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Co-Design Apprenticeships & Future Workforce Pathways: Corporate HR & University Partnerships

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Executive Learning
EXCHANGE

Leading Learning Innovations of the Future

Oct 4, 2018

Co-Design Apprenticeships & Future Workforce Pathways: Corporate HR & University Partnerships

Executive Learning Exchange
Chicago, IL



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IMSA.EDU



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**Michelle
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Bellevue
University

Co-Design Apprenticeships & Future Workforce Pathways: Corporate HR & University Partnerships

Panel Discussion



Strategic Opportunity

The workforce is ever-changing. Our latest challenge is finding workers who walk in with our needed skills and knowledge. This developed workforce is scarce and expensive. With the current workforce skills gaps increasing and rapidly changing job requirements, we need to think strategically and maximize all of our learning and development programs and dollars. This roundtable will discuss using tuition assistance and apprenticeships to create leadership development programs effectively and efficiently through partnerships. We will discuss the untapped opportunities within tuition assistance programs and how to align training and tuition assistance programs to build leadership pipelines about their personal experiences and are least likely to center on experiential learning.

Questions we will explore

- Is the recent abandoning the four-year degree as a qualification a break from hiring orthodoxy or a short-term fad? As reported in the news recently, high-paying tech outlets like Apple, Google, and IBM, in addition to service-oriented companies like Costco, Starbucks, and Chipotle. Let's explore why so many companies still insist upon a degree in the first place.
- How are assessments and frameworks for critical capabilities used to identify development needs?
- To what extent does your organizations use early career development to attract future talent?
- What are the “Must Have” practices for early career development?
- What measures are demonstrating the impact of early career development?

Agenda

- **Introductions** (Richard, Michelle, Newton)
- IMSA 2022 Impact Statement - Richard
- Changes for Individuals as lifelong learners (Growth mindset, resources, observations) - Newton
- Changes for Education: Career and Technical Education. Innovation examples (certificate granting High Schools).
- Changes for Corporations: Apprenticeships: Challenges and opportunities, and examples - Michelle
 - Home Depot Story - Michelle
 - IBEW Story - Richard

IMSA 2022 Impact Statement

By 2022, [IMSA](#) is a recognized global leader and catalyst in equity and excellence in STEM teaching and learning, innovation and entrepreneurship

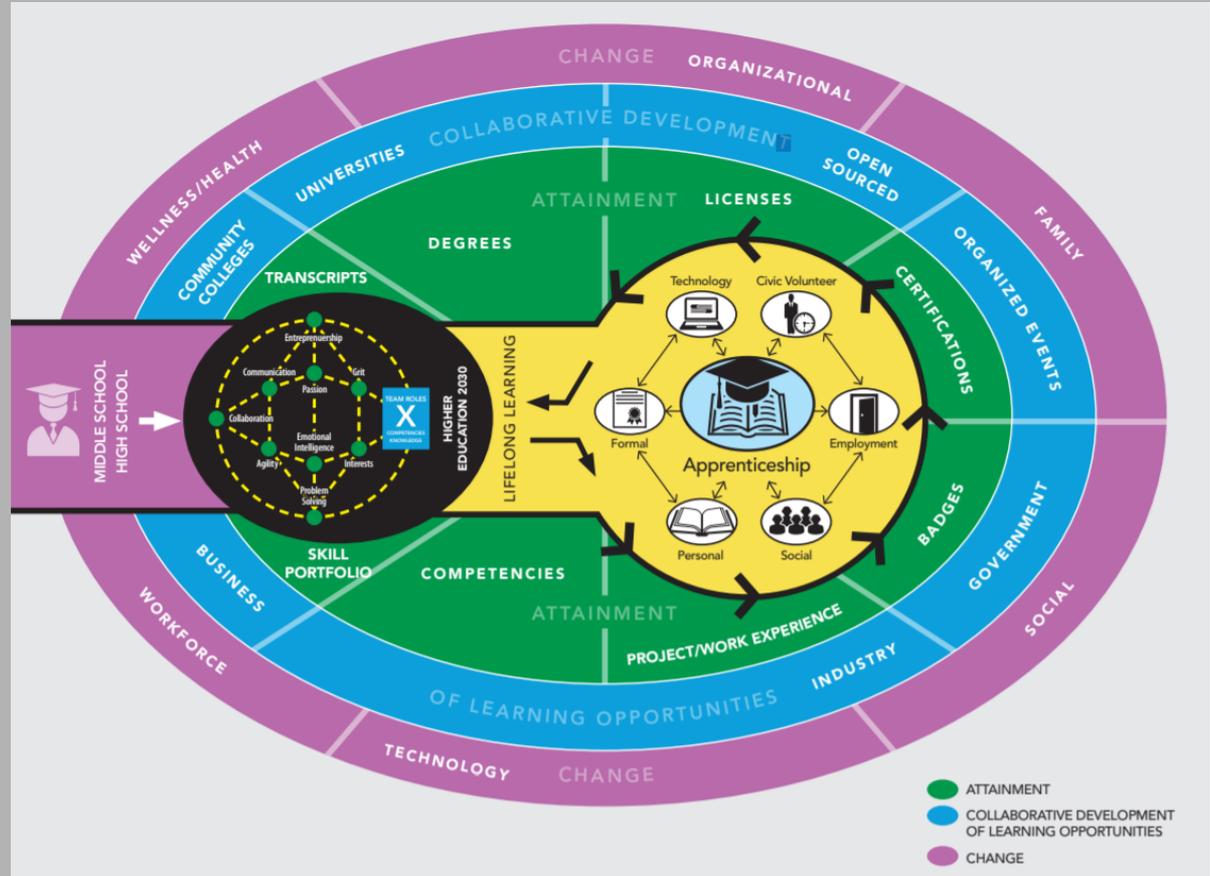
- A Culture of Inquiry (We questioned what success is and will be)
- Equity & Excellence (policy, practice, increasing access to STEM curriculum)
- Innovation & Entrepreneurship: Teacher internships, 1871, Ocient, Student Inquiry Research mentors.
- *IMSA responds to emerging future trends and issues*

Higher Education 2030

Lifelong Learning Journey Map

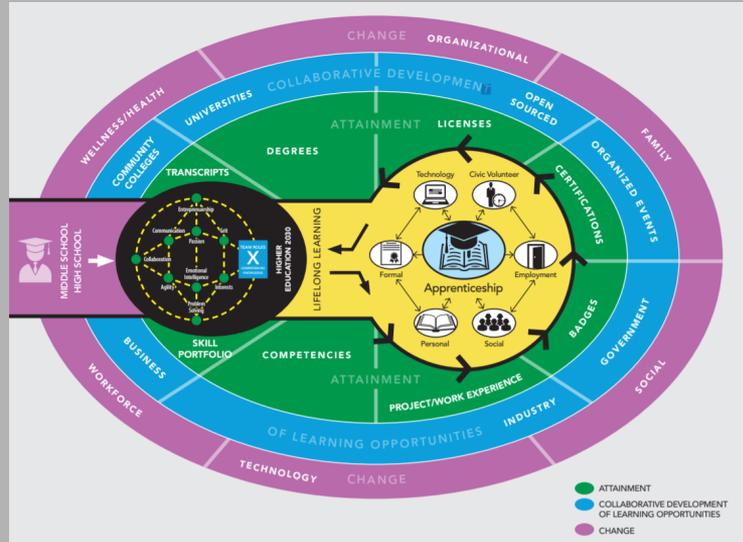
Source: Bellevue University

The Lifelong learning ecosystem.
An anchor for our discussion.



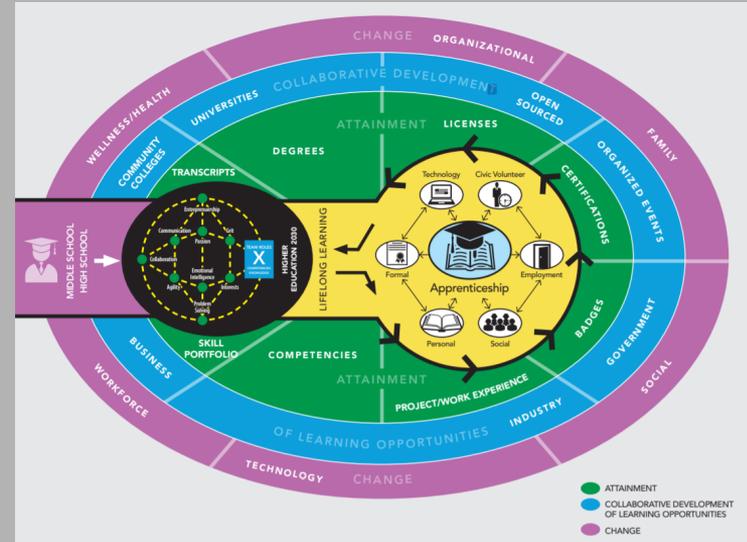
Changes for Individuals

- Lifelong learners
- Growth mindset
- Resources
- Observations



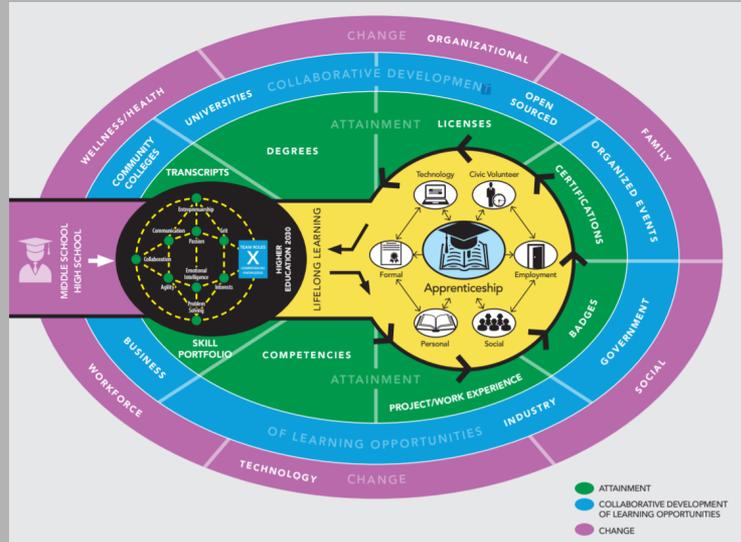
Changes for Education

Changes for Education:
Career and Technical Education.
Innovation examples (e.g.
certificate granting High Schools).



Changes for Corporations

- Apprenticeships: Challenges, opportunities, and examples
- Home Depot Story – Michelle
- IBEW Story - Richard



Closing

Thank you for engaging to share information, issues, trends and experiences that shape the future workforce.



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Thank You

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