

### Expanding Opportunities

- Service Learning
- Job Shadow
- Cooperative Work Experience
- Internships
- Micro-Internship
- Apprenticeship

### Core Principles:

1. Get students engaged & in placements within their industry and/or major focus.
2. Support the college in connecting the college experience to careers, both inside & outside the classroom.
3. Work in partnership with industry & the community to strengthen the economy by promoting living wage jobs & opportunities for continued learning & innovation

**ONE TOUCH.**  
**Limitless Possibilities.**  
**Panther Job Board**

**BE AHEAD OF THE SEARCH!**



Bridging the skills gap between Education and Employment Efficiently guiding ALL students into and along their chosen pathway to ensure learning the prepares them for the world of work.

# Earn and Learn Pathway



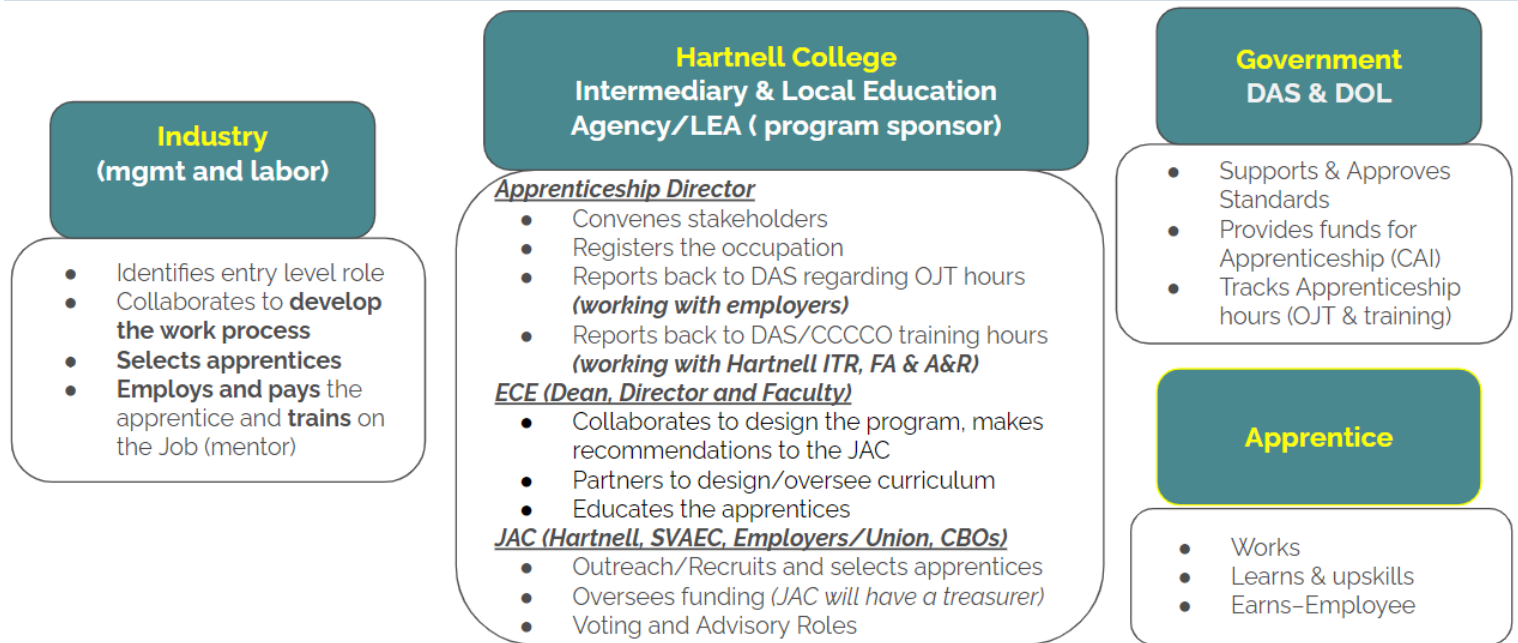
**HARTNELL COLLEGE**

	Awareness/Exploration /Preparation	Internship	Fellowship	Registered Apprenticeships
	Learning ABOUT Work	Learning THROUGH work	Learning THROUGH work	WORK
<b>Purpose</b>	Explore career options to inform decision-making	Expose students to an industry. Develop knowledge & skills necessary for success in careers	Expose students, entry and incumbent workforce as well as underserved populations including undocumented, veterans or previously incarcerated to higher skills opportunities	Cultivate a skilled talent pipeline-entry level & incumbent worker
<b>Term</b>	On going	<u>Flexible &amp; tailored</u> Examples: Micro: 25 - 40 hrs Longer term: 60-320+ hrs	Multiple months or terms	6 months - 6 years (including training)
<b>Oversight</b>	Hartnell College	Hartnell College & Employer	Hartnell College & Employer	Registered with state and/or federal labor agencies
<b>Outcome/ Benefits</b>	Badges, resume builder, networking, path clarity	Resume Builder Recommendations	<b>Depending on the program design</b> Certificate, job offer, recommendation	<b>National certificate of occupational competence</b>
<b>Resources/ Compensation</b>	Access to career advising, fairs, workshops, networking, soft skills devel., job shadows, etc	<b>Stipend or Pay check</b>	<b>Varies</b> Example: <b>stipend + toolbox + other resources</b> (career preparation, soft skills training, college and career counseling, and additional wrap-around services)	<b>50-90% of regular employee wage;</b> progressive increases (cannot be less than min wage)
<b>College Credit</b>	<b>No</b>	<b>Work Experience (Co-op)Optional</b>	<b>Work Experience (Co-op)</b>	<b>Yes</b> , since related supplemental instruction (RSI) is affiliated with Hartnell
<b>Start</b>	<b>Now</b>	<b>Now</b>	<b>Now</b>	<b>Build up to</b>

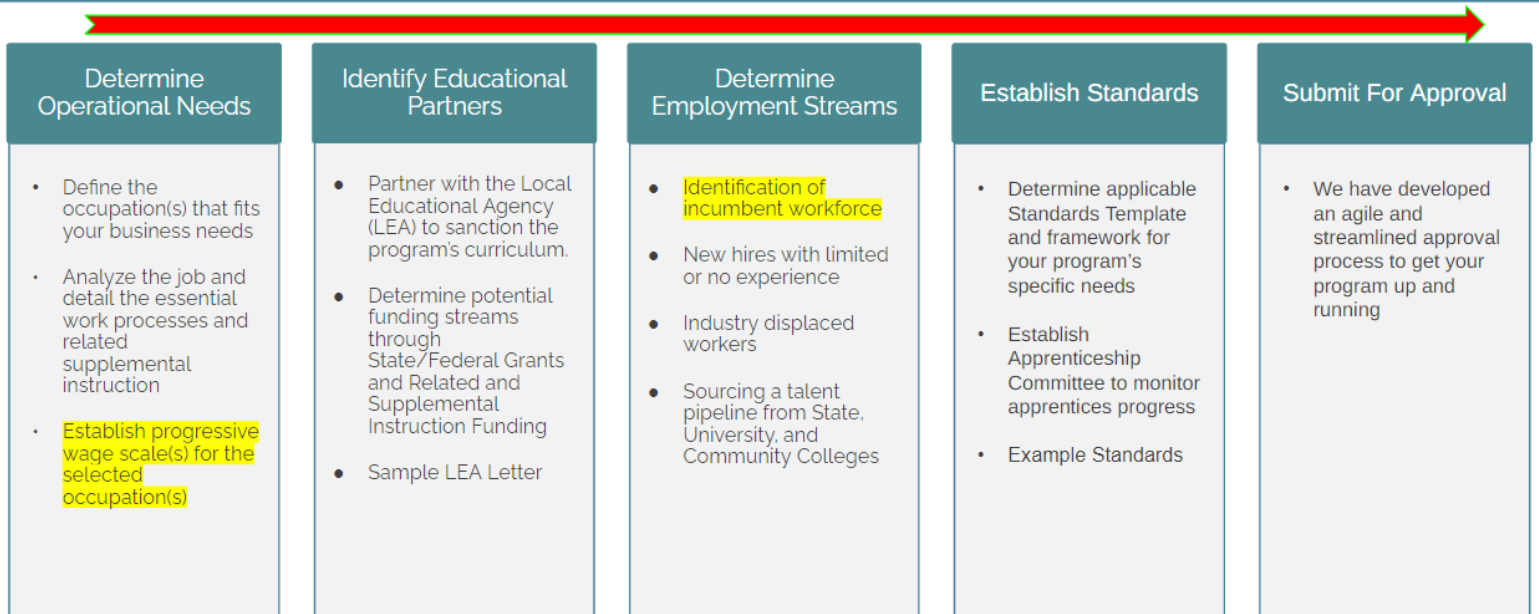
**"Let's encourage businesses to become creators, not just consumers of talent by establishing an audacious goal of 500,000 earn-and-learn apprenticeships by 2029."**

**- Governor Gavin Newsom**

## Apprenticeship Stakeholder Roles



## 5 Steps To Starting An Apprenticeship



<b>Hartnell College will provide the following resources/services:</b>	<b>Sponsoring agency/apprenticeship employer will provide the following resources/services:</b>	<b>Employee/Student will:</b>
Classroom and laboratory instruction (no cost for apprenticeship classes)	Employs and pays the apprentice agreed apprentice wages based on an agreed progressive wage schedule	Meet prerequisites of minimum age of 18 and has a high school diploma or GED (if no GED, it must be in process and completed by the start of the apprenticeship)
Laptop and/or hot spot as needed		Pre-apprenticeship pathway students from Adult Education must complete ESL for Early Childhood Education & Counseling-1. If the pre-apprenticeship pathway courses are not completed, apprentice must take Counseling-1 as part of the apprenticeship program.
Career and soft skills training including resume, cover letter, interviewing and handling conflict at work	On-the-Job Training	Complete on-the job training at designated employer site, up to 25 hours per week. <i>Apprentices will need to complete the required employer hiring packet including providing right to work documentation.</i>
Academic and career counseling including developing customized educational plans and recommended remediation plans if needed	Mentorship	Enroll in apprenticeship courses per the ECE apprenticeship pathway
Report classroom hours to the California Community College Chancellor's Office	Safe working environment	Dedicate up to 6 hours of study time per week
Report back to DAS regarding On the Job training hours	Opportunity for job offer at the end of the apprenticeship	Communicate challenges to student success coordinator
	Communicate challenges to designated Apprenticeship Coordinator	Apprentices must meet the attendance & academic probation policy requirements of the Hartnell Community College District. The Apprenticeship Committee expects apprentices to keep a "C" (2.0) average throughout the duration of their academic program.