

A WORK IN PROGRESS

Putting the Learning in WBL



As we consider the daunting task ahead of us in response to the pressure on the availability of a workforce, many are seeking both short-term and long-term solutions. With over a quarter of a million Ohio job openings (per ohiomeansjobs.com) and the anticipation of the many thousands more coming to our state, HR and talent professionals are seeking connections to educational providers as early as the lower grades to build a pathway from school to work.

When we talk about Work-Based Learning (WBL) in 2022, the view shared by the business community has changed drastically. In 2006, a study by Cassner Lotto & Barrington revealed that only 20% of the businesses surveyed felt it was their responsibility to help create pathways from high school to workforce. Let's compare that statistic to our work at the Chamber Foundation. We have met with over 100 businesses this year that are seeking counsel on workforce. To date, over 43% are asking for help connecting to emerging talent or finding interns to join their company.

As a result of these consultations, we recently convened a panel of subject matter experts for our March 16th Experience Series: Power of Emerging Talent Pipelines. We sat down with Christine Boucher with Eastland Fairfield Career & Technical Schools; Angie Dye with Mid-Ohio Food Collective; John Hambrick with The Educational Service Center of Central Ohio; and Tiffany Marr with Wemblr.

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Get an Early Start

VOLUME 3

*Redefine the Work
Experience*

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Get an Early Start

Let's talk about the power of apprenticeships and pre-apprenticeship programs. To level-set, an apprenticeship is defined as a combination of on-the-job training and related technical instruction. A student must be at least 16 years of age except where a higher minimum age standard is required by law. An apprenticeship program must be registered with The Ohio Apprenticeship Council to teach a skilled occupation under a registered apprenticeship agreement. Apprenticeship is limited to skilled occupations and trades that meet basic criteria through On-the-Job (OJT) Training and Related Technical Instruction (RTI).

Pre apprenticeships in Ohio teach basic technical and job-readiness skills for a designated apprentice occupation or sector to prepare students for a formal Registered Apprenticeship training program. These offerings can provide a direct pipeline to one of the many registered apprenticeships in Ohio. The U.S. Dept. of Labor shows over 500,000 registered apprentices. Ohio boasts 19,000 apprentices, second only to California.

The pre-apprenticeship model for high school students includes:

- Sophomore Year - Job Shadowing with a partner business
- Junior/Senior Year - Learn technical skills in class; work full time in the field over the summer
- Senior Year - Work in the field 20-40 hours per week*

*Ohio Revised Code 4109.07 (B) No person under sixteen years of age may be employed more than forty hours in any one week nor during school hours unless employment is incidental to bona fide programs of vocational cooperative training, work-study, or other work-oriented programs with the purpose of educating students, and the program meets standards established by the state board of education.

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"Pre apprenticeships are comprised of classroom training, competency demonstration and on the job experience. We offer the traditional skilled trades like welding, firefighting and HVAC. We are a "foodie" town in Columbus, so we added culinary. Each of these pathways prepare skilled and workplace ready employees."

- John Hambrick, Work-Based Learning Coordinator, Educational Service Center of Central Ohio

How to Prepare for High School Interns:

- Create an intern/student worker guide that includes a company profile, job description, company policies, workplace etiquette and behavior expectations, timesheets, and necessary reporting
- Send a welcome letter to intern/student that includes start date, hours to be worked, mentors and key "go-to" staffers, and how and when to communicate with management
- Notify incumbent workers that they should welcome the intern/student, short bio, and what they plan to accomplish while in your workplace
- Review parking, workstation, breaks, cell phone and internet usage, pay period, and paychecks

Remember, this is most likely their first time in a workplace and what we take for granted may be new information to them. Your local school district or Educational Service Center can be a great resource for learning more about the stages of development and what is to be expected at certain ages.

