



Strategies to Bridge Education through
Internships, Classroom Projects with
Industry and On-the-Job Training

WORK-BASED LEARNING STRATEGIES & PRACTICES

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OUTLINE

- About Imperial County
- Unemployment Rate
- Employment Data
- About Imperial Valley College
- Implementation of WBL Strategies

IMPERIAL COUNTY POPULATION

Imperial County, CA

County in: [California](#), [United States](#)

182,830

Population

4,176.6 square miles

43.8 people per square mile

Census data: ACS 2017 1-year unless noted

DEMOGRAPHICS

Age

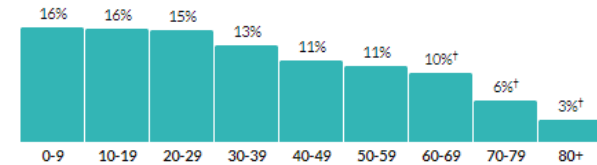
32.5

Median age

about 90 percent of the figure in California: 36.5

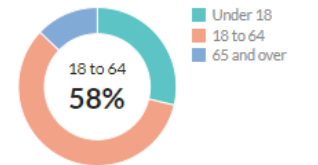
about 80 percent of the figure in United States: 38.1

Population by age range



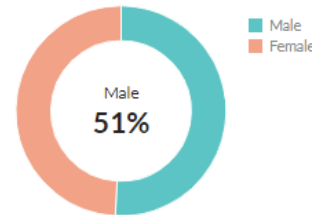
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Population by age category



[Show data / Embed](#)

Sex



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Race & Ethnicity



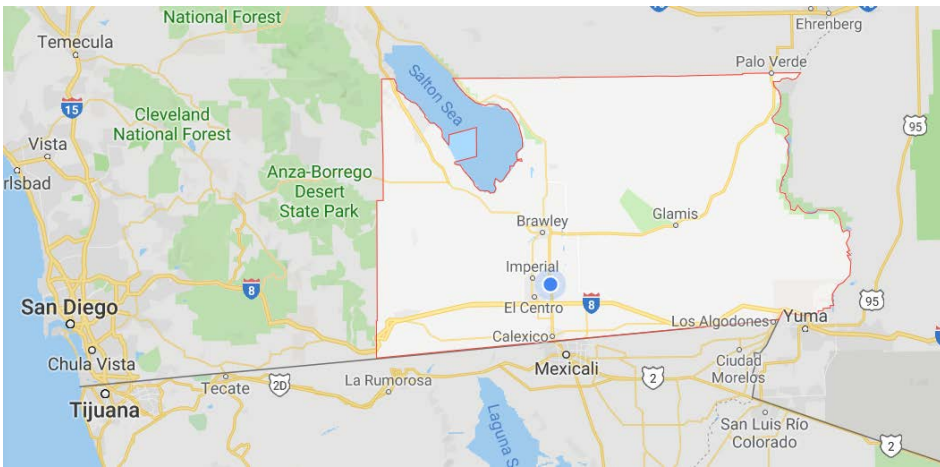
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* Hispanic includes respondents of any race. Other categories are non-Hispanic.

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Imperial County is heavily influenced by Mexican culture. 84% of the county's population is Hispanic, with the vast majority being of Mexican origin.

GEOGRAPHICS

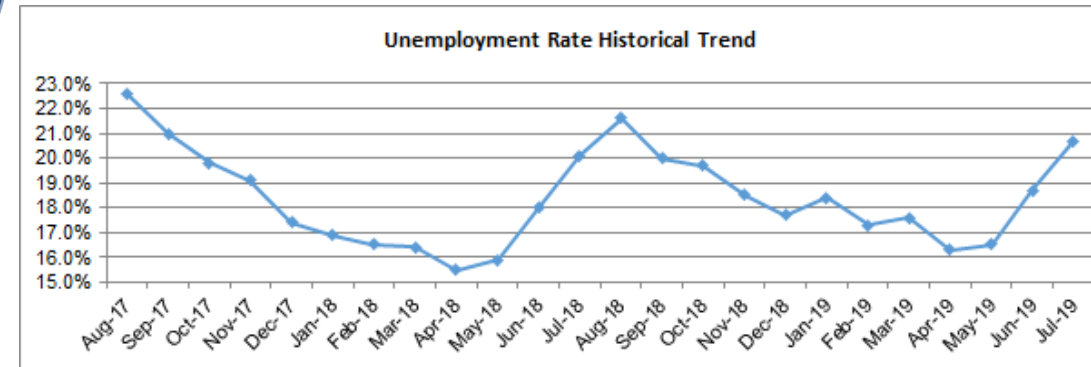


Imperial County is located in the southeast corner of California, bordering Arizona to the East, Mexico to the South, San Diego County to the West and Riverside County to the North.

UNEMPLOYMENT RATE

The unemployment rate in the Imperial County was **20.7** percent in July 2019, up from a revised 18.7 percent in June 2019, and above the year-ago estimate of 20.1 percent. This compares with an unadjusted unemployment rate of 4.4 percent for California and 4.0 percent for the nation during the same period.

Imperial County – 20.7



San Diego - 3.6

California - 4.1

THREE LARGEST EMPLOYERS



- Government (19,500)
- Agriculture (11,100)
- Education & Health Services (8600)

ABOUT IMPERIAL VALLEY COLLEGE

- Students enrolled: 8,675
- Students in a CTE major: 4,150





WHAT IS WORK-BASED LEARNING?

Work-Based Learning (WBL) is a combination of educational strategies that provide students with real-life work experiences where they can apply academic and technical skills and develop their employability.

BENEFITS OF WBL

Students:

- Provide opportunities for students to explore careers options.
- Connect classroom learning to real- world experiences.
- Interact with industry related employers.
- Help students grow 21st century professional skills.

College and Faculty:

- Increased student enrollment
- Grow the number of students who complete a certificate/degree
- Integrate hands-on, work-related learning in academic instruction
- Prepare students to meet in-demand needs of labor market
- Promote faculty interaction with industry
- Support students in defining career goals, develop their motivation to learn, and enhance retention and academic success

BENEFITS OF WBL CONT.

Employers:

- Ø Promote company brand awareness.
- Ø Gain access to a pipeline of qualified, motivated candidates to reduce recruitment costs and hiring risks.
- Ø Involvement in college curriculum process through advisory committees.
- Ø Collaborate with faculty to teach students desired industry skills.
- Ø Improve training programs and increase employee retention rates.

IMPLEMENTATION OF WBL AT IMPERIAL VALLEY COLLEGE

CAREER EXPLORATION

- Career Assessment
- Job Fairs & Expos
- Career Field Trips
- Guest Speakers

EMPLOYMENT READINESS

- Resume & Cover Letter Assistance
- Mock Interview
- Career Portfolio
- Job Search
- Employer Presentations

PREPARATION & TRAINING

- Internships
- Cooperative Work Experience
- Clinicals/Practicum
- Work Study
- Classroom Projects with Industry
- On the Job Training

WBL STRATEGIES

Internships

Classroom
Projects with
Industry

On the-Job
Training



STRATEGY 1: INTERNSHIPS

- A structured work experience related to a student's major and/or career goal.
- Provide real-world experience that enables to put what they have learn in classroom into action.
- An **internship** can help you gain skills that can be applied to future jobs and may be paid or unpaid.



- Internet Search
- Community Presentations
- Contact Chamber of
Commerce
- Faculty referrals
- Advisory Committees
- Site Visits



HOW TO IDENTIFY AND RECRUIT A COMPANY

RECRUITMENT CHALLENGES & SOLUTIONS

CHALLENGES:

- Limited employer base
- High unemployment rate
- Limited response from employers

SOLUTIONS

- Constant Networking
- Build trustworthy relationships
- Opening of the Career Services Center and new staff



Ex: Building Construction Internship

- Develop business partnerships for student internships
- District/employer managed
 - Recruit and pre-screen an intern
 - Setup interview
 - Interviews
 - Performance Evaluations
 - Case Management

Albert Vera, A.S. in Electrical Technology IVC student since 2015, Albert Vera did a paid internship at Nielsen Construction Ca, Inc. in the summer of 2018; was hired as Project Coordinator.



Strategy 2: Classroom Projects with Industry



- Is an experiential learning strategy
- Classroom Projects with Industry is a supervised project in which the student gains hands-on experience and develops skills in a career related industry
- Application of concepts and principles learned in the classroom
- A plan is implemented, goals and learning objectives are established
- Classroom Project with Industry is done through an Internship
- Current Project – Ex: HEMP Research Initiative

Industrial HEMP in Imperial County

- Agricultural production contributes billions of dollars into our local economy each year.
- Our farmers and ranchers produce a variety of agricultural products, such as fruits, vegetables, alfalfa, and now a relatively new agricultural product "Industrial HEMP."



Farm Bill – Industrial HEMP



- Under federal law and according to the 2014 and 2018 Farm Bills, institutions of higher education are able to conduct research on industrial hemp.
- In order to receive water for cultivation of hemp, growers must qualify under the following:
 - For educational purposes or
 - Under a California Department of Food and Agriculture (CDFA) pilot project

Imperial Valley College and Industrial HEMP



- The Imperial Community College District has agreed to be one of the first colleges in the state to take part in industrial hemp research.
- Imperial Valley College will not grow hemp on site, the hemp will be grown at each of the growers land and the research will be conducted on those sites.
- IVC partnered with 8 Industrial HEMP growers

IVC-Hemp Research Initiative

- IVC – HRI is designed to study the emerging field of industrial hemp cultivation and provide education and resources for IVC students and local farmers in the Imperial County.
- Students will have the opportunity to conduct leading research in an emerging industry.
- Both parties will maintain academic integrity and all analyzed data, data results and data generated by Research Partner shall be considered "Research Data."
- Plan consist of students accessing and engaging in periodic inspections, conducting sampling and testing of plants, seeds, soils and by-products, inspect research data.
- On-Site Educational Visits



Strategy 3: ON-THE-JOB TRAINING (OJT) Overview

- On-the-job Training (OJT) is one strategy for individuals to receive training which is subsidized through collaboration with the local Workforce Development Board.
- Allows for the development of knowledge and skills essential to the full and adequate performance of the job.
- Provides reimbursement to the employer for the costs associated with training the OJT trainee.

America's **JobCenter**
of California™



OJT Employer Requirements

- OJT trainee is employed under company payroll system that includes documentation of attendance, days and hours worked, gross wages, deductions, and net pay.
- Employer agrees that wage and labor standards will be adhered to and pay OJT trainee no less than State minimum wage.
- Employer will comply with all applicable Federal, State, and local laws and regulations.

- Employer commits to retaining OJT trainees for a period of no less than one year after the OJT contract is completed.
- Employer has operated for at least 120 days.
- Employer will not dislocate workers to make room for OJT trainee.



OJT EMPLOYER REQUIREMENTS



OJT – EMPLOYER BENEFITS

- Reimbursements up to 75% of trainee's hourly wage depending on qualifications.
- Employer makes all hiring decisions
- Employers saves in recruiting, screening and training costs.
- Length of training is negotiable
- OJT trainees are managed like regular employees.

OJT Employee Requirements

- Imperial County Resident
- Adult, 18 years or older
- Registered for selective service (Males Only)
- Low income/Other Barriers

- Employee may be viewed as candidate with greatest value to employer.
- Job placement can be expedited.
- Opportunity to learn new skill-set
- Opportunity to put in practice theory learned in school.
- Opportunity to display both hard and soft skills and earned him/herself long-term gainful employment . . .



OJT EMPLOYEE BENEFITS

EMPLOYEE PERFORMANCE REVIEW

Employee Information

| | | | |
|----------------|-------|-------------------|-------|
| Employee Name: | _____ | Date: | _____ |
| Department: | _____ | Period of Review: | _____ |
| Reviewer: | _____ | Reviewers Title: | _____ |

| Performance Evaluation | Excellent | Good | Fair | Poor | |
|------------------------|-----------|------|------|------|--|
| Job Knowledge | | | | | |
| Productivity | | | | | |
| Work Quality | | | | | |
| Technical Skills | | | | | |
| Work Consistency | | | | | |
| Enthusiasm | | | | | |
| Cooperation | | | | | |
| Attitude | | | | | |
| Initiative | | | | | |
| Work Relations | | | | | |
| Creativity | | | | | |
| Punctuality | | | | | |
| Attendance | | | | | |
| Dependability | | | | | |
| Communication Skills | | | | | |
| Overall Rating | | | | | |

OJT-REIMBURSEMENT OVERVIEW

Supervisor must complete an evaluation of participants performance.

OJT – REIMBURSEMENT OVERVIEW

Company Name

Time Sheet
Friday, January 08, 2016

Employee Name: _____

Employee Number: _____ Department: _____

Supervisor: _____ Extension: _____

| Date | Start Time | End Time | Regular Hours | Overtime Hours | Total Hours |
|---------|------------|----------|---------------|----------------|-------------|
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| TOTALS: | | | | | |

- Invoice / Time sheet can be completed and submitted bi-weekly or monthly, and must be signed by employee’s supervisor, participant, and ICWDO staff.
- Reimbursement checks are hand-delivered to employer 10 to 15 days after time sheet is submitted.



IMPERIAL VALLEY
COLLEGE

EST. 1960

Questions?
