



In 2019 we continued to align the systems of work and education, building an ecosystem that better serves students, businesses, and communities. We are grateful for you and the work we've accomplished together. Let's keep up the momentum in 2020.

From our family to yours, we wish you a very happy new year!

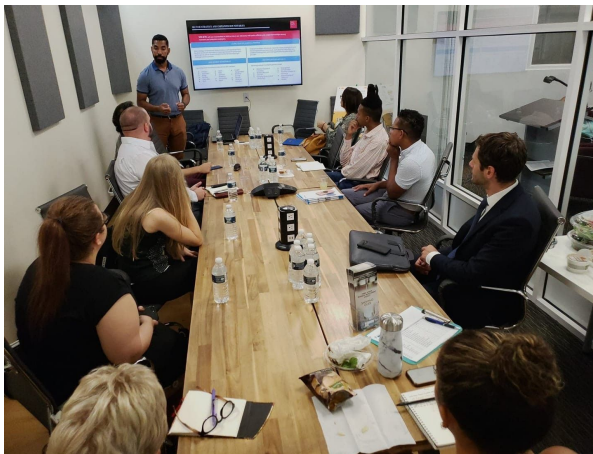


Championing Work-Based Learning

We're working with champions inside and outside of institutions to advance work-based learning and serve as a resource for our partners to do the same.

This quarter we brought employers together to focus on preparing young people for 21st-century jobs and building more robust talent pipelines. For example, The Bronx PIC recruited additional members, expanded its team, organized business roundtables to address employer challenges, and completed a second cohort of the Thinkubator, during which students worked closely with [Great Performances](#) to solve real business challenges.

The HERE to HERE Business Council also convened to continue its work on CareerWise New York youth apprenticeship as well as an AI hiring pilot, which seeks to reduce implicit hiring bias. As we move into our second cohort of apprentices, the entire CareerWise New York team is working tirelessly with many of you to ensure employers are prepared to take on apprentices, students are able to receive postsecondary credits and graduate on time, educators are organized to support students, and everyone involved reaps the learning and growing benefits of apprenticeship.



(L) The Bronx PIC joins Third Avenue BID for a lunch and learn roundtable focused on workforce development; (R) Lazar Treschan and Ikeia Miller at Columbia's Social Enterprise Conference

HERE to HERE also championed work-based learning (WBL) by participating in several **panels** this quarter, including presenting our Key Distinguishers at [JFF's Pathways to Prosperity Institute](#), sharing HERE to HERE findings at [Columbia University's Social Enterprise Conference](#), and advocating for postsecondary-supported WBL at [Young Invincibles'](#) October panel on student homelessness.

Within the **HERE to HERE Hub**, a community space where partners can facilitate student-center programming, HERE to HERE provides physical space to advance career-connected learning. This quarter we hosted a number of programs, including DreamYard's SAT course, the second cohort of [Safe Space Radio](#)—we'll share the next student-produced episode in spring!—the second cohort of the Thinkubator, and the inaugural cohort of the HERE to HERE Student Ambassador Program.



(L) Thinkubator students visit Great Performances to learn about catering and hospitality; (R) Student Ambassadors in Hub.

In our last newsletter, we announced the launch of HERE to HERE's **Learning Communities**, which provide leaders in our high school network with the space and resources to learn from one another, and empowers educators to create a strong and thriving work-based learning ecosystem in their schools.

This quarter, we gathered representatives from our network schools to discuss processes and methods for documenting work-based learning, which is critical to tracking positive outcomes for students, indicating systems-level changes, and collecting baseline data about supports that work. Thank you to **Nathan Larsen from Fannie Lou Hamer High School** and **John Compos from Comp Sci High** for sharing how you use data tools to organize and visualize data. Big thanks to our friends at **DreamYard** too, who shared how digital portfolios help them track qualitative data, a typically difficult set of metrics to create and capture.

Demonstrating Best Practice

Too often, the term “best practice” denotes an approach that is effective but tough to scale. We are not just identifying ideas that work but also scaling beyond pilots to drive needed practice and policy change.

As HERE to HERE nears the beginning of its second cohort of **CareerWise New York apprenticeship**, we're listening to our 80+ apprentices, 17 school partners, and 17 employer partners to refine our training and supports. Trainings are critical for supervisors, coaches, and apprentices alike, as they make moments of learning and practice routine throughout the three-year experience. Trainings are also key moments for us to hear how things are going at work and school, reflect on how we can make apprenticeship better for everyone involved, and strategize how we might make apprenticeship available to a greater percentage of NYC students.

We're excited to share that over 40 schools have expressed interest in either joining or continuing to participate in CareerWise New York! If you are an educator or employer and would like to learn more, please contact us at info@careerwisenewyork.org.



(L) December Apprenticeship Training; (R) Students at BX Start.

The Bronx PIC is also incorporating feedback to enhance the **Thinkubator**, which follows an innovative program designed by [The DO School](#), [HERE to HERE](#), and [DreamYard](#). After a successful pilot, the Thinkubator ran a second cohort this fall. Students worked with Great Performances to address challenges faced by the hospitality industry. We're so excited that this initiative is engaging both students and employers, and we're learning how we can refine the model to better address skill and talent needs in The Bronx.

We're also thrilled to share that DreamYard opened a gaming center in November! [BX Start](#) is a community space constructed by [Bronx Pro Group](#)—a Bronx PIC member and a neighborhood-based affordable housing developer—where the power of video games and digital media are used to catalyze economic opportunity and community building. BX Start focuses on career development, entrepreneurship, and social justice to equip students with the skills they need to create and launch their own businesses, in gaming and beyond.

Are you demonstrating something great to expand work-based learning? Let us know so we can feature it in our next newsletter!

Codifying What Works

Critical to creating lasting systems change is documenting and sharing our knowledge of what works.

This fall, [HERE to HERE](#) and [JFF](#) published [Employer Partnerships that Drive Systems Change](#), which looks at strong employer-attached programs at City University of New York (CUNY). CUNY is a powerful hub of talent and economic development in NYC and stands at the forefront of reshaping our education system to better respond to the evolving needs of students, employers, and the economy. This report identifies CUNY programs that create clear value for students and employers and use strategic practices, or Key Distinguishers, to position students for long-term success.

A handful of HERE to HERE staff also joined [Big Picture Learning](#) in Seattle for their December [leadership conference](#), which gathered educators and network leaders to share and tackle new roadblocks that affect students. The learning-growing space provided by BPL not only clarifies common school and system-level challenges, but also organizes collaborative, inspired solutions.



We encourage you to read a recent [report](#) from the [Center for an Urban Future](#), which codifies best practice in apprenticeship. The report cites the significant potential that apprenticeship models, such as CareerWise New York, have to close the opportunity gap in NYC's tech sector.

As we kick off 2020, we also want to highlight again the [CareerReady](#) framework and employer engagement tool developed by [CYE](#) in partnership with [CUNY](#), [DOE](#), and many other practitioners. We've found both to be critical tools in our work to expand work-based learning and build a community of champions.

Looking Ahead

We're beginning this year with renewed energy and optimism. We're excited for the year ahead, and to continue our work with all of you. Onward and upward!

[HERE to HERE and Teens Take Charge to host inaugural Student Summit](#)

On January 29th, Teens Take Charge and HERE to HERE are co-hosting a Teen Summit to amplify the importance of work-based learning (WBL). During this event, we'll offer a deep dive into WBL, share testimonials, facilitate roundtable discussions, and offer a fresh perspective on the positive impacts of career-connected learning. Stay tuned for more details!

[Braven launches at Lehman! Interested in volunteering?](#)

[Braven](#) partners with universities and employers to offer college students from underrepresented backgrounds a rigorous, credit-bearing course to learn skills and gain the networks, confidence, and experiences necessary to graduate and get a strong first job. Interested in supporting their mission? Braven is currently accepting Mock Interviewers (a one-time commitment on 3/17 or 3/19), to help

Braven students practice one of the most essential career skills: nailing the interview! Interviewers must [sign up](#) by Sunday, March 1st.

Forthcoming equity report

This month HERE to HERE will release a new report, which narrows in on how work-based learning can address today's opportunity gap. Written by HERE to HERE's Lazar Treschan, Vice President of Policy and Impact, this report cites the progress NYC has made to improve education outcomes for students but also highlights how increasing inequality, gentrification, and community segregation remain persistent challenges to inclusivity and shared prosperity.

Get ready for CareerWise New York's second cohort!

The CareerWise New York Apprenticeship Fair will be held on January 14th – employers and educators, will we see you there? This event offers students the opportunity to learn more about apprenticeship options and get a jumpstart on the application process, as well as a fun kick-off to recruitment and matching season!

Recent Features of Our Work

- HERE to HERE's Barb Chang quoted in SHRM article, "[Youth Apprenticeships: A Solution to the Labor Shortage?](#)"
- HERE to HERE's Dr. Eddie Summers, Ph.D. featured on [BronxNet](#), speaking about the state of higher education.