

# Joint Meeting of the New Mexico Indian Affairs Committee and Legislative Education Study Committee

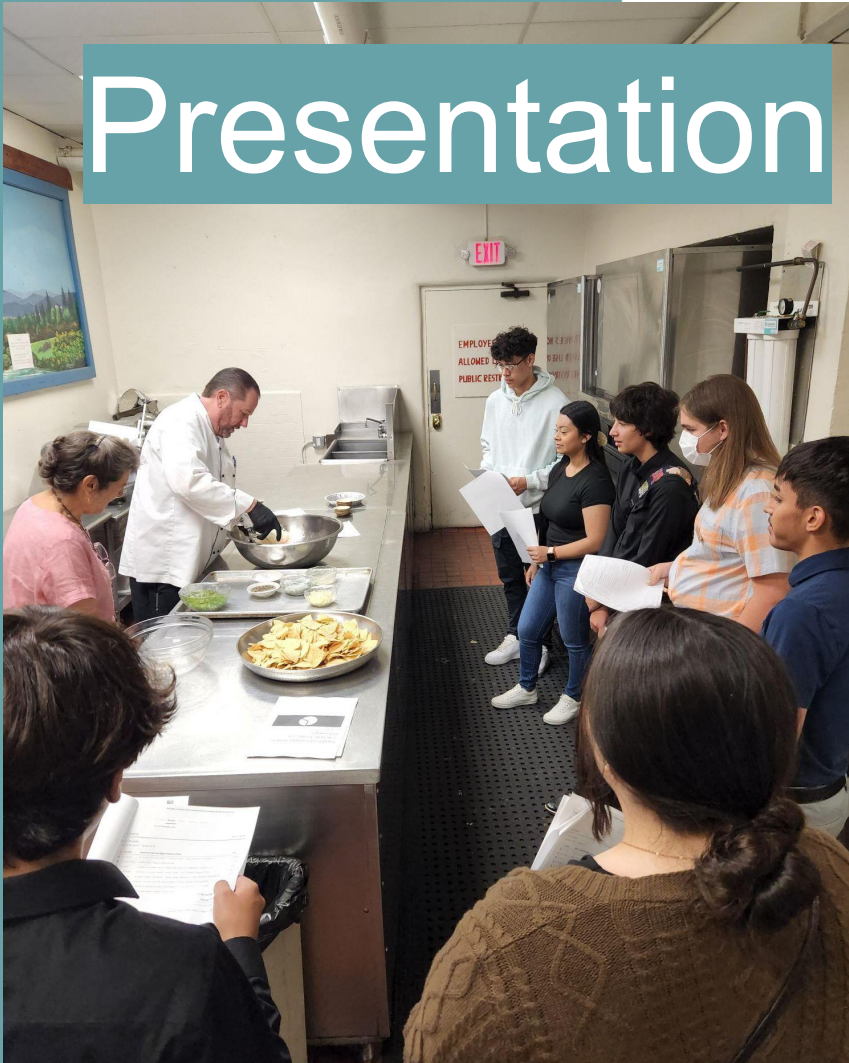
## Implementing High-Quality Work-Based Learning Experiences for New Mexico's Youth

### Insights from the *LevelUP! Internship* Pilot Project and Recommendations for Legislative Action

September 7, 2022

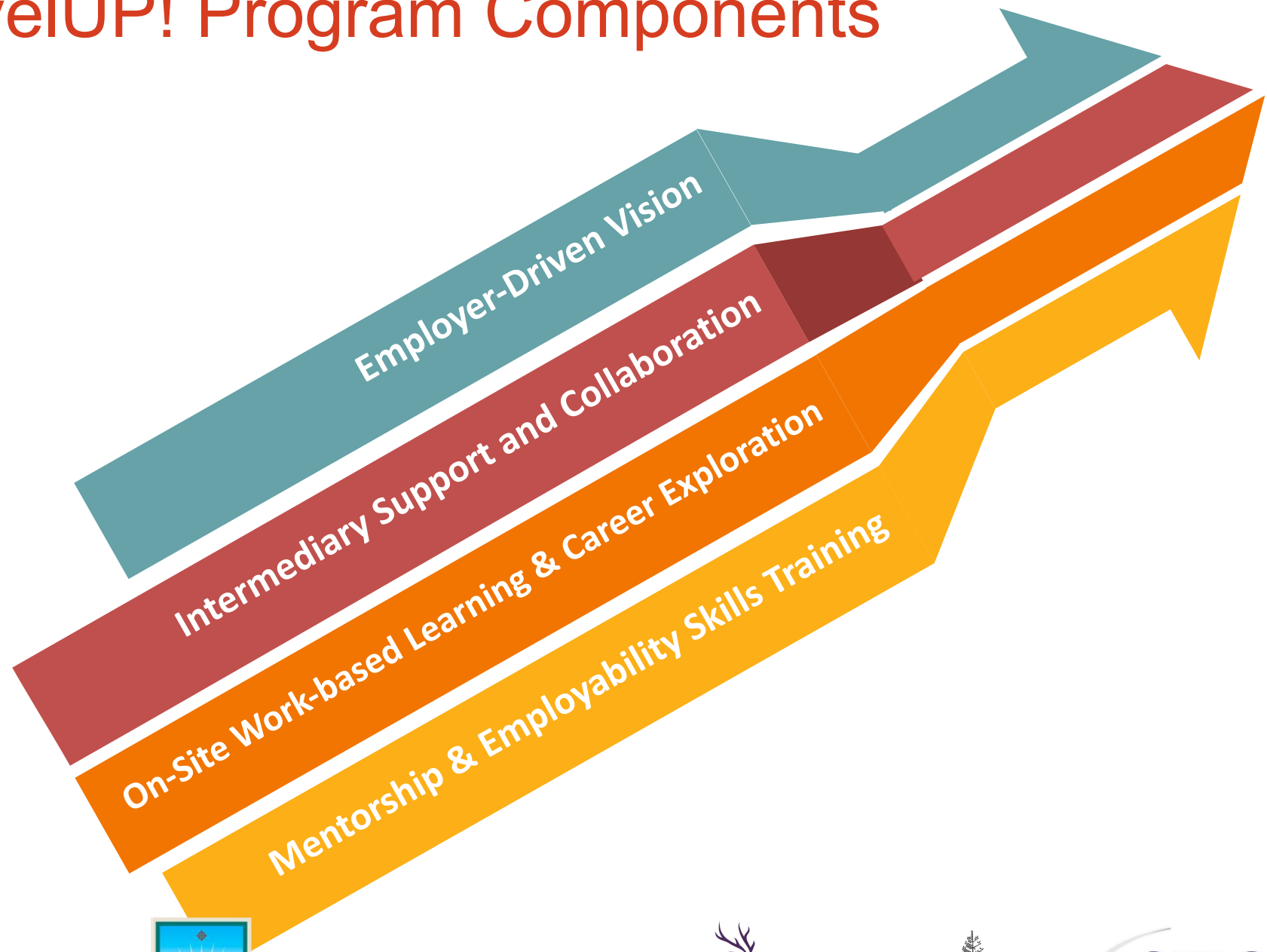


# Presentation Outline



- LevelUP! Overview
- Employer-Drive Vision
- Intermediary Role and Collaboration
- Implementing High-Quality Work-Based Learning Experience
- Expansion and Opportunities
- Legislative Recommendations

# LevelUP! Program Components



# Importance of Employer-Driven Vision



- Closure of SFCC hospitality program
- Provide students with local opportunity to advance their career
- Change perceptions about hospitality industry
- Create high-quality experience, including pay
- Need for additional support to turn vision into reality

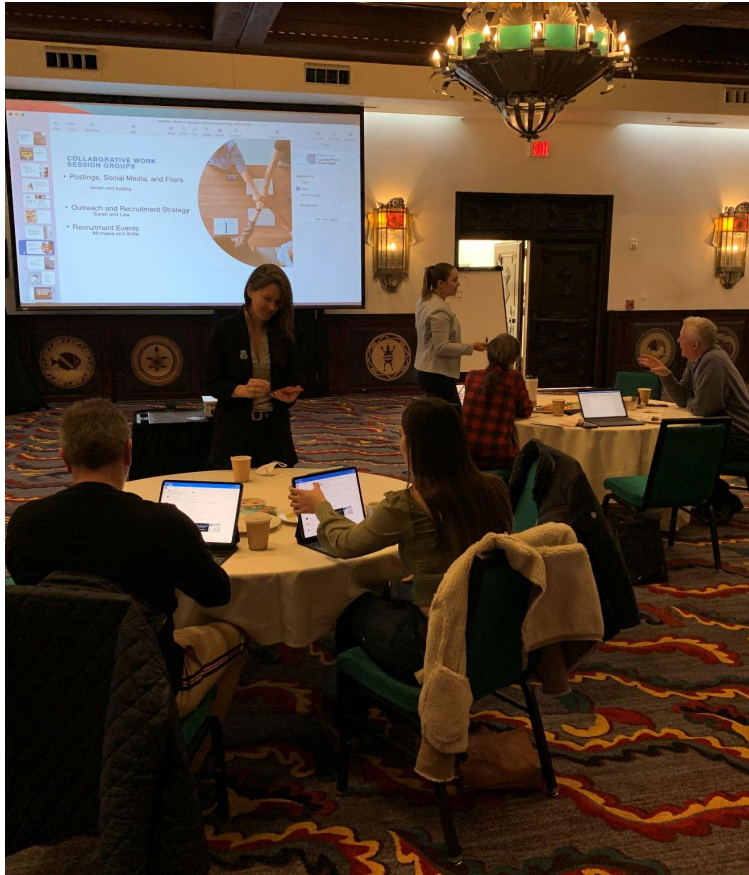
# Value of LANL Foundation's Intermediary Role

- NNM Work-Based Learning Coalition
- NM High School Innovation Zones Initiative
- Expansion of FFE X3 Internships to NNM
- LevelUP! Internship Pilot





# Fostering Strong Partnerships and Collaboration



- **Confirm** the Value Proposition for employers and young professionals
- **Determine** the high-level program structure
- **Outline** the work to be done by young professionals
- **Plan** the outreach & recruitment strategy
- **Engage** other partners for outreach, recruitment and implementation
- **Coordinate** partners' efforts and activities to implement program

# Supporting Work-Based Learning and Career Exploration



- **Recruitment at SFPS & Beyond**
  - SFPS: Business Pathway
  - SFPS: Culinary Arts Pathway
  - SFPS: Native American Student Services
  - Santa Fe Indian School
- **Resume/Interview Preparation**
- **Interview Event @ La Fonda**
  - 41 Applicants
  - 22 Internship Placements
- **Internship Placements to Support Career Exploration**
  - Front Desk/Guest Services
  - Food & Beverage Culinary
  - Sales & Marketing
  - Finance
  - Event Planning/Weddings

# Ensuring a High-Quality Experience



- Work/Learn Model
- Weekly Employability Skills Training
  - Work Ethic
  - Effective Communication
  - Critical Thinking & Problem Solving
  - Professionalism
  - Teamwork
  - Time Management
  - Leadership
  - Technology
  - Appearance & Professional Hygiene
  - Job Knowledge



# Encouraging Results from the Pilot

## Supervisors

## Young Professionals



# Expansion Within Santa Fe Public Schools

## Work-Based Learning Program

- **Infrastructure within the school district**
  - WBL Coordinator
  - Internship Teachers
  - Elective Credit
- **System**
  - Career Exploration as early as 6th grade
  - College and Career Technical Education Integration
  - Capstone Internship with high-value industry partners
  - Tier System = Equitable access
- **Semester Process**
  - Employability Skills Bootcamp: App/Screen/Resume/Interview
  - Weekly Evaluation: Intern e-skills progress
  - Final panel presentation: College/career/life expenses research - in-state vs. out-of-state

## 50 Intern Cohort



### New Partners

- Santa Fe Opera
- SITE Santa Fe
- Creative Startups
- Stagecoach Foundation
- City/State Govt.
- SFPS School Enterprise



# Growing Success of the LevelUP! Program



- Brought back hospitality program to SFCC
- 7 young professionals continuing to work at hotels
- Recognition by Cabinet Secretaries of DWS and Tourism and Mayor of Santa Fe
- Growing interest among other hotels



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# Legislative Recommendations

- **Appropriate funding to expand high-quality WBL across NM**
  - Stipends and training to teachers and coordinators to support internships
  - Reimbursements to employers
  - Both in- and out-of-school youth
- **Support intermediaries to ensure quality and forge connections among employers, youth and schools**
- **Integrate WBL into comprehensive college and career pathways approach in all high schools**
  - Inclusion of WBL in graduation requirements





# Power of Partnerships

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