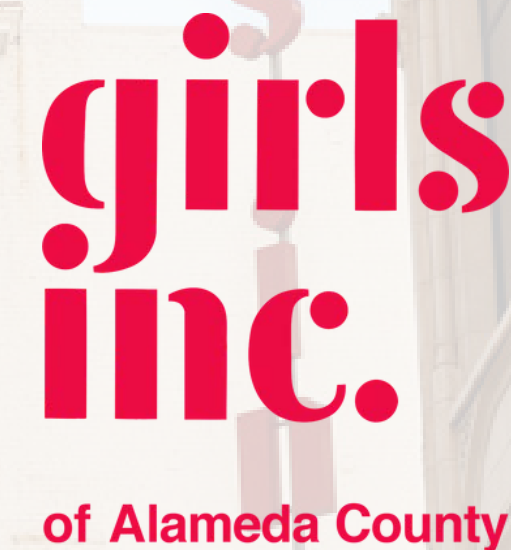


What It Takes to Build Workforce Pathways for the Long Term:

About the Expanded Learning Registered Apprenticeship Program

a partnership between



CONNECT. CONVENE. INSPIRE.

**Forum for Youth Investment National Conference:
Stronger Systems, Stronger Youth**
May 11, 2023 | Detroit, Michigan

The background is a photograph of a city street with tall buildings. A prominent sign for 'Girls Inc.' is visible on the right side of the image. The text 'Presenters' is written in a large, elegant, red cursive font across the top center of the image.

Presenters

kourtney andrada

Sr. Director of School-Based Programs, Girls Inc. of Alameda County

Aleah Rosario

Co-CEO, Partnership for Children and Youth

Opening Activity

Diversity Rounds

Your Community

The type of student you were in high school

Where you like to vacation

About Expanded Learning

“Expanded learning” means before school, after school, summer, or intersession learning programs that focus on developing the academic, social, emotional, and physical needs and interests of pupils through hands-on, engaging learning experiences.

It is the intent of the Legislature that expanded learning programs are pupil-centered, results driven, include community partners, and complement, but do not replicate, learning activities in the regular schoolday and school year.

California Department of Education (2009)

About the Expanded Learning Workforce

approximately
30,000
work in Expanded Learning, pre-2021

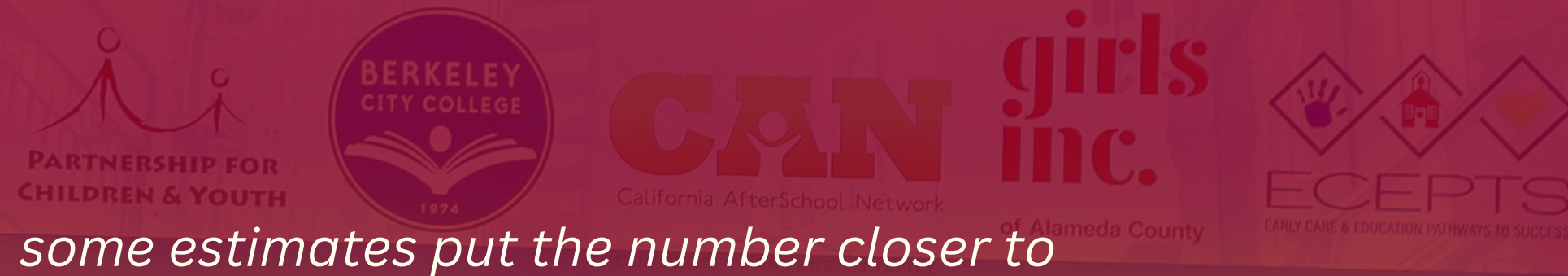
Source: "back-of-the-napkin" math multiplying 4,500 program sites x 6 staff per site (Pre-pandemic)

About the Expanded Learning Workforce

Welcome
Expanded Learning Apprenticeship
Launch

60,000

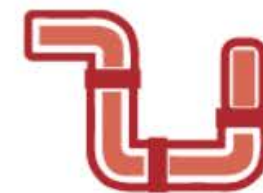
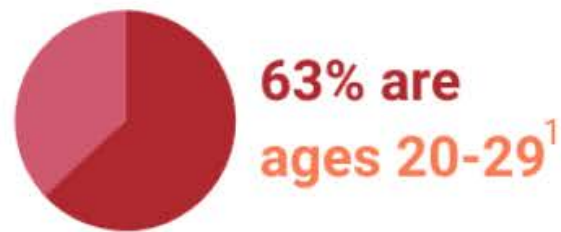
including “invisible” workforce made up of employees of private providers, other youth development programs, etc.



2000,000

at full ELO-P implementation

WORKFORCE AT A GLANCE



Majority are pursuing careers in teaching, afterschool leadership, education administration or school counseling



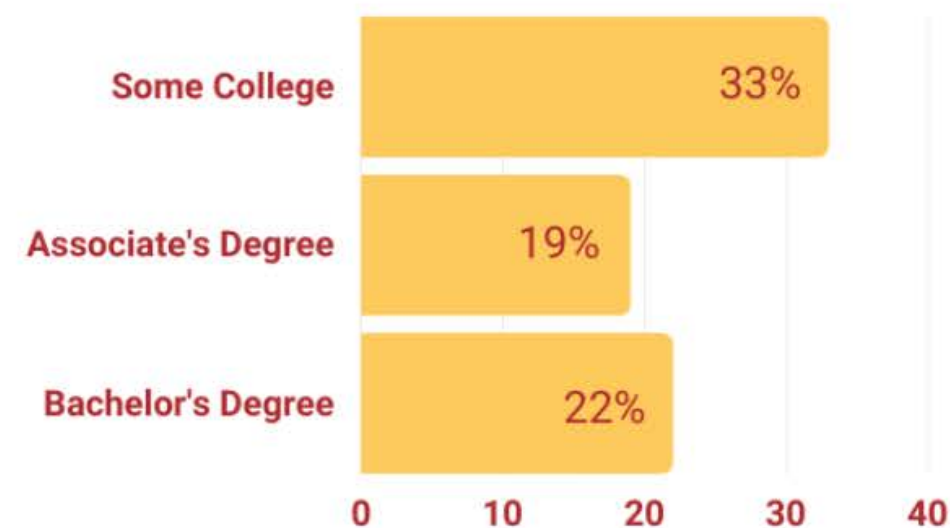
Publicly funded expanded learning programs employ 30,000+ professionals statewide



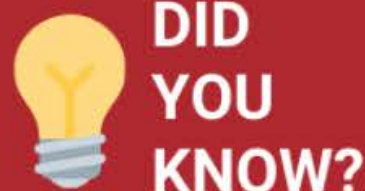
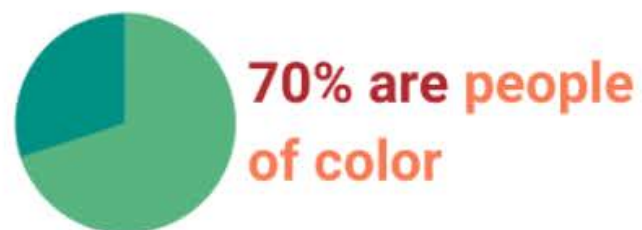
Serving 900,000+ students at 4,500 schools in 58 counties

Your paragraph text

Education Levels



A DIVERSE WORKFORCE ROOTED IN THEIR COMMUNITIES²



DID YOU KNOW?

Positive staff-child relationships are the foundation of expanded learning programs and positively increase student learning and social development. Studies show that teachers of color can increase reading and math test scores, graduation rates, and aspirations to attend college, especially for students of color.⁴ Diverse teachers also boost nonacademic benefits for students, such as better attendance, fewer suspensions, and students feeling cared for and more connected to school.

About Registered Apprenticeship

Industry-driven, high-quality career pathways through which:

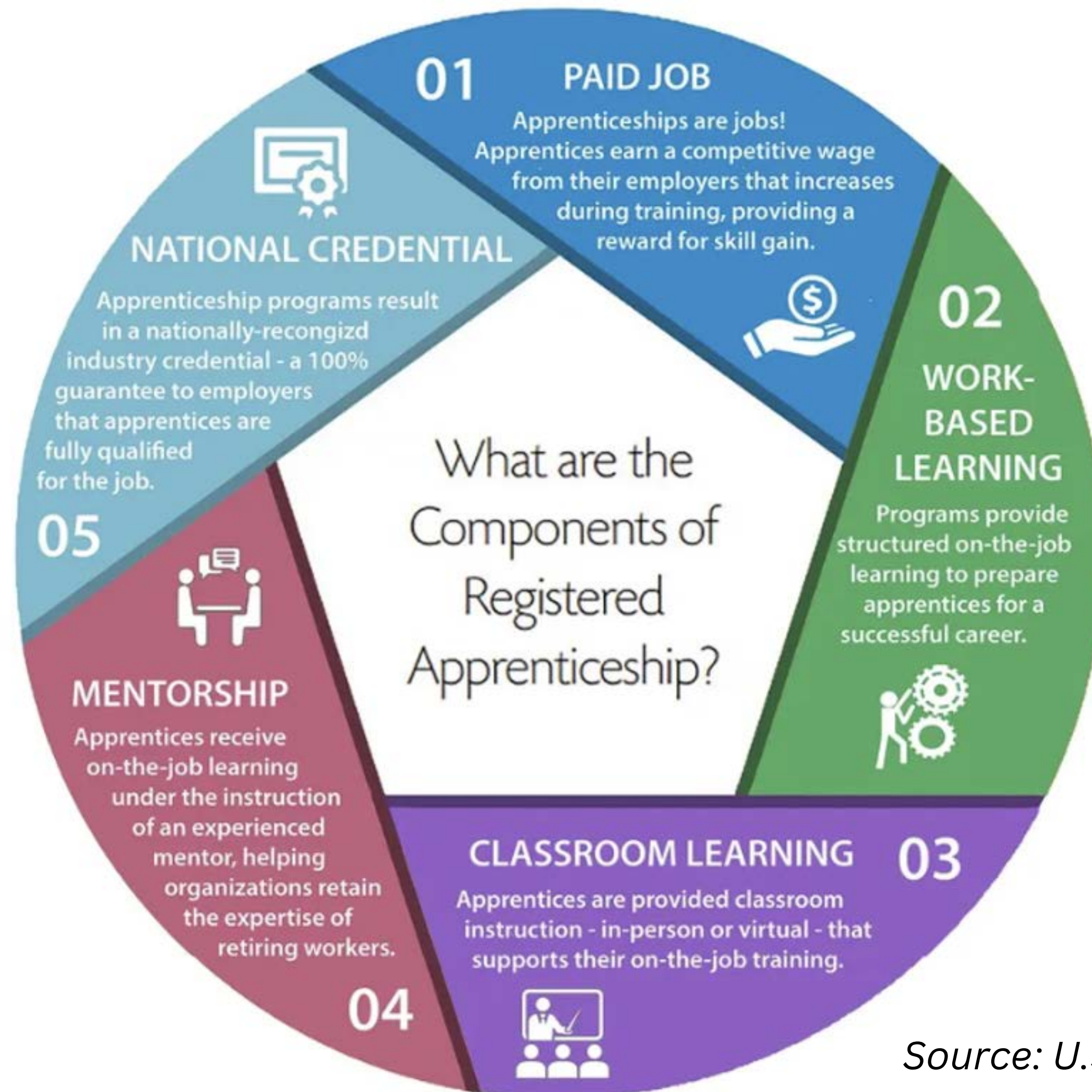
Employers

Develop and prepare their
future workforce

Individuals

Obtain paid work experience,
classroom instruction, and
industry-recognized
credentials

Source: U.S. Department of Labor



Source: U.S. Department of Labor

Expanded Learning Apprenticeship Partners



CONNECT. CONVENE. INSPIRE.



ECEPTS Apprenticeship Partnership Model



Source: Early Care & Education Pathways to Success (ECEPTS)

About the Expanded Learning Apprenticeship

Workforce
Implementation
Committee launched
2020

Apprenticeship Planning
Committee launched;
participation in ECEPTS
Community of Practice Institute
2022

2019

California Department of
Education Expanded Learning
Division Strategic Plan 2.0
developed; Workforce Strategy
Committee launched

2021

Apprenticeship
Standards developed by
Workforce Implementation
Committee

2023

Apprenticeship Launch
February 2023

About the Expanded Learning Apprenticeship

Benefits:

- 2 year program
- Free college coursework
- 48 transferable units
- Child Development permit, with option to pursue Associate Transfer Degree
- Paid work-experience & benefits
- Paid professional development
- Cohort Learning
- Laptop and school supplies

Eligibility:

18+ years old, available 1-6pm, high school diploma or equivalent, summer classes TBD

Employment Requirements:

Negative TB test, FBI/DOJ clearance, eligible to work in the U.S.



Kirsten T and Mark A Melton

HEDCO Found

Nancy and Michael Pretto

girls inc. girls inc. girls inc.

girls inc. girls inc. girls inc. girls inc.

girl inc.

AJAHNAY COOPER
Learner
Proactivity
Inclusion
Resilience
Adaptability
NDS APPRENTICE

AC...
Roc...
Instruction
Communication
Team
Learner
Adaptability
NDS APPRENTICE

House Music Saved My Life

JENNIFER GARCIA
NDS APPRENTICE

HILDA GONZALEZ
Entrepreneurship
Inclusion
Communication
Resilience
Adaptability
NDS APPRENTICE

YARELY GUZMAN
Entrepreneurship
Communication
Inclusion
Resilience
Adaptability
NDS APPRENTICE

MIRNA BARRAZA
Entrepreneurship
Communication
Inclusion
Resilience
Adaptability
NDS APPRENTICE

About the Expanded Learning Apprentices

19 APPRENTICES
AVERAGE AGE: 24

96%
PEOPLE OF COLOR


14 INCUMBENT
WORKERS

10 ENGLISH
LANGUAGE
LEARNERS

85%
WOMEN OF COLOR

About the Expanded Learning Apprenticeship

Our "Secret Sauce"

- Coursework offered at program facility; hosted by Girls Inc.
- Strong existing employer work processes and infrastructure
- Deep values alignment between all partners
- Coordinating Intermediary organization (PCY) + TA support (ECEPTS)

Lessons Learned: Design & Partner Development

GIRLS INC. OF ALAMEDA COUNTY

Internal assessment of
readiness and capacity

Building organizational buy-
in

Identify and leverage existing,
diverse funding

BERKELEY CITY COLLEGE

Internal assessment of
readiness and capacity

Identify and leverage
existing, diversify funding

PARTNERSHIP FOR CHILDREN & YOUTH

A lot of conversations to
assess capacity, interest, and
alignment

Coordinate weekly meetings

Drive development of
timeline of program launch
and implementation

Lessons Learned: Outreach & Recruitment

GIRLS INC. OF ALAMEDA COUNTY

Develop apprenticeship eligibility, selection, and hiring criteria & job description

Execute outreach and recruitment strategies

Develop external communications

BERKELEY CITY COLLEGE

Recommend and outreach to current and prospective students

Coordinate presentations and/info sessions

PARTNERSHIP FOR CHILDREN & YOUTH

Brainstorm/troubleshoot new/different outreach strategies, partnerships

Lessons Learned: Enrollment & Orientation

GIRLS INC. OF ALAMEDA COUNTY

Finalize hiring, apprenticeship enrollment procedures and timeline

Develop and execute orientation and kick-off event

Develop and execute mentor orientation

BERKELEY CITY COLLEGE

Finalize course procedures and timeline

Develop and execute registration, orientation and kick off event

Identify and clarify roles and responsibilities

PARTNERSHIP FOR CHILDREN & YOUTH

Support orientation and kick off event

Invite and engage key stakeholders

Lessons Learned: RSI & OJT Implementation

GIRLS INC. OF ALAMEDA COUNTY

Purchase, set up program materials

Coordinate in-person courses, supports, snacks, etc.

Implement OJT related procedures, content and competency alignment

Assess needs, developed position and recruiting Success Manager

BERKELEY CITY COLLEGE

Purchase, set up other materials and student supports

Identify flexible and responsive instructors, and reflective of communities served

Align coursework and competencies; thoughtful educational planning

Open and ongoing communication

PARTNERSHIP FOR CHILDREN & YOUTH

Leverage private funding to secure laptops, other program materials

Leverage private funding to support new Success position

Lessons Learned: Sustainability

GIRLS INC. OF ALAMEDA COUNTY

Outreach and engage new and existing private funders

Explore and go after workforce funding opportunities

Prioritize workforce development in organizational strategic plan

BERKELEY CITY COLLEGE

Creatively leverage new and existing funding, resources

Build collective capacity to bridge ECE and EDU

Grow a pipeline of reflective and responsive instructors

PARTNERSHIP FOR CHILDREN & YOUTH

Coordinate submission of grant proposals (ECEPTS-led)

Recruit additional employers to expand and launch new programs

Connect to educator pathways

Q & A

- Design and Partnership Development
- Outreach and Recruitment
- Enrollment and Orientation
- RSI and OJT Implementation
- Sustainability

Call to Action!

EMPLOYERS

Assess workforce needs

Assess readiness and capacity

Build organizational buy-in

INSTITUTIONS OF HIGHER EDUCATION

Explore and identify local
expanded learning providers

De-silo ECE and EDU

INTERMEDIARIES

Explore apprenticeship
systems and resources

Build understanding of
employer needs - individual
and collective

Thank you

kourtney andrada

kandrada@girlsinc-alameda.org

girlsinc-alameda.org

Aleah Rosario

aleah@partnerforchildren.org

partnerforchildren.org

