



CareerWise
Colorado

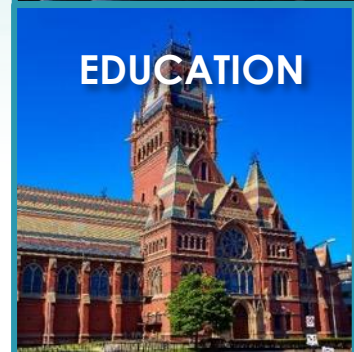
NATIONALLY REGISTERED MODERN YOUTH APPRENTICESHIP



WHAT IS APPRENTICESHIP?



- Industry-Led **Workforce Training**
- Combination of **Work-Based & Classroom Learning**
- A Bridge Between **Education and Workforce** – helping employers become producers of early-career talent they need
- Ends in employees ready to step into a **full-time, entry-level role**





WHAT IS YOUTH APPRENTICESHIP?

(and what it is NOT)

internship

APPRENTICESHIP

- Short-term focus
- No ROI
- Low commitment
- Exploratory
- Workplace exposure

- Long-term investment
- Positive ROI
- Workforce integration
- Demonstrated proficiency
- Work-based training

BENEFITS OF YOUTH APPRENTICESHIP

- Apprentices' meaningful work enables the rest of your team to focus on more strategic projects
- Addresses organizational inclusion goals by building diverse talent pipelines for early-career positions
- Creates leadership opportunity for staff
- Fosters a culture of mentorship
- Minimizes recruiting costs and maximizes training



APPRENTICESHIP TRAINING COMPONENTS



The apprenticeship completes when the apprentice has:



**Clocked
2,000+ hours**

on the job



**Completed
144 hours**

in related-instruction classes,
aligned to the training plan



**Industry
Credential**

identified in the training plan,
if applicable



**Rated
Proficient**

by their supervisor on *100%* of their
technical competencies and *75%* of
their career-ready competencies

If the student fails to meet the completion criteria, the employer may extend the apprenticeship

TALENT DEVELOPMENT ON YOUR TIMELINE



Employers can now choose between the two- or three-year model

TWO-YEAR MODEL

- *Rising seniors only*
- Providing a faster train-to-hire timeline

THREE-YEAR MODEL

- Available to juniors & senior start
- Offers a longer training runway and an additional year of CareerWise support



HOW CAN WE CONSISTENTLY SUPPORT OUR PATHWAYS?



● BUSINESS OPERATIONS

- Project Coordinator
- Business Operations Associate
- HR Associate
- Graphic Designer
- Sales Coordinator
- Marketing Coordinator

● EDUCATION & TRAINING

- Future Educator

● ADVANCED MANUFACTURING

- Quality Tech
- Logistic tech
- Mechanical Engineering Tech
- CAD Drafter
- Manufacturing Tech
- CNC Machinist
- Industrial Engineering Tech

● HEALTHCARE

- Clinical Healthcare

● FINANCIAL SERVICES

- Staff Accountant
- Insurance Underwriter
- Retail Banking
- Commercial Loan Officer
- Claims Rep

● REAL ESTATE MANAGEMENT

- Residential Property Manager

● INFORMATION TECHNOLOGY

- IT Support Tech
- Quality Assurance Tech
- Junior Cyber Security Operations Center (SOC) Analyst
- Cyber Security Support Technician
- Junior Coder
- Database Admin
- Data Analyst
- Junior UI/UX Designer

● HOSPITALITY

- Hospitality Management

● CONSTRUCTION

- Estimator

● MAINTENANCE TECHNOLOGY

- Auto Technician
- Maintenance Technician
- Facilities Operations Coordinator

✎ IN DEVELOPMENT

- Industrial Engineering Technologist
- Junior Cyber Sec. Ops Center Analyst
- Facilities Operation Center Analyst
- Interpreter
- Paralegal

CAREERWISE SERVICES

RECRUITING

- Education partnerships
 - Commitment to RYA
- Skills assessment, hiring fairs
- Post & promote employers, Industries, Jobs

TRAINING PLAN DEVELOPMENT

- Recommended job progression
 - Competency sets

APPRENTICE TRAINING

- Annual “bootcamp”
- Professional development
- Quarterly group training



EMPLOYER TRAINING

- Upskilling young employees
- Quarterly supervisor training
- Intergenerational communication

DEDICATED SERVICE

- Customer Success Manager
- Point of contact for all parties

REGISTERED APPRENTICESHIP

- Training grants
- National platform
- Company credentialing

WHAT'S NEXT?



Explore hiring pain points



Deep dive into appropriate occupations



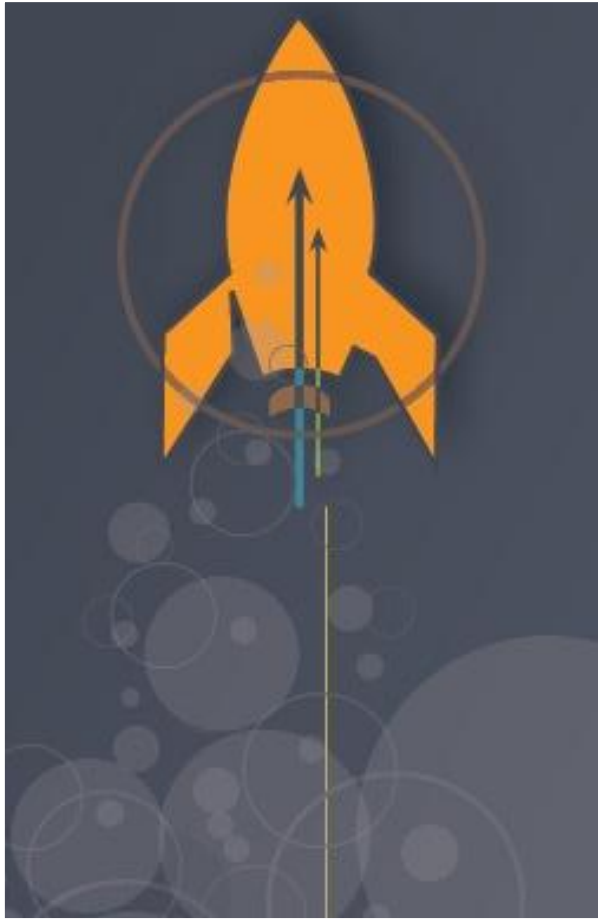
Identify internal Champions



Connect with apprentice employers in your industry



Hiring and training timeline





CareerWise
Colorado

LET'S DO THIS TOGETHER!



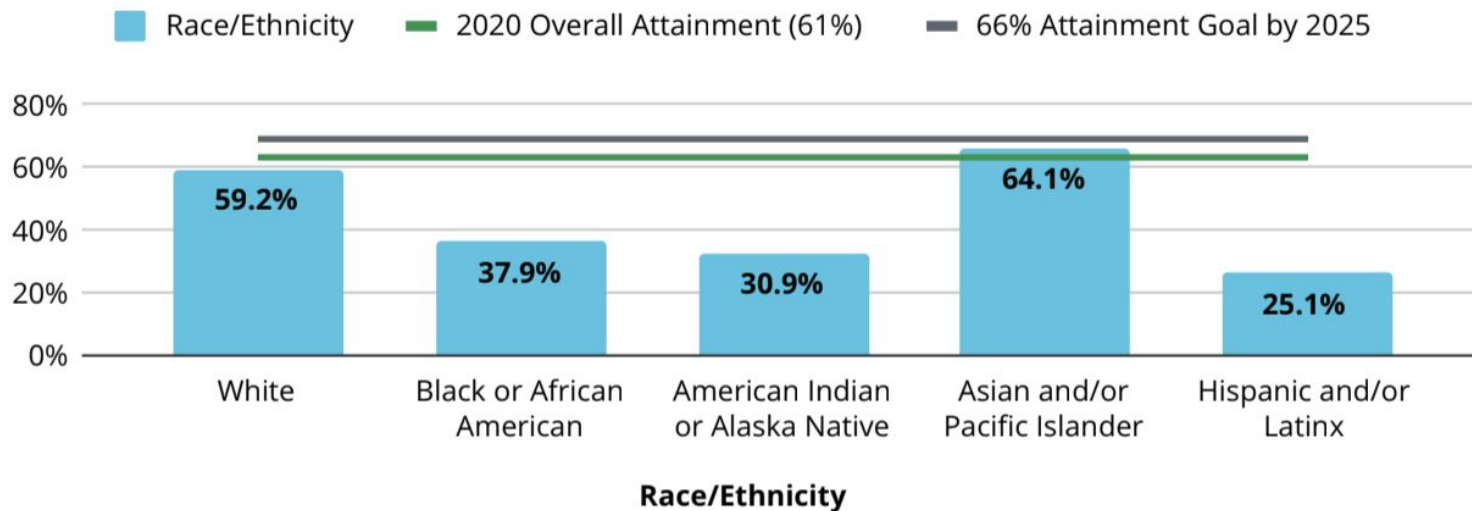
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THE CALL FOR EQUITY



Colorado's 2020 Postsecondary Credential Attainment



Source: Lumina Foundation Stronger Nation Report

[Colorado 2021 Talent Pipeline Report](#)

RECRUITING EMPLOYEES

94%

of surveyed
business leaders
experienced hiring
challenges in
2022³



87%

of employers
reported a **skills
shortage**¹

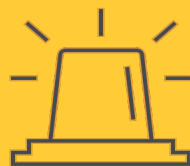
92%

said the skills shortage negatively impacts productivity, staff turnover, and employee satisfaction.

Employers cited a lack of available training and development as a main reason for the shortage⁴



1. [McKinsey](#)
2. [PWC](#)
3. [RSM](#)
4. [Hays](#)



By 2030, the skills gap will cost
the global economy

\$8.5 TRILLION²

TRADITIONAL EDUCATION ALONE IS NO LONGER MEETING THE NEEDS OF INDUSTRY ...OR OUR COMMUNITIES.

More paths to career success need to be developed for a strong and equitable economy.

U.S. EDUCATION SYSTEM



Start High School



Reach Graduation



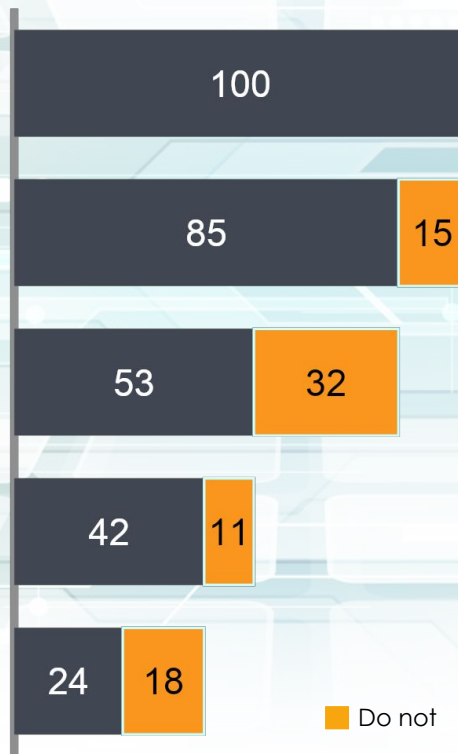
Enroll in College



Return for a
Second Year



Receive a
Post-Secondary
Degree



THE SYSTEM
ONLY WORKS
FOR 1 OUT OF 4
STUDENTS

¹ Certificate, associates or bachelor's degree within 150% of allotted time

SOURCE: S The National Center for Higher Education Management Systems and
U.S. Department of Education's National Center for Education Statistics

BRIDGING THE GAP

BUSINESS-LED APPRENTICESHIP CREATES VALUE

INDUSTRY'S ROLE DELIVERS VALUE
TO EMPLOYERS, APPRENTICES AND
THE EDUCATION SYSTEM BY
MULTIPLYING EQUITABLE PATHS TO
CAREER AND CREATING TALENT
PIPELINES

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 and contribute to an equitable economy 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.

APPRENTICESHIP CAN BE TRANSFORMATIVE

Increasing equity and economic vibrancy in the future

Any student
can access
career training



Blended
classroom &
workplace
training



Local, diverse
talent fuels
business
growth



Pathways to
social capital
for all who
seek it

A more
equitable
& vibrant
economy



by addressing disconnected systems in the present





PATHWAYS & OCCUPATIONS

— advanced manufacturing —



BUSINESS OPERATIONS

- Project Coordinator
- Business Operations Associate
- HR Associate
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FINANCIAL SERVICES

- Staff Accountant
- Insurance Underwriter
- Retail Banking
- Commercial Loan Officer
- Claims Rep



INFORMATION TECHNOLOGY

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ADVANCED MANUFACTURING

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PATHWAYS & OCCUPATIONS

— maintenance technology —



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MAINTENANCE TECHNOLOGY

- Auto Technician
- Maintenance Technician
- Facilities Operations Coordinator



PATHWAYS & OCCUPATIONS

knowledge economy



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PATHWAYS & OCCUPATIONS

construction



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CONSTRUCTION

- Estimator



PATHWAYS & OCCUPATIONS

healthcare



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HEALTHCARE

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PATHWAYS & OCCUPATIONS

hospitality



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HOSPITALITY

- Hospitality Management



PATHWAYS & OCCUPATIONS

— real estate management —



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REAL ESTATE MANAGEMENT

- Residential Property Manager

EQUITY FIRST

ACTIONABLE AND MEANINGFUL DIVERSITY & INCLUSION



DIVERSE TALENT

- Prioritizing underrepresented populations
- Anti-bias hiring
- Resume/Interview prep for students



EMPLOYER TRAINING

- Supervisor training with DEI and youth growth-mindset focus
- Mentoring support
- Anti-bias training



EQUITABLE OUTCOMES

- Ongoing case management and coaching
- Professional development opportunities for apprentices and supervisors
- Continuous improvement

COST SUMMARY



APPRENTICE WAGE

Employer determines wage scale and pays the apprentice hourly. Must show wage progression if performance standards/competencies are met.

SUPPORT FEE

To facilitate the program and support services, CareerWise invoices \$2,000 per apprentice, annually.

TRAINING COSTS

- **Years 1-2:** Employer pays for an industry relevant credential.
- **Years 2-3:** Employer pays for up to 12 college credit hours



DISTRIBUTION OF COSTS



Total wages are about the same because student ends up working same number of hours. Costs will be different over time.

	TWO-YEAR MODEL	THREE-YEAR MODEL
Year 1	42% TOTAL COSTS Wages for time training	25% TOTAL COSTS Wages for time training
Year 2	58% TOTAL COSTS Credential + Higher Ed	33% TOTAL COSTS Industry Credential
Year 3	N/A	42% TOTAL COSTS Higher Ed

SUPERVISOR COMMITMENTS



Weekly check-ins with apprentices for in-person work or quick daily check-ins with apprentices for remote work

Participate in CareerWise networking and training events and surveys

Project planning and development of project templates with CareerWise

Training plans for apprentices throughout the program

Weekly approval of timesheets for Registered Apprentices

Bi-annual performance evaluations

Quarterly check-ins with CareerWise support staff



AGENDA

Today's Economic and Education Realities

1

Being a Part of the Solution

2

How Youth Apprenticeship Works

3

Next Steps

4

Questions and Comments

5

