

Montana's Future at Work CTE Summit 2023



Day 2 Agenda

- 8:15 Breakfast and Day One Takeaways
- 8:45 Keynote- Todd O'Hair, Executive Director, Montana Chamber of Commerce
- 9:30 Teacher Externships
- 10:15 Break
- 10:30 Industry Panel
- 11:30 Perkins Videos/Team Time
- 12:00 Adjourn
- 12:30 Perkins/Dual Enrollment Coordinators Gathering



Keynote Speaker

Todd O' Hair
Executive Director
Montana Chamber of Commerce



**MONTANA
CHAMBER OF
COMMERCE**

Teacher Externships

Jason Butcher, Reach Higher Montana



Who is Reach Higher Montana?



ReachHigherMontana.org

What's our vision?

How do we work towards it?

- Montana students achieve personal success in education, career, and life.
- RHM helps students strategically pursue educational opportunities.



ReachHigherMontana.org



How do we carry out our mission?

Dual Enrollment

- Educator Scholarships
- Support for professional development

Network Capacity & Support

- Montana College Attainment Network
- Reach Higher Montana Youth Apprenticeships
- Montana Postsecondary Educational Opportunities Council
- Montana School Counselors Association
- School Administrators of Montana



ReachHigherMontana.org

How do we carry out our mission?

Student Services

- Scholarships
- Support for CTE organizations
- Senior Send-Off
- Information & resources
- Youth Apprenticeships

Services for Youth in Foster Care

- Foster Care Education & Training Vouchers
- Summit for Youth in Foster Care
- Career Training
- Youth Advisory Board
- Foster Club All Stars

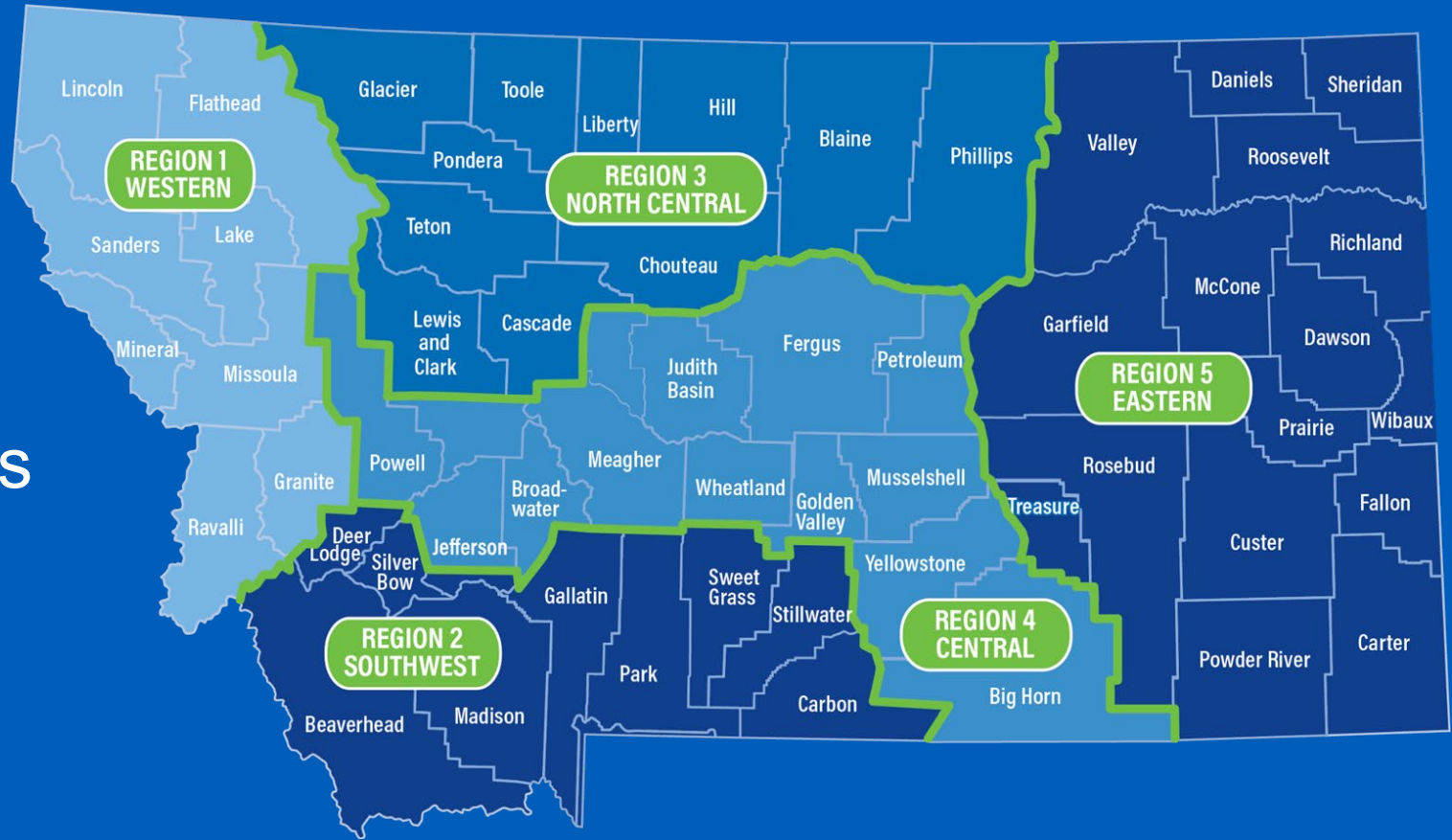


ReachHigherMontana.org

How do we carry out our mission?

Outreach

- Five advisors
- Engagement & support for local efforts
- Presentations in schools
- One-on-one help for students



Who does all this stuff?

Corporate Office



Kelly Cresswell
Executive
Director



Jason Butcher
Outreach
Director



Rhonda Safford
Programs
Director



Kelli Street
Marketing
Director



Steve Coop
Programs
Manager



Cullen Gilbreath
Digital Marketing/
Communications
Manager

Outreach Advisors



Andy Begger
South Central



Beth Petro
Eastern



Jodi Heard
Southwest



Mike Lincoln
Northwest



Michelle Crazy
North Central

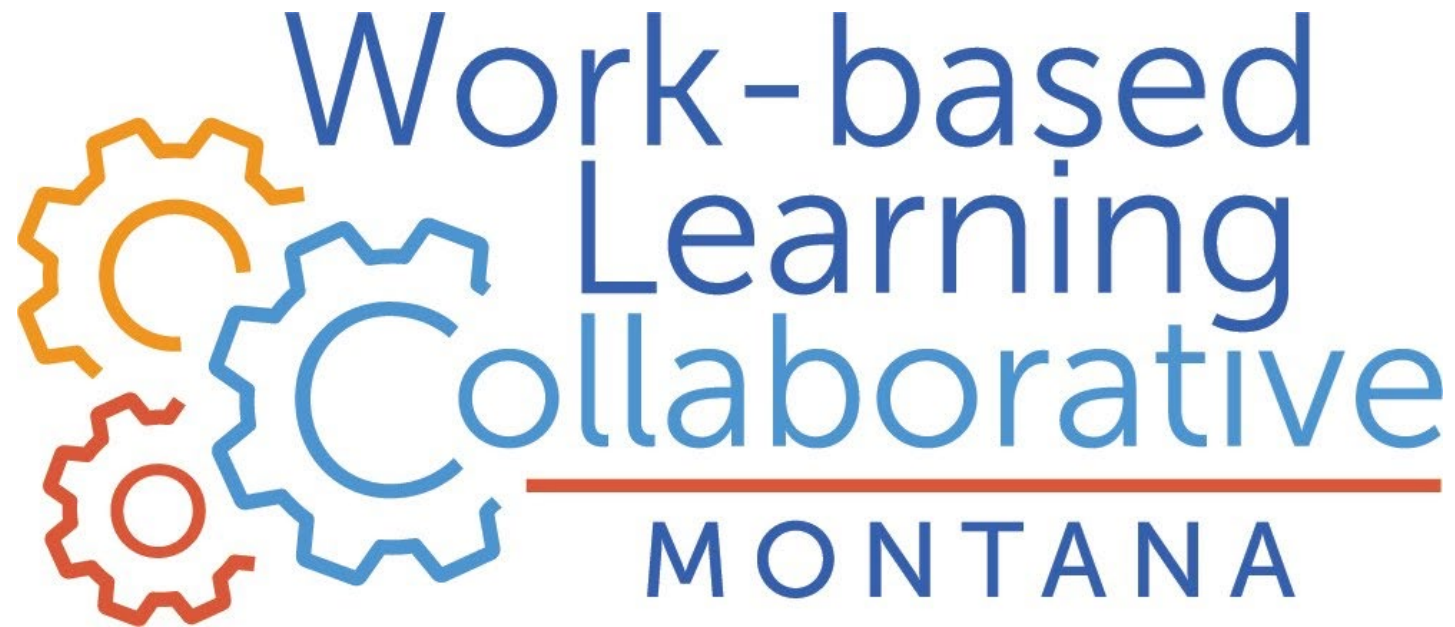


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Manufacturing Success: Montana's Investment in Human Capital

Jason Butcher - Reach Higher Montana

Montana's WBL Collaborative?



Why the Collaborative?

- WBL programs requires cross-sector engagement to execute
- Too often efforts take place in silos and staff turnover disrupts continuity and critical partnerships
- Historically there had been no easy access point to information, tools and resources to advance effective WBL in Montana, particularly for employers and educators
- It's important to have a collective space to focus on long-term and system-wide outcomes
- Increased cross-sector collaboration is needed to build improved systems and advocate for policy and funding to expand WBL opportunities for Montana's youth

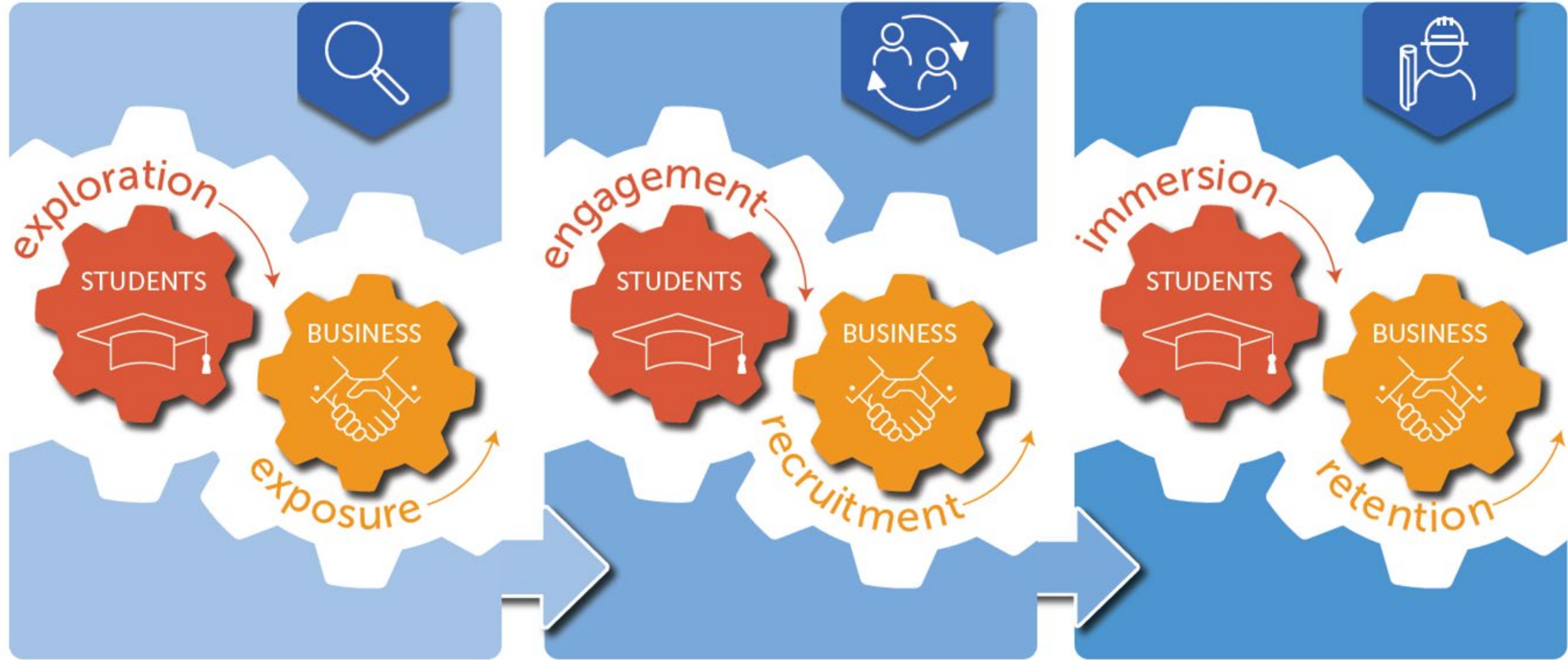


Role of Collaborative

- Convene stakeholders focused on WBL
- Monitor progress toward big goal
- Assess challenges, gaps, and opportunities to expand WBL participation
- Share best practices, policy information, and drive innovation
- Develop tools and supports that build the capacity of stakeholders to execute high-quality WBL
- Advocate for resources and target those resources



The Work-based Learning Collaborative Continuum



What is Work-based Learning?

Work-based learning is a continuum of activities that engage business and extend the classroom into the workplace, connecting acquired knowledge and skill to a student's future employment.

Work-based learning may take place in a workplace, in a school, or the community.

4 Training

Apprenticeship, Paid Internships
On-the-Job Training, Industry
Recognized Credentials

3 Preparation

Internships, Service Learning, Group
Projects, Student Run Enterprise,
Supported Employment

2 Exploration

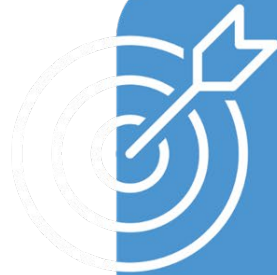
Job shadowing, Career Research, Interest
Assessment, Extended Learning,
Structured Field Trips

1 Awareness

Workplace Tours, Guest Speakers, Career Fairs,
Field Trip, Community Involvement



Montana's Work-based Learning Collaborative has a big vision...



Our Vision

Every young adult in Montana will have multiple pathways to economic self-sufficiency, supported by a statewide work-based learning system that honors the potential of students and addresses the workforce needs of Montana businesses, today and tomorrow.

Vision
drafted
June 2021

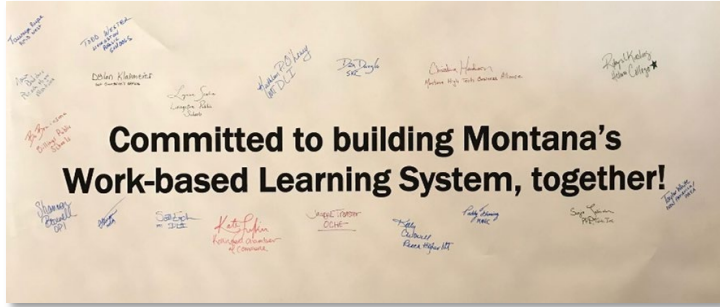


Engagement in the WBL Collaborative

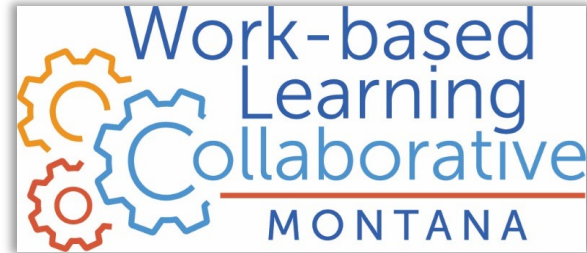
- Reach Higher Montana (convener)
- Arthur M. Blank Family Foundation
- Montana Chamber of Commerce
- Montana Manufacturing Extension Center
- American Jobs for America's Youth-MT
- Helena College
- Livingston Community/School Collaborative
- MT School Boards Association
- Montana ACTE
- Montana High Tech Business Alliance
- Central Montana Works
- Gianforte Family Foundation
- EdChoice
- Governor's Office
- Chief Dull Knife College
- Flathead Valley Community College
- Fort Peck Community College
- Livingston Public Schools
- Billings Public Schools
- New America Foundation
- Accelerate Montana
- Whitefish High School
- Montana Primary Care Association
- Department of Labor & Industry
- Office of Public Instruction
- Office of the Commissioner of Higher Education
- University of Montana Center for Children, Families, and Workforce Development



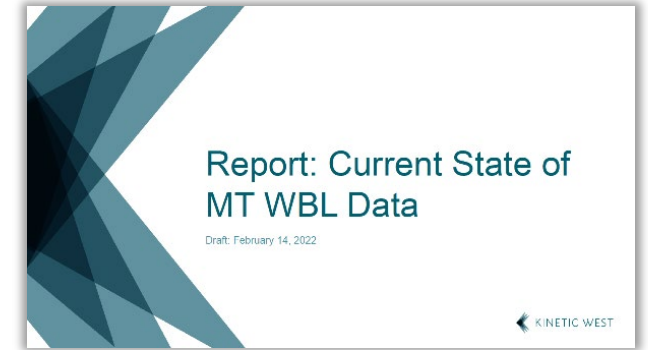
Year 1 Highlights



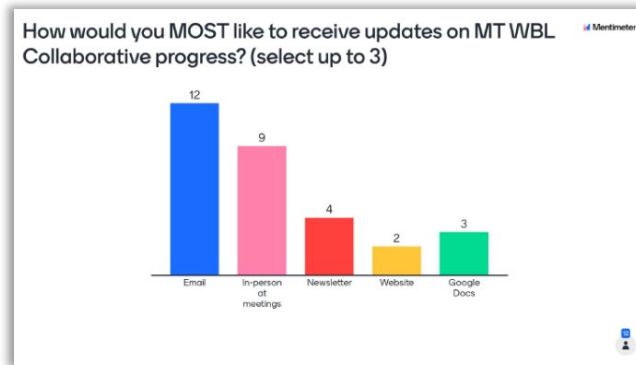
Initial WBL Summit @ West Creek,
June 21-23, 2021



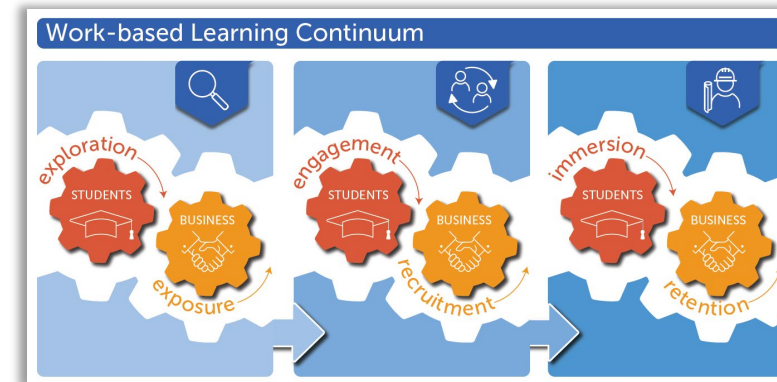
Logo Created



Data Landscape Analysis



1st Collaborative Meeting,
Work Groups and File
Sharing Established



WBL Continuum Adoption



Year 1 Highlights



**MAXIMIZING
Work-based Learning Opportunities**

Thursday, April 21 from 8:30am-3:30pm
Carroll College - Helena MT
\$99 for-profit \$69 nonprofit/government
Continental breakfast and lunch will be provided

Register internbridge.com/montana

- Learn a data-driven framework, deliver an amazing work-based learning experience
- Identify future hires through work-based learning programming
- Equip employers with the right tools to maximize ROI
- Engage your organization by focusing on outcomes
- And much, much more!

Presented by **Intern Bridge**

Sponsors:      

**Training to Support
Internship Hosts**



**RHM First Nursing
Youth Apprentices**

Category	Indicator	Data Collection
Collaborative Participation	<ul style="list-style-type: none"> Attendance at quarterly meetings Total Collaborative membership New members added in year Active Work Group members 	<ul style="list-style-type: none"> Tracking by coordinating staff
Participant Experience	<ul style="list-style-type: none"> Satisfaction with quarterly meetings and retreat Overall satisfaction with the Collaborative <ul style="list-style-type: none"> Value/Benefits of Participation Communication Alignment New Connections Learning 	<ul style="list-style-type: none"> Meeting exit tickets End-of-year annual survey
Collaborative Impact	<ul style="list-style-type: none"> Progress on Work Group action plan milestones Adoption of shared definition of WBL continuum and activities 	<ul style="list-style-type: none"> Work Group Milestone Tracker Sign-on to shared definitions by WBL members

Developed Collaborative Success Measures



**First Teacher Externships in Mfg.
(7 employers, 7 teachers)**



Year 2 Highlights



2nd WBL Retreat, August 15-17, 2022

Present about WBL and the Collaborative at Conferences

- Montana ACTE Conference, Oct. 20, 2022
- National ACTE Conference, Dec. 2, 2022
- Montana Principals Conference, Jan. 22-24, 2023
- Montana School Counselors Association, March 30-31, 2023
- ACTE National WBL Conference, April 26-28, 2023



Received EdChoice Funding to Hire Kathleen O'Leary to Support Coordination

Guest Presentations at Quarterly Meetings

ACCELERATE 

Pathful for Montana 



Year 2 Highlights

Launched New Collaborative Web Page



Year 2 Highlights

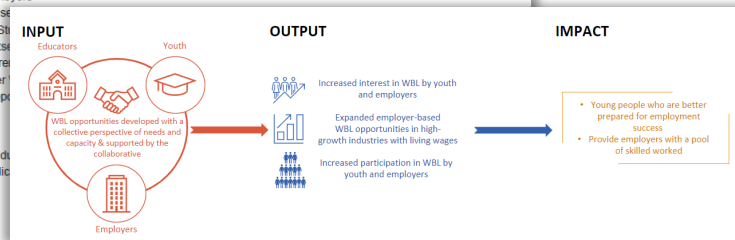
More Data!!!

Reach Higher Montana Work-based Learning Collaborative Data Measurement Plan

DECEMBER 2022

Table of Contents

- I. Background
 - Timeline of the Collaborative's Data Efforts
- II. Measurement Plan Overview
 - Data Sources & Collection
 - Work-based Learning Voice Data
 - Youth
 - Educators
 - Employers
 - Work-based Learning Voice Data
 - HS Students
 - Postsecondary
 - Apprentices
 - Employers
 - Timeline, Reporting
- III. Appendices
 - General
 - Youth, Educators
 - WBL Indicators



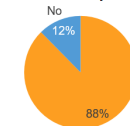
Completed Data Measurement Plan

Research Approach

Audience	Approach	Participants	
		2022	2023*
YOUTH	Listening Sessions <ul style="list-style-type: none"> Developed a listening session packet with survey & discussion questions Reach Higher regional advisors received training and then led focus groups Focused on juniors and seniors who had and had not participated in work-based learning activities Intentional recruitment at range of school sizes across the state 	40	98
EDUCATORS	Focus Group & Exit Survey (2022) <ul style="list-style-type: none"> Received recommendations of WBL leaders within education to recruit Led an online focus group with an exit survey Survey (2023) <ul style="list-style-type: none"> Advertised survey at educator conferences across the state 	7	27
EMPLOYERS	Feedback Form (2022) <ul style="list-style-type: none"> Feedback forms were available to employer Survey (work in progress) 		

Youth About the Participants

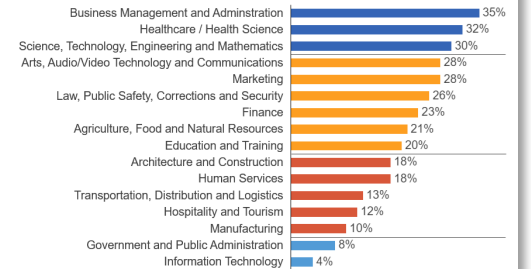
Paid Job Experience



- We continue to see that most students who participated had paid work experience
- The most common areas of employment continue to be:
 - Food Service
 - Ranch/Farm Work
 - Retail
 - Childcare
 - Construction

Career Interests

When asked about their interest in specific career fields, students shared a variety of interests.



Collected More Data from Youth Focus Groups, Educator Survey, and on Young Apprentices



Year 2 Highlights



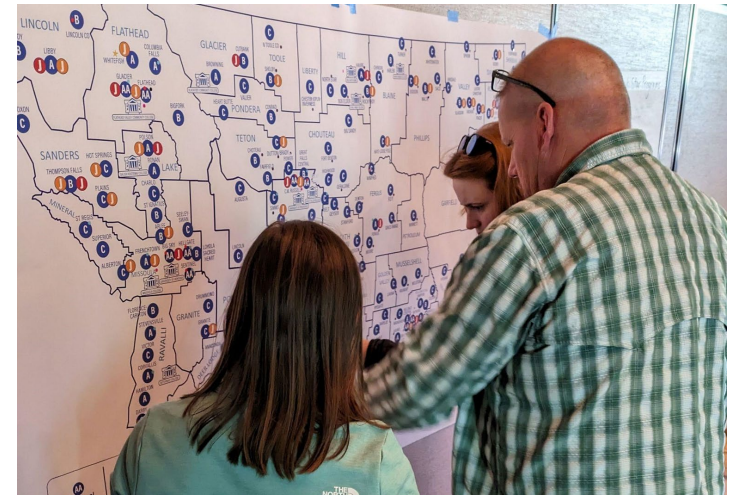
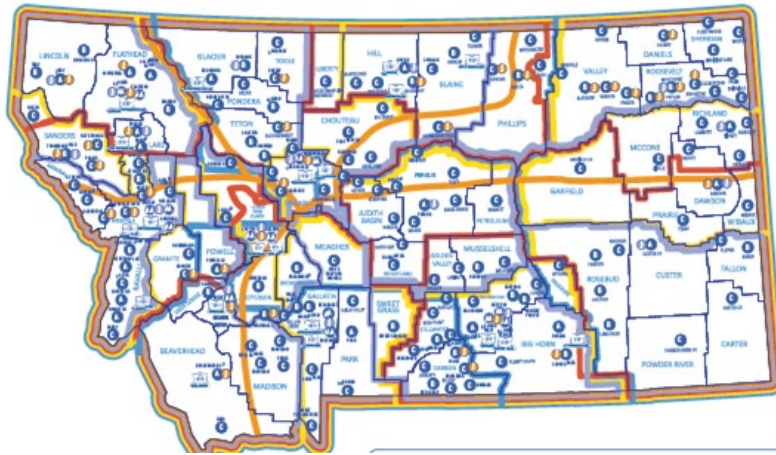
Teacher Jeannette Barreto who is participating in an externship at Woods Powr-Grip in Laurel.



Lead Contact at Wood Powr-Grip, Katie Whitmoyer, with Jeannette.

Doubled Teacher Externships

Expanding WBL Landscaping Work





WBL Collaborative Plans for Year Three



Project-based Work Groups

- **Programs:** Framework and essential components of programs (bringing in best practices), recruitment/train teachers
- **Policy:** Policy explainers and WBL definition
- **Data:** Expansion of stakeholder voice data, data dashboard
- **Communications & Marketing:** Where are we presenting? Where are we disseminating?
- **Capacity:** Funding, quarterly meetings, onboarding of members, annual retreat

Quarterly Collaborative Meetings

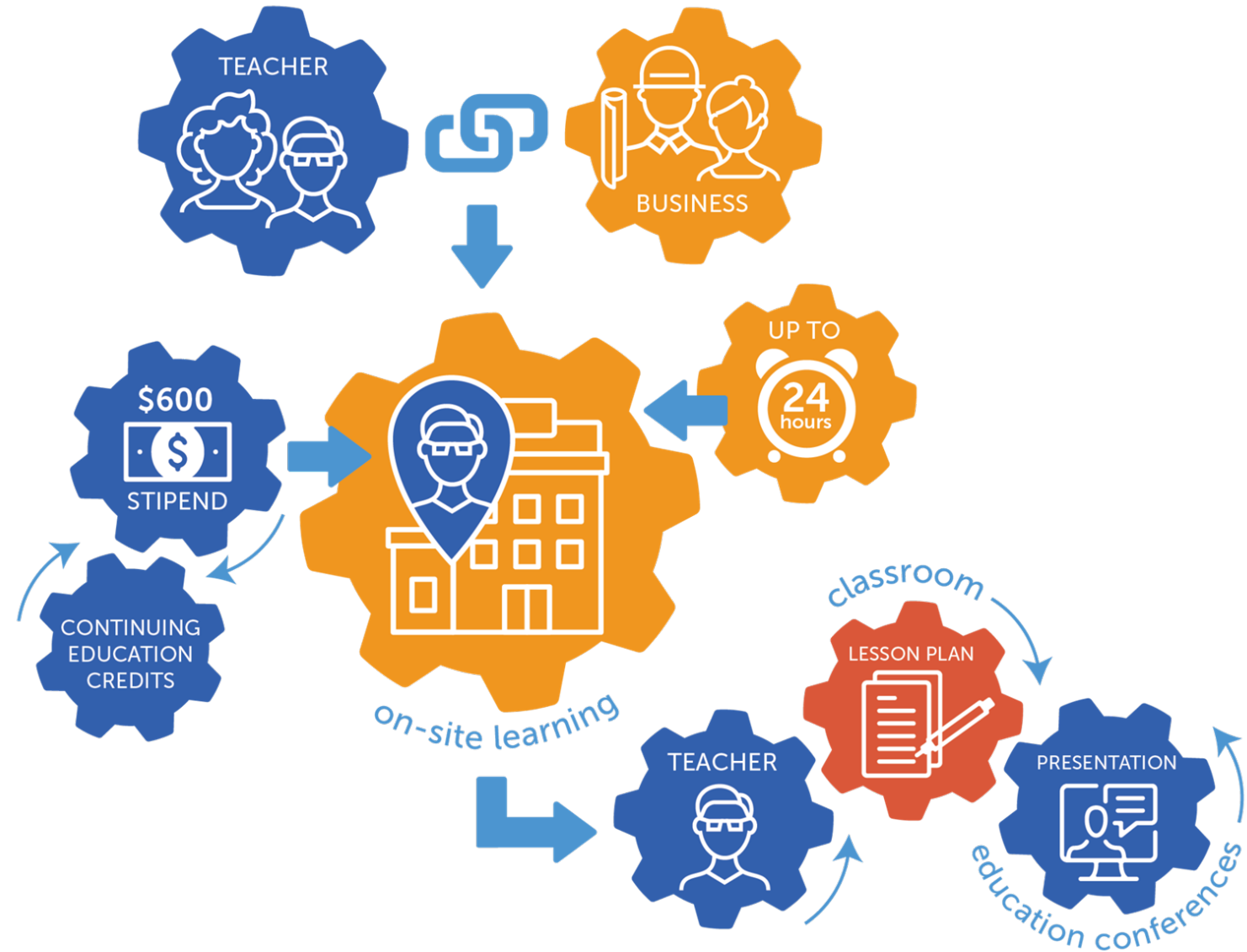
- August, October, February, May
- Annual Retreat - Summer 2024



A Partnership is Formed



Teacher Externships



Teacher Externship Participation

- ADF International, Inc.
- Applied Materials
- Deer Lodge Medical
- Diversified Plastics
- HE Parts International
- Intermountain Health
- Mystery Ranch
- Nomad Global Communications
- PureView
- Red Oxx Manufacturing, Inc.
- Spark R&D
- Tuscano Machine
- West Paw
- Wheat Montana
- Wood's Powr-Grip



Video

https://youtu.be/aPy_7RC-Lco



Feedback from Participants

“

All teachers have heard “when will I ever use this?”, and now I am able to answer with confidence because I had just done it.

”

“

This experience was invaluable! Being able to interact in-person allowed for two-way conversation that can't be beat.

”

“

I would strongly encourage other CTE instructors to take advantage of the opportunity.

”



Feedback from Businesses

“ It was a great opportunity to showcase our business. We would, without question, host more teachers in the future. ”

“ We are investing in our future workforce by giving teachers a glimpse of what we do so they can relay that information to their students. ”

“ Continuing education in the fields of manufacturing can be extremely rewarding, as one truly sees the fruits of his or her labor. ”

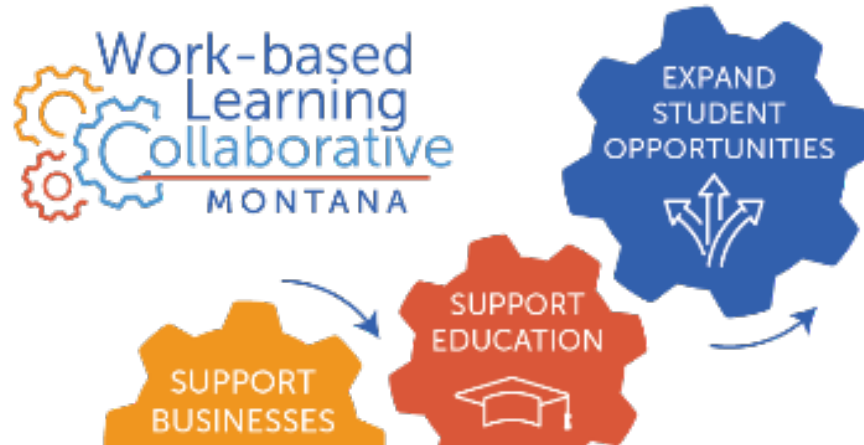
“ We hope she will encourage others to participate, or even just reach out to us for collaborative or education opportunities. ”



What is planned for the future.....



WBL Collaborative Website




- [Get Involved! \(links to form\)](#)
- [Contact US \(anchor to bottom\)](#)
- [Join our mailing list \(form\)](#)
- [Upcoming events](#)

- SEPT 10** Quarterly Meeting Helena, MT
- OCT 23** Some kind of other thing Missoula, MT

What is work-based learning, anyway?

In simple terms, it is learning about work, at work. Work-based learning happens through several different structures, for example:


Work-site tours and job shadows
Flip cards - definitions on the back


Internships
Flip cards - definitions on the back


Apprenticeships
Flip cards - definitions on the back



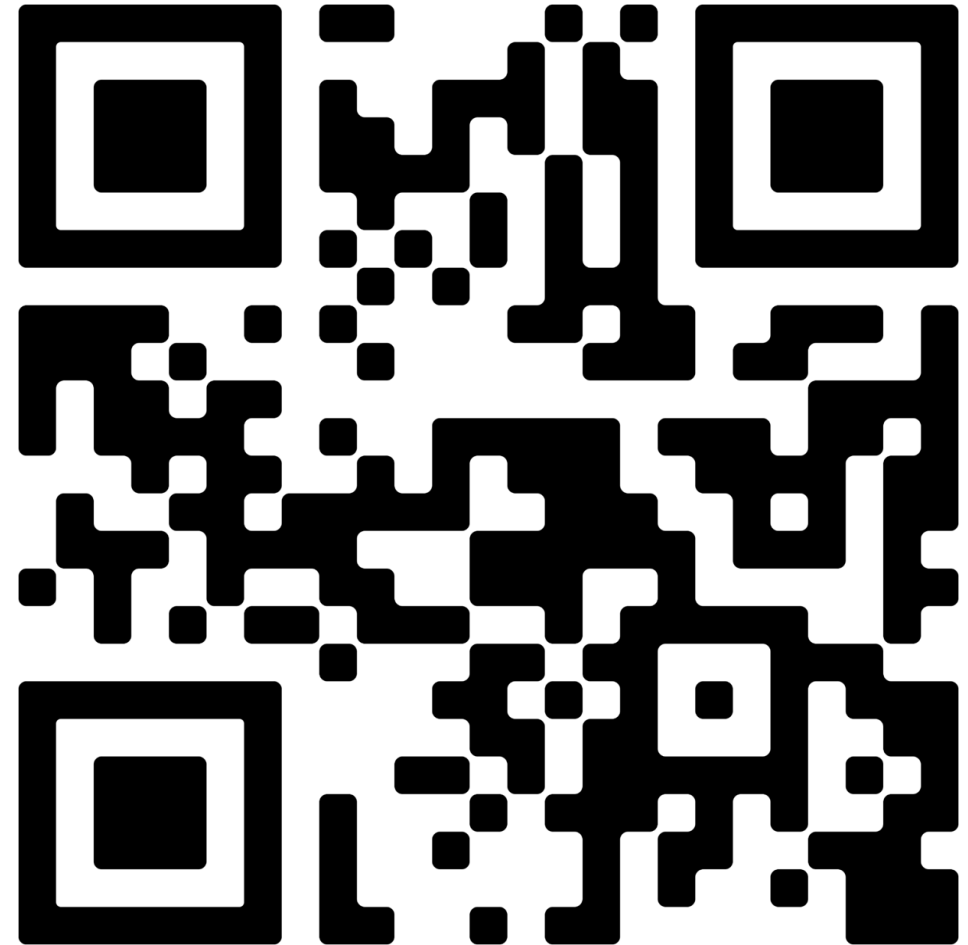
Scan to get the Montana Office of Public Instruction Work-based Learning Toolkit



Get more information

(Employer Toolkit, Teacher Externship,
and more resources)

Sign up for our mailing list!



slido



What year was the initial/first Montana Work-Base Learning Collaborative Summit?

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slido



**How many teachers participated in the
Teacher Externship Program in Year 1?**

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How much was the stipend for those participating in the Teacher Externship Program in year two?

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Which was not a Year 2 Highlight for the WBL Collaborative?

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What is the name of the Grinch's dog?

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In the Star Trek series, where in Montana was the first contact between humans and the alien race, the Vulcans?

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Thank you for your attention and input!

Please contact me after the presentation if you would like more information or to become more involved in the Montana Work-based Learning Collaborative!



Contact Information

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Reach Higher Montana

jbutcher@reachhighermontana.org

(406) 366-0777



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Industry Panel

Heather McDowell, Sibanye-Stillwater Mine

Brad Bernhart, Earlywood Design

Dr. Becky Muller, Nursing, MSU-Billings

Jenna Jones, Ultrasound/Rad Tech, MSU-Billings

Travis Yuzik, Atomic Industries

Perkins Videos/Team time

- 1) Consider the conversations of the Summit-What are your next steps toward engaging current initiatives toward greater workforce development?
- 2) What do you need to be most successful?
- 3) What is your individual role in this effort? Why is this role so important?
- 4) What is the first thing you will do when you return to campus to foster a workforce development culture and responsiveness to industry?

Summit 2024

Information Coming Soon!

Thank you!

Perkins and Dual Enrollment Coordinator Meeting