

# The Business Experiential Learning Commission

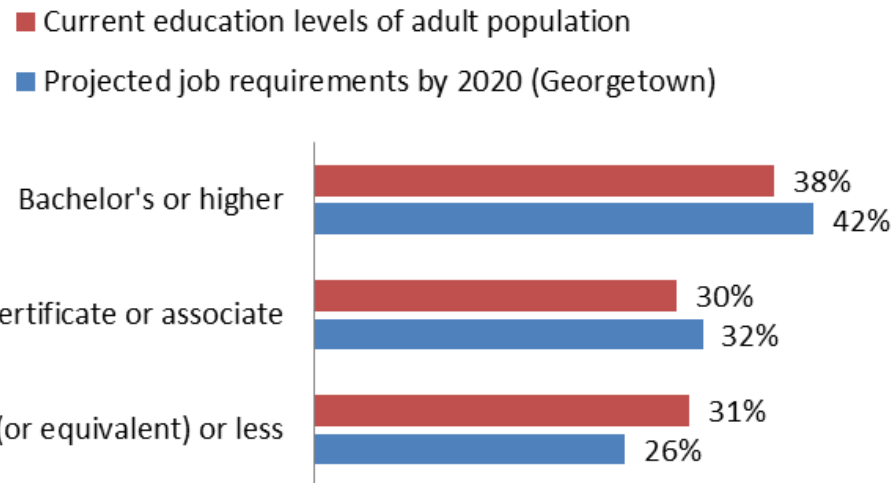
The Colorado Story

Why are we doing this?

The world has changed and we have an opportunity to better meet the needs of CO businesses and students

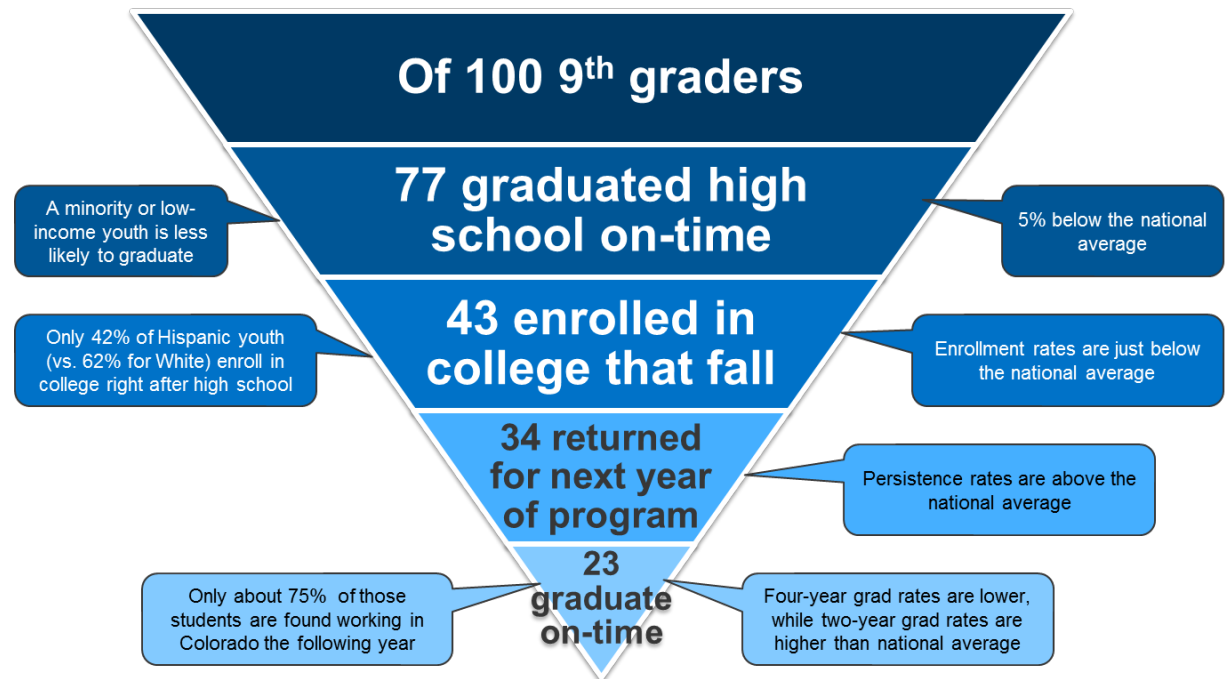
Colorado businesses are facing talent shortfalls...

**Projected Job Education Requirements and Current Education Levels in Colorado**



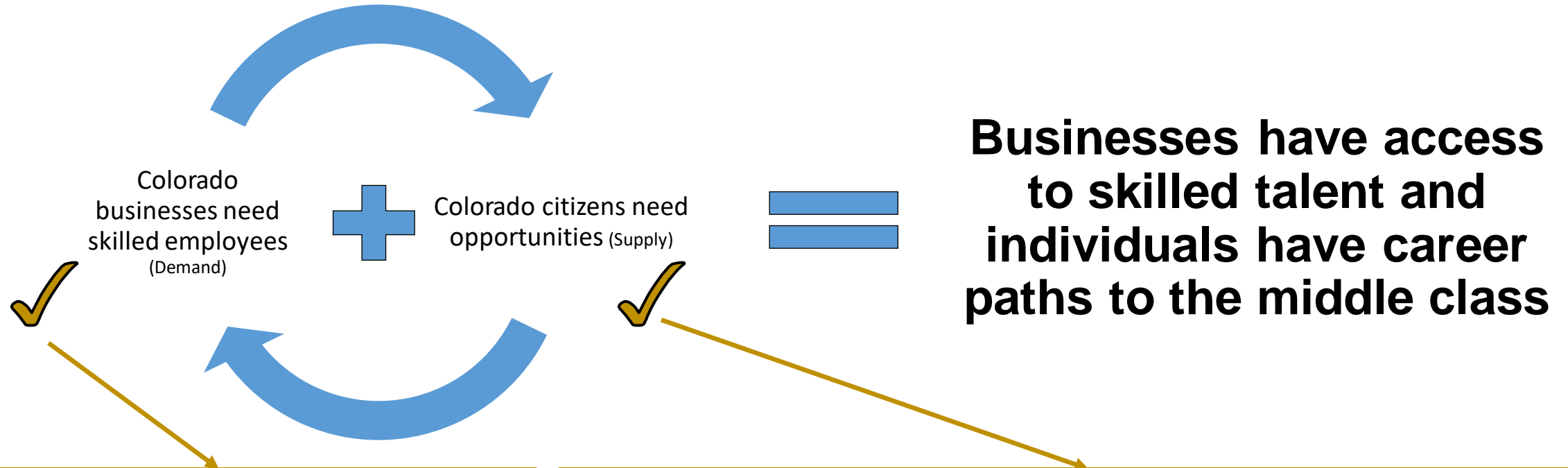
...and many Colorado students are left without compelling career opportunities

**Educational path through in Colorado**



*Why are we doing this?*

Providing the Colorado workforce with the right skills and more opportunities will yield compelling benefits

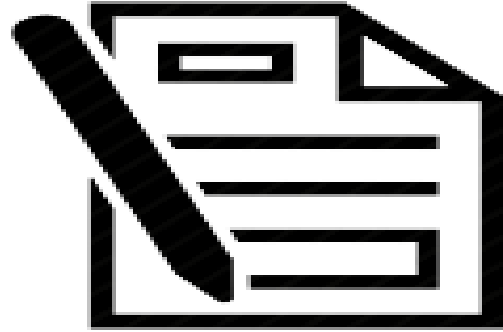


The demand for properly skilled talent already exists in Colorado...

...what is missing from the equation is an adequate supply of workers with the right skills to meet Colorado business needs

*"Colorado faces a potential gap in talent as its highly-educated workforce begins to retire and following generations aren't getting the necessary education to close that gap." - Denver Business Journal*

*"We can continue to fall victim to a talent gap, or we can embrace the opportunity and begin to equip our students with the 21st century skills they need to succeed in the modern workforce." - The Denver Post*



*June 2015:*

Governor Executive Order created  
Business Experiential Learning  
Commission to address experiential  
learning in CO

# There are 3 types of experiential learning, and BEL's initial focus is on expanding apprenticeships in CO

## Internships



- Short timeframe and limited training and skill development
- Historically focused on “white collar” jobs
- Typically from Postsecondary
- Paid, unpaid, or volunteer

## On-the-job training (OJT)



- Occurs during existing employment to enhance skills
- Focused only on skills required for existing employer
- Lacks classroom training

## Apprenticeships



- Longer timeframe and significant opportunity for skill development
- Includes both OJT and classroom instruction
- Paid opportunity: “earn while you learn”
- Historically focused on trade jobs

Given shortage of “middle-skill” workers and opportunities for students and job seekers, a focused youth apprenticeship initiative offers the “biggest bang for the buck” to meet Colorado’s current needs

# Research indicates that leading apprenticeship systems revolve around youth and are defined by some common characteristics



**Youth-centric and a variety of career paths**

**Coordination and guidance provided by government**

**Business-led with support from all stakeholders**

**Metric measurement and continuous improvement**

**Demand-based system: applicants apply to employers**

**High permeability between occupations and Postsecondary**

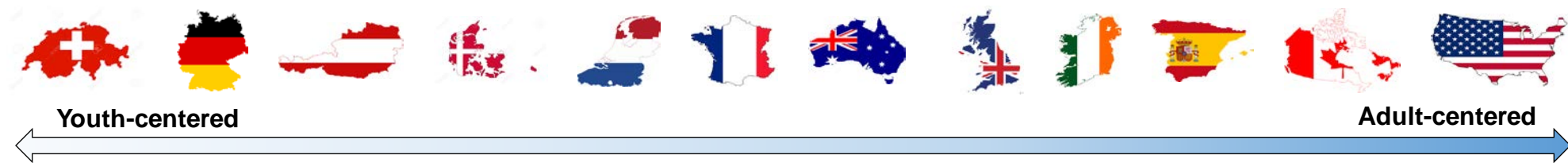
**Standardized processes, competencies, and curriculum**

**Dual-tier systems (OJT + classroom training)**

**Industry Associations help define competencies to guide curriculum**

**Communication to drive adoption from businesses and students**

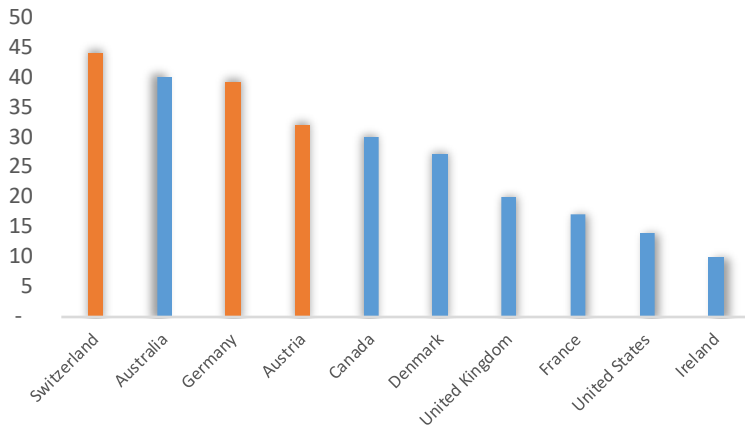
# Leading apprenticeship countries, with youth as a foundation, rank highest across a variety of metrics



## The leading apprenticeship systems of Switzerland, Germany, and Austria have...

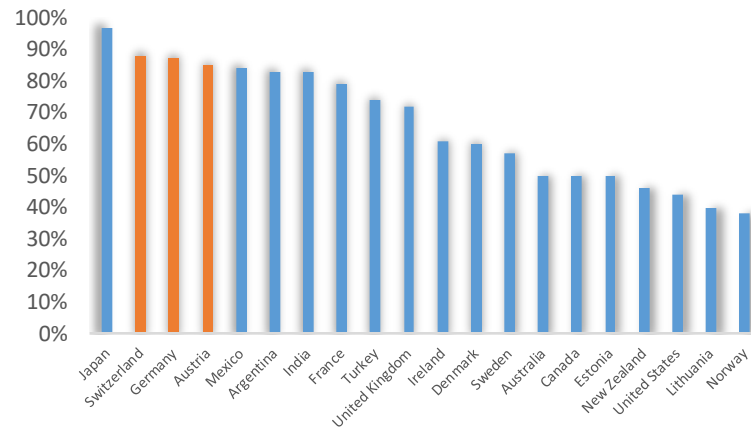
...the highest participation in apprenticeships

Apprentices per 1,000 People Employed by Country



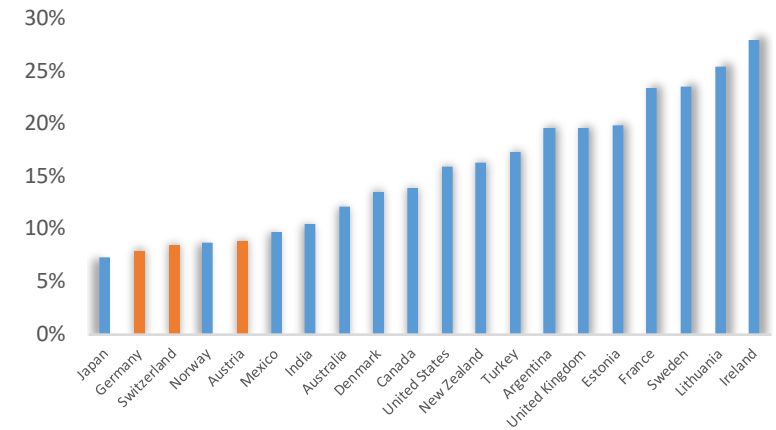
...highest apprenticeship completion rates

Apprenticeship Completion Rates by Country



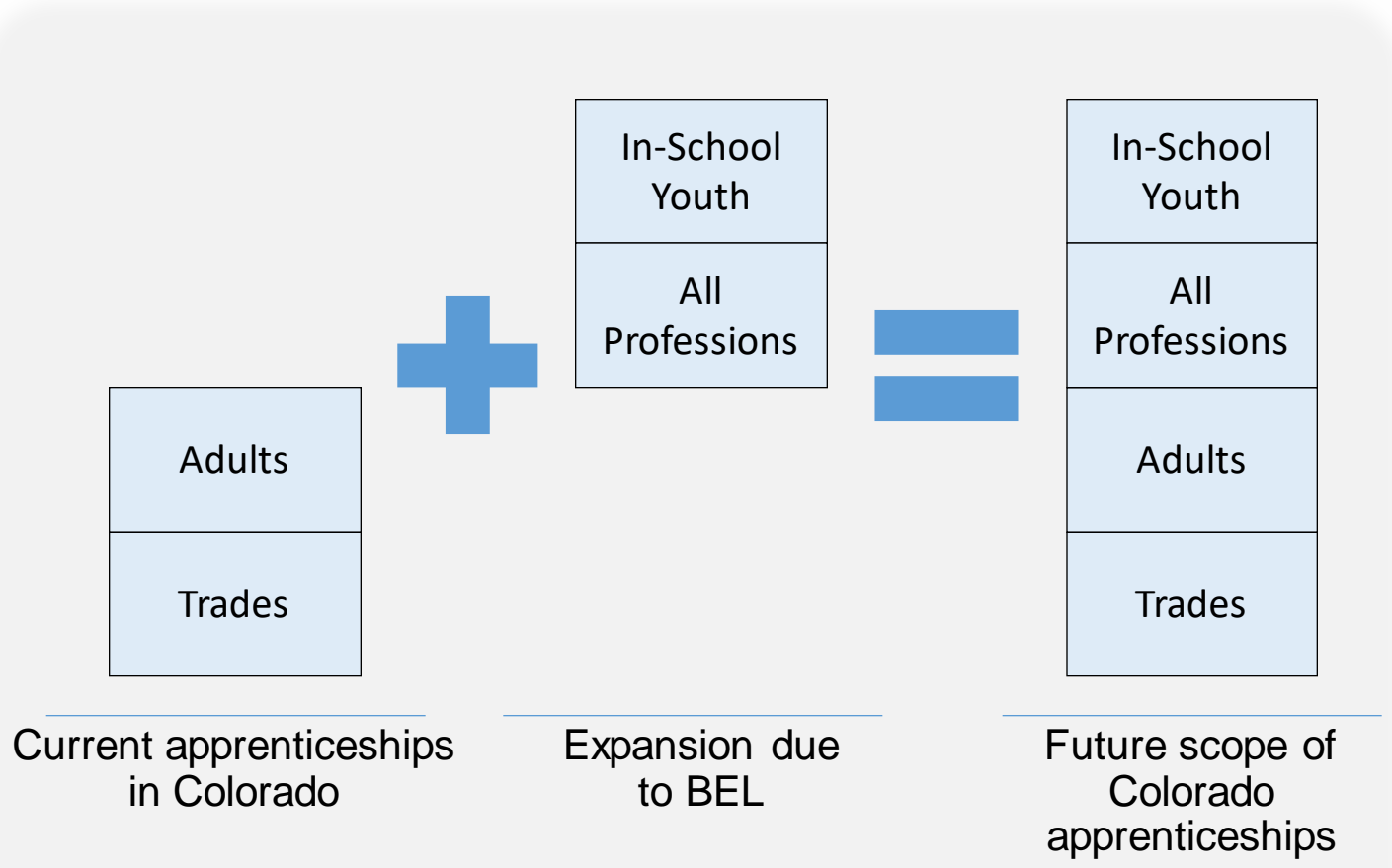
...and the lowest youth unemployment

Youth Unemployment by Country



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# BEL will increase apprenticeships by expanding beyond adults and traditional trade careers



## BEL will also provide

- 1) An **infrastructure** that existing programs can leverage if they choose to
- 2) Increased **quality assurance** (by setting standards, program entry approval, quality control, etc.)
- 3) Increased **awareness** through communication and marketing
- 4) Continuous **improvement** of the program by measuring and analyzing outcome metrics
- 5) **Standardization** (competencies, curriculum, processes, etc.)



# Partner with and guide businesses and education in curriculum creation

