

Reimagining Work-Based Learning



**Employment
Security
Department**
WASHINGTON STATE

**Washington State TAA
Program Operations Team**

June 22, 2023

Reimagining work-based learning (WBL)



**How Washington TAA is
helping laid-off
Boeing, Microsoft and
other high-tech,
higher wage workers**

Washington state's TAA WBL goal



To increase WBL as a preferred training option to high-tech and higher wage workers

Why this demographic?



- Increase in the number of workers in this target demographic in WA.
- Current economy may not be able to absorb all these workers into similar jobs.
- Opportunity to transition with the growth of other emerging, in-demand technologies & industries.
- Other changes in the labor force (“war for talent,” national priorities).

Why now?



**Renewed Workforce
Development focus**

Building America Grant

**ETA and
DOL**

**NASWA: National Association
of State Workforce Agencies**

**National focus groups –
Bringing TAA to the table**

**Evaluation of the American
Apprenticeship Initiative**

[Evaluation of the American Apprenticeship Initiative \(AAI\)](#) | [Apprenticeship.gov](https://www.apprenticeship.gov)

Objectives to meet this goal



1. Identify reemployment needs for the target demographic.

2. Discover and create pathways to WBL.

3. Build employer/community partnerships.

4. Empower TAA case managers to lead TAA participants to these pathways.

5. Communicate WA TAA resources to partners and potential employers.

Objective#1: Identify reemployment needs for laid-off Boeing, Microsoft and other high-tech, higher paid workers.



- Desirable transferrable job skills; needs new industry experience.

- Proprietary, highly specialized, job skills not as transferrable.

- Comfortable with a changeable/high-tech work environment.

- Exit job skills outdated for the current industry occupation.

- Previous job title a mismatch for occupation in job market.

- Needs shorter term training than offered through OST.

- Needs income while in training (TRA unavailable).

- Needs occupation with wages with comparable wages.

Objective #2: Discover and create pathways to work-based learning



Training plans which include Work-Based Learning:

- **On-the-Job Training (OJT)**
- **Apprenticeship (Registered & Other)**
- **Customized Training (Blended Plans/Braided Funding)**

LNI-Registered
Apprenticeships

WIOA Partners-
OJT

WSCL-Union
affiliated
Apprenticeships

ESD-Policy:
Historic & Current
Data & Procedure

Objective #3: Build, strengthen and support employer/community partnerships



Community Building

- **Local Employers**
- **Worker Retraining Counselors**
- **Apprenticeship providers**

Partnership Strengthening

- **Rapid Response**
- **Washington State Labor Council**
- **WIOA**
- **Local Workforce Development Boards**

Internal Support

- **EC Business Services**
- **WorkSource Staff**
- **TAA Outreach Team & Funding**

Objective #4 Empower TAA case managers.



Solidify & communicate identified resources from employer & community partners for quick referral.

Review, revise & train on the WBL Training Forms for case managers.

Include a documented WBL conversation during the initial & ongoing Individual Employment Plan (IEP) discussion.

Communicate WA TAA resources to partners and potential employers



- We have the funding!
- We have the capacity to build Work-Based Learning Training Plans tailored to the individual employment training needs!
- We have dedicated, trained, engaging case managers and operations staff!
- We are very motivated to maintain our momentum to attract and support new customers!

Success Story!



- **Employer at layoff:** Primary supplier of aluminum to Boeing.
- **3 TAA workers:** Performing highly-skilled technical electrical work, though not credentialed as electricians.
- **Obstacle:** Job Search found no compatible jobs offering comparable wages due to lack of credential.
- **Employment Needs:**
 - Immediate source of comparable income & benefits
 - Credentialing Path to include current transferable skills
- **CM Identified:** OJT as a compatible training path; OST would not meet the participant's immediate needs.
- **OJT:** The participants entered training with a premier residential commercial & residential HVAC and technical maintenance company. Wages exceeded wages at lay-off; training would result in a credential as a HVAC & Maintenance Technician.
- **Results:** In addition to the completed credential and higher wages, all three participants were eligible for performance wages, cross-trained to include both commercial and residence service and were retained for permanent employment.

Adeline Kerns

Trade Adjustment Assistance

Program Operator

Employment Security Department

State of Washington

Adeline.kerns@esd.wa.gov C. (206) 492-3935

Laura Anderson (She/her)

Trade Adjustment Assistance

Program Support Specialist

Employment Security Department

State of Washington

Laura.anderson@esd.wa.gov C. (509) 532-3155

Debra Kavanaugh (She/her)

Trade Adjustment Assistance

Program Support Specialist

Employment Security Department

State of Washington

Debra.kavanaugh@esd.wa.gov C. (360) 703-1812

THANK YOU!

