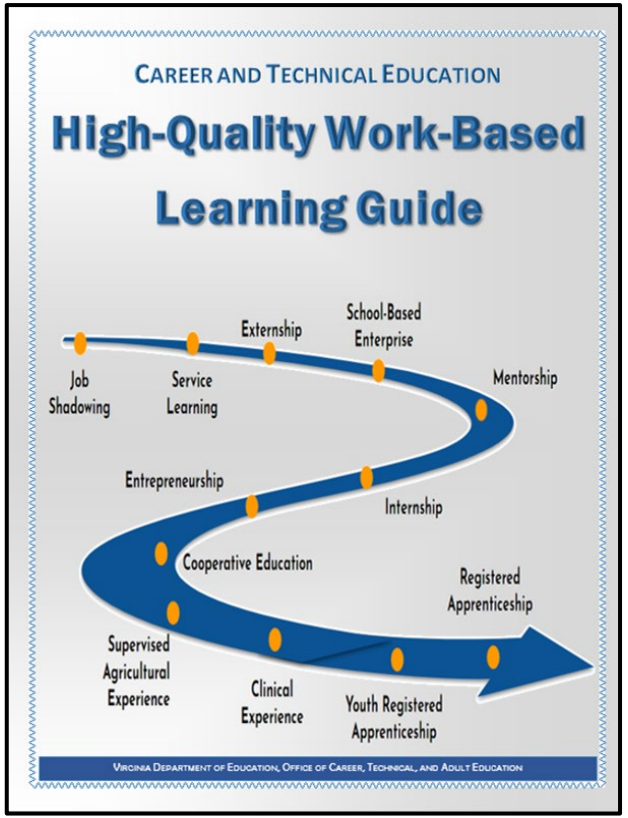
HQWBL Guide

- The #1 HQWBL resource!
- Board approved for implementation on August 4, 2022
- **Now** effective and posted on the VDOE website



Additional HQWBL Resources

- HQWBL Time Log & Wage Calculator
- Experience Works - sessions and exhibitor videos
- HQWBL At-A-Glance (one-pagers)
- Downloadable HQWBL and VAVoyager forms

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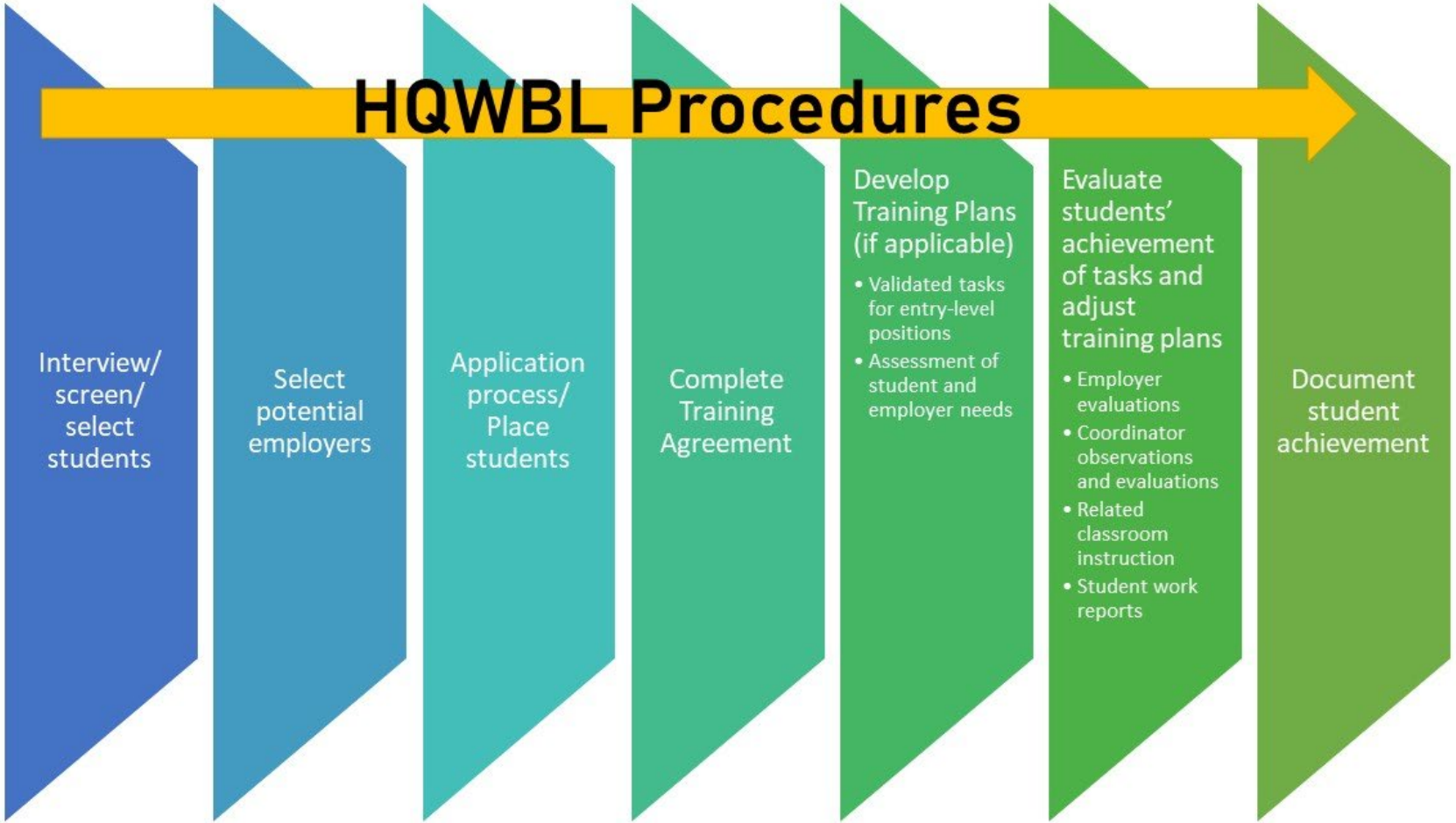
HIGH-QUALITY WORK-BASED LEARNING

EXPLORE • CONNECT • SUCCEED


HQWBL Procedures
Interview/ screen/ select students
Select potential employers
Application process/ Place students
Complete Training Agreement
Develop Training Plans (if applicable)
• Validated tasks for entry-level positions
• Assessment of student and employer needs
Evaluate students' achievement of tasks and adjust training plans
• Employer evaluations
• Coordinator observations and evaluations
• Related classroom instruction
• Student work reports
Document student achievement

VAVoyager Overview

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Launched Fall 2022

VAVoyager

Explore • Connect • Succeed

Tagline created by: Ibaadullah Hassan, Academies of Loudoun
Logo created by: Tanmeo Jones and Tamia Fenner, Richmond Technical Center

For ALL High Schools across the Commonwealth

FREE!!

- Virtual Work-Based Learning Network
- Repository for HQWBL Opportunities from Across the Commonwealth
- Connect Students with HQWBL Opportunities Across the Commonwealth
- Generate Reports Related to Students, Business Partners, HQWBL Opportunities, and More
- Provide Face-to-Face & Virtual HQWBL Opportunities
- Increase HQWBL Opportunities in Rural Areas
- Expand Business Partnerships in the 17 Career Clusters

VAVoyager
Explore • Connect • Succeed

Stakeholders

Employers

- **Increase community exposure**
- **Expand student talent pool**

HQWBL Coordinators

- **Improves efficiency** by reducing steps to connect students to opportunities
- **Easily track** student WBL information

Students

- **Increased ownership** and autonomy to explore WBL opportunities
- **Centralized location** to manage WBL experience and paperwork

VAVoyager Landing Page

VAVoyager

Tools

Create Account | Sign In

Explore · Connect · Succeed

Find out how to learn and earn with High-Quality Work-Based Learning opportunities across the Commonwealth.

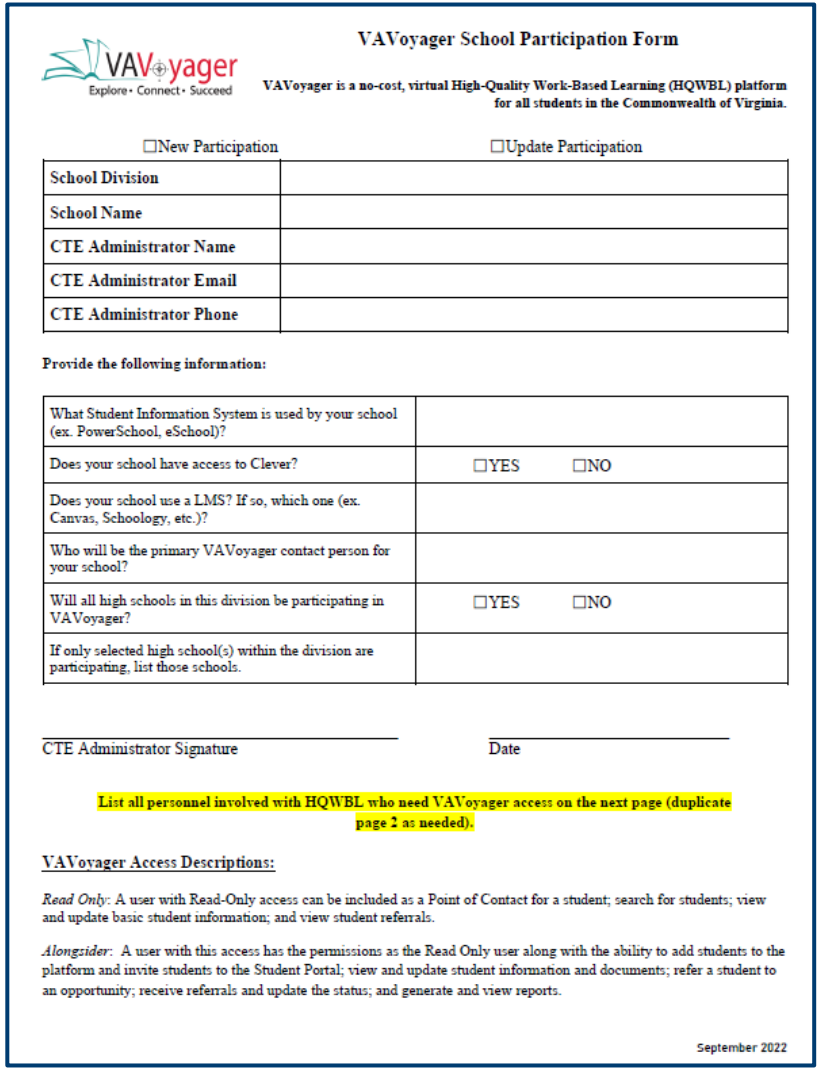
Join the Voyage

CHOOSE A JOURNEY: STUDENTS | EDUCATORS | EMPLOYERS

Support

Easy As 1-2-3

1. **Connect** with your Regional Work-Based Learning Specialist
2. **Provide** an access list
3. **Determine** a point of contact



VAVoyager
Explore • Connect • Succeed

VAVoyager School Participation Form

VAVoyager is a no-cost, virtual High-Quality Work-Based Learning (HQWBL) platform for all students in the Commonwealth of Virginia.

☐New Participation ☐Update Participation

School Division	
School Name	
CTE Administrator Name	
CTE Administrator Email	
CTE Administrator Phone	

Provide the following information:

What Student Information System is used by your school (ex. PowerSchool, eSchool)?	
Does your school have access to Clever?	☐YES ☐NO
Does your school use a LMS? If so, which one (ex. Canvas, Schoology, etc.)?	
Who will be the primary VAVoyager contact person for your school?	
Will all high schools in this division be participating in VAVoyager?	☐YES ☐NO
If only selected high school(s) within the division are participating, list those schools.	

CTE Administrator Signature _____ Date _____

List all personnel involved with HQWBL who need VAVoyager access on the next page (duplicate page 2 as needed).

VAVoyager Access Descriptions:

Read Only: A user with Read-Only access can be included as a Point of Contact for a student; search for students; view and update basic student information; and view student referrals.

Alongsider: A user with this access has the permissions as the Read Only user along with the ability to add students to the platform and invite students to the Student Portal; view and update student information and documents; refer a student to an opportunity; receive referrals and update the status; and generate and view reports.

September 2022

Guest Speakers

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HQWBL Coding

Joseph Ryder

Data Collection, Reporting & Accountability Specialist
Office of Career, Technical, and Adult Education
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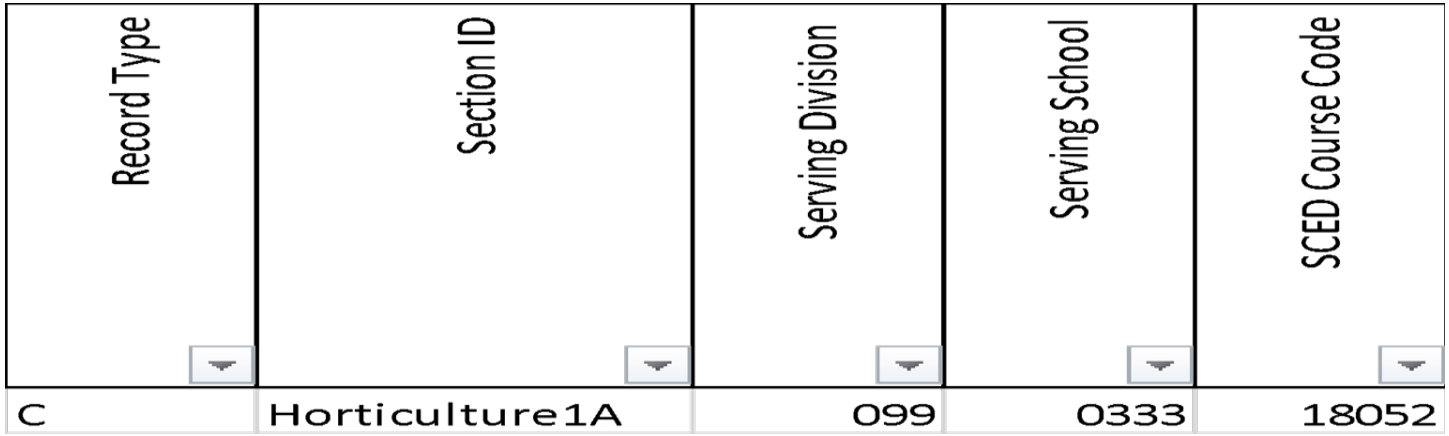
HQWBL Reporting

- Data is collected through the Master Schedule Collection in the Fall and End of Year
- HQWBL experiences are enhancements of instruction and must be attached to the F record of a student participating in a CTE course or an academic course
- F records in the Master Schedule Collection include a section ID that connects the record to the C record which contains the course data
- It is important that F records be individualized to the students, using blanket settings by section ID in your Student Information system will lead to inaccurate reporting

C Record (Course Record)



Record Type	Section ID	Serving Division	Serving School	SCED Course Code
C	Horticulture1A	099	0333	18052

C Record:

- Provides information about the course, also known as a course record
- Generates the section ID which is used to categorize students and teachers associated with the course
- Includes location, division and SCED designations for each course

F Record (Student Record)

Record Type	Section ID	Local Provider ID	State Testing ID	Local Student ID	Final Grade	Remote Course Indicator	Dual Enrollment Flag	Work-based Learning Code (All Courses)
F	Horticulture1A	JSmith2021	2451291287	19524	A			1
F	Horticulure1A	JSmith2021	3695412698	22347	B			1

- A record for each student participating in the section
- Should be individualized for the student, meaning that each students F record should be generated specifically for that student rather than F records being generated for the entire section
- This is particularly vital with HQWBL as students may not all participate in the HQWBL experience associated with the course. For example, Student 1 may participate in Culinary Arts II and leave for part of their day to participate in Co-Op where they work at a local restaurant. Student 2 however may participate in the Culinary Arts II course, but elects not to participate in Co-Op. In the F record for Student 1, a HQWBL code of 1 would be added for the Culinary Arts section, Student 2 would not receive a HQWBL code as they did not participate in the enhanced experience

YRA and RA

Crystal Thrower

Registered Apprenticeship Consultant
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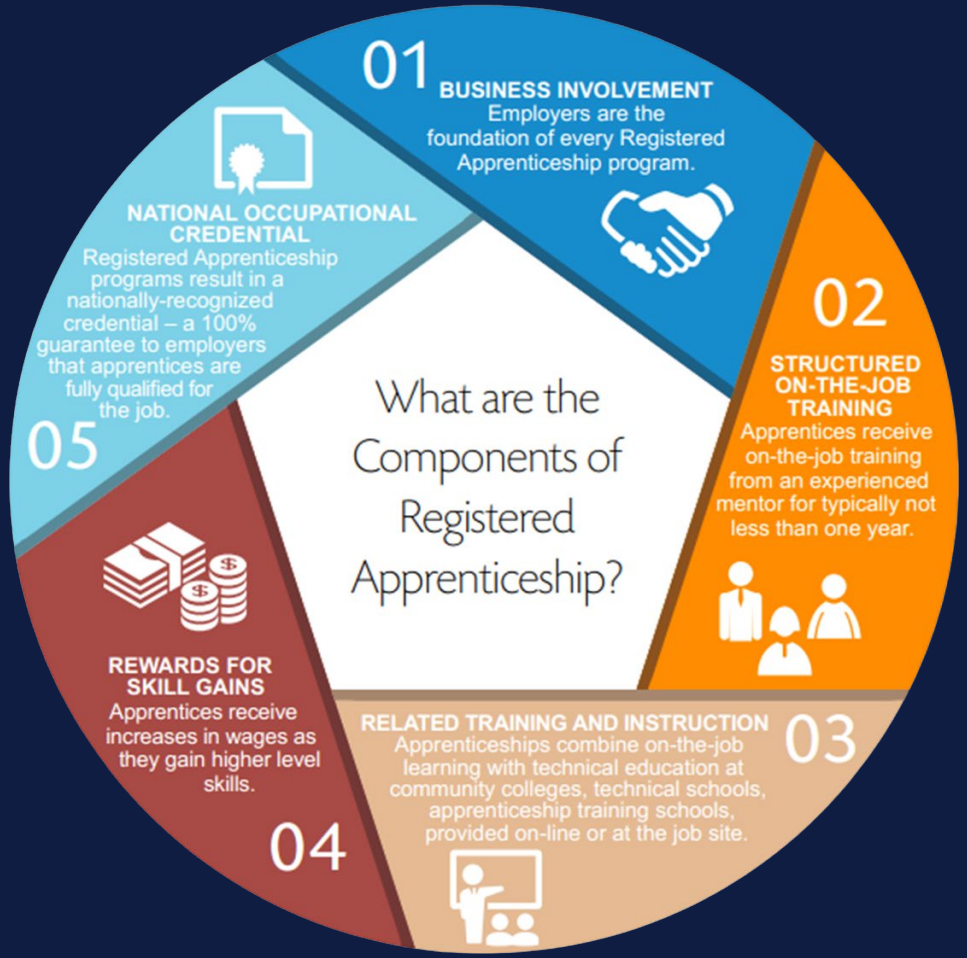
DIVISION OF REGISTERED APPRENTICESHIP

Registered Apprenticeship

YOUTH PROGRAMS


What are the Components of Registered Apprenticeship?
01
BUSINESS INVOLVEMENT
Employers are the foundation of every Registered Apprenticeship program.
02
STRUCTURED ON-THE-JOB TRAINING
Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.
03
RELATED TRAINING AND INSTRUCTION
Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided on-line or at the job site.
04
REWARDS FOR SKILL GAINS
Apprentices receive increases in wages as they gain higher level skills.
05
NATIONAL OCCUPATIONAL CREDENTIAL
Registered Apprenticeship programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job.

The Adult Program Registered Apprenticeship (RA)

- A Program for anyone 16+ who has separated from High School.
- May work full or part -time
- Participate in Occupation Specific Related Technical Instruction
- Must satisfy a minimum of 2000 OJT Hours and 144 RTI Hours

Youth Registered Apprenticeship (YRA)

- A Program for High School Students 16+ enrolled in a Career and Technical Education (CTE) program.

- Related Technical Instruction comes from the CTE curriculum.
- YRA may be part-time or full -time at various times of the year.
- Registered with The Division of Registered Apprenticeship
- Upon Graduation receives a Certificate of Participation
- Work hours earned may be credited to the Adult

Registered Apprenticeship Work -Based Learning (RA-WBL)

- A Program for High School Students ages 16+
- Student may be part -time or full -time at various times of the year.
- Related Technical Instruction to be decided by the Employer / Registered Sponsor
- Registered with The Division of Registered Apprenticeship

LET'S RECAP

CAREER & TECHNICAL EDUCATION PROGRAMS ARE OFFERED AT THE HIGH SCHOOL LEVEL

AT AGE 16, STUDENTS CAN WORK FOR COMPANIES WHO OFFER ON THE JOB TRAINING RELATED TO THEIR CLASS

THE COMPANY REGISTERS THE STUDENTS AS YOUTH APPRENTICES

UPON GRADUATION STUDENTS BEGINS WORKING FOR FULL-TIME AND THEY MOVE TO THE ADULT APPRENTICESHIP PROGRAM

THE STUDENT TAKES THE REMAINING RELATED TECHNICAL INSTRUCTION COURSES

TIMELY FACTS

- Begin a RA program 16 years old
- Employee/Earn as you learn
- Earn Nationally Recognized Credential
- Pathway to career
- Hands-on training and to gain experience
- Targeted support
- Career advancement
- Ability to earn higher wages
- Competitive advantage

Crystal Thrower, MBA MPA

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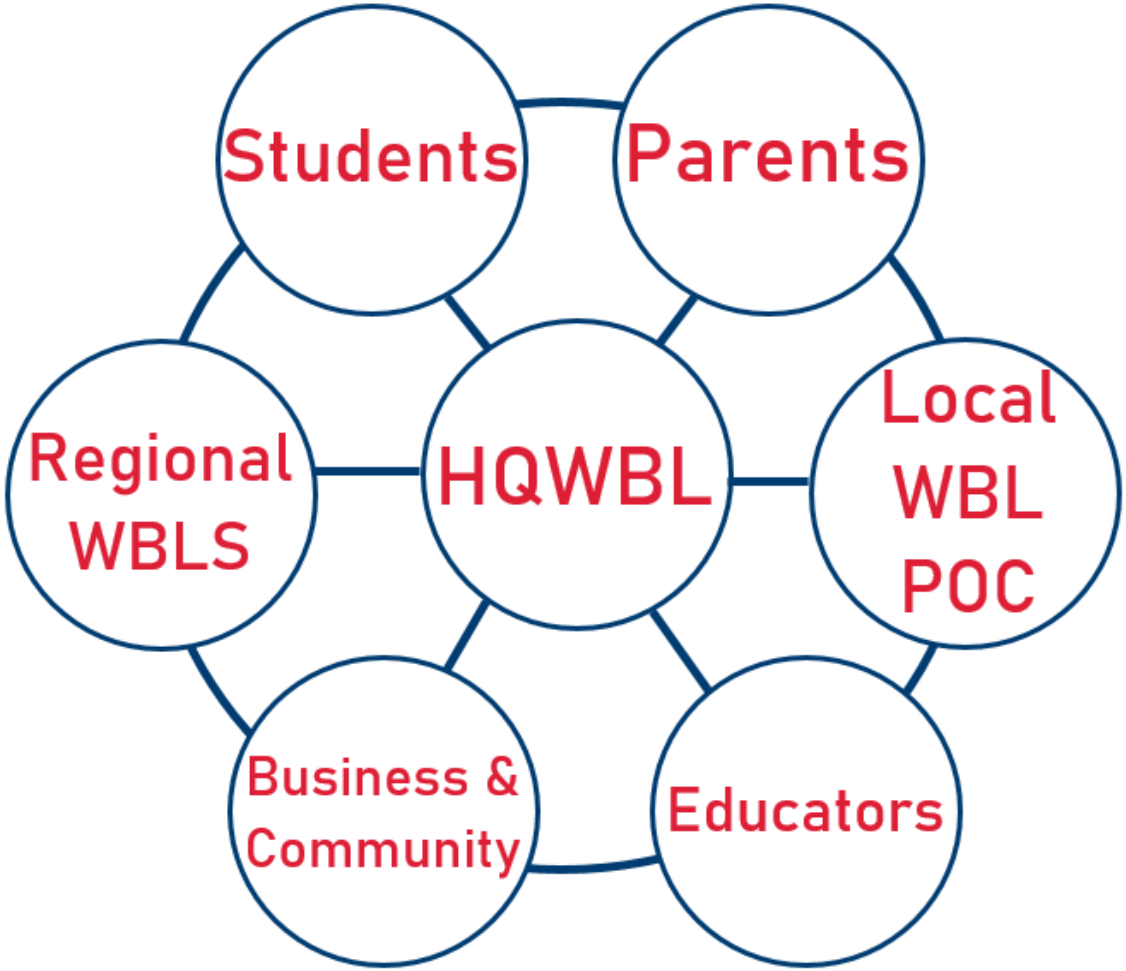
We're All In This Together



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Regional HQWBL Specialist Contact Information

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