



# EDUCATION

AT WORK

Community Connections  
for Career Opportunities







300 miles north of Sacramento



**100 miles of beautiful coastline**





Underground economy...un



## **Humboldt County Fun Facts:**

- **Population: 135,000**
- **Size: 4052 square miles**
- **Most artists per capita of the 58 counties**
- **Tallest tree 379.1'**
- **No traffic**
- **Airport hosts one gate**
- **Humboldt State University**
- **College of the Redwoods**

## HCOE Demographics

### TK-12 Total Student Population:

Appx: 18,000

31 districts

20 schools under 500 students

### 20% Special Ed

(most recent data - highest in CA)

### Demographics:

59.1% white

17.6 Hispanic/Latino

9.0 Native American

8.4 two or more races

3.3 Asian

1.1 African American

.3 Filipino

.5 Pacific Islander

.8 not reported (all percents)



**The future health of North Coast families and communities is being threatened by the lack of a well educated and prepared citizenry to meet the challenges in the global economy. The economic safety net that was here for generations for workers without a strong educational foundation is gone.**

# Decade of Difference

- Vision:
- The community will unite and engage in long term strategies to prepare our youth to be successful contributing members in our community.
- Impact:
- As a result of achieving these goals, we will have a ready, willing and capable workforce for local employers.

[decadeofdifference.org](http://decadeofdifference.org)





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# Education @ Work Database

https://humboldt.cacareerzone.org



Facebook



Pandora Radio - Lis...



Decade of Difference



Navigator - Humbo...



## What's your plan?



### Local Opportunities

[VIEW ALL](#)



DCI  
Builders



Murphy's  
Markets



Arcata  
Police



California  
Center for



Wells  
Fargo Bank



Redwood  
Capital







DANCO

JLF  
CONSTRUCTION

MAPLESERVICE

DCI  
Builders

PACIFIC  
BUILDERS

OM

KPI

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CR COLLEGE  
OF THE  
REDWOODS

Humboldt County  
Office of Education

Humboldt County  
WORKFORCE  
DEVELOPMENT BOARD

[hcoe.org/trades](http://hcoe.org/trades)



### Trades Academy





### Trades Academy





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AT WORK









### Health Career Education Project (HCEP)





CareerWise Colorado  
TOMORROW'S TALENT TODAY

# MODERN YOUTH APPRENTICESHIP

[Information here](#)





## Registered Apprenticeship

- Learn while you earn
- Must meet certain standards
  - Dept of Labor
  - Dept of Apprenticeship Stds.
- Progressive increases in wages

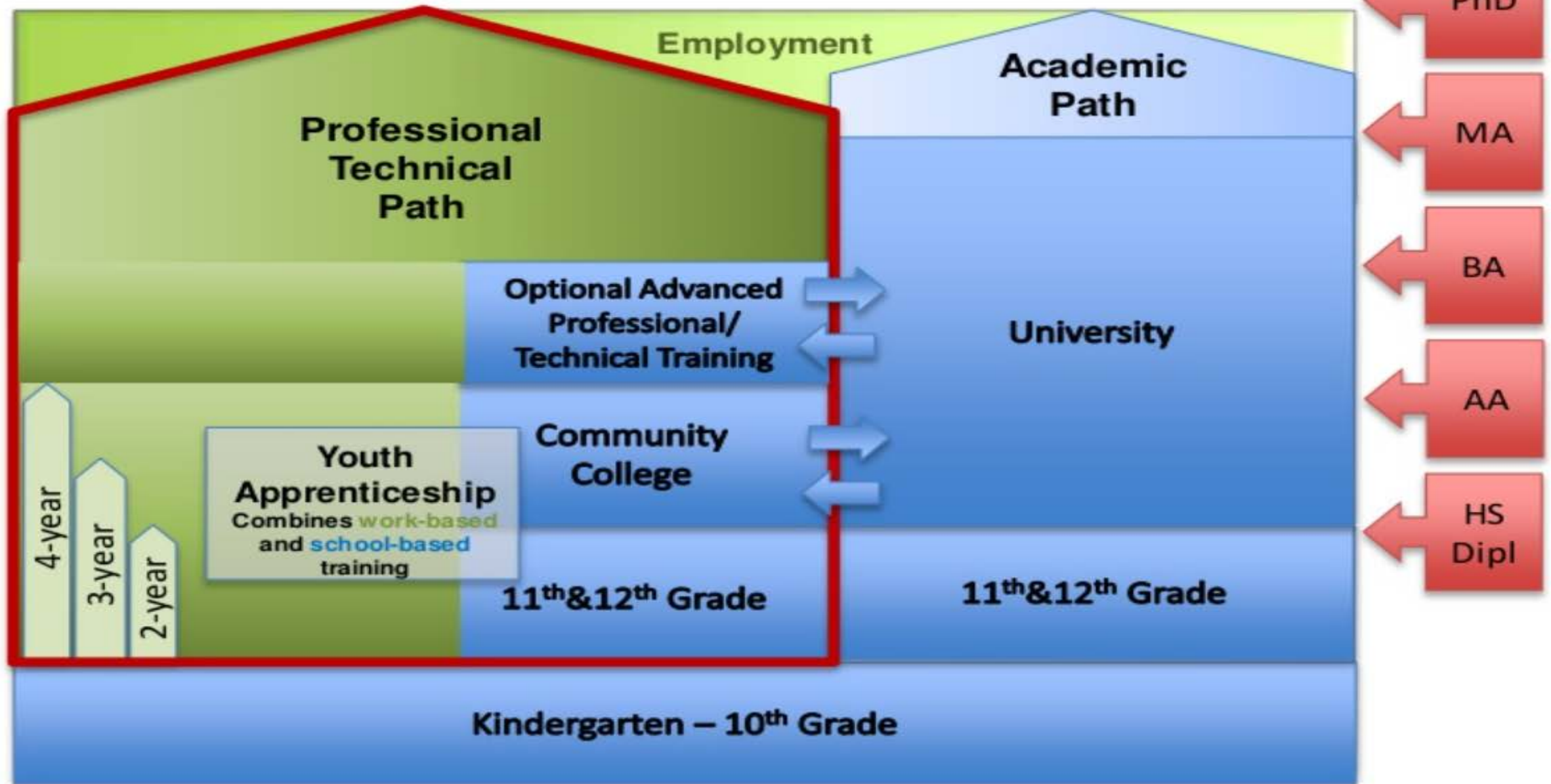
## Youth Apprenticeship

- On the job training by skilled mentors
- Ongoing assessment
- Related classroom based instruction
- Culminate in portable industry recognized certification

## Modern Youth Apprenticeship

- Incorporates both Registered Apprenticeship model and Youth Apprenticeship model
- Across all industry sectors




# CA Dual Education System





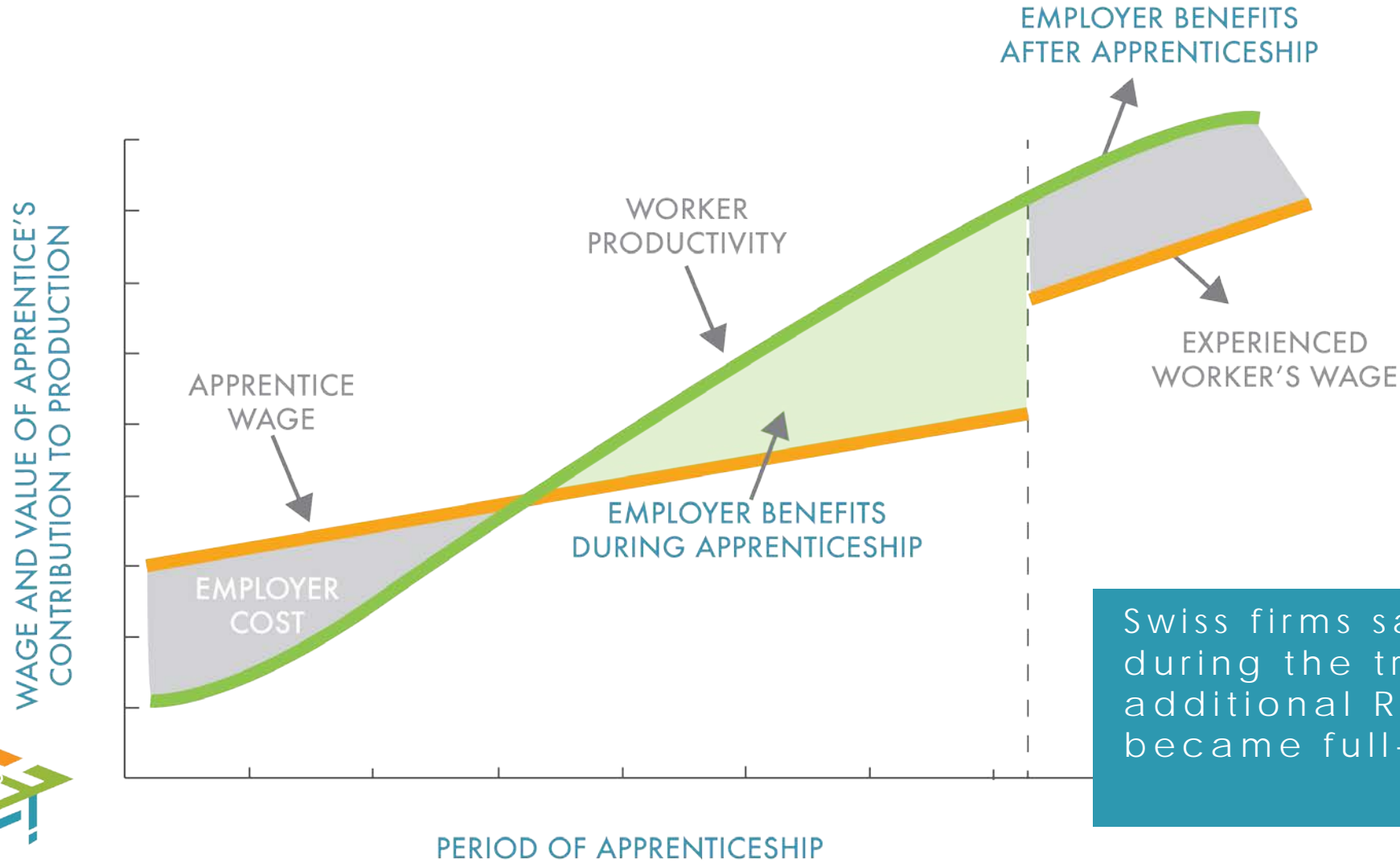
# HERE'S HOW IT WORKS.

CAREERWISE APPRENTICES SPLIT TIME BETWEEN SCHOOL, TRAINING CENTERS, AND WORK ON A SCHEDULE THAT WORKS FOR STUDENTS AND BUSINESSES

		YEAR 1	YEAR 2	YEAR 3
	<b>AT HIGH SCHOOL</b> Core academic courses at school (e.g., math), some community college coursework	~3 days a week	~2 days a week	NA
	<b>ON-THE-JOB</b> On-the-job training, in form of occupation, rotation or projects	12 - 16 hours a week	20 - 24 hours a week	32-40 hours a week
	<b>AT TRAINING CENTER</b> Multi-skill training curriculum in pathway-specific skills	<b>COLLEGE COURSES AND/OR TECHNICAL TRAINING BASED ON YOUR GOALS &amp; READINESS</b> The instruction you receive will provide you debt-free college credit and the knowledge you need for your nationally-recognized industry certification. Typically, courses are taken in the second half of apprenticeship.		

# COMPANIES ARE PROJECTED TO EARN **POSITIVE ROI**

ILLUSTRATIVE WAGES AND PRODUCTIVITY, RELATIVE TO STANDARD FTE



Swiss firms saw an ROI of 10% during the training period, and additional ROI once apprentices became full-time employees.





# EXPECTED IMPACT

## For Businesses

- Positive ROI
- Reduction in Hiring and Training Costs
- Increased Retention
- Pipeline of 21<sup>st</sup> Century Workers

## For Youth Apprentices

- Debt-Free College Credit
- Nationally-Recognized Industry Certification
- Established Professional Network
- ~\$30K Earnings

# 360° BUSINESS & STUDENT SUPPORT

CAREERWISE COORDINATES  
STAKEHOLDERS TO BUILD A  
STATE-WIDE YOUTH APPRENTICESHIP  
SYSTEM THAT'S SET UP  
FOR TOTAL SUCCESS

Hire apprentices to fill  
challenging, entry-level roles

Provide students with the  
experiences and training  
needed to evolve  
into full time employees  
capable of filling critical  
positions

## CAREERWISE BUSINESS PARTNERS



Provide apprentices with  
occupation and industry  
specific skills required  
by their employer

Supplement work place  
experiences with targeted  
technical/functional  
instruction

## TRAINING CENTERS



## K-12 EDUCATION SYSTEM



Continues to provide core  
academic instruction to  
apprentices

Supports development of  
foundational  
interpersonal and job  
skills





## Links for your research pleasure

- Apprenticeship padlet: <https://padlet.com/HumboldtCounselor/Apprenticeship>
- Trades Academy: [hcoe.org/trades](https://hcoe.org/trades)
- Education at Work Blog: <https://hcoe.org/news/education-at-work/>
- Career Wise Colorado: <https://www.careerwisecolorado.org/>
- Susi Huschle: [shuschle@hcoe.org](mailto:shuschle@hcoe.org) 707-601-4307



## Thoughts from yesterday:

- Raising the bar
- Involving Industry in Education
- Bob and Joseph – Swiss model
- Not teaching the subject – teaching youth – preparing for success and living wage
- Don't need information – need to know how to use it
- Changing the world one word at a time...