

2006

Some Perspectives on and Examples of Business Education Collaboration for Workforce Development

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Citation

Hollenbeck, Kevin. 2006. "Some Perspectives on and Examples of Business Education Collaboration for Workforce Development." Presentation to CSG (Council of State Governments) Midwest Economic Development, Workforce Development & Labor Committee, Chicago, August 20.
<https://research.upjohn.org/presentations/20>

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Presentation to CSG Midwest
Economic Development, Workforce Development
& Labor Committee

by

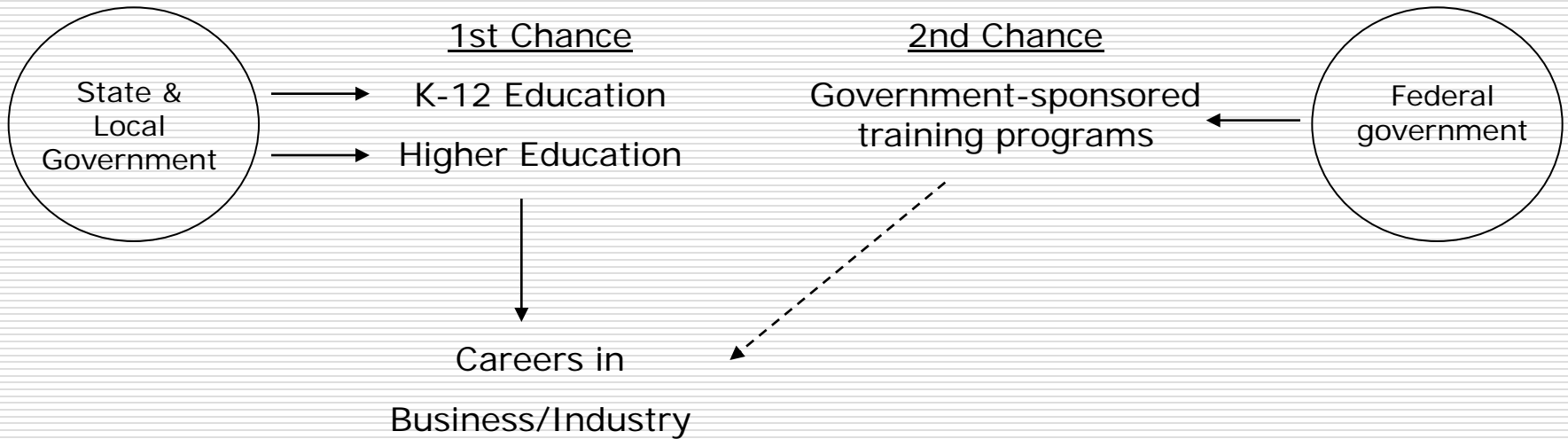
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August 20, 2006

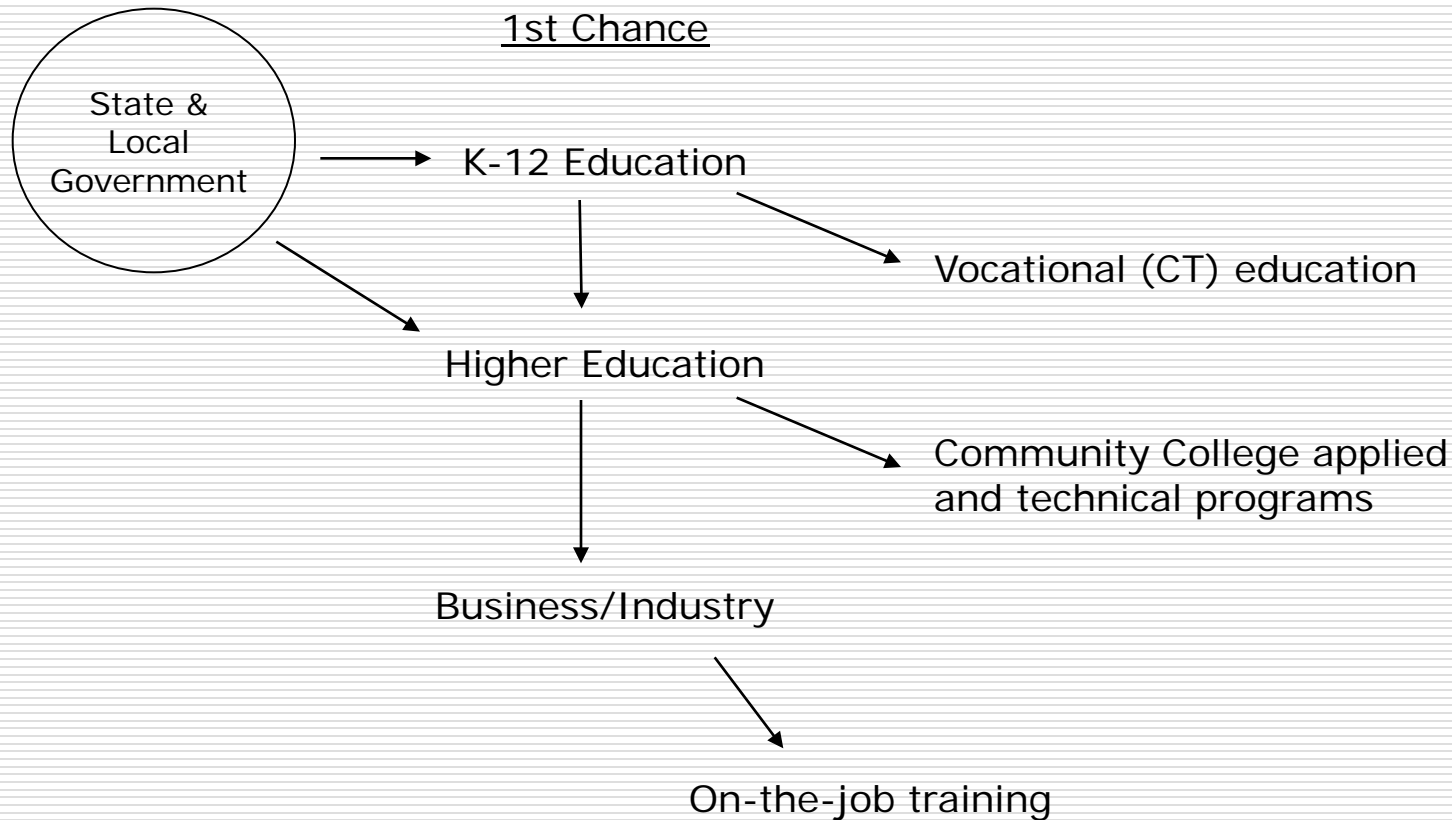
Outline

1. Historical Context
2. Collaborative Barriers
3. Examples of Business-Government-Education Collaboration
4. Legislative Recommendations

Historical Development (1): Major Systems



Historical Development (2): Workplace Skill Development Subsystems



Paradigm Shifters

1. School-to-Work Opportunity Act (STWOA 1994)
 - legacy: career development is a legitimate activity of K-12 education
2. Brain research (90s)
 - effectiveness of applied learning for majority of students
3. International competitiveness concerns (recessions in 80s, 90s, 00s)
 - worker productivity could be enhanced with business involvement in workforce development
 - federal training programs got broadened eligibility (WIA)
4. Accountability movement (90s)
 - NCLB; new Perkins, etc.
 - driven by; analogous to business/industry QC

Bottom Line

- ❑ Education system less “silo-ed”; more collaboration; more “open” to collaboration
- ❑ Larger federal role than historically true

Barriers to Collaboration

1. Nature of production processes

Education – product is human; therefore cautious, slow-to-change, stimulus-response-feedback means “curriculum” development.

Industry – nimble; able to focus resources to resolve problems; short product cycles that are getting even shorter.

2. Logistics of place, time, numbers of individuals involved

3. Requires resources and may have little payoff

Some ~~Best~~ Good Practices to be Encouraged by Policy

1. Voyager Program (Kalamazoo County)

Description: High school teachers spend a week in business/industry setting during school year or summer; develop lesson plans.

2. Massachusetts Workforce Training Grants (also California Employment Training Panel)

Description: Companies with help of trainers (community colleges or private consultants) compete for training grants – in MA, about \$100K that covers 2 years; funded by surcharges on UI payroll tax; match required.

Brings up issue of Bricks & Mortar vs. Market approach

Some ~~Best~~ Good Practices to be Encouraged by Policy (Cont'd)

3. Indiana 21st Workplace Skills Initiative

Description: Uses state administration WIA funds to “pilot” training for low-functioning workers (basic literacy, math, ESL); developing a “certificate” (competitive grants).

4. Michigan Regional Skills Alliances

Description: Uses state administrative WIA funds plus a significant grant from Mott Foundation to develop local area sectoral collaborations; lets local area define workforce development priorities.

Some ~~Best~~ Good Practices to be Encouraged by Policy (Cont'd)

5. University High School (Ferndale, MI)

Description: Grant-supported public high school whose purpose is to attract relatively disadvantaged youth into automotive sector with high quality, employer-driven, college prep curriculum focused on three aspects of the automotive sector: pre-manufacturing, manufacturing, and post-manufacturing services and marketing.

6. School-to-Work Seminar (discontinued)

Description: Multi-disciplinary class, project-based, heterogenous enrollment (including special ed.). Discontinued for bureaucratic reasons – not in a department, hard to put on transcript, multi-period, students often outside of school.

Recommendations

Funding

- Use competitive grants to encourage collaboration in portfolio of educational support and economic development programs
- (Mainly K-12). Support professional development that involves business/industry

Accountability (K-12 now; higher-education in future?)

- Include collaboration in school improvement systems
- Fund research on effectiveness of applied learning on test scores

Recommendations (Cont'd)

Curriculum Mandates

- Allow innovation/"out of box" thinking
- Encourage dual enrollment (collaboration within education system)

SDE and Higher-Education Oversight

- Assure educational/learning content
- Legislative reporting on collaboration effectiveness