



Pathways to Apprenticeship

A Regional Hub Strategy Guided by the Illinois Quality Framework

High School District 214

| District 214 At A Glance

6 + 1

**High Schools
& Specialized
School**

12,000

Enrolled Students

1,570

Dedicated Staff

68

**Square Miles
Served**

Comprehensive High Schools:

Buffalo Grove • Elk Grove • John Hersey • Prospect • Rolling Meadows • Wheeling

Specialized School Programs:

The Academy at Forest View • International Newcomer Academy • LIFE • Vanguard School •
Young Adult Program

| Discover Your Future: Pathways Model



Course Sequences

Structured academic course sequences aligned directly with high-demand career sectors and post-secondary opportunities.



Work-Based Learning

Authentic workplace experiences including internships, job shadowing, micro-internships, and formal youth apprenticeships.



Credentials & Credit

Early college credit and industry-recognized credentials that accelerate student progress beyond high school.

| Center for Career Discovery Reach

3,000+

Work-Based Learning Placements (2025–26 SY)

350+ Active Employers: Industry partners engaging with D214 students.

Career Exploration: Career Treks, site visits, and industry guest speakers.

Career Decision-Making: Helping students affirm career goals before graduation.



Career Discovery: Continuum of Work-Based Learning



Highly
supported

Fully
independent

Tier III

Highly Supported
(in a D214 building)

Tier II

Daily Supported
(community - based work site)

Tier I

Apprenticeship
Internship

The Illinois Quality Framework for Youth Apprenticeship



Career-Oriented

Driven by industry demand and authentic worksite learning.



Equitable

Ensuring accessibility through wraparound support systems.



Portable

Credentials that travel with the student across institutions.



Adaptable

Scalable models across diverse occupational sectors.



Accountable

Measured outcomes through a 12-month rigorous cycle.

| Apprenticeships Offered

Arts, Media, & Technology

- Graphic Arts
- IT Generalist
- IT Web Design
- Multimedia

Business & Law

- Banking
- Legal Assistant

Skilled Trades & Manufacturing

- Automotive Technician
- Auto Body Repair
- Construction & Trades
- Facilities Maintenance
- HVAC
- Manufacturing
- Professional Cook
- Water Operator

Health & Human Services

- Athletic Training Assistant
- Biomedical Technology
- Certified Nursing Assistant
- Early childhood Education
- Library Assistant
- Pharmacy Technician
- Veterinary Tech Assistant

35 Current Employer Partners

High School District 214 as Intermediary

Centralized Hub Governance

High School District 214 acts as the central hub, managing the "multiple organization" complexity.

- 🔗 Connecting 30+ Employer Partners
- ✂️ Coordinating Multiple RTI Providers
- 💰 Managing Funding & Grant Sources
- 🏛️ Collaboration with federal and state agencies

100% of employers find our program management highly effective



Pillar 1: Career-Oriented



Targeting High-Growth Sectors

Apprenticeships are built around real-world occupations with immediate and long-term viability.

Village of Arlington Heights:

- Water Operator
- Automotive Fleet Technician



Endeavor/Northwest Community Hospital:

- CNA
- Pharmacy Technician
- Biomedical Equipment Technician



Pillar 2: Equitable & Supportive

Defining Roles for Success

Success requires a dual-staffing model to support both the program and the student.

 **District Role:**
Partner & Program Management

 **School Role:**
Direct Student Support & Coaching

Holistic wraparound services for every youth



Pillar 3: Portable



Credits that Travel

We leverage Related Technical Instruction (RTI) that bridges K-12 and Post-secondary systems.

Dual Credit with 6 regional college partners

Articulation Agreements for seamless transfer

Industry-recognized credentials awarded

Pillar 4: Adaptable

Short-Term Strategy

Workforce Entry Focus

Occupations like Manufacturing Auto Mechanics & Water Operator, designed for immediate employment post-HS.

Long-Term Strategy

Degree Pathway Focus

Occupations like Nursing and Law where students pursue degrees but return during breaks/internships.

Scaling across sectors from Water Infrastructure to Clinical Biomedical engineering.

Pillar 5: Accountable

11
MONTH CYCLE

Rigorous Performance Metrics

The D214 model is contained within a 11-month structured framework to ensure accountability.

450 Hours of Paid On-the-Job Training (OJT)

Monthly evaluations with employer & apprentices

Structured competency evaluation

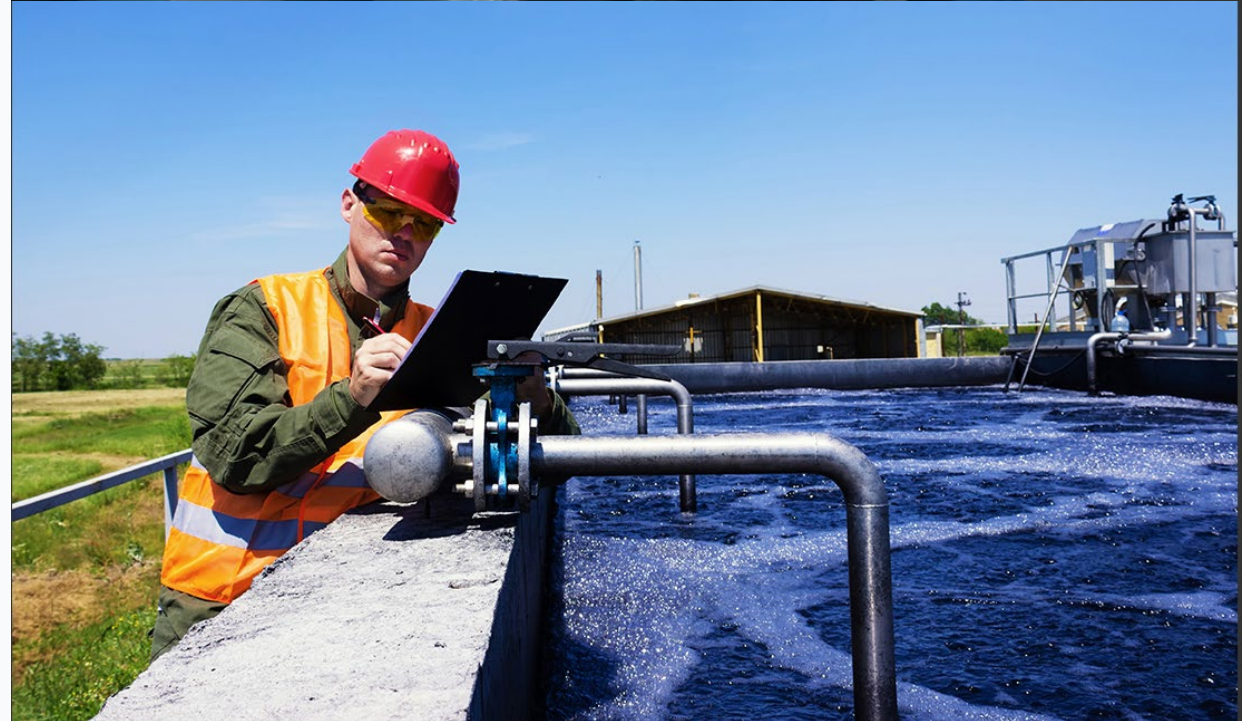
beginning/middle/end

Case Study: **Village of Arlington Heights**

Infrastructure & Auto

Illustrating the short-term workforce development model through the Village of Arlington Heights.

- 🔧 Automotive: Hands-on technical mastery
- 💧 Water Operator: Municipal career track
- 🏛️ Direct RTI partnership with community college & water association.



Video: Village of Arlington Heights



Case Study: NCH

Clinical & Biomedical

Illustrating the long-term post-secondary strategy through Northwest Community Healthcare.

-  CNA & Pharm Tech credentials
-  Biomedical Equipment maintenance
-  Credential stacking for future nursing degrees



Endeavor Northwest Community Hospital: Feedback from Talent Acquisition Manager

Cohort Year	Number of Apprentices	Currently Employed at NCH	Not Employed at NCH	Retention Rate
2022–23	4	2	2	50.0%
2023–24	2	2	0	100.0%
2024–25	3	3	0	100.0%
2025–26	9	8	1	88.9%
Total	18	15	3	83.3%

The Intermediary Model: How did District 214 acting as the central hub ease administrative, scheduling, and recruitment for CNA, BioMed, and Pharmacy Tech roles?
THE PARTNERSHIP HAS ALWAYS BEEN FANTASTIC!

Workforce Strategy: How do youth apprentices address staffing shortages and build a talent pipeline?
OUR STUDENT PARTNERSHIP DEFINITELY ASSISTS WITH EMPLOYMENT NEEDS FOR THESE CRITICAL FUTURE ROLES.

Accountability & Competencies: How did you verify apprentices met industry standards?
WE USE A COMPREHENSIVE ORIENTATION, TRAINING PROGRAM, AND ONGOING SUPPORT.

ROI & Value: What is the operational value of training youth apprentices early?
IT PROVIDES TRAINED, EAGER STAFF WHO HELP DURING VACATIONS AND SEE A PATH FOR GROWTH.

Endeavor Northwest Community Hospital: Apprentice Testimonials

Biomed Tech

Currently studying Biomedical Engineering @ SIU

How did participating in this apprenticeship change or confirm your career plans after high school?

"It made me realize that biomedical engineering is right for me because it includes everything that interests me biology and physics. While I also get to help people."

What is one favorite memory, accomplishment, or take away from your time as a youth apprentice?

"A huge take away from one of my favorite mentors was if you want something ask for it, and if its not given, work for it. Because you could always work for something but you don't get what you don't ask for. I took this to heart because it helped me realize that I don't have to do everything by myself and it's okay to ask for help."

AASA Featured Article: Where Academic Knowledge and Applied Learning Work Together(pg 32)

CNA

Currently majoring in Nursing @ Depaul & will work at her NCH over school breaks

What was the biggest benefit of completing your apprenticeship while still in high school?

"The biggest benefit was being able to have hands-on experience and being immersive in a hospital."

How did participating in this apprenticeship change or confirm your career plans after high school?

"At first, the apprenticeship made me question if I was on the right path. However, I gave it time and it confirmed my career plans after high school."

CCPE Alignment

Pathway Endorsements

Ensuring every apprenticeship leads to an ISBE-recognized College and Career Pathway Endorsement (CCPE).

Integration of Essential Employability Skills

Personalized Career Pathway Mapping

Validation of skill standards across partners



**31 out of 52 apprentices
earned the CCPE**

Questions?

Kathy Gannon: kathy.gannon@d214.org

Barb Kain: barb.kain@d214.org

www.d214.org/apprenticeships

Image Sources



<https://images.adsttc.com/media/images/515b/0985/b3fc/4b29/d600/00b3/newsletter/2edisonacadbldg2880wphoto.jpg?1364920696>

Source: www.archdaily.com



https://imagedelivery.net/xaKICos5cTg_1RWzlu_h-A/896842fd-1c78-44b7-76c4-8a297a508100/publicContain

Source: www.recruitingmama.com



https://acszigalen.cloudimg.io/v7/https%3A%2F%2Ffive-resources-e2e-sales.ksb.com%2Fresource%2Fblob%2F1926612%2F089d0b72beefa55a440fcc9cdba1fa94%2Fpic-stage-iot-data.jpg?height=1200&ci_url_encoded=1&force_format=webp&q=60

Source: www.ksb.com



<https://careersinpsychology.org/wp-content/uploads/2017/08/school-counselor-student-meeting.jpg>

Source: careersinpsychology.org



https://www.utpb.edu/success/2026/images/dual-credit_web2180x1150.webp

Source: www.utpb.edu



<https://gaugemagazine.com/wp-content/uploads/2024/01/person-using-ai-tool-job.jpg>

Source: gaugemagazine.com

Image Sources



https://media.istockphoto.com/id/2243668582/photo/focused-female-doctor-working-on-computer-in-office.jpg?s=612x612&w=0&k=20&c=kyUHf5nunA3dn-iTkR_tB7xFUP2JraN4Fjw9pmHsOb4=

Source: www.istockphoto.com



<https://www.michiganstateuniversityonline.com/wp-content/uploads/sites/3/2018/05/hr-for-you-32.jpg?w=715&h=375&crop=1>

Source: www.michiganstateuniversityonline.com