



Washington State
Centers of Excellence

Pacific Northwest Economic Region PNWER

2017 LEGISLATIVE LEADERSHIP ACADEMY AND ECONOMIC
LEADERSHIP FORUM

CONSTRUCTION CENTER OF EXCELLENCE

Preparing the Future Workforce

33% of jobs need a 4 year degree yet that is the primary pathway shown to K12 students

FTE ownership and graduation requirements can limit options

Lack of deep, impactful career exploration opportunities

Essential Skills a problem for Employers

Exploring the SWISS Vocational Education Training Model

Swiss Summer Institute Delegation

Marie Bruin, Washington State Employment Security Department

Bri Durham, Aerospace Joint Apprenticeship Committee

Nova Gattman, Workforce Training and Education Coordinating Board

Teesha Kirschbaum, Washington State Rehabilitation Council

Tim Knue, Washington Association for Career and Technical Education

Amy Liu, Microsoft Philanthropies

Michaela Miller, Office of Superintendent of Public Instruction

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Natalie Pacholl, SEH America

Shana Peschek, Construction Center of Excellence

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Switzerland




- Population: 8.3 M
- Median gross income \$6K/month
- 15.9K square miles
- 4 national languages

Washington



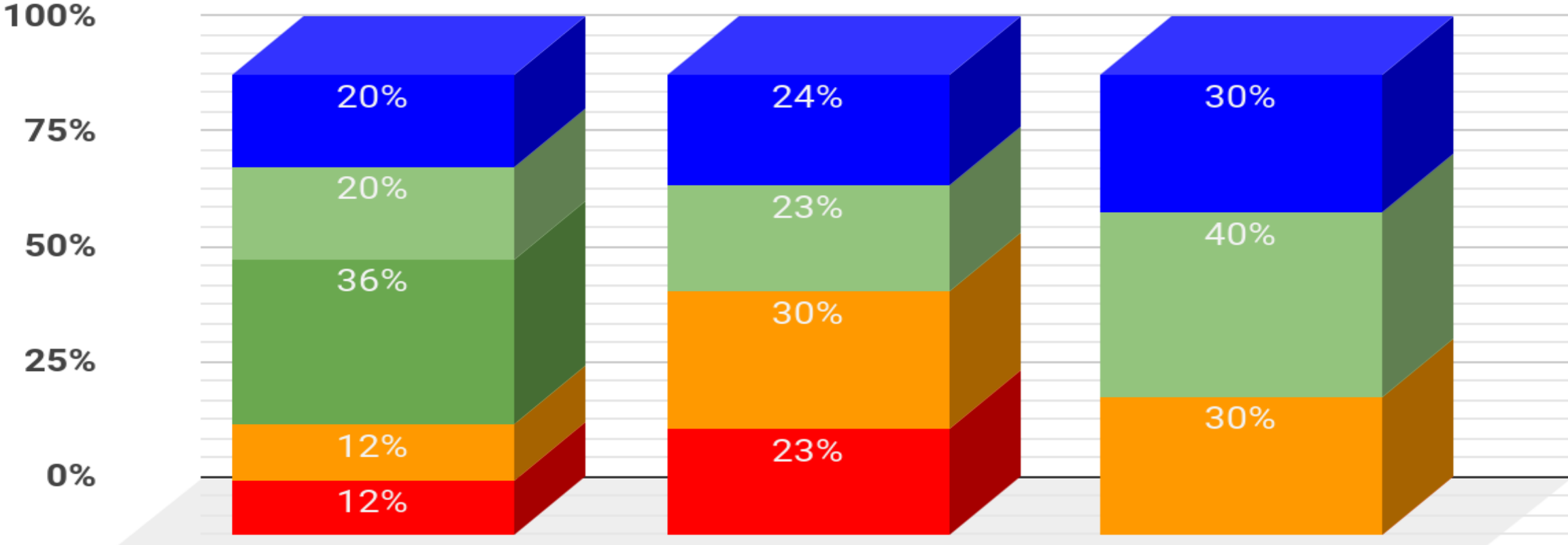
- Population: 7.12 M
- Median gross income \$5.5K/month
- 71.4K square miles
- Many languages spoken in WA

CEMETS Summer 2017

Switzerland		
Certification, Technical Degree, Applied Science Degree	University 	
Vocational Education Training Certificate Program (VET)	Short Term Secondary School (4-5 Years)	Long Term Secondary School (5-6 Years)
Higher Level Primary Schools		
Primary School (1st - 9th Grade)		
Kindergarten (5-7year olds)		
Compulsory Education		

Washington	
Certification, Technical Degree, 2-Year Transfer Degree	University
High School (9th - 12th Grade)	
Middle or Jr. High School (5th/6th - 8th Grade)	
Elementary School (1st - 5th/6th Grade)	
Kindergarten (5 year olds)	
Compulsory Education	

Post Secondary Outcomes and Workforce Demands



Switzerland

Washington

WA Projected Workforce Demands

- University
- Certification/Technical Degree/Transfer Degree
- VET Certification
- Secondary School Completion
- Non Completer

Model for VET programs (3/4 years)

Practical skills

Theoretical skills



In-company training

Learning on the job

3 to 4 days per week

Intercompany courses

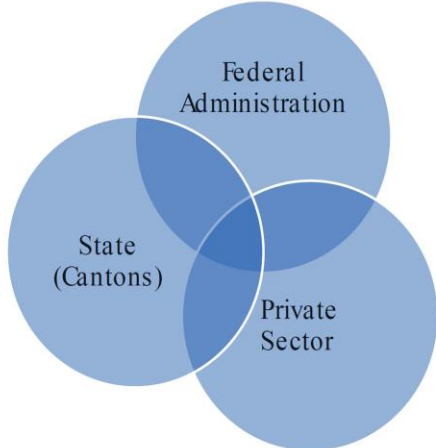
Basic skills

Block courses
40 to 50 days
(1st and 2nd year)

Vocational schools

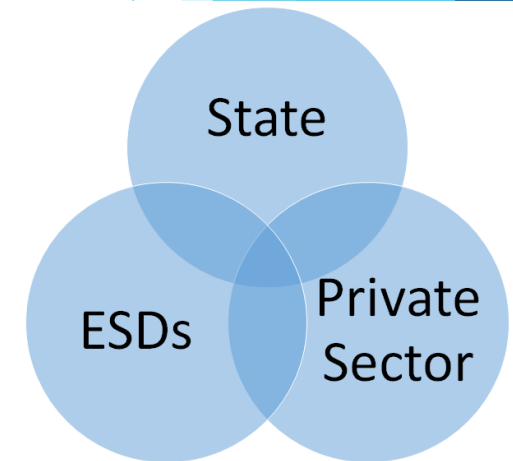
Theoretical knowledge

1 to 2 days per week



Key Take Aways for WA State

- Involve industry as a partner rather than an advisor
 - Competencies, projected labor market demands, and evaluation criteria set by industry
 - Industry defines employability, soft/21st century skills, and technical (industry specific) skills
 - Align programs with projected labor market demands
- Create programs and certifications recognized by business and higher education
 - Develop programs recognized within education (through high school and college credit) and workplace (through hiring)
- Create systematic career awareness and exploration
 - Increased career counseling
 - Increased career exploration activities including company tours, internships, etc
 - Strategically develop social capital for participating students



Opportunities for Impact

- ▶ Create systemic opportunities for Employers to be Advisors not partners
- ▶ View education system as economic development solution
- ▶ Enable permeability of education (FTE/Dual Credit)
- ▶ Credentials are a currency recognized equally by education and employers
- ▶ Essential Skills Gap: Research shows these are best learned on the job
- ▶ Remove barriers for youth and don't create new ones (Transportation, only after school opportunities)
- ▶ Creative solutions? Pre Apprenticeship/Youth Apprenticeship projects that include affordable housing projects and tiny house initiatives to gain work experience while solving a social challenge
- ▶ Career Path Makeover/ change the image

Questions and Discussion



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