



CAREER LAUNCH

— C H I C A G O —

A youth apprenticeship system that connects education and workforce training, launching students into high-demand careers

A new talent strategy is needed in Chicago

Employers struggle to find and retain talent today, especially in middle-skill jobs.

Middle-skill jobs, which require education beyond high school but not a four-year degree, make up more than 50% of Illinois' labor market.

National Skills Coalition, *Forgotten Middle*, 2015

Youth—especially youth of color—crave better options for starting careers.

25% of African American and 13% Hispanic aged between 16 and 24 in Chicago were neither employed nor in education.

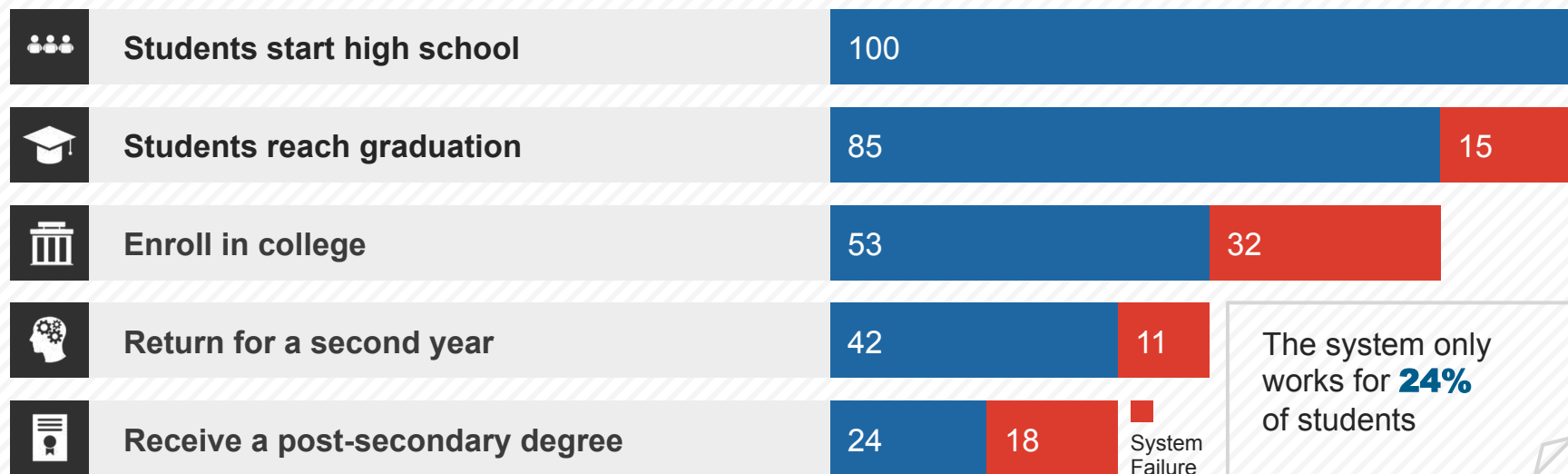
Great Cities Institute, University of Illinois at Chicago, May 2019

The nature of work is rapidly changing; how we prepare high school students for that work must also change.

Without immediate changes to our postsecondary education system, our economy will be short 5 million workers by 2025.

The Georgetown Center on Education and the Workforce, 2015

The system is not working for all students



In Chicago: 79% graduate HS, 75% enroll in college within 6 years and only 19% graduate with a bachelors degree within 10 years of starting HS

¹ Certificate, associates or bachelor's degree within 150% of allotted time

Sources: The National Center for Higher Education Management Systems and U.S. Department of Education's National Center for Education Statistics

There is a ready pipeline of CPS students for current job openings in thriving industries

CPS Students in
IT CTE Pathway

596

Annual Openings in
IT Requiring Less than
a Bachelor's Degree*

1,033



CPS Students in
Healthcare CTE Pathway

391

Annual Openings in
Healthcare Requiring Less
than a Bachelor's Degree

6,385



CPS Students in
Manufacturing CTE Pathway

203

Annual Openings in
Manufacturing Requiring Less
than a Bachelor's Degree

7,218



Youth apprenticeships
can improve educational and
career success for Chicago
youth and help employers meet
their talent needs.

**CAREER PATHWAYS
THAT IMPROVE
ECONOMIC
SUCCESS**

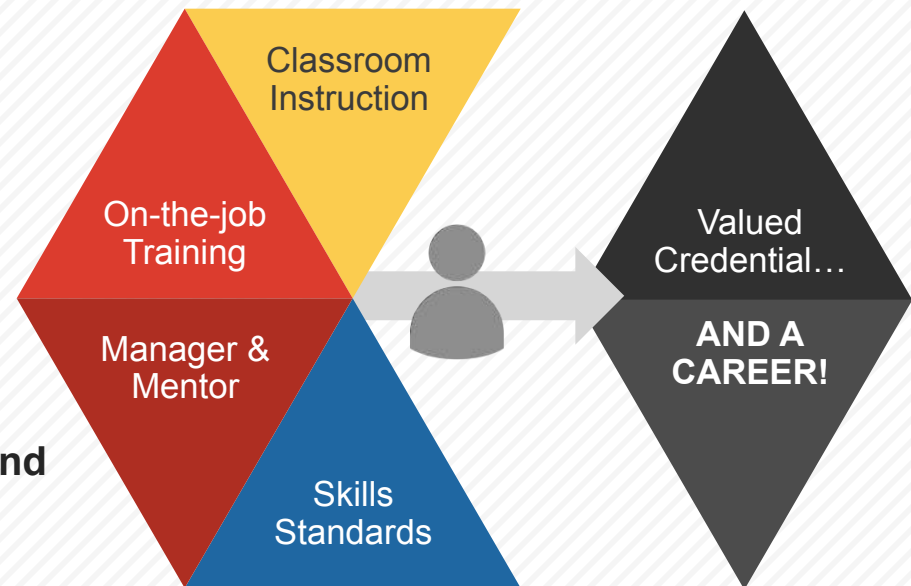
**SKILLED
WORKFORCE FOR
TODAY AND
TOMORROW**

**INCLUSIVE
ECONOMIC
DEVELOPMENT**



What is a youth apprenticeship?

- Paid, **on-the-job learning** supervised by skilled employees
- **Related instruction** in a classroom
- Assessment using **skills standards**
- **Mentorship**
- Culmination in a portable **credential** valued in the industry
- Proven pathway to **careers in high-demand sectors**



For Employers: Apprenticeships are a customized talent solution

- Access to diverse **talent** pipelines
- Prepared students who have already **committed** to a relevant career pathway
- Tailored, high-quality skill-building for **high-demand** positions
- Higher **retention** resulting from a deeper relationship

Other Benefits:

- Access to **partner organizations** who can help your employees thrive at work, and address life needs outside of it
- \$3,500 **tax credit** in Illinois



There is Evidence: Youth apprenticeships help businesses recruit, train and retain the best talent

40–50%

Rate of return on apprenticeship programs for health centers and manufacturers

30–50%

Conversion to full-time employees based on cohort size

20–50%

Reduction in long-term hiring costs by avoiding recruiting, staffing, and poaching costs

Feedback from employers doing youth apprenticeship in Colorado



CHASE

accenture



Walgreens



Sample of Chicago companies using apprenticeships

For Students: Youth apprenticeships eliminate choice between education and earnings




- **Earning** while learning in high demand sectors (healthcare, IT, adv. Manufacturing)
- **Hands-on** work opportunity to understand careers, build skills and gain experience.
- Completing **high school** courses and earning **college** credits with clear **relevance** to career interest
- **Long-term earning potential** through pathways
- **Supports and mentorship**
- **Network** of other apprentices following similar paths



How it works: Focus on high school seniors ready to succeed in college coursework and the workplace

					← Focus of Employer Role →	
	9th / 10th Grade →	11th Grade →	Summer →	12th Grade →	College Year 1 →	
	Career Awareness & Exploration	Internship/Pre-Apprenticeship		Apprenticeship (2 Years)		
	<ul style="list-style-type: none"> Students select career focuses (CTE pathway) Eligibility for college courses determined by 10th grade SAT Note: 8th grade students select high school aligning with career interests 	<ul style="list-style-type: none"> Students begin taking career-relevant college courses as well as HS classes Students apply for apprenticeship opportunities 	<ul style="list-style-type: none"> College skills catch-up if necessary Summer pre-a-ship bootcamp & skills training 	<ul style="list-style-type: none"> CTE courses and DC/DE courses; Increasing share of courses are college-level Transitional math and ELA if necessary 	<ul style="list-style-type: none"> Enrolled as college student College courses leading to certificate and/or associate degree 	
	<ul style="list-style-type: none"> Info sessions Worksite visits Job Shadows 	<ul style="list-style-type: none"> Part-time internship 	<ul style="list-style-type: none"> Full-time Summer Internship Business interviews students for a'ship placement 	<ul style="list-style-type: none"> Mentor assigned 10-16 hours of work per week Weekly on-the-job training 	<ul style="list-style-type: none"> ~20-24 hours of work per week 2-3x/week on-the-job training 	
Potential for CBO Partnerships on WBL, Job Readiness and/or Student Supports						
Youth apprenticeship opportunities will start in Healthcare, IT, Adv Manufacturing in 2020 and expand to other sectors.						

Apprenticeships: An option multiplier for students

	Year 1 →	Year 2 →
	<ul style="list-style-type: none">• Enrolled as high school student (in most cases)• CTE courses and <i>increasing share</i> of DC/DE courses• Transitional math and ELA if necessary	<ul style="list-style-type: none">• Enrolled as college student• College courses leading to certificate and/or associate degree
	<ul style="list-style-type: none">• Mentor assigned• 10-16 hours of work per week• Weekly on-the-job training	<ul style="list-style-type: none">• ~20-24 hours of work per week• 2-3x/week on-the-job training
	<ul style="list-style-type: none">• CLC point person to provide ongoing navigation, advising, coaching• Training and workshops (e.g., soft skill, leadership development)• Equity supports, including emergency aid and transportation support	

Student signs on
as full-time
EMPLOYEE

OPTIONS MULTIPLIER

**OR
BOTH!**

Student continues
EDUCATION
with 2- or 4-year
degree



CAREERLAUNCH

— CHICAGO —

**A coordinated youth
apprenticeship system that builds
seamless pathways from high
school, through college, into
careers.**

Career Launch Chicago will significantly enhance career connected learning opportunities across systems



Creating Rigorous Pathways for CPS Students into College Course and Targeted Careers



Ensuring Systems are Working Together and in Synch to Launch Careers



Partnering with Employers to Customize Training and Access Career-Ready Talent

OUR GOAL

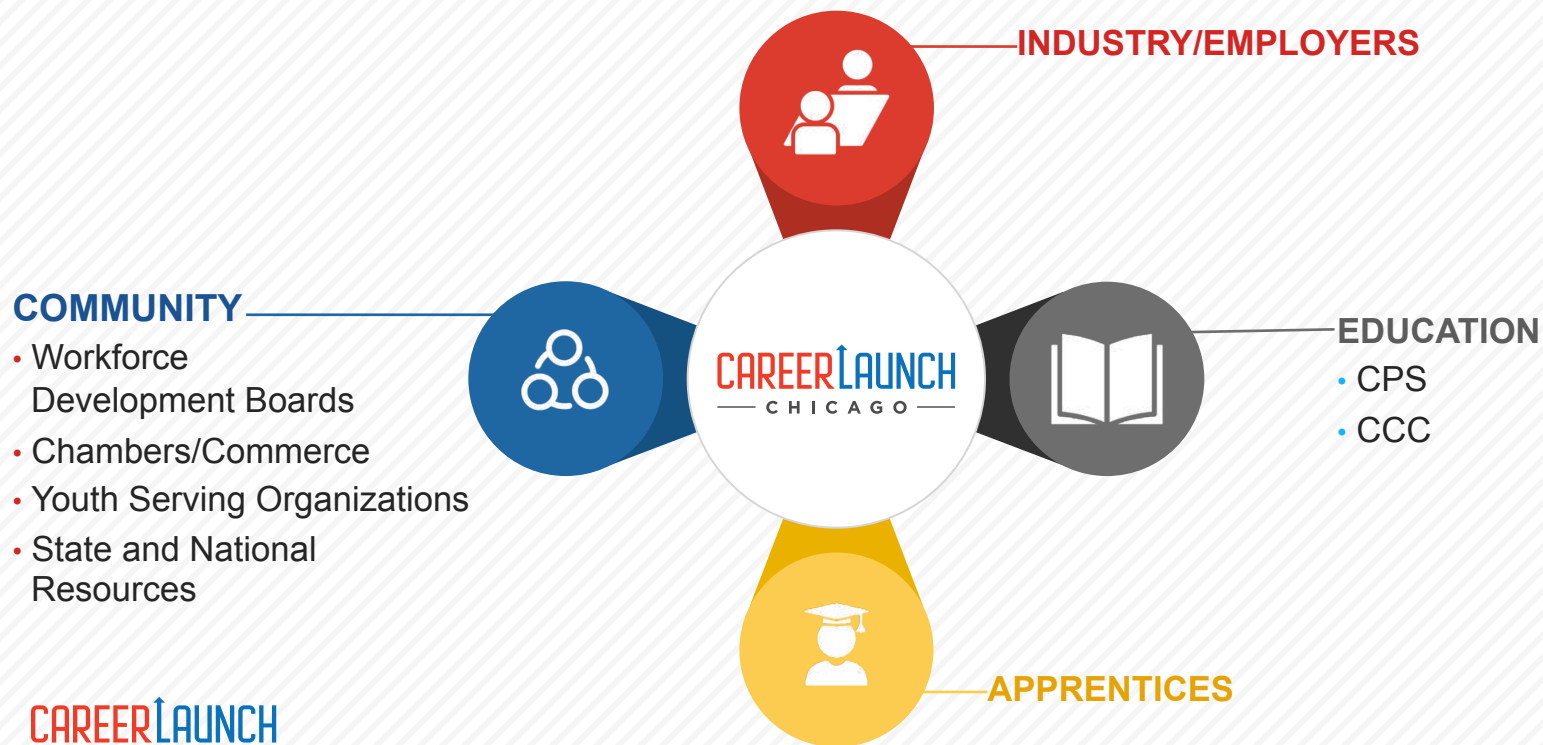
50 Apprentice Placements in 2020 (pilot)
1,000 Active Apprenticeships in CPS and CCC in 2025

CCC and CPS are working closely together to create a seamless path to college and careers for Chicago students

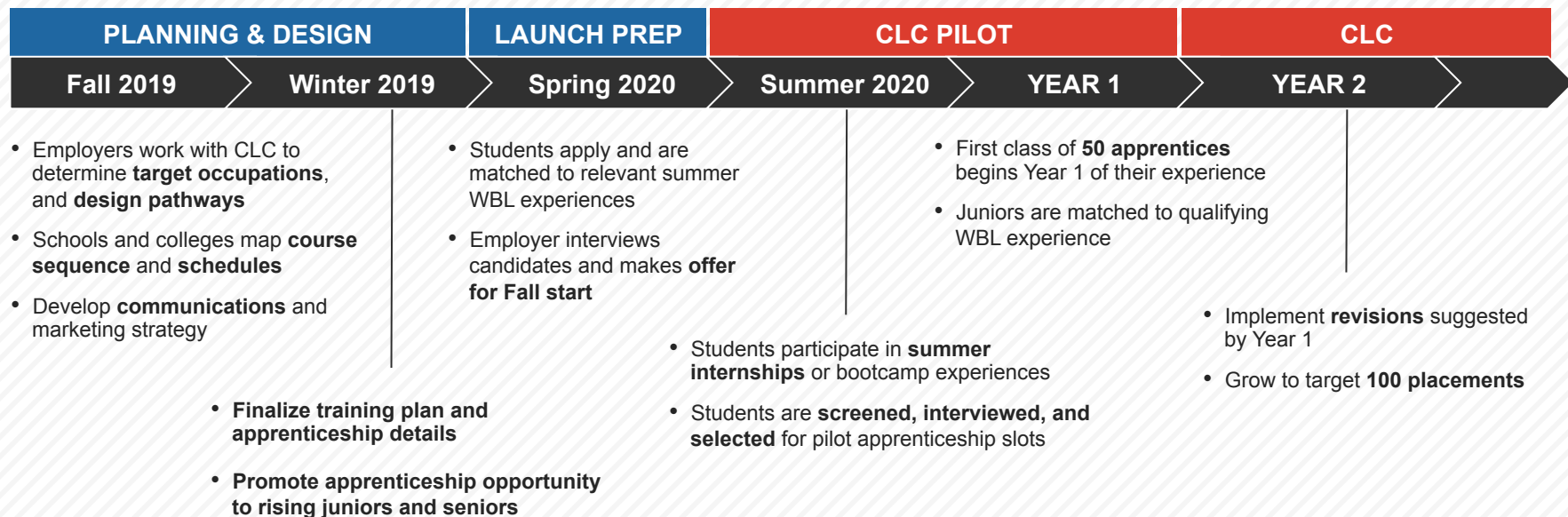


Career Launch Chicago will put in place the **tools, processes and technology** to support all stakeholders across the entire lifecycle of an apprenticeship and strengthen CPS and CCC's ability to support long-term apprenticeship scaling.

Career Launch Chicago will improve coordination across multiple stakeholders engaged in youth apprenticeships



We are moving aggressively to expand opportunities for students and address employer talent needs



Current Partners



Apprenticeship 2020



Learn More

info@CareerLaunchChicago.com

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