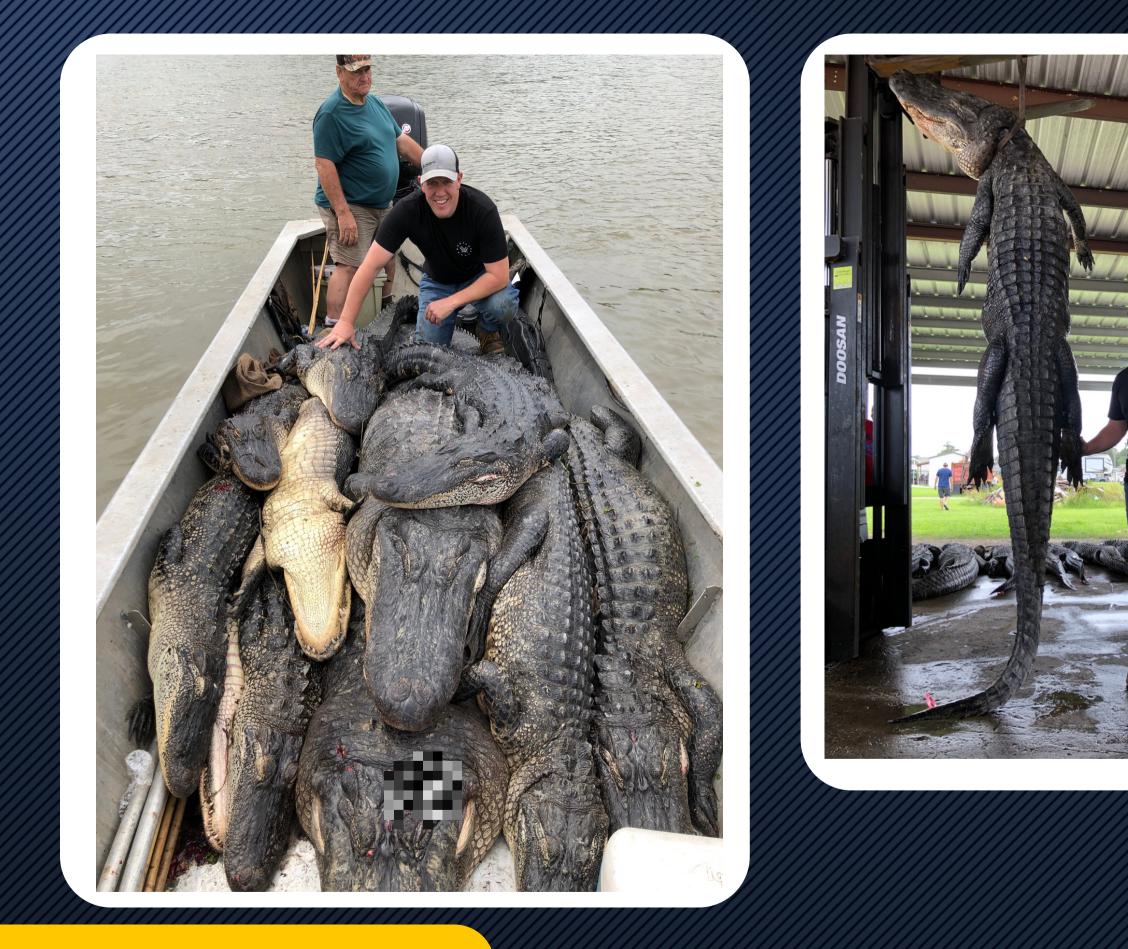
# BUILD YOUR ENPLOYER UBL CREDIT SCORE THE SECRET SAUCE

# HUNT MIKE HASSLER JUNE 29TH

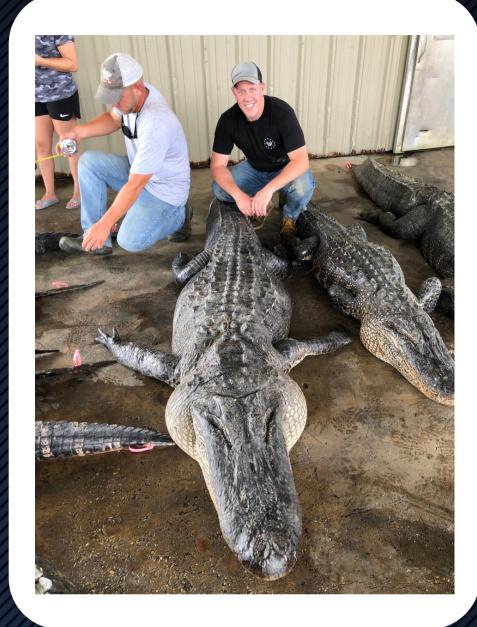
# EXPERIENCE WORKS 2023 CONFERENCE



**Program Credit Score** 

### WORK HARD. HAVE FUN. GE





### "GATOR MIKE"

STARTED AS A BUCKET LIST. ENDED UP AS A LIFESTYLE.



### Washington County School District

### **Utah State Board of Education**

### **Southern Utah Workforce Development**

**Program Credit Score** 

Work-Based Learning Coordinator

### **Utah ACTE**

**Work-Based Learning** '22-'23 Division President

**Work-Based Learning Policy Committee Member** 

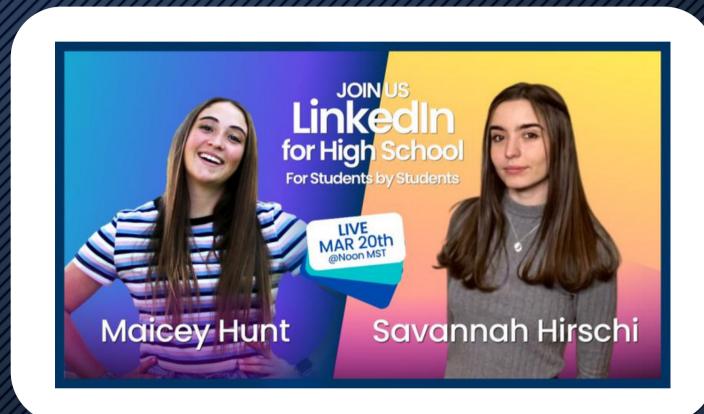
**Committee Member** 

### **Education to Workforce Trainer**

**MDSG Services LLC** 

### Maicey Hunt

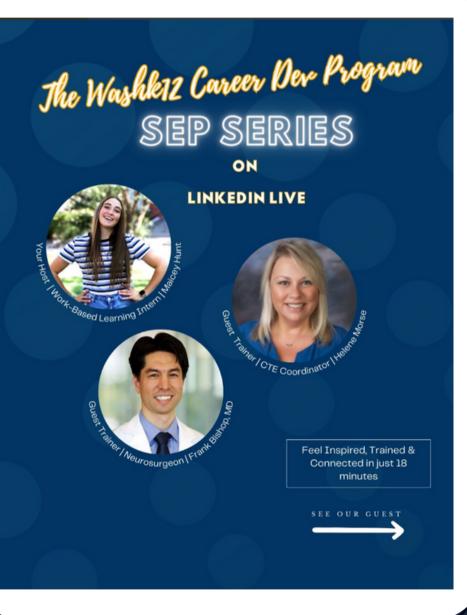
### SEP Series Host | Secondary Education Major | Passionate about helping others



I love to be around family I love helping others succeed I am very outgoing and open I love being out doors

**Program Credit Score** 





### Key member in bringing Voted #1 in Utah $\mathcal{N}$ LinkedIn to Utah for students in our K-12 secondary education system.

#### **Talent Pipeline** INTERNSHIPS | TALENT CONNECTION | NETWORKING | AND MORE **Our** Pipeline 31.000+ 10,000+ work eli 8,450 in CTE Cou 7,394 Skill Cer 4,701 Indu Opportunities **To Connect** Become a Connect Post Joh Job hire Paid Int Unpaid lock I VASHK12 washk12internships.org Internships



My name is Mike Hassle I teach, but I'm not a teacher. I develop, but I'm not a developer. I am a product of a few great mentors When I had nothing, I was given. Now I spend my time giving forward.

I designed the SEP series for the following reasons.

1) Provide opportunities for students like Maicey 2) Learn life-changing information from professionals across the nation 3) Create a change a) Webinar change b) Professional change

c) Inspirational change

Each LinkedIn Live will be around 18 minutes and will be all meat: no potatoes, salad, or any other side dish of any sort.

Please support Maicey and our guest trainers in upcoming series

#### **Program Credit Score**

Mentored 75+ school districts across 13 states providing specialized training related to their education to workforce systems.





The 2152 Project Jason Van Nus & Mike Hassler

CAREERS - UPDATED MONTHLY

The 2152 Project is an organic, crowdsourced professional development platform for all things Work-Based Learning (WBL) and Business & Industry Partnerships designed to MORE

Latest Episode

v ...

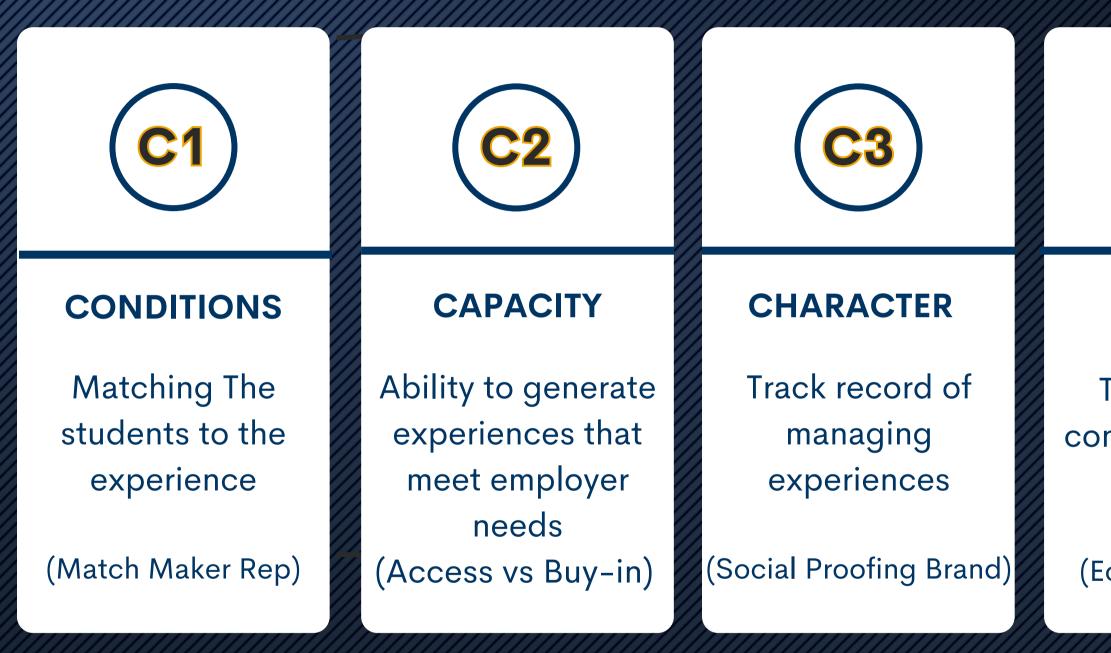
### <u>5 components of a credit score</u>

FICO	VantageScore
Payment history (35%)	Payment history (4
Credit balance (30%)	Length & type of cr
Length of credit history (15%)	Percent of credit us
New credit (10%)	Total debt/balance
Mix of credit accounts (10%)	Recent credit beha
	Available credit (3%

### **Program Credit Score**

- 40%)
- credit (21%)
- used (20%)
- es (11%)
- avior and inquiries (5%)
- 5%)

### 5 COMPONENTS TO YOUR PROGRAM CREDIT SCORE



### **Program Credit Score**



### CAPITAL

The economic contribution of the program

(Economic Impact)



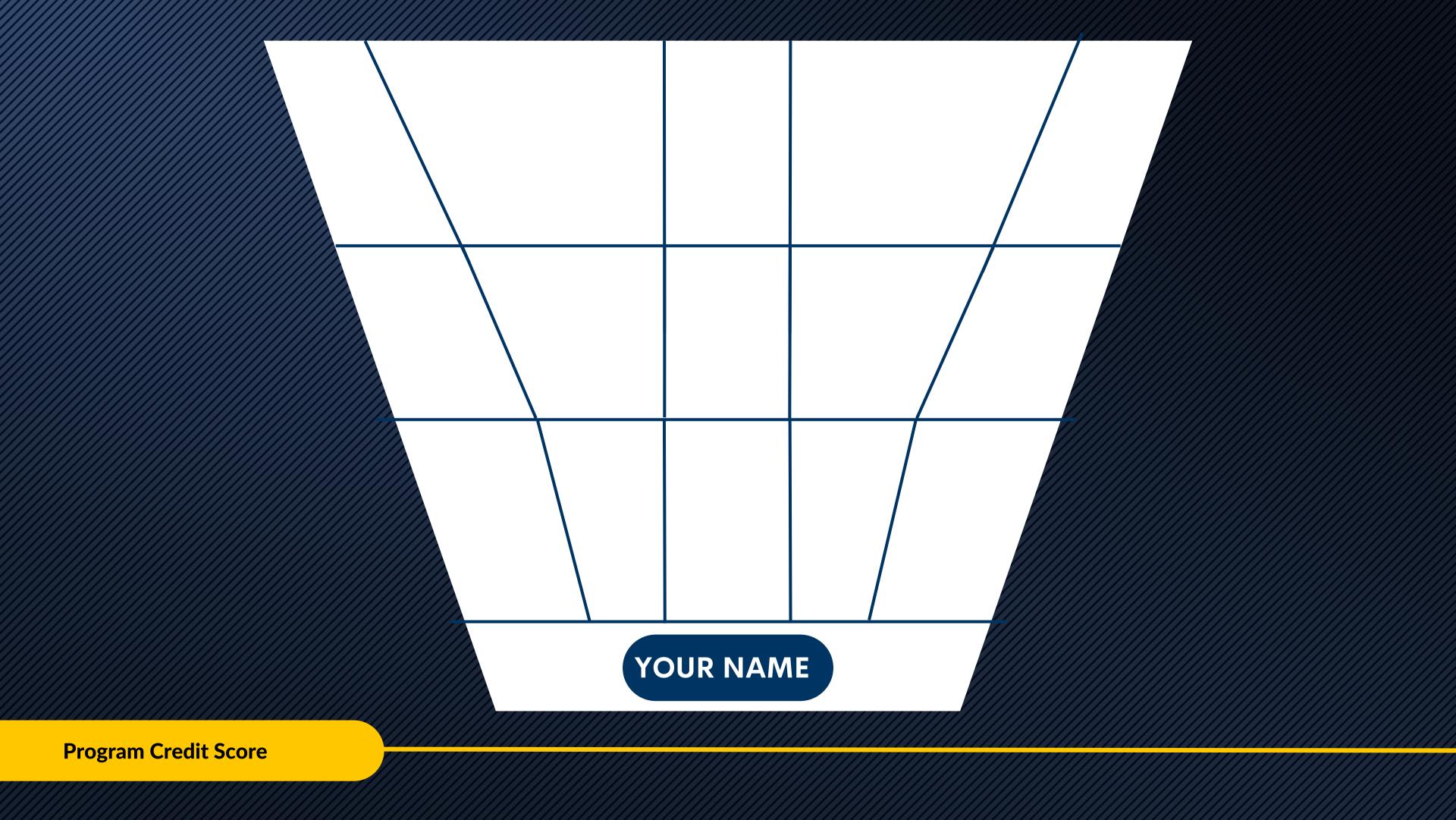
### COLLATERAL

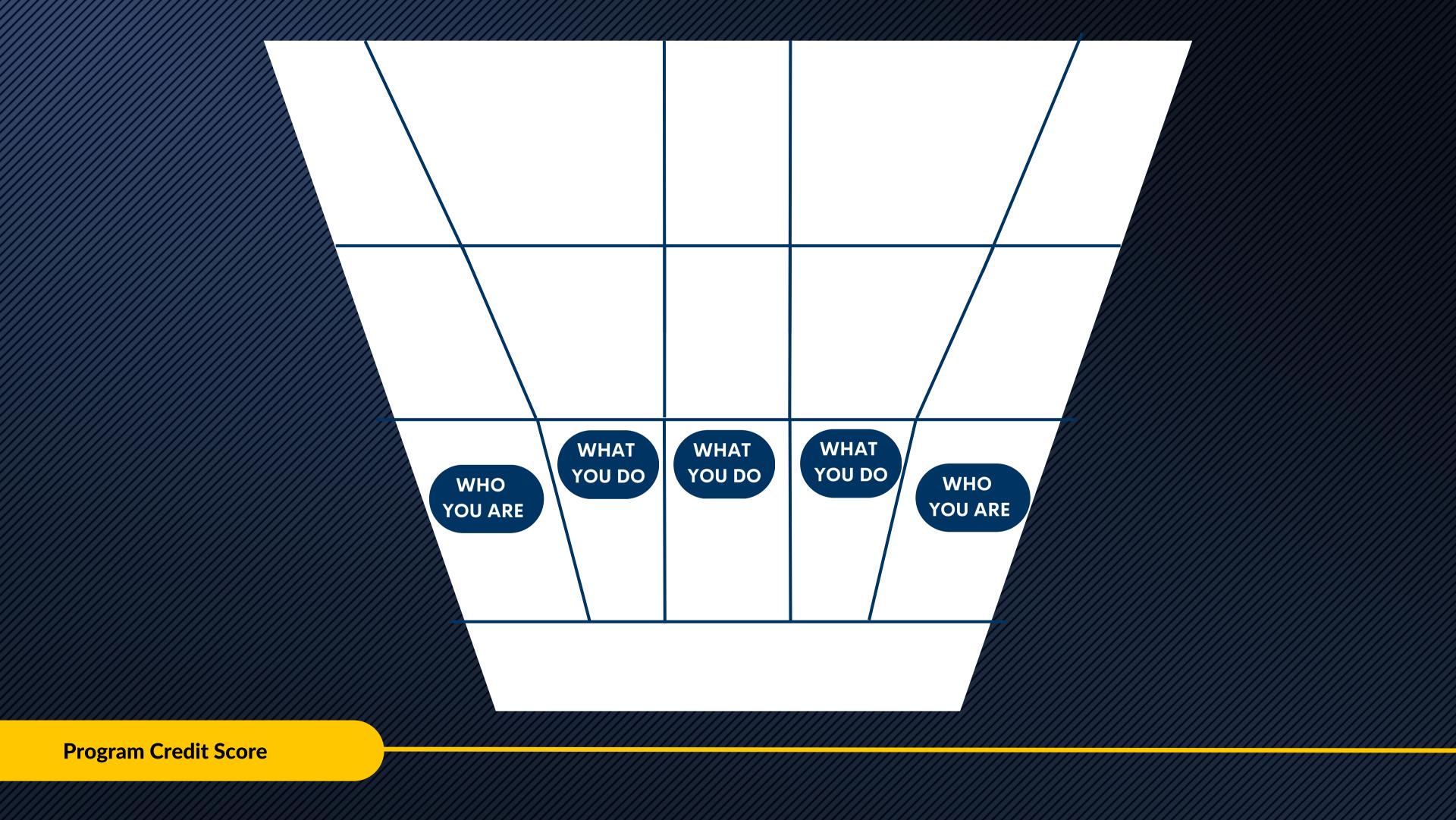
Parents, Students, Admin, and other

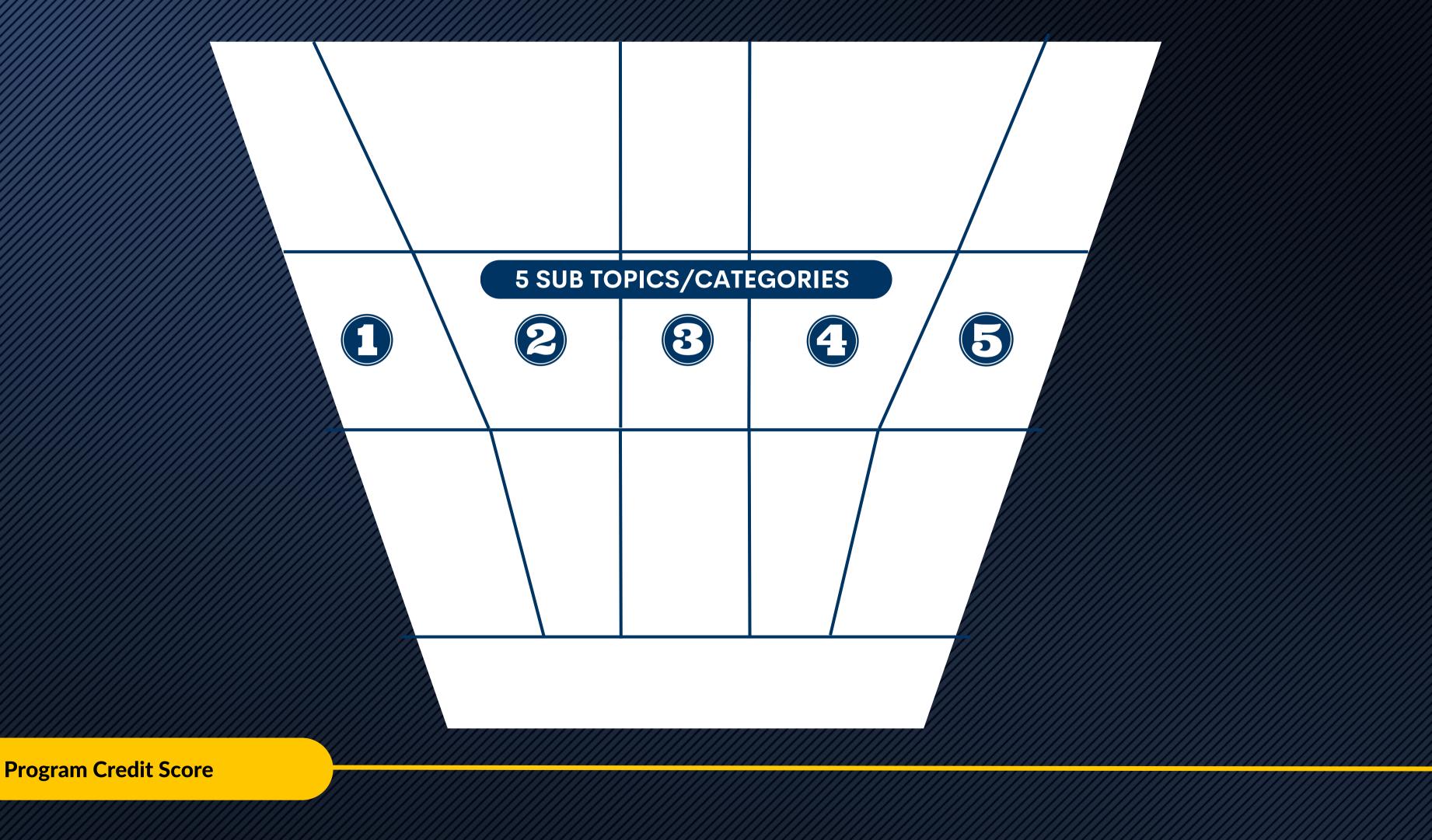
(Stakeholder Buy-in)





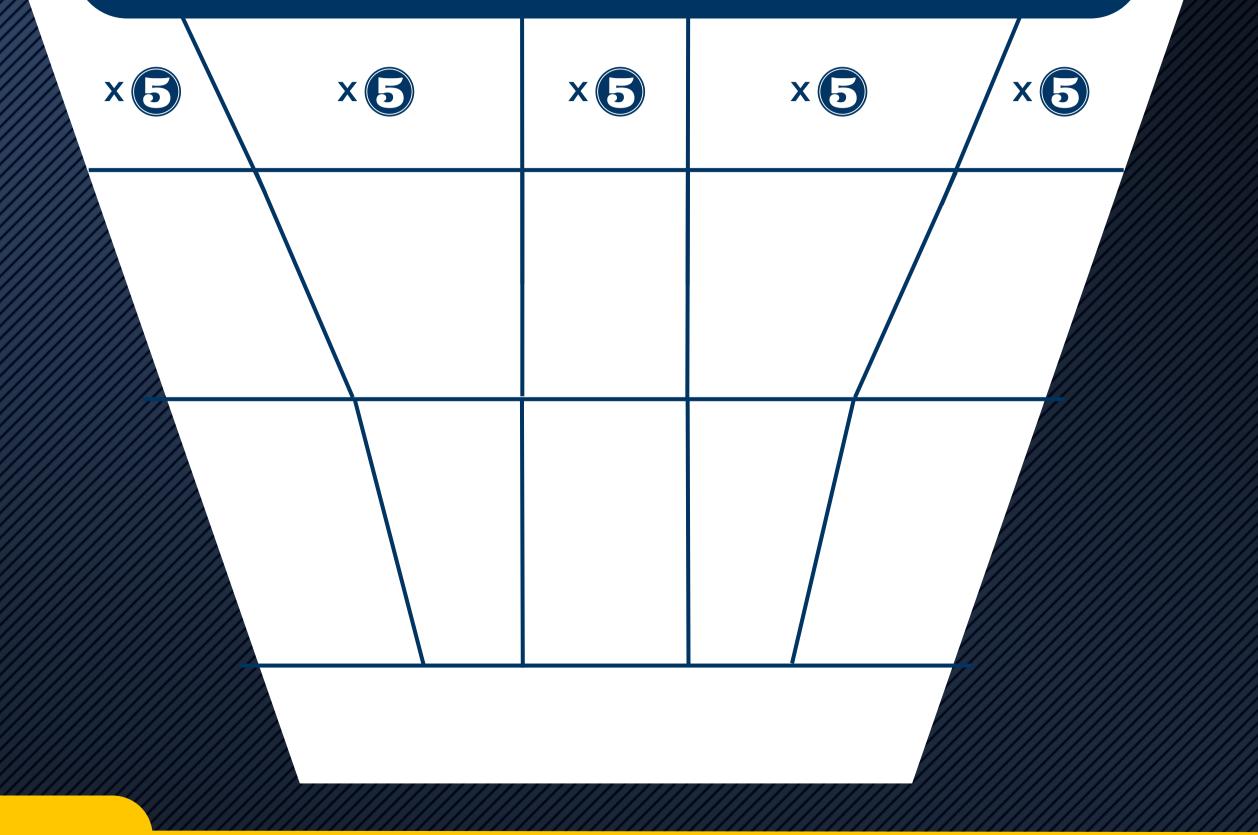




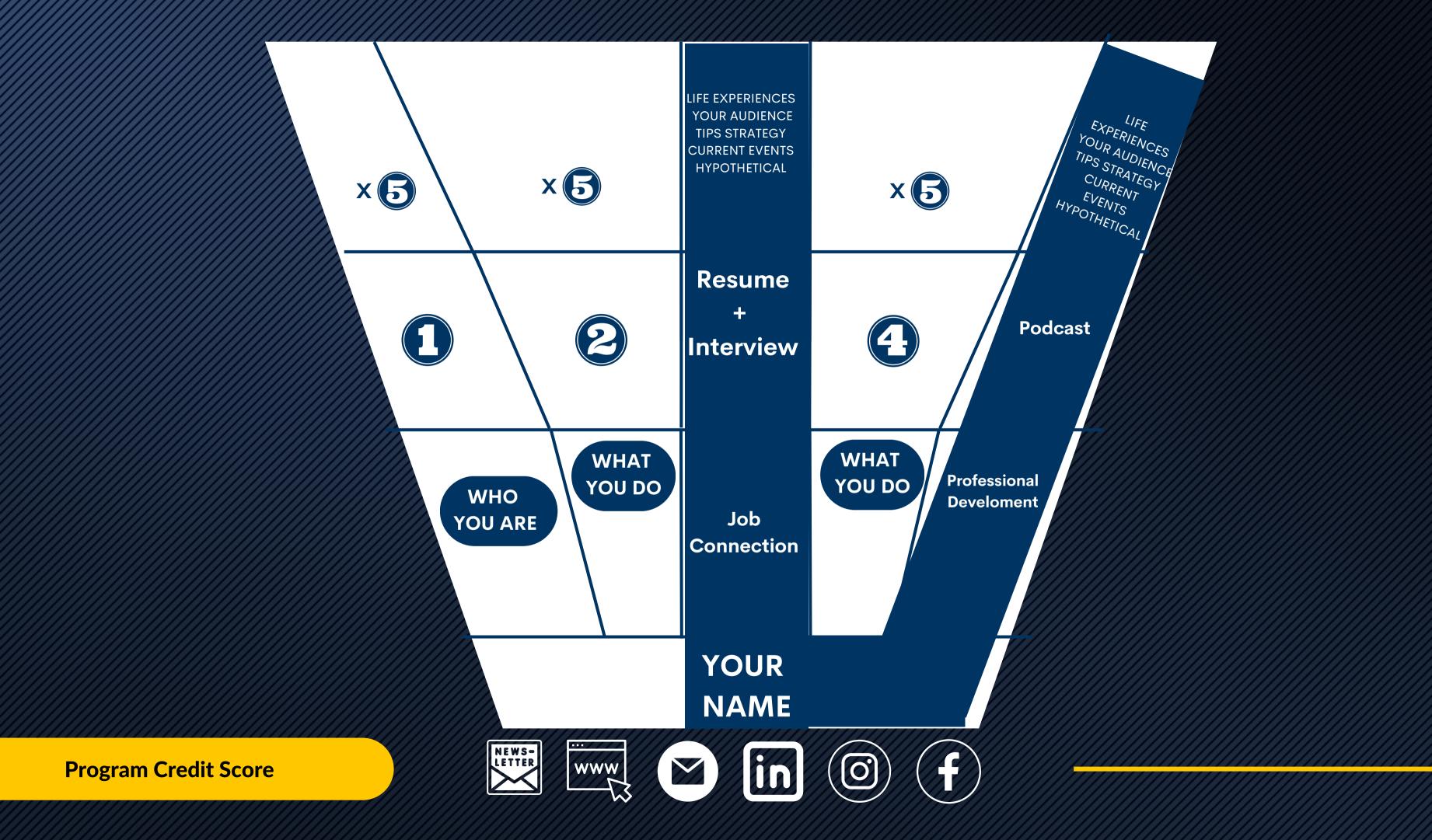


### CATEGORICAL STORIES

LIFE EXPERIENCES | YOUR AUDIENCE | AUTHORITY, TIPS STRATEGY | CURRENT EVENTS | HYPOTHETICAL



**Program Credit Score** 



### **CATEGORICAL STORIES**

LIFE EXPERIENCES | YOUR AUDIENCE | AUTHORITY, TIPS STRATEGY | CURRENT EVENTS | HYPOTHETICAL





### **CONDITION**

# **BAR OVER**

#### **TIER ONE:** BUILDING FOUNDATIONAL SKILLS

#### **Pre-Requisites**

- Completed gualifying workshops
- Completed related intro course
- O-1 Industry Certifications
- Desire to learn

#### **TIER THREE:** ENHANCING PORTFOLIO

#### **Pre-Requisites**

- □ Related job history Time management skill □ Enhanced talent □ Strong soft skills Leadership involvement 3+ Related industry courses □ 2+ Industry certifications
- Previous successful internship

#### Performance Outcomes

Performance Outcomes

Learn industry stand

Verifiable work et/ Conflict resolution

Improved custor

Time managem

□ Advanced education Calibrated skills Extended portfolio Letter of recommendation

- □ Job history
- □ Innate soft skills
- Leadership involvement (DECA, HOSA, FBLA, SkillsUSA etc)
- 1-2 Industry certifications

Step

CONDITION

### **Employer Wishlist**

### **TIER TWO:** DEVELOPING STRUCTURAL SKILLS



Before you can set **ANYONE** up, You need to figure out what THEY want.

### MATCHMAKING

USE	<b>THE 2</b> :	1 RATIO	
	Status:		
olveme	✓ Green Yellow Red	atus	

### **Consider the phrase:**

"There are plenty of fish in the sea". This is a go-to statement for many right after facing rejection or breakups to help point to the fact that there are plenty of other options.

> Coaches put their pitchers on a "pitch count" in order to keep their arm fresh and generate more wins.

### As a School:

There are plenty of employers in the sea, ensure your employer-to-student ratio is **2:1** and keep your employers on a **pitch count** to preserve their participation and generate more student opportunities.

### CONDITION

# Step 2

**C1** 

### **In Baseball:**





### Download Free WBL Database PHP CODE

#### Business Partners

i ⊟ All POC List

🗄 Events

응 Students

Hit Assigned Seats

System Management

# Business Partners

Education & Training Business Finance Business Health Science Hospitality & Tourism Business Human Services Business Information Technology Law-Public Safety-Corrections & Security Marketing Business Manufacturing Business Science-Technology-Engineering & Mathemat Transportation-Distribution & Logistics Busine

----

### CONDITION

Pathway:	~	Involvement: Statu	
	~	~	✓ Reset
Email Phone Business	clusters Nc	Status:	
	Clu		Involven
429	Arc Bus	~	Paid Inte
507	Fina		) Mock Int
usiness	Mai ,He	Croop	Speaker, Shadows
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DE 670 0070	h d n	Yellow	Daid Into
////////	/////	Red	
	///////////////////////////////////////	///////////////////////////////////////	
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///////////////////////////////////////	///////////////////////////////////////		C1

# 



**C2** 





### Buy-in

- Class Presentations
- School Board Presentations
- Advisory Boards
- Social Media followers
- Posters
- School Counselors

### CAPACITY

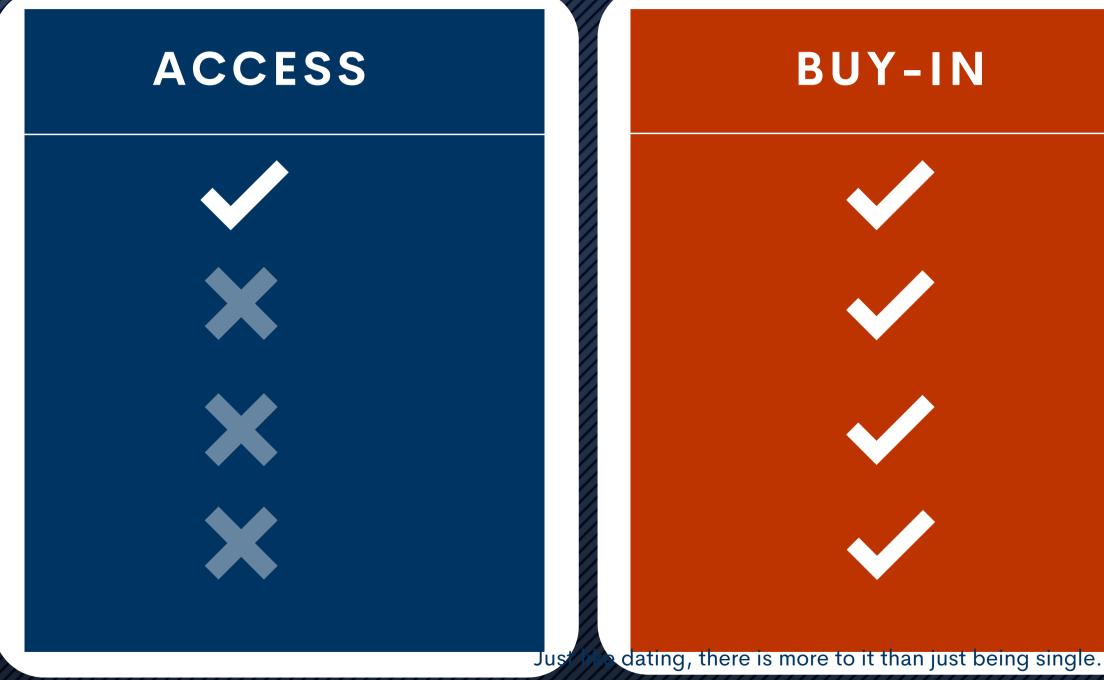
### Access

Class Presentations
School Board Presentations
Advisory Boards
Social Media followers
Posters
School Councelors

**C2** 

School Counselors

# 





### **Permission to participate**

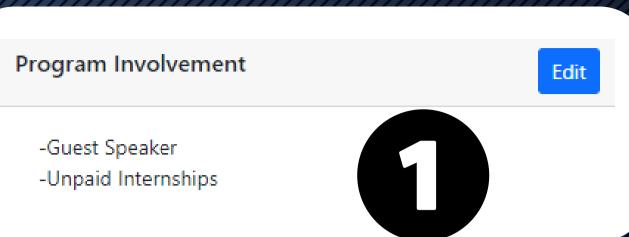
Acceptance

**Active Support** 

Willingly Participate

**C2** 

### ACCESS BONFIN

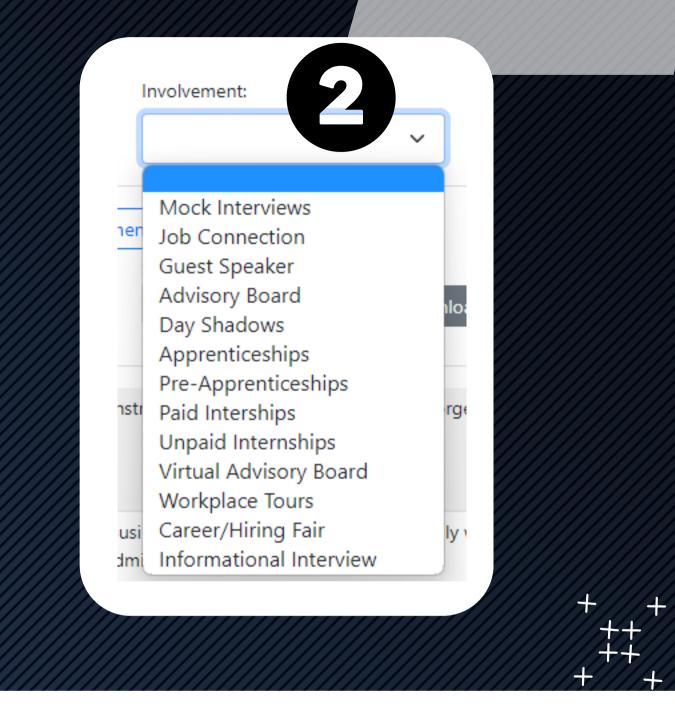


### START WHERE THEY ARE COMFORTABLE THEN INCREASE THEIR INVOLVEMENT

### **Cross Selling**

CAPACITY

Step



- Just like dating, there is more to it than just being single.
- In Work-Based Learning, there is also more to it than just giving employers
  - access.
- One proven way to develop high-quality employers is through cross-selling your activities

# ACCESS BUY-IN

### WRITE DOWN THE NO'S

### **USE POLICY TO FIX THEM**

### Health Science Example

- Student is under 18
- Don't want to pay for workers' comp
- Concerned about the unknown

- hipaatraining.com/
- schools.utah.gov/cte/wbl • Policy
- LinkedIn
  - Proofing the unknown

### THE "NO" BLUEPRINT

- The student is under 18
- Don't want to pay for workers'
  - comp
- Concerned about the unknown

### **CAPACITY**



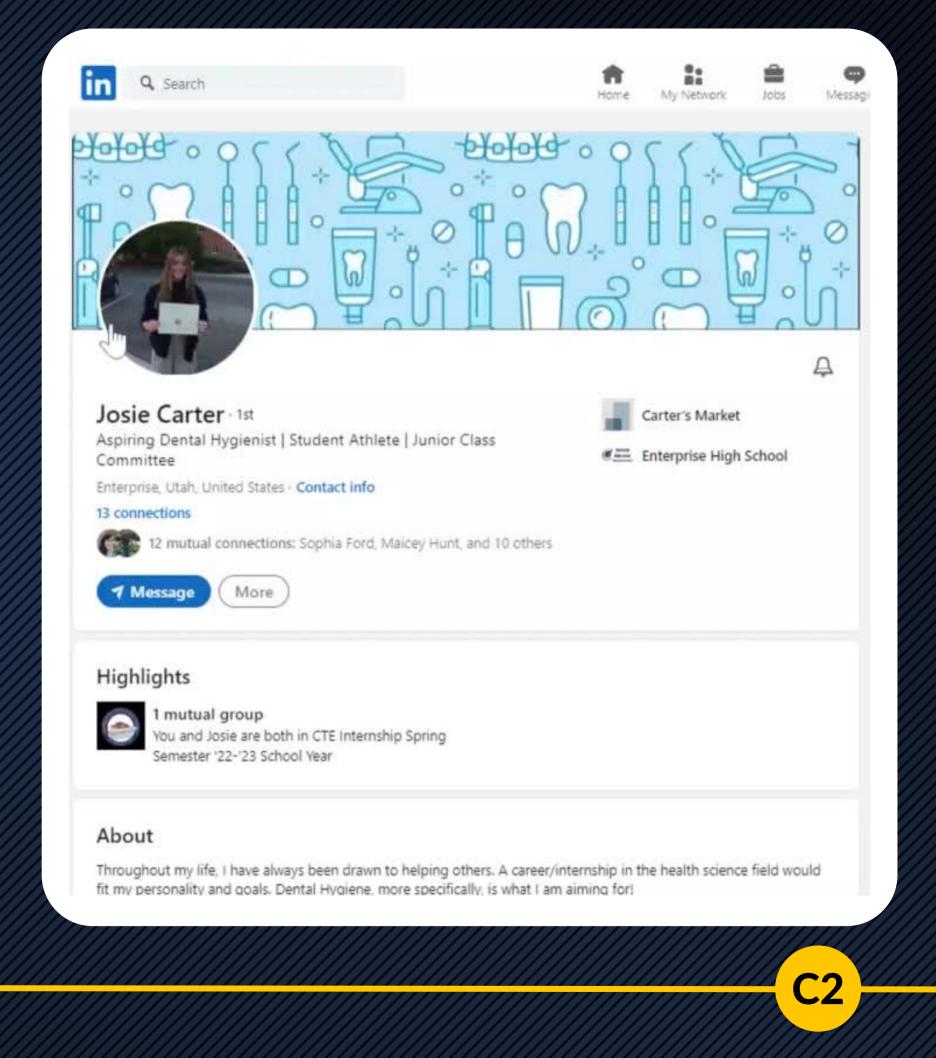


**C2** 

Under Utah Senate Bill 28, students who are involved in unpaid exploration and training activities in an employment setting are <u>covered by district's worker's compensation</u>. Specific district procedures should be part of an orientation provided to the student prior to placement on the unpaid work site. In addition, work site supervisors should have a copy of district procedures.

#### Utah Senate Bill 28 and Utah State Board Rule 277-915





### CAPACITY



- Remember "TV Dad" is always right (Employer is TV Dad).
- Get a job offer for your student in front of students
- Show the numbers (\$\$\$) of your past student success
- Understanding local LMI

Indeed and LinkedIn

**C2** 

Tie curriculum to job boards on • Helps with current trends Updated Industry terminology Understanding local LMI

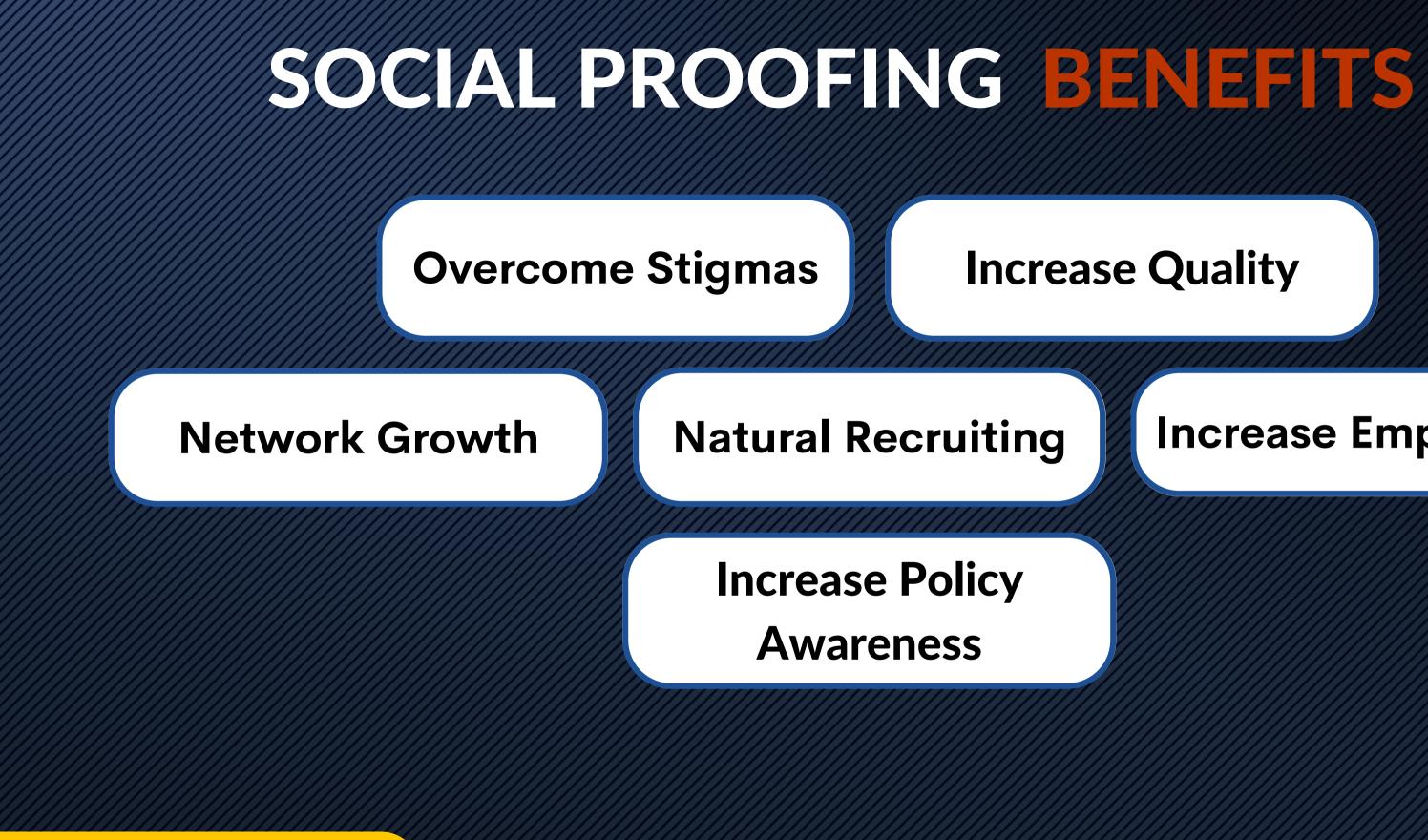
**CAPACITY** 

### CIRCUTE **C3**

**CHARACTER** 







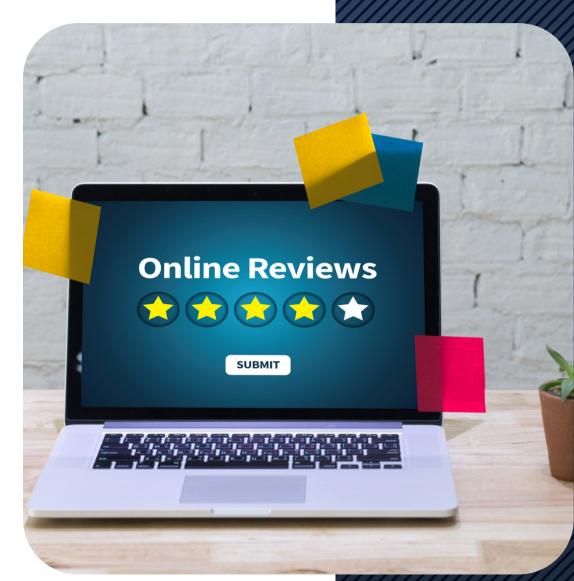
**CHARACTER** 

### **Increase Quality**

### **Increase Employers**

**C**3

### SOCIALPROOF



**CHARACTER** 

### How many reviews do you read BEFORE making a purchase on Amazon?





Mike Hassler - You Workforce Development | Talent Pipeline Management | Work-Based Learning 1mo • 🐼

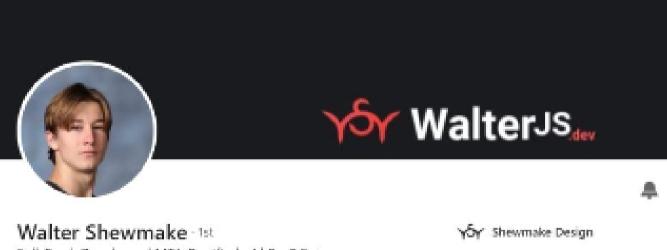
Jodi Porter your name popped into my head a few times today! Meet & connect with Walter Shewmake. He is the "Doogie Howser" of #computerprogramming in the Washington County School District.

Just 11 days ago, he wrapped up the 24 hour code camp and placed 2nd in the #industry division! (Joshua Aikens can agree this is huge).

Check out his page, website and commercial accounts when you get a chance! Helene Morse & Linda Brown can agree, this young man is NEXT LEVEL!

Jason Van Nus, Walter can also do remote #webdevelopment so spread the word in #georgia!

#2151Project #reactis #washk12internships #codecamp



Full-Stack Developer | MTA Certified x4 | SaaS Entrepreneur St George, Utah, United States - Contact info

CO Helene Morse and 18 others

### Save time, post instead of email



....

6 comments

Jodi Porter • 1st 1d • 😯

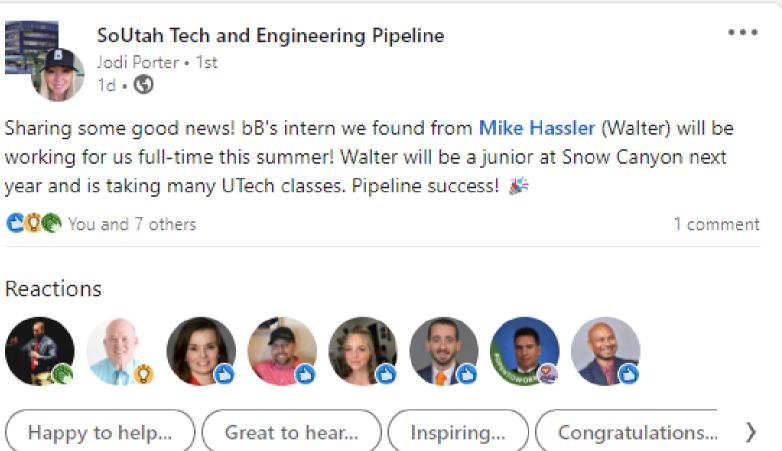
COM You and 7 others

#### Reactions



Happy to help...

### **CHARACTER**





CTE TEACHERS EmployersWORK-BASED LEARNING PROGRAMS STUDENT SUCCESS INSTAGRAM FOR EMPLOYERS STUDENTS RECRUITING WORD OFEVENTS MOUTH PERSONAL BRAND POSTERS FILL FILL BANNERS QR CODES LINKEDIN LUCK **CTE INTERNSHIP** 

**CHARACTER** 

### CTE PATHWAYS

**C**3

SCHOOL COUNSELORS FACEBOOK FOR PARENTS CLASS PRESENTATIONS



### CTE TEACHERS EmployersWORK-BASED LEARNING PROGRAMESS SCA STUDENT SUCCESS STUDENTS FACEBOO INSTAGRAM FOR FACEBOO INSTAGRAM FOR FACEBOO

Without sequential planning,

time will get away from you

resulting in shortcuts and compromise

LINKEDIN TO COLES

CTE INTERNSHIP

**CHARACTER** 

### CTE PATHWAYS

SCHOOL COUNSELORS FACEBOOK FOR PARENTS PRESE

### anning, om you compromise

**C**3

EMPLOYERS Instagram LinkedIn Website Past Interns Presentations Chamber events ???

### STUDENTS Class Presentations Booths WBL Activities Counselors Website Posters Flyers ???

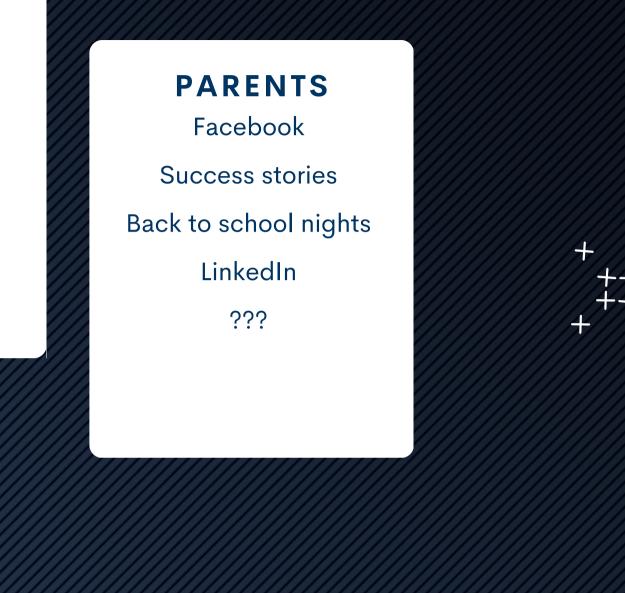
TEACHERS Posters Staff Meetings Emails Class Presentations Success Stories ???

**Categorize Audience** 

You can't hit all of your targets in one shot. Choose one until you are comfortable, then add one more. (Ask me after about Canvas Calendar as a solution)

CHARACTER

Step





# Step 2

Your calendar will be your biggest friend or worst enemy. Once you have made time, here are some easy approaches.

I do option 1 for small towns and option 2 for larger cities

### TWO APPROACHES TO CONSIDER

RECRUIT EMPLOYERS.

Imagine walking into a health science class and saying "I have 2 physical therapy & 4 nursing internships next semester with Intermountain Healthcare who's interested?".

RECRUIT STUDENTS.

IDENTIFY INTERNSHIPS THEY WANT

You could walk into a chamber meeting and say "I have 3 welders, 2 framers, and 5 graphic designers who are interested?".

**CHARACTER** 

### **Begin Sequential** Planning

IDENTIFY INTERNSHIPS THEY'LL OFFER GO TO THE SCHOOLS

RECRUIT STUDENTS

GO TO THE CHAMBER

RECRUIT EMPLOYERS

**C**3

### CALENDAR RECRUITING EVENTS

We mass recruit students in October We mass recruit employers in March







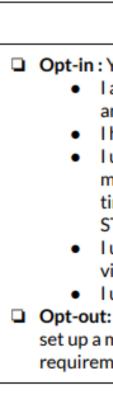
**CHARACTER** 



### Example

ИН	Products > LinkedIn		
ashington School District 🛛 👻	Overview Feedback Privacy		
Products			
Washington School District Library			
My Library	in. LinkedIn		
🖹 My Tasks	📂 Conditional 🛛 🕖 Guardian Consent Required & Age 16	+	
	A networking site for professionals. Connect t options.	to people you know and expand your networking	
	🐼 Grade 🔛 Request 🛶 Compare 😴	Website	

Step 1: Get a "conditional approval" Step 2: Create an opt-in form



document.

#### CHARACTER

#### LINKEDIN PARENTAL CONSENT FORM

There are some aspects of Washk12 Internship coursework and student participation that will require students to access and maintain an account on LinkedIn. LinkedIn is a career development tool used to present portfolio work and connect with industry professionals. LinkedIn requires all users to be at least 16 years old.

LinkedIn has the option to hide users from the public view. Although WCSD can not enforce this setting, Students will be instructed on the use of this feature and may complete all components within the course and only be visible to the persons they choose.

Students will be required to comply with the WCSD Acceptable Use Policy <a href="http://go.washk12.org/AUP">http://go.washk12.org/AUP</a> and the STUDENT INTERN LINKEDIN POLICY attached to this

LinkedIn has its own terms of use and privacy policies that govern how LinkedIn will any data that your student submits on the site. You should review each of these policies. <u>https://www.linkedin.com/legal/user-agreement</u>

https://www.linkedin.com/legal/privacy-policy

#### Please check ONE box

Opt-in : You acknowledge and certify the following:

 I am the legal parent/guardian and give my permission for my student to access and maintain an account on LinkedIn.

I have read and agree to the WCSD Acceptable Use Policy

 I understand that while WCSD employees will make every effort to supervise my student's access to LinkedIn they cannot supervise my student's access at all times and ultimately it is my responsibility to assure that my student follows the STUDENT INTERN LINKEDIN POLICY

 I understand my student will be held accountable for any actions committed in violation of these policies regardless of where they are committed.

I understand that the LinkedIn Policies govern the use of the data submitted.
 Opt-out: Upon opting out, the parent will be contacted by their local CTE program to set up a meeting in order to identify reasonable alternative options to meet the requirements of the course outcomes.

63



Jake Hinckley • 1st Ask me why I LOVE working at Sunroc; then come and build with us! 2d • 😱

I'm attending High School Students go LinkedIn Live!. Would you like to attend?

Leave it to Mike Hassler to innovate with reckless abandon. He is changing the game for WBL. I'm stoked to learn about what he has created! Taking LinkedIn to the next level for students.

#### #linkedin #workbasedlearning #inovation #nextlevelthinking



Washk12 Career Development 741 followers 3d • 🕥

We are trying something new and would like to extend an invite to all of you!

Please join us for our first #LinkedinLive training hosted by Maicey Hunt and her first guest trainer will be Savannah Hirschi.

Please feel free to like share, comment and invite others!

#### #Washk12CareerDev #WorkBasedLearning

Live Mon · Noon



A. A. A.



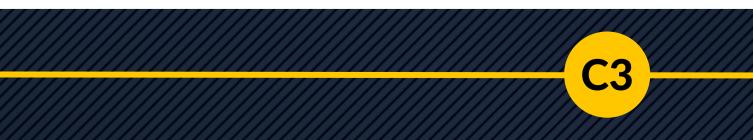


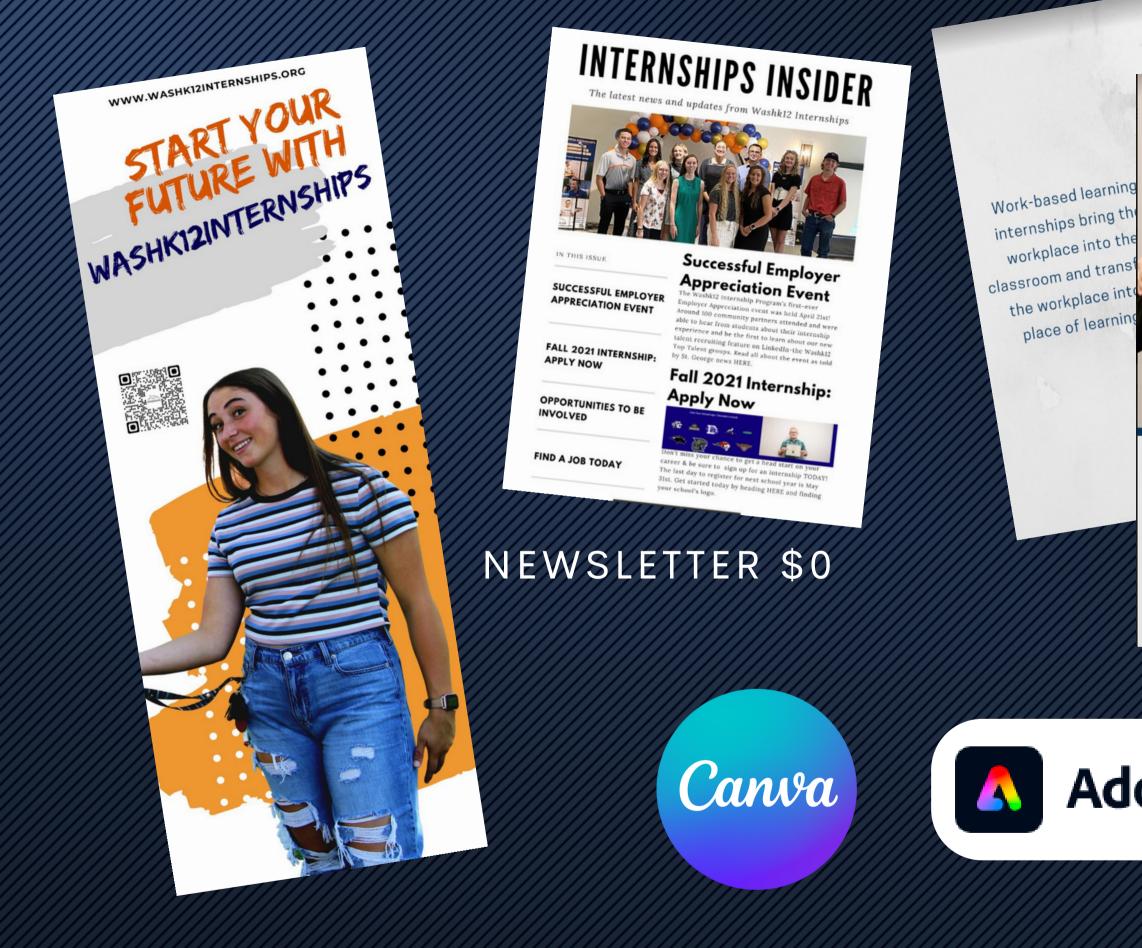
Mon, Mar 20, 12:00 PM - Mon, Mar 27, 6:30 AM MDT High School Students go LinkedIn Live! Linkedin Live

**CHARACTER** 

### Step 3: Use it as a tool







**CHARACTER** 



#### **Join Companies Like**







along with **hundreds** more today with WashK12 Internships

#### WashK12Internships

is the fastest growing internship program in the state because we make sure our students hit professional standards set by you.

#### **WCSD Talent Pipeline**

31,000+ High School Students

7,400+ Skill Certified Students

> 4,700+ Industry Certified

#### Partnering With Us Means

Interviewing Qualified Individuals

We have already pre-screened the applicants through a mock interview. You can view the students through their LinkedIn portfolio straight from the mobile app or through the desktop website. All of our students have a LinkedIn portfolio.

#### No Obligation to Say Yes

We will only send you **students to interview** who are qualified for your company. If you don't feel like they are the right fit or it's not the right time, then you don't have to accept them. If you take them on as an intern and it's no longer working for you, you can let them go. No strings attached.

#### We Cover the Liability

Worried about your bacon? We cover the liability insurance and the worker's compensation as long as they are students of the WashK12 Internships program.

Partnering with us allows for security and flexibility.

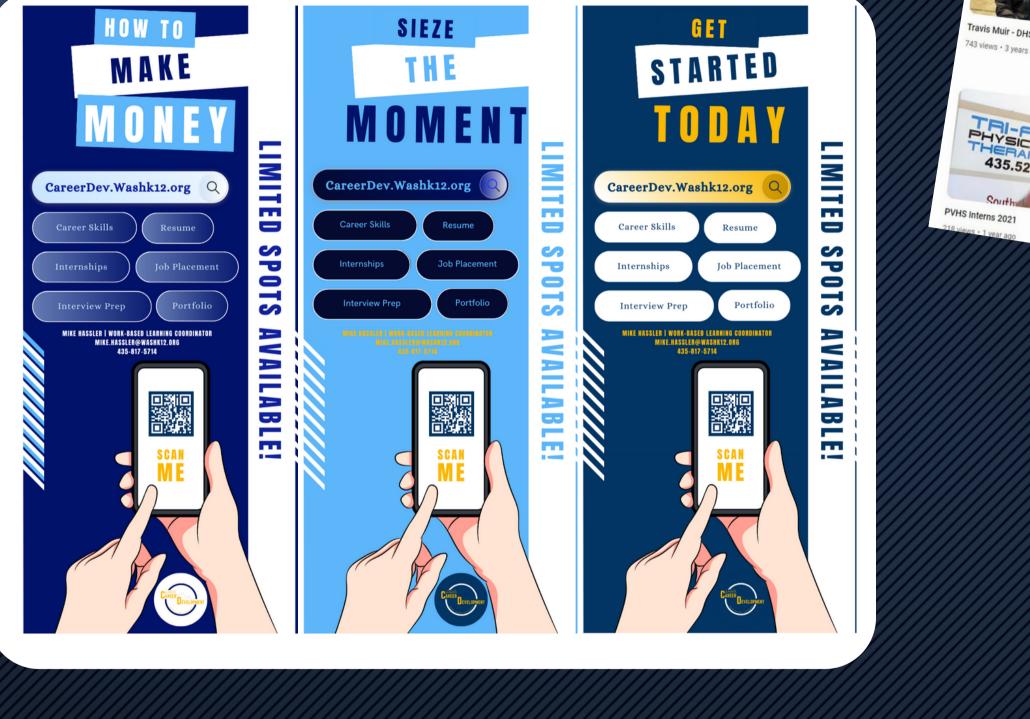
**C**3

### Tri-Fold Design \$0

### Adobe Express



### Tri-fold design \$0



**CHARACTER** 



**C**3

### **INSTAGRAM \$0**

# STUDENT VOICES

### Interviewed Faculty across 9 high schools

1

2 Interviewed Students acrossed 9 high schools

Career Counsler	Tik Tok	I.G.	Snaps	FB	Use for Recru iting	Stud ts
#1	0	45	0	186	No	#1
#2	0	418	0	1200	No	#2
#3	0	73	0	277	No	#3
#4	0	440	0	336	Yes	#4
#5	0	27	0	538	No	#5
#6	0	200	0	312	No	#6
#7	0	462	33,305	632	No	#7
<mark>#</mark> 8	0	579	0	1186	No	#8
#9	0	123	0	389	No	#9
#10	29	1007	69,796	1309	No	#10
#11	0	0	0	0	Yes	#11
#12	0	486	0	1270	No	#12
#13	0	318	0	646	No	#13
#14	0	0	0	406	No	#14
#15	0	187	0	550	No	#15
#16	2	2	0	159	No	#16
#17	0	197	312	258	No	#17
#18	0	4157	0	1045	No	#18
#19	0	31	298	308		#19
#20						#20
	31	8752	103711	11007		

#### **CHARACTER**

en

3

Tik Tok	I.G.	Snaps	FB	Use For Recuiting	Career
200	995	512,000	259	Yes	Project Mgmt
1000	500	0	0	Yes	NP
0	483	1722	78	Yes	Vet
45	720	72,000	15	Yes	Project Mgmt
85	1068	129,649	364	Yes	Dispatch
167	1051	336,877	78	Yes	Ortho Asst.
139	1307	400,116	364	Yes	Entreprenuer
98	1076	123,263	100	Yes	Firefighter
894	2500	189,212	35	Yes	Interior Design
0	762	38,636	0	Yes	Journalism
525	789	98,000	0	Yes	Education
325	642	121,177	0	Yes	Vet
0	235	54,409	149	Yes	Tattoo Artist
57.8k	24.8k	72,248	278	Yes	Estetician
157	298	54,416	0	Yes	Psychology
0	2864	779,480	0	Yes	Mission/Undecide
0	994	0	0	Yes	Graphic Deisgn
185	2521	817,413	16	Yes	Pro Athletics
0	890	71,390	24	Yes	HR
454	400	49,735	0	Yes	Author
4274	20,095	3,921,743	1760		



#### CAPITAL

**C4** 



	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001
US Total	\$31.80	\$29.95	\$28.54	\$27.20	\$25.43	\$24.69	\$24.14	\$23.56	\$23.07	\$22.55	\$22.14	\$21.79	\$21.36	\$20.85	\$20.25	\$19.51	\$18.77	\$18.04	\$17.55	\$17.19	\$16.74	\$16.27
Alabama	\$28.38	\$26.89	\$25.25	\$23.52	\$22.65	\$21.92	\$22.28	\$21.22	\$20.84	\$20.50	\$20.47	\$18.26	\$18.06	\$17.70	\$16.84	\$16.10	\$15.71	\$15.15	\$14.71	\$14.47	\$13.98	\$12.95
Alaska	\$33.60	\$31.34	\$30.30	\$28.19	\$27.88	\$27.45	\$27.80	\$27.51	\$26.59	\$26.50	\$25.49	\$21.96	\$21.69	\$21.38	\$20.11	\$18.92	\$17.94	\$17.28	\$16.90	\$16.74	\$16.46	\$15.22
Arizona	\$30.13	\$28.00	\$26.94	\$25.67	\$24.83	\$24.51	\$23.57	\$22.83	\$22.37	\$22.52	\$22.25	\$20.08	\$19.71	\$19.48	\$18.70	\$18.05	\$17.48	\$16.79	\$16.22	\$15.86	\$15.41	\$14.75
Arkansas	\$25.66	\$23.79	\$22.87	\$21.57	\$20.49	\$20.01	\$19.66	\$19.14	\$19.31	\$18.93	\$18.23	\$16.77	\$16.48	\$16.24	\$15.38	\$14.84	\$14.08	\$13.71	\$13.35	\$13.07	\$12.69	\$11.82
California	\$37.32	\$35.56	\$33.61	\$31.51	\$29.95	\$29.09	\$28.46	\$27.59	\$26.87	\$26.34	\$26.01	\$24.75	\$24.18	\$23.42	\$22.62	\$21.96	\$21.14	\$20.36	\$19.74	\$19.19	\$18.67	\$18.72
Colorado	\$34.36	\$31.51	\$30.31	\$29.50	\$28.02	\$26.78	\$25.97	\$25.96	\$25.68	\$25.10	\$24.23	\$22.43	\$22.03	\$21.62	\$20.85	\$20.08	\$19.32	\$18.53	\$18.02	\$17.84	\$17.41	\$17.07
Connecticut	\$34.56	\$33.35	\$33.28	\$32.07	\$31.05	\$30.24	\$29.29	\$27.77	\$26.79	\$26.43	\$26.92	\$28.26	\$27.77	\$26.98	\$26.49	\$26.03	\$24.77	\$23.90	\$23.14	\$22.44	\$21.70	\$20.92
Delaware	\$29.56	\$28.47	\$28.02	\$26.17	\$25.38	\$25.45	\$23.20	\$21.37	\$20.22	\$20.29	\$20.44	\$23.02	\$22.34	\$21.88	\$21.13	\$20.77	\$20.47	\$19.87	\$18.97	\$18.74	\$18.08	\$16.71
District of Columbia	\$50.00	\$50.48	\$48.67	\$44.14	\$41.72	\$39.45	\$39.17	\$38.77	\$39.86	\$38.69	\$37.11	\$34.04	\$33.61	\$32.79	\$31.80	\$30.40	\$28.96	\$27.44	\$26.52	\$25.70	\$24.75	\$22.67
Florida	\$29.41	\$27.68	\$26.32	\$24.93	\$24.04	\$23.33	\$22.70	\$22.08	\$21.61	\$21.24	\$20.86	\$18.85	\$18.66	\$18.40	\$17.68	\$17.13	\$16.72	\$16.07	\$15.43	\$15.09	\$14.58	\$13.64
Georgia	\$29.67	\$27.66	\$26.77	\$25.86	\$25.78	\$25.15	\$24.39	\$23.80	\$23.26	\$22.25	\$21.42	\$20.77	\$20.38	\$19.94	\$19.18	\$18.78	\$18.06	\$17.60	\$17.15	\$16.91	\$16.48	\$15.74
Hawaii	\$33.48	\$32.10	\$30.55	\$27.98	\$26.87	\$25.40	\$23.80	\$23.33	\$23.14	\$22.16	\$21.67	\$18.14	\$18.08	\$17.94	\$17.16	\$16.47	\$15.89	\$15.40	\$15.06	\$14.66	\$14.17	\$13.26
Idaho	\$27.79	\$26.11	\$24.24	\$22.54	\$22.14	\$21.83	\$21.10	\$20.97	\$20.21	\$19.92	\$19.89	\$16.13	\$15.93	\$15.57	\$14.98	\$14.68	\$14.33	\$13.55	\$13.19	\$12.97	\$12.72	\$12.55
Illinois	\$32.68	\$30.97	\$29.37	\$27.98	\$26.89	\$26.02	\$25.95	\$25.34	\$24.74	\$24.08	\$23.73	\$23.19	\$22.77	\$22.34	\$21.85	\$21.11	\$20.29	\$19.52	\$18.97	\$18.60	\$18.20	\$17.40
Indiana	\$28.84	\$26.76	\$25.67	\$24.85	\$24.13	\$23.73	\$23.38	\$22.69	\$22.34	\$21.56	\$20.87	\$18.33	\$18.04	\$17.61	\$17.16	\$16.54	\$16.19	\$15.79	\$15.57	\$15.31	\$14.91	\$14.11
lowa	\$28.09	\$26.40	\$25.16	\$24.03	\$23.41	\$22.73	\$22.95	\$22.25	\$21.75	\$20.93	\$20.14	\$17.55	\$17.22	\$16.77	\$16.21	\$15.51	\$15.00	\$14.54	\$14.19	\$13.85	\$13.36	\$12.50
Kansas	\$28.50	\$26.87	\$25.48	\$24.70	\$23.35	\$22.56	\$22.14	\$22.02	\$21.64	\$20.88	\$20.65	\$18.45	\$18.13	\$17.80	\$17.28	\$16.54	\$16.01	\$15.26	\$14.80	\$14.57	\$14.22	\$13.47
Keptucky	\$26.85	\$24.83	\$23.10	\$22.18	\$21.42	\$21.17	\$21.38	\$21.16	\$20.20	\$19.68	\$19.58	\$17.01	\$17.65	\$17.37	\$16.52	\$15.92	\$15.46	\$15.03	\$14.75	\$14.52	\$14.08	\$13.09

## INDEPENDENTSECTOR.ORG

// KortyCarojiha//	1 328.36 /	1521 85/	1525,28/	15/4/2/	1 \$24/9/	1 \$23/4y	\$22.99	\$23/88	\$28.47 1	\$2x	152K.91 /	1510.00/	1518,80/	1518,18/	/sk1,58/	/\$16/99/	\$16/49/	\$15.98	\$15.52	\$15.28	\$14.89 /	/\$14.09////
North Dakota	\$30.69	\$27.95	\$27.00	\$26.67	\$25.77	\$25.29	\$25.40	\$25.24	\$25.13	\$23.92	\$22.49	\$19.18	\$17.49	\$16.48	\$15.56	\$14.43	\$13.73	\$13.18	\$12.82	\$12.47	\$11.96	\$11.06
Ohio	\$29.17	\$27.07	\$25.47	\$24.60	\$24.05	\$23.33	\$22.99	\$22.06	\$21.46	\$21.40	\$21.12	\$19.23	\$18.87	\$18.54	\$17.93	\$17.34	\$16.86	\$16.40	\$16.10	\$15.88	\$15.43	\$14.63
Oklahoma	\$26.88	\$24.96	\$24.35	\$23.74	\$22.95	\$22.18	\$22.08	\$21.50	\$21.45	\$20.88	\$20.82	\$18.28	\$17.49	\$17.05	\$16.56	\$15.60	\$15.09	\$14.06	\$13.66	\$13.42	\$12.91	\$12.10
Oregon	\$32.37	\$29.75	\$28.22	\$26.39	\$25.40	\$24.89	\$24.15	\$22.75	\$21.99	\$21.35	\$21.14	\$19.33	\$18.85	\$18.47	\$17.84	\$17.25	\$16.68	\$16.14	\$15.71	\$15.50	\$15.15	\$14.77
Pennsylvania	\$29.78	\$27.98	\$26.67	\$25.41	\$24.94	\$24.35	\$23.89	\$23.40	\$22.63	\$21.94	\$21.13	\$21.25	\$20.86	\$20.51	\$19.67	\$18.89	\$18.15	\$17.48	\$17.06	\$16.74	\$16.15	\$15.27
Rhode Island	\$31.96	\$29.17	\$28.24	\$27.17	\$26.82	\$26.17	\$24.34	\$23.48	\$23.45	\$23.53	\$23.28	\$19.82	\$19.57	\$19.10	\$18.32	\$17.52	\$17.14	\$16.51	\$16.13	\$15.98	\$15.22	\$14.18
South Carolina	\$28.11	\$26.59	\$25.47	\$24.01	\$23.21	\$22.22	\$21.85	\$21.14	\$20.56	\$20.15	\$19.84	\$17.20	\$16.91	\$16.53	\$15.80	\$15.28	\$14.93	\$14.43	\$14.03	\$13.88	\$13.50	\$12.62
South Dakota	\$27.25	\$25.52	\$23.94	\$22.57	\$21.91	\$21.30	\$20.81	\$20.29	\$19.65	\$19.04	\$18.96	\$15.99	\$15.60	\$15.18	\$14.47	\$13.75	\$13.20	\$12.76	\$12.45	\$12.26	\$11.86	\$11.04
Tennessee	\$28.12	\$26.02	\$24.52	\$23.50	\$22.67	\$21.98	\$22.16	\$20.92	\$20.72	\$20.13	\$20.05	\$19.42	\$19.21	\$18.62	\$17.86	\$17.22	\$16.63	\$15.98	\$15.62	\$15.36	\$14.86	\$13.87
Texas	\$29.86	\$28.14	\$26.43	\$25.47	\$25.10	\$24.64	\$25.15	\$25.11	\$24.66	\$23.40	\$22.75	\$22.57	\$21.91	\$21.35	\$20.85	\$20.04	\$19.14	\$18.20	\$17.53	\$17.17	\$16.84	\$16.22
Utah	\$31.46	\$29.14	\$27.82	\$26.20	\$24.99	\$24.39	\$24.27	\$23.92	\$23.51	\$22.65	\$22.07	\$18.19	\$17.92	\$17.54	\$16.72	\$16.12	\$15.37	\$14.61	\$14.17	\$14.00	\$13.74	\$13.14
Vermont	\$30.04	\$28.14	\$26.85	\$25.18	\$24.60	\$23.71	\$23.29	\$22.79	\$21.91	\$21.65	\$21.67	\$18.00	\$17.77	\$17.54	\$16.77	\$15.99	\$15.46	\$14.98	\$14.66	\$14.47	\$14.03	\$13.05
Virginia	\$32.59	\$30.80	\$29.14	\$28.46	\$27.50	\$26.75	\$26.96	\$26.09	\$24.90	\$24.49	\$24.60	\$22.90	\$22.60	\$22.03	\$20.83	\$20.04	\$19.32	\$18.69	\$17.97	\$17.50	\$16.84	\$15.88
Washington	\$37.63	\$34.87	\$33.75	\$33.02	\$31.72	\$30.46	\$30.04	\$28.99	\$27.54	\$26.72	\$26.52	\$22.69	\$22.01	\$21.62	\$20.57	\$19.62	\$18.79	\$17.92	\$17.39	\$17.74	\$17.41	\$16.92
West Virginia	\$26.67	\$25.07	\$23.97	\$23.01	\$22.29	\$21.10	\$20.98	\$20.47	\$20.24	\$19.76	\$18.93	\$17.57	\$17.01	\$16.65	\$15.70	\$14.66	\$14.15	\$13.59	\$13.26	\$13.00	\$12.74	\$11.96
Wisconsin	\$29.97	\$27.87	\$26.96	\$25.66	\$25.12	\$24.00	\$23.06	\$22.48	\$22.24	\$21.78	\$21.09	\$18.50	\$18.20	\$17.85	\$17.28	\$16.58	\$16.12	\$15.63	\$15.41	\$15.14	\$14.72	\$13.78
Wyoming	\$28.49	\$27.13	\$26.05	\$25.53	\$24.60	\$23.17	\$22.13	\$23.13	\$23.46	\$23.16	\$23.09	\$19.54	\$18.97	\$18.38	\$18.35	\$17.09	\$16.06	\$14.52	\$13.75	\$13.38	\$12.96	\$12.05
Puerto Rico	\$14.87	\$14.11	\$13.74	\$13.16	\$12.64	\$12.71	\$13.26	\$13.33	\$13.41									_				

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#### **CAPITAL**





	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2
US Total	\$31.80	\$29.95	\$28.54	\$27.20	\$25.43	\$24.69	\$24.14	\$23.56	\$23.07	\$22.55	\$22.14	\$21.79	\$21.36	\$20.85	\$20
Alabama	\$28.38	\$26.89	\$25.25	\$23.52	\$22.65	\$21.92	\$22.28	\$21.22	\$20.84	\$20.50	\$20.47	\$18.26	\$18.06	\$17.70	\$16
Alaska	\$33.60	\$31.34	\$30.30	\$28.19	\$27.88	\$27.45	\$27.80	\$27.51	\$26.59	\$26.50	\$25.49	\$21.96	\$21.69	\$21.38	\$20
Arizona	\$30.13	\$28.00	\$26.94	\$25.67	\$24.83	\$24.51	\$23.57	\$22.83	\$22.37	\$22.52	\$22.25	\$20.08	\$19.71	\$19.48	\$18
Arkansas	\$25.66	\$23.79	\$22.87	\$21.57	\$20.49	\$20.01	\$19.66	\$19.14	\$19.31	\$18.93	\$18.23	\$16.77	\$16.48	\$16.24	\$15
California	\$37.32	\$35.56	\$33.61	\$31.51	\$29.95	\$29.09	\$28.46	\$27.59	\$26.87	\$26.34	\$26.01	\$24.75	\$24.18	\$23.42	\$22
Colorado	\$34.36	\$31.51	\$30.31	\$29.50	\$28.02	\$26.78	\$25.97	\$25.96	\$25.68	\$25.10	\$24.23	\$22.43	\$22.03	\$21.62	\$20
Connecticut	\$34.56	\$33.35	\$33.28	\$32.07	\$31.05	\$30.24	\$29.29	\$27.77	\$26.79	\$26.43	\$26.92	\$28.26	\$27.77	\$26.98	\$26
Delaware	\$29.56	\$28.47	\$28.02	\$26.17	\$25.38	\$25.45	\$23.20	\$21.37	\$20.22	\$20.29	\$20.44	\$23.02	\$22.34	\$21.88	\$21
District of Columbi															

	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002	
IS Total	\$31.80	\$29.95	\$28.54	\$27.20	\$25.43	\$24.69	\$24.14	\$23.56	\$23.07	\$22.55	\$22.14	\$21.79	\$21.36	\$20.85	\$20.25	\$19.51	\$18.77	\$18.04	\$17.55	\$17.19	\$16.74	
labama	\$28.38	\$26.89	\$25.25	\$23.52	\$22.65	\$21.92	\$22.28	\$21.22	\$20.84	\$20.50	\$20.47	\$18.26	\$18.06	\$17.70	\$16.84	\$16.10	\$15.71	\$15.15	\$14.71	\$14.47	\$13.98	
laska vrizona	\$33.60 \$30.13	\$31.34 \$28.00	\$30.30 \$26.94	\$28.19 \$25.67	\$27.88 \$24.83	\$27.45 \$24.51	\$27.80 \$23.57	\$27.51 \$22.83	\$26.59 \$22.37	\$26.50 \$22.52	\$25.49 \$22.25	\$21.96 \$20.08	\$21.69 \$19.71	\$21.38 \$19.48	\$20.11 \$18.70	\$18.92 \$18.05	\$17.94 \$17.48	\$17.28 \$16.79	\$16.90 \$16.22	\$16.74 \$15.86	\$16.46 \$15.41	
rkansas	\$25.66	\$23.79	\$20.94	\$23.07	\$20.49	\$20.01	\$19.66	\$19.14	\$19.31	\$18.93	\$18.23	\$16.77	\$16.48	\$16.24	\$15.38	\$14.84	\$14.08	\$13.71	\$13.35	\$13.07	\$12.69	
alifornia	\$37.32	\$35.56	\$33.61	\$31.51	\$29.95	\$29.09	\$28.46	\$27.59	\$26.87	\$26.34	\$26.01	\$24.75	\$24.18	\$23.42	\$22.62	\$21.96	\$21.14	\$20.36	\$19.74	\$19.19	\$18.67	
olorado onnecticut	\$34.36 \$34.56	\$31.51 \$33.35	\$30.31 \$33.28	\$29.50 \$32.07	\$28.02 \$31.05	\$26.78 \$30.24	\$25.97 \$29.29	\$25.96 \$27.77	\$25.68 \$26.79	\$25.10 \$26.43	\$24.23 \$26.92	\$22.43 \$28.26	\$22.03 \$27.77	\$21.62 \$26.98	\$20.85 \$26.49	\$20.08 \$26.03	\$19.32 \$24.77	\$18.53 \$23.90	\$18.02 \$23.14	\$17.84 \$22.44	\$17.41 \$21.70	
laware	\$29.56	\$28.47	\$28.02	\$26.17	\$25.38	\$25.45	\$23.20	\$21.37	\$20.22	\$20.29	\$20.44	\$23.02	\$22.34	\$21.88	\$21.13	\$20.77	\$20.47	\$19.87	\$18.97	\$18.74	\$18.08	
trict of Columbi																					\$24.75	
rida orgia																<b>^</b>	$\sim -$	-	$\sim c$	•	\$14.58 \$16.48	
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nsas	\$28.50	\$26.87	\$25.48	\$24.70	\$23.35	\$22.56	\$22.14	\$22.02	\$21.64	\$20.88	\$20.65	\$18.45	\$18.13	\$17.80	\$17.28	\$16.54	\$16.01	\$15.26	\$14.80	\$14.57	\$14.22	
ntucky uisiana	\$26.85 \$27.39	\$24.83 \$26.33	\$23.10 \$24.80	\$22.18 \$23.51	\$21.42 \$22.76	\$21.17 \$22.30	\$21.38 \$22.77	\$21.16 \$22.67	\$20.29 \$22.73	\$19.68 \$22.13	\$19.58 \$21.75	\$17.91 \$19.33	\$17.65 \$19.06	\$17.37 \$18.71	\$16.52 \$18.02	\$15.92 \$16.90	\$15.46 \$16.31	\$15.03 \$14.94	\$14.75 \$14.22	\$14.52 \$14.04	\$14.08 \$13.74	
ine	\$28.89	\$26.77	\$25.56	\$24.21	\$23.12	\$22.53	\$21.61	\$21.31	\$20.54	\$20.10	\$20.11	\$17.03	\$16.84	\$16.53	\$15.89	\$15.16	\$14.68	\$14.29	\$14.08	\$13.85	\$13.39	
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ssouri ontana																Y	<u> </u>	••			\$15.24	
ebraska																					\$13.31	
vada w Hampshire	\$32.54	\$30.75	\$28.84	\$26.23	\$25.76	\$25.52	\$24.90	\$23.79	\$22.98	\$22.86	\$22.07	\$21.70	\$10.02 \$21.29	\$20.85	\$20.20	\$19.51	\$19.02	\$18.27	\$17.71	\$17.29	\$15.12 \$16.77	
w Jersey	\$33.82	\$32.39	\$31.41	\$29.49	\$28.82	\$28.32	\$27.46	\$26.70	\$25.68	\$25.33	\$25.00	\$25.91	\$25.64	\$25.20	\$20.20	\$23.58	\$22.73	\$21.88	\$21.35	\$21.08	\$20.55	
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ennsylvania			<u> </u>													-					\$16.15	
ode Island uth Carolina	\$31.96 \$28.11	\$29.17 \$26.59	\$28.24 \$25.47	\$27.17 \$24.01	\$26.82 \$23.21	\$26.17 \$22.22	\$24.34 \$21.85	\$23.48 \$21.14	\$23.45 \$20.56	\$23.53 \$20.15	\$23.28 \$19.84	\$19.82 \$17.20	\$19.57 \$16.91	\$19.10 \$16.53	\$18.32 \$15.80	\$17.52 \$15.28	\$17.14 \$14.93	\$16.51 \$14.43	\$16.13 \$14.03	\$15.98 \$13.88	\$15.22 \$13.50	
ith Dakota	\$27.25	\$25.59	\$23.94	\$22.57	\$23.21	\$21.30	\$20.81	\$20.29	\$20.56	\$19.04	\$18.96	\$17.20	\$15.60	\$15.18	\$13.80	\$13.75	\$13.20	\$12.76	\$12.45	\$12.26	\$11.86	
nessee	\$28.12	\$26.02	\$24.52	\$23.50	\$22.67	\$21.98	\$22.16	\$20.92	\$20.72	\$20.13	\$20.05	\$19.42	\$19.21	\$18.62	\$17.86	\$17.22	\$16.63	\$15.98	\$15.62	\$15.36	\$14.86	
as	\$29.86	\$28.14	\$26.43	\$25.47	\$25.10	\$24.64	\$25.15	\$25.11	\$24.66 \$23.51	\$23.40	\$22.75 \$22.07	\$22.57	\$21.91	\$21.35	\$20.85	\$20.04	\$19.14	\$18.20	\$17.53	\$17.17	\$16.84	
nh mont	\$31.46 \$30.04	\$29.14 \$28.14	\$27.82 \$26.85	\$26.20 \$25.18	\$24.99 \$24.60	\$24.39 \$23.71	\$24.27 \$23.29	\$23.92 \$22.79	\$23.51 \$21.91	\$22.65 \$21.65	\$22.07 \$21.67	\$18.19 \$18.00	\$17.92 \$17.77	\$17.54 \$17.54	\$16.72 \$16.77	\$16.12 \$15.99	\$15.37 \$15.46	\$14.61 \$14.98	\$14.17 \$14.66	\$14.00 \$14.47	\$13.74 \$14.03	
ginia	\$32.59	\$30.80	\$29.14	\$28.46	\$27.50	\$26.75	\$26.96	\$26.09	\$24.90	\$24.49	\$24.60	\$22.90	\$22.60	\$22.03	\$20.83	\$20.04	\$19.32	\$18.69	\$17.97	\$17.50	\$16.84	
ishington est Virginia	\$37.63 \$26.67	\$34.87 \$25.07	\$33.75 \$23.97	\$33.02 \$23.01	\$31.72 \$22.29	\$30.46 \$21.10	\$30.04 \$20.98	\$28.99 \$20.47	\$27.54 \$20.24	\$26.72 \$19.76	\$26.52 \$18.93	\$22.69 \$17.57	\$22.01 \$17.01	\$21.62 \$16.65	\$20.57 \$15.70	\$19.62 \$14.66	\$18.79 \$14.15	\$17.92 \$13.59	\$17.39 \$13.26	\$17.74 \$13.00	\$17.41 \$12.74	
sconsin	\$29.97	\$25.07 \$27.87	\$26.96	\$25.66	\$25.12	\$24.00	\$20.98	\$20.47 \$22.48	\$20.24	\$21.78	\$21.09	\$17.57	\$18.20	\$17.85	\$17.28	\$16.58	\$14.15	\$15.63	\$15.41	\$15.14	\$12.74	
yoming	\$28.49	\$27.13	\$26.05	\$25.53	\$24.60	\$23.17	\$22.13	\$23.13	\$23.46	\$23.16	\$23.09	\$19.54	\$18.97	\$18.38	\$18.35	\$17.09	\$16.06	\$14.52	\$13.75	\$13.38	\$12.96	
erto Rico	\$14.87	\$14.11	\$13.74	\$13.16	\$12.64	\$12.71	\$13.26	\$13.33	\$13.41													

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**C4** 





\$27.39/hr x 40 hours =

### 75 interns x 1,095.60 =

# \$82,170 x 2 semesters =

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# 1,095.60 \$82,170 \$164,340



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### **Interesting Thought Box**

### Volunteer Savings \$164,340



### Who pays for the materials at the internship site? Answer: The Employers 150 Student Interns x Cost = ???



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### **Interesting Thought Box**

### Volunteer Savings \$164,340



Lowndes County Work-Based Learning

### Economic Impact Through Income and Wage Analysis

### 2021-22 Employment Statistics

Work-Based Learning Fall 2021 Semester: Students: 128 Avg Wage: \$9.83 Hours Worked: 49,029.32 Wages Earned: \$448,733.69 Avg. Student Earnings: \$3,766.71

Work-Based Learning Spring 2022 In-Progress: Students: 242 Avg Wage: \$10.41 Hours Worked: 97,287.52 Wages Earned: \$944,392.86 Avg. Student Earnings: \$4, 202.02 Total FY21-22 Wages Earned: \$1,393,126.21

Total FY22-22 Economic Impact of Wages Earned: \$5,592,504.84

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**Interesting Thought Box** 

### Volunteer Savings \$174,840

### Materials Cost 150 Interns \$EMPLOYERS

### Economic SWING \$5,592,504.84



# 



**C5** 





# If you don't have admin support to use these resources, then you don't have buy-in.

Build your "NO" blueprint and fix it using social proofing methods

COLLATERAL



### There is no shortcut.



#### **Program Credit Score**



Admin, and other

(Stakeholder Buy-in)



Aaron Olsen (Hodler / Bitcoin Maxi) • 1st Sr Project Manager | Custom Home Builder | Financial Analyst | Digital Asset ... 2yr • 🕤

Completely and utterly impressed by these educators putting Utah's high school students in complete control of opportunity. Finding students that want and value an employers' investment has always been the wall...

The Walls are coming down in Southern Utah and our communities, economies, and lives will be blessed for it.

Thank you Mike Hassler. Incredible.



Mike Hassler • You 2vr • Edited • 🕟

ATTENTION #recruiters & #educators in Utah! I promise you will want to finish reading the ENTIRE post...

...see more

#### **CHARACTER**



**C**3



. . .

# LET'S











**Thank You** 

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