

ALLIES IN POSTSECONDARY & CAREER SUCCESS: YOUTH APPRENTICESHIP PROGRAMS & COLLEGE IN HIGH SCHOOL PROGRAMS



Interest in youth apprenticeship programs and college in high school programs like dual enrollment, concurrent enrollment and early college high school is on the rise as education stakeholders seek pathways that deliver more equitable postsecondary and career outcomes for youth.

Both approaches disrupt traditional K-12 and higher education structures that dictate how and when student learning and career experiences should begin. By integrating these approaches, education stakeholders can design an education and workforce system that leverages funding, targeted supports and high expectations to ensure every student, particularly first-generation college-going students, have the knowledge and skills for career success.

SHARED VALUES BETWEEN YOUTH APPRENTICESHIP PROGRAMS AND COLLEGE IN HIGH SCHOOL PROGRAMS

High-quality youth apprenticeship and college in high school programs share the same values in advancing postsecondary and career success for students. These include being:

- **Career Oriented** — Learning should be structured around knowledge, skills and competencies that lead to careers with family supporting wages.
- **Equitable** — Learning is accessible to every student, with targeted supports for those adversely impacted by long-standing inequities in our education system and labor market.
- **Portable** — Learning leads to postsecondary credentials and transferable college credit that expands options for students.
- **Adaptable** — Learning is designed collaboratively to be recognized and valued across an industry or sector.
- **Accountable** — Student, employer and program outcomes are monitored using transparent metrics to support improvement.

COMMON DESIGN ELEMENTS

College in high school programs are a critical strategy frequently nested within high-quality youth apprenticeship programs. Paired together, youth apprenticeship and college in high school programs create seamless pathways through high school and into college courses and programs that lead to credentials and degrees necessary for good paying jobs. In addition, K-12, postsecondary and employer partnerships developed through these dual enrollment experiences can also be leveraged to expand youth apprenticeship programs in areas where stakeholders are working on scaling up the model.

Design elements shared by both models include:

- **The Importance of Partnerships** — In both youth apprenticeship and college in high school programs, true partnerships that include secondary, postsecondary and employers are essential.
- **Providing Customized Student Supports** — Neither youth apprenticeship nor college in high school should be sink or swim. Students need the right supports — including both academic and nonacademic support — to ensure their success in postsecondary coursetaking while in high school, and as they navigate the requirements of K-12, postsecondary and their employer.
- **Providing Students with Flexible Learning Options** — Both youth apprenticeship and college in high school programs require rethinking the traditional K-12-postsecondary-career transition points for students, providing them with flexibility to incorporate elements of each at the right time for their learning and career journey, and breaking down the silos to promote student success.

ALLIES IN ACTION: INTEGRATION OF YOUTH APPRENTICESHIP PROGRAMS AND COLLEGE IN HIGH SCHOOL PROGRAMS

North Carolina

North Carolina has thoughtfully aligned its dual enrollment and youth apprenticeship programs to provide opportunities for students engaged in youth apprenticeships to access the state's dual enrollment opportunities, and then ultimately to provide a continuum of free education services to students that begins in high school and extends through postsecondary. The North Carolina Community College System operates the [ApprenticeshipNC](#) program, which supports regional consortia of secondary, postsecondary and employer partners

that cooperate to provide youth apprenticeship opportunities to students. Student participants in these programs have access to the state's [Career and College Promise](#) program, which provides an opportunity to take free dual enrollment courses. A [tuition waiver](#) for high school graduates engaged in an ApprenticeshipNC program covers the cost of tuition for youth apprentices, after high school graduation, ensuring they are able to complete their programs for free.

Trident Technical College, South Carolina

Trident Technical College operates both a strong youth apprenticeship program through the [Charleston Regional Youth Apprenticeship Program](#) (CRYA), and also a strong dual credit program, and leverages both effectively for the benefit of students. Students who are accepted to the two-year CRYA program and participate in one of [17 youth apprenticeship pathways](#) will graduate with a high school diploma, one year of college credit from Trident Technical College, and two years of paid employment. The CRYA program leverages philanthropic support and state scholarship resources to pay tuition costs on behalf of students participating in the program, allowing them to earn credits and credentials at no cost to the students or their families.

Washington State

Youth apprentices in Washington State can enroll in postsecondary courses while still in high school to get a jumpstart on their apprenticeship program's related instructional component, thanks to the state's [CTE Dual Enrollment](#) program. One of multiple [College in High School programs](#) available to Washington students, CTE Dual Enrollment allows instructors at a local high school or skill center to deliver courses through articulation agreements established between the high schools or a local school district and a partnering technical college. Working closely with sector-focused intermediaries such as the [Aerospace Joint Apprenticeship Committee](#) and the [Independent Technicians Automotive Committee](#), high school and colleges can work together to provide course sequences that allow students to earn high school diplomas, college degrees and credentials, and their journeyworkers certificate at little to no cost. And, because credits earned through CTE Dual Credit are transferable to any community or technical college in the state of Washington, apprentices' credits are portable, making it possible for them to continue their studies toward higher-level credentials and degrees in the future if they choose to do so.