



New Jersey School Boards Association

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APPENDIX II

Apprenticeships: A Key to a “Future Ready” New Jersey

Launched in October 2016¹, Future Ready Schools—NJ is a partnership among the New Jersey Department of Education, the New Jersey Institute of Technology and the New Jersey School Boards Association. FRS-NJ is designed (a) to help educators prepare our students for post-secondary education and careers through the effective use of technology in the classroom and (b) to assist school districts in securing technological services and equipment.²

The voluntary school certification initiative is supported by the state’s major education organizations, including the NJEA, the New Jersey Principals and Supervisors Association, the New Jersey Association of School Administrators, the New Jersey Association of School Business Officials, and the New Jersey PTA. Close to 100 school districts have already made a commitment to the program.³ FRS-NJ certified 63 schools in its inaugural year.⁴

A Focus on Apprenticeships

Today, the partners in Future Ready Schools—NJ believes that apprenticeships will be critical to the program’s overall goal. A recent report, published by the U.S. Department of Education, underscores the importance of this strategy to our students and the state’s economy.

Labor market projections indicate a growing gap in the supply of qualified employees for middle skills jobs—those that require training beyond high school but less than a four-year degree. Shortfalls are expected to be particularly acute in fields critical to our nation’s economic competitiveness, such as computer technology, nursing, and advanced manufacturing.⁵

The design of Future Ready Schools—New Jersey is guided by task forces, consisting of hundreds of educators, school leaders and other education stakeholders. They created the program’s “Indicators of Future Readiness,” which fall within three categories: education and classroom practice; leadership; and technology support and services. Annually, the task forces evaluate the indicators leading to certification and identify new ones for implementation in the following year.

¹ "Future Ready Schools-NJ Launches at Workshop." New Jersey School Boards Association. November 01, 2016. <https://www.njsba.org/news-publications/school-board-notes/november-1-2016-vol-xl-no-12/future-ready-schools-nj-launches-workshop/>. Accessed June 25, 2018.

² Future Ready Schools - New Jersey. <http://www.frsnj.org/>. Accessed June 25, 2018.

³ Future Ready Schools - New Jersey. <http://www.frsnj.org/district-commitment>. Accessed June 25, 2018.

⁴ "Future Ready Schools-NJ Honors First Certification Recipients." New Jersey School Boards Association. November 08, 2017. <https://www.njsba.org/news-publications/school-board-notes/november-8-2017-vol-xli-no-13/future-ready-schools-nj-honors-first-certification-recipients-2/>. Accessed June 25, 2018.

⁵ "Opportunities for Connecting Secondary Career and Technical Education (CTE) Students and Apprenticeship Programs." U.S. Department of Education, Office of Career, Technical and Adult Education | Advance CTE. June 01, 2017. https://cte.careertech.org/sites/default/files/files/resources/Opportunities_Connecting_Secondary_CTE_Apprenticeships.pdf. Accessed June 25, 2018.

For 2018-2019, “providing a high school apprenticeship program” is expected to be added to the indicators of the Future Ready Schools—NJ certification program.

2013 White House Initiative

Future Ready Schools-NJ has its roots in the “Future Ready District Pledge,” part of the federal “ConnectED to the Future” initiative, launched by President Barack Obama in 2013.⁶

“Technology has the potential to transform education in America, allowing students to learn more, to do so at their own pace, and to develop the knowledge and skills employers demand,” reads a report on a November 2014 summit of education leaders hosted by the White House to discuss the initiative.⁷

The National Future Ready Framework, developed by the Alliance for Excellent Education, serves as an organizational umbrella for all discussions and decisions related to the use of technology in the classroom. It also guides the technical, professional and leadership support needed to ensure the most effective and efficient Future Ready practices. The elements of the national framework are reflected in FRS-NJ’s three indicator groupings: education and classroom practice; leadership; and technology support and services.⁸

Colorado “CareerWise”

To be released this summer, the New Jersey School Boards Association’s study, “Educational Options for Non-College Bound Learners,” will cite Colorado’s “CareerWise,”⁹ the nation’s first statewide youth apprenticeship program, as a model for the state and local school districts. The program, which began in the fall of 2017, is based on the Swiss apprenticeship model.¹⁰

An initiative of Colorado Governor John Hickenlooper, this public-private partnership provides three-year apprenticeships to students, starting in their junior year of high school and leading to industry credentials and associate degrees. By 2027, the program will offer 20,000 apprenticeship opportunities, according to the governor.

CareerWise is a stand-alone nonprofit that acts as an intermediary to assist businesses in meeting their talent needs through paid apprenticeships - beginning in high school. . . . CareerWise Colorado believes business associations and professional organizations should identify core competencies and skills necessary for success in the workplace. Career pathways include jobs in Financial Services, IT, Health Care, Advanced Manufacturing, Business Operations and Hospitality.¹¹

⁶ “FACT SHEET: ConnectED to the Future.” National Archives and Records Administration. <https://obamawhitehouse.archives.gov/the-press-office/2014/11/19/fact-sheet-connected-future>. Accessed June 25, 2018.

⁷ “[Archived] White House ConnectED to the Future Convening.” Office of Educational Technology. <https://tech.ed.gov/superintendentsummit/>. Accessed June 25, 2018.

⁸ Future Ready Schools - New Jersey. <http://www.frsnj.org/indicators>. Accessed June 25, 2018.

⁹ NewsHour, PBS. “Colorado Apprenticeship Program Turns the Factory Floor into a Classroom.” PBS. August 30, 2017. <https://www.pbs.org/newshour/show/colorado-apprenticeship-program-turns-factory-floor-classroom>. Accessed June 25, 2018.

¹⁰ “Swiss Apprenticeships – A Model for Colorado.” Colorado Succeeds. April 23, 2018. <https://coloradosucceeds.org/work-based-learning/swiss-apprenticeships-a-model-for-colorado/>. Accessed June 25, 2018.

¹¹ “Colorado’s Swiss Apprenticeship Model: A Letter from Governor Hickenlooper,” Undated. https://www.colorado.gov/pacific/sites/default/files/CO_Swiss_Apprenticeship_Model.pdf. Accessed June 25, 2018.

An Opportunity for an Effective Partnership

As a federation of the state’s local boards of education, the New Jersey School Boards Association is ideally positioned to serve as partner with the New Jersey Department of Education, the Department of Labor, the Governor’s Office and the New Jersey Business Action Center in advocating for—and implementing—the apprenticeship concept in our state’s public schools.

For the next fiscal year, NJSBA has established a goal to raise awareness of the positive impact of high school apprenticeships on students’ post-secondary education and careers, identify best practices and inform members about the New Jersey Apprenticeship Network, an initiative of Governor Phil Murphy. The goal reflects the findings of NJSBA’s upcoming report on educational options for non-college-bound learners and, significantly, is based on the Association’s 2018-2020 Strategic Plan.

Future Ready Schools—NJ will play a leading role in meeting this goal. With its strong focus on public-private partnerships and collaboration among higher education, K-12 and CTE school districts, and the business community, FRS—NJ will serve as an important forum to advance apprenticeships in our state.

The New Jersey School Boards Association stands ready to explore additional ways in which it could work with the Administration, the business community and higher education to advance post-secondary education and career opportunities through the New Jersey Apprenticeship Network.

Additional Resources

- “Future Ready Schools Receives Technology Educators’ Award,” *School Board Notes*, June 5, 2018. <https://www.njsba.org/news-publications/school-board-notes/june-5-2018-vol-xli-no-42/future-ready-schools-receives-technology-educators-award/>
- “Future Ready Schools – New Jersey: The Why, What, and How,” by Jeremy Reich. *School Leader*, January-February 2018. <https://www.njsba.org/news-publications/school-leader/january-february-2018-volume-48-no-4/future-ready-schools-new-jersey-2/>
- “Executive Word: Future Ready Schools NJ Takes Technology to a New Level, by Dr. Lawrence S. Feinsod. *School Leader*, March-April 2017. <https://www.njsba.org/news-publications/school-leader/march-april-2017-volume-47-5/executive-word-future-ready-schools-nj-takes-technology-new-level/>
- “Future Ready Schools—New Jersey,” presentation to New Jersey State Board of Education by Dr. Lawrence S. Feinsod, NJSBA executive director, and Patrice Maillet, NJSBA director of business development, October 4, 2017. <http://www.nj.gov/education/sboe/meetings/2017/October/public/Future%20Ready%20Schools.pdf>

Founded in 2014, the New Jersey School Boards Association is a federation of the state’s local boards of education. NJSBA provides training, advocacy and support to advance public education and promote the achievement of all students through effective governance.