



CareerWise Colorado
TOMORROW'S TALENT TODAY

MODERN YOUTH APPRENTICESHIP



BRIDGING THE GAP BETWEEN EDUCATION & CAREER

CareerWise Colorado connects industry and education to create a statewide, modern youth-apprenticeship system.



Apprentices earn a wage while gaining valuable workplace experience, a nationally recognized industry certification and debt-free college credit.



APPRENTICE



Industry benefits from tangible financial ROI as it makes the shift from being consumers of talent to producers of talent.

BUSINESS




EDUCATION



K-12 and higher education institutions improve student outcomes with increased student engagement and attendance, graduation rates and college-credit attainment.










HERE'S HOW IT WORKS.

CAREERWISE APPRENTICES SPLIT TIME BETWEEN SCHOOL, TRAINING CENTERS, AND WORK ON A SCHEDULE THAT WORKS FOR STUDENTS AND BUSINESSES

| | YEAR 1 | YEAR 2 | YEAR 3 |
|--|---|-------------------------|-----------------------|
|  AT HIGH SCHOOL Core academic courses at school (e.g., math), some community college coursework | ~3 days a week | ~2 days a week | NA |
|  ON-THE-JOB On-the-job training, in form of occupation, rotation or projects | 12 - 16 hours a week | 20 - 24 hours a week | 32-40 hours a week |
|  AT TRAINING CENTER Multi-skill training curriculum in pathway-specific skills | COLLEGE COURSES AND/OR TECHNICAL TRAINING BASED ON STUDENT GOALS & READINESS The instruction students receive provides them with debt-free college credit and the knowledge they need for nationally-recognized industry certification. Typically, courses are taken in the second half of the apprenticeship | | |




SIX CAREER PATHWAYS

and 16 occupations

| PATHWAY | <p>ADVANCED MANUFACTURING</p>  | <p>INFORMATION TECHNOLOGY</p>  | <p>FINANCIAL SERVICES</p>  | <p>BUSINESS OPERATIONS</p>  | <p>HEALTHCARE</p>  | <p>EDUCATION (Pilot in 2019)</p>  |
|--------------------|---|--|--|---|--|--|
| SAMPLE OCCUPATIONS | <p>Production technician</p> <p>Quality control inspector</p> <p>Maintenance technician</p> <p>Logistics</p> | <p>Computer Technician</p> <p>Software QA Tester</p> <p>Junior Coder</p> | <p>Accounting Clerk</p> <p>Insurance Services Expert</p> <p>Financial Coordinator</p> <p>Customer Support</p> | <p>Project Coordinator</p> <p>Purchasing Coordinator</p> <p>Operations Specialist</p> | <p>Certified Nursing Assistant (CNA) to Licensed Practical Nurse (LPN)</p> | <p>Paraprofessional to Licensed Teacher</p> |
| SAMPLE EMPLOYERS |    |      |    |     |    |  |



AFTER APPRENTICESHIP

| | YEAR 1 | YEAR 2 | YEAR 3 |
|--|--|----------------------|--------------------|
|  AT HIGH SCHOOL Core academic courses at school (e.g., math), some community college coursework | ~3 days a week | ~2 days a week | NA |
|  ON-THE-JOB On-the-job training, in form of occupation, rotation or projects | 12 - 16 hours a week | 20 - 24 hours a week | 32-40 hours a week |
|  AT TRAINING CENTER Multi-skill training curriculum in pathway-specific skills | COLLEGE COURSES BASED ON YOUR GOALS & READINESS The instruction you receive will provide you debt-free college credit and the knowledge you need for your nationally-recognized industry certification. Typically, courses are taken in the second half of apprenticeship. | | |

OPTION MULTIPLIER

Student signs on
as a full-time
EMPLOYEE



Student continues
EDUCATION
with 2- or 4-year degree

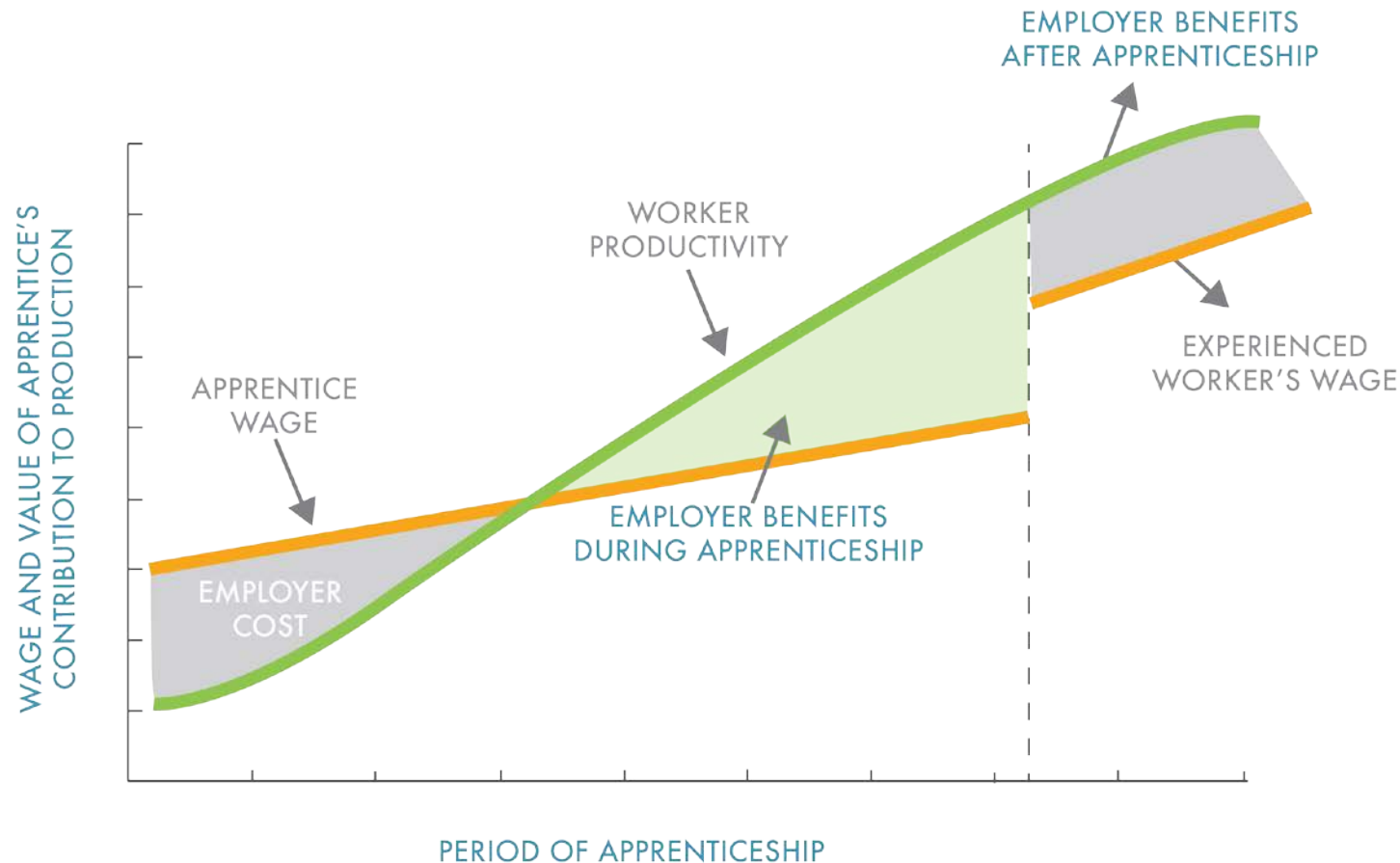
...or
Both!



COMPANIES ARE PROJECTED TO EARN
POSITIVE ROI
ON APPRENTICE WORK

Swiss firms saw an ROI of **10%** during the training period, and additional ROI once apprentices became full-time employees.

ILLUSTRATIVE WAGES AND PRODUCTIVITY, RELATIVE TO STANDARD FTE



EXPECTED IMPACT

Business

- Pipeline of 21st century workers
- Positive ROI
- Reduction in hiring costs
- Increased retention
- Loyal, engaged employees
- Increased innovation

Apprentice

- Skills and exposure
- Debt-free college credit
- Valued industry credential
- Established professional network
- ~\$30K earnings over course of apprenticeship

CAREERWISE COORDINATES STAKEHOLDERS

TO BUILD A STATEWIDE YOUTH APPRENTICESHIP SYSTEM THAT'S SET UP FOR TOTAL SUCCESS

| EMPLOYERS | K - 12 & HIGHER ED | APPRENTICE | NATIONAL, STATE & LOCAL PLAYERS |
|---|--|---|--|
| <ul style="list-style-type: none">▪ Recruit participating employers▪ Support ID of workforce needs and occupation selection▪ Provide HR and interview support▪ Support job posting development▪ Host online marketplace for apprenticeship applications▪ Train supervisors & coaches▪ Provide occupation-specific training plans & facilitate process to select training provider(s)▪ Provide dedicated relationship manager | <ul style="list-style-type: none">▪ Provide quality framework and onboarding tools▪ Train counselors, teachers and leaders▪ Support recruitment & communication plans▪ Provide access to career exploration tools & assessments▪ Provide resume and cover letter templates▪ Support partners with scheduling and budgeting▪ Support standards mapping for credit accrual | <ul style="list-style-type: none">▪ Offer informational events and materials▪ Provide application sessions, including resume training▪ Host online apprenticeship marketplace for apprenticeship applications▪ Run professionalism bootcamp▪ Provide on the job coaching support▪ Offer single point of contact through CareerWise relationship manager▪ Track competency achievement through LMS | <ul style="list-style-type: none">▪ Liaise with state agencies to align system incentives and address barriers▪ Identify policy changes required▪ Partner with BEL Commission▪ Provide community readiness framework and application to support geographic expansion▪ Operate a community partnership model for interested communities across the state▪ Provide tools and resources to other states interested in work |



PROGRAM PROGRESS



2017

| | |
|--------------------------------|----------------------------|
| 116 ENROLLED APPRENTICES | 40 EMPLOYERS |
| 4 PATHWAYS | 10 TRAINING PLANS |
| 3 COMMUNITIES | 4 SCHOOL DISTRICTS |
| 25 PARTICIPATING SCHOOLS | 8 HIGHER ED PARTNERS |

2018

| | |
|--------------------------------|----------------------------|
| 240 ENROLLED APPRENTICES | 70 EMPLOYERS |
| 5 PATHWAYS | 12 TRAINING PLANS |
| 4 COMMUNITIES | 7 SCHOOL DISTRICTS |
| 25 PARTICIPATING SCHOOLS | 8 HIGHER ED PARTNERS |

2019

450
ENROLLED
APPRENTICES

125+
EMPLOYERS

7
PATHWAYS
Adv Mfg, IT, Biz Ops,
Financial Services,
Healthcare, Education,
Culinary Arts

14+
OCCUPATIONAL
TRAINING PLANS

5
COMMUNITIES
Front Range, Western
Slope, Northern Colo.,
Eagle County, Estes
Park

10
SCHOOL
DISTRICTS
Cherry Creek, DPS, Eagle County,
Estes Park, Jeffco, Mesa 51, Poudre,
Thompson, Westminster, Weld RE-4

50
PARTICIPATING
SCHOOLS

9
HIGHER ED
PARTNERS



CareerWise Colorado
MODERN YOUTH APPRENTISHIP

LEARN MORE

www.careerwisecolorado.org

Ryan Gensler

RYAN.GENSLER@CAREERWISECOLORADO.ORG

