

Frequently Asked Questions

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| <p>What do you mean by “earn and learn?”</p> | <p>For the purposes of this summit, we are defining “Earn & Learn” programs as work-based learning opportunities in which participants are paid while they receive training in that industry or discipline. Workforce training may be provided by the employer and/or an external education partner (government or non-profit). In some instances, “earn and learn” opportunities may be tied to permanent employment for the participant.</p> |
| <p>What different kinds of “earn and learn” opportunities are there?</p> | <p>Paid apprenticeships, paid internships and on-the-job training opportunities are examples of “earn and learn” opportunities. Different “earn and learn” opportunities will have different requirements for technical training and academic learning. “Earn and learn” programs may be tailored to individuals who are in different stages of their education and professional career: students completing K thru 12 education; students completing higher education; adults who are not currently in the workforce; and adults who are employed but are interested in pursuing a different career path.</p> |
| <p>What are the advantages of “earn and learn” to participants?</p> | <p>In an “earn and learn” program, participants are able to obtain knowledge and develop skills that directly relate to the industry and job type that is of interest to them. They will get direct exposure to the specific work environment in which they will be operating and that they will need to learn to navigate. This experience will be useful in determining if the industry and job type are a good fit for them., Participants are also able to apply the knowledge and skills they have acquired in the classroom in a real world setting where they contribute to the operations and success of an actual business. Even if a paid internship or apprenticeship does not lead to a permanent placement at program conclusion, it gives the participant a professional experience to highlight when they apply for other employment opportunities.</p> |
| <p>What are the advantages of “earn and learn” to employers?</p> | <p>For employers, “earn and learn” opportunities offer an avenue for identifying and developing talent. Employers can decide content for the training that the program participants undergo. This helps to ensure that participants will be well</p> |

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| | <p>equipped to perform the duties they may be hired to fulfill. If the combined skillsets for a particular position are too difficult to find in the existing workforce, then such positions may go unfilled for a prolonged period of time. Through an “earn and learn” approach, employers can identify individuals that are quality prospects for employment who don’t necessarily have all the requisite skills but that have the capacity to develop those skills through targeted training and support. This approach allows employers to draw from a more diverse pool of candidates as they build their talent pipeline. A diversity of skills and perspectives can also enliven and enrich the workplace.</p> |
| <p>What are the advantages of “earn and learn” for our community?</p> | <p>The “earn and learn” model is ultra flexible. It can be used to target resources and create opportunities in high demand and high need industries. At the moment, we can find local “earn and learn” opportunities in technology, healthcare and skilled trades. Targeting workforce needs in this way can be helpful to both employers and job seekers. It can also help ensure that the local economy functions more efficiently for the benefit of all.</p> <p>“Earn and learn” can also be used to address a lack of participation by specific demographic groups in certain kinds of industries or job types. If we find that women or race/ethnic minorities are under-represented in a particular field, then a training program structured to specifically engage those communities can help bridge participation gaps and address economic inequities.</p> |
| <p>What are the various roles partners can play with regard to “earn and learn” programs?</p> <p><i>Source: Jobs for the Future</i></p> <p>https://www.jff.org/idea/framework/work-based-learning/</p> | <p>Secondary and postsecondary educators, employers, and intermediaries collaboratively design a continuum of work-based learning experiences and arrange for students to be paid for their work in models such as internships and apprenticeships.</p> <p>Secondary and postsecondary educators prepare students to participate in work-based learning and connect their experiences to classroom learning.</p> <p>Employers provide opportunities for young people to enter workplaces and work with industry professionals.</p> <p>Intermediaries manage all logistics, including brokering work-based learning opportunities across the region, developing job descriptions, managing student placements, supporting employers in addressing legal and liability concerns, executing agreements between employers and schools, and developing curricula and assessments in partnership with educators and employers.</p> |

