

Apprenticeships are the Future of Work



The Office of the Future of Work
Apprenticeship Colorado

Hello! I am Katherine Keegan.

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Office of the Future of Work

- Established in September 2019 through an Executive Order to raise awareness about the impact of the future of work on Colorado's communities and to identify policy and program solutions to create a skilled and resilient workforce and modernize worker protections.
- Key activities:
 - Conducting research to understand future of work trends and their impact
 - Sharing best practices, research, and data with the workforce development system
 - Leading key initiatives
 - Supporting and aligning with related efforts (e.g. Colorado Resiliency Framework, Talent Pipeline Report)
 - Informing legislature and other stakeholders
- Key initiatives:
 - State Apprenticeship Agency (Apprenticeship Colorado)
 - Digital Literacy and Inclusion Initiative

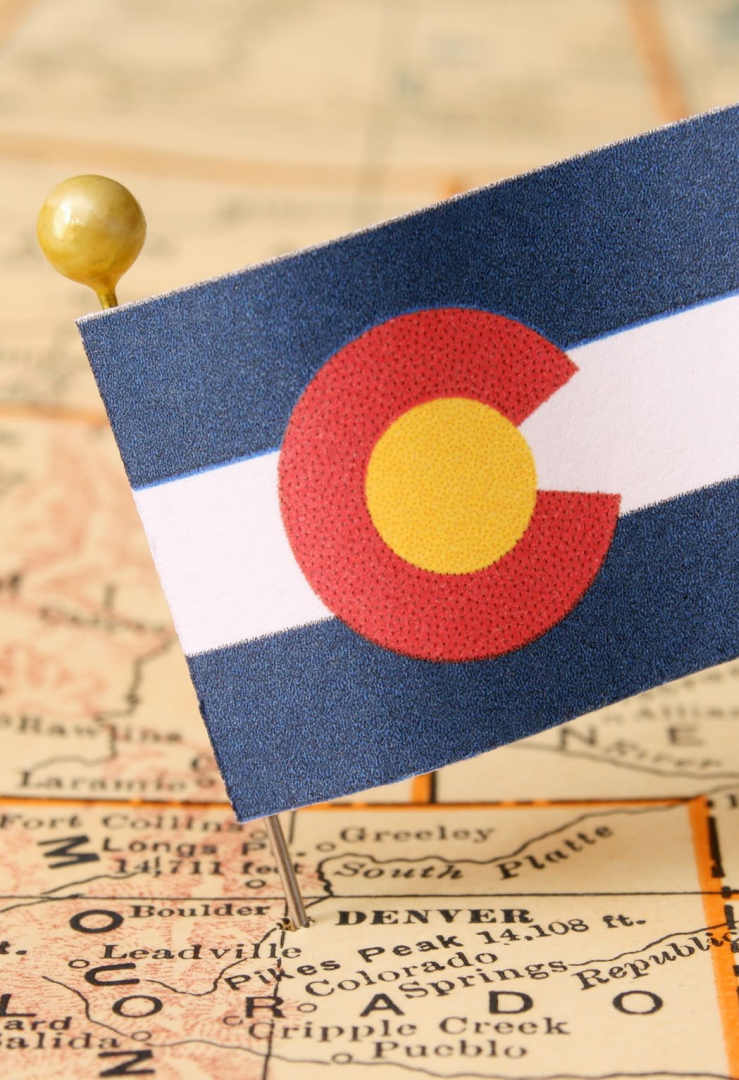
What is the “future of work”?

The future of work refers to the impact of globalization, technological advances, changing demographics, and market forces on the work we do and how we do it.

These forces have led to a proliferation of low wage work, a digital divide, workforce shortages, and increased workforce transitions

As a result of these impacts, Colorado must:

- Develop future-ready workers with lifelong learning mindset with digital, human, and business skills
- Create more viable pathways out of low wage work
- Tap into untapped talent pools
- Develop sustainable and strategic talent pipelines



Apprenticeship Colorado (State Apprenticeship Agency)

Work-based learning models, like apprenticeships, build a culture of lifelong learning, allow people to apply skills learned in the classroom to the real world, provide wages and supports, and create access to quality employment.



The OFW works to accelerate high-quality RAPs by:

- Working with businesses to build and register RAPs
- Issuing funds to create quality jobs through RAP expansion
- Connecting workers to the resources they need to identify, enter and succeed in apprenticeship
- In July 2023, ensuring compliance of RAPs as the State Apprenticeship Agency



Paid Job

Apprentices are paid employees who produce high-quality work while they learn skills that enhance their employers' needs.

Recommended that apprentice receives a minimum of one interim wage progression



Related Instruction (RI)

Improve job-related skills through education in a classroom setting (virtual or in-person).

Recommended 144 hours per year



On the Job Learning (OJL)

Develop skilled workers through structured learning in a work setting. **Minimum of 2,000 hours**



Mentorship

Provides apprentices with the support of an experienced journeyworker. **Programs must maintain a 1:1 journeyworker to apprentice ratio unless approved for expanded ratio**

Registered Apprenticeship Programs (RAP)

Core Components

Benefits of Registered Apprenticeship Programs

- Increased employee retention as apprentices that complete a registered apprenticeship
- A stable and reliable talent pipeline of qualified workers
- Customized training that is tailored to industry needs
- Provides leadership and mentorship opportunities to increase engagement of current employees
- Enhances organizational engagement through upskilling new and existing employees and planning for employee succession
- A safer workplace due to the program's emphasis on safety training
- Keep employees up-to-date with industry trends, changes, skills, and technologies
- Increase diversity, equity, inclusion, and accessibility by lowering barriers to access and developing inclusive practices



Benefits of Registered Apprenticeship Programs

Key Reasons APPRENTICES Join RAPs

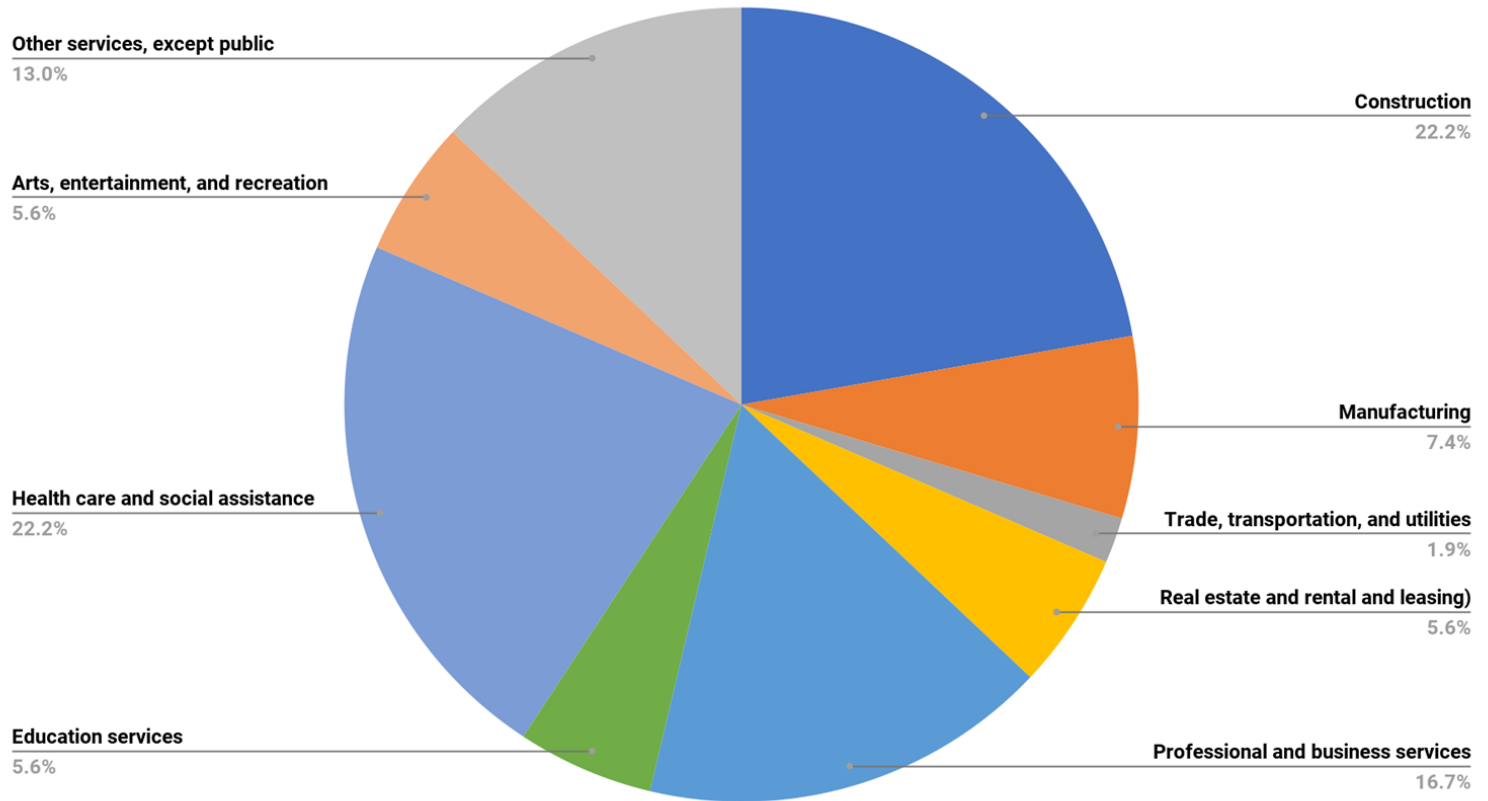
- **Earn a paycheck while learning** new skills that are sought by employers
- **Receive wage increases** as their skills and knowledge increase
- **A new way to start down a career pathway in a variety of industries** like healthcare, IT, education, skilled trades, construction, hospitality, public sector, and more
- **Mentorship** from current employees helps apprentices master job competencies and gain confidence
- **A structured approach to training** that allows apprentices to immediately apply what they are learning
- **Access to supports** and potential financial assistance through the program and partnering agencies

Myths about Registered Apprenticeships

	Myth			Fact
1	An apprenticeship must be four years long	✗	✓	The length of the apprenticeship program depends on the occupation - the minimum length of an apprenticeship is one year or 2,000 hours
2	Apprenticeship paperwork is extensive and difficult	✗	✓	There is staff available to assist organizations develop and register their program, including walking them through any necessary paperwork
3	Apprenticeships are only for the construction industry	✗	✓	There are over 1,200 apprenticeable occupations in industries such as healthcare, advanced manufacturing, IT, education and business services
4	All apprenticeship sponsors and programs are union-based	✗	✓	Apprenticeships are offered in all industries and include union and non-union programs



New RAPs by Industry (2022)



Apprenticeship Resources

How do I...?

Find a list of all apprenticeship opportunities in Colorado?	Refer to the Apprenticeship Directory
Help a job seeker find apprenticeship opportunities and potential financial support?	Refer them to the Apprenticeship Interest Form to connect with an Apprenticeship Navigator
Help an employer who is interested in registered apprenticeship?	Refer them to the Apprenticeship Interest Form to connect with an Apprenticeship Consultant
Find funding opportunities from the Office of the Future of Work?	Refer to our website and sign up for our mailing list by selecting “Funding Opportunities”
Reach out to a member of the Office of the Future of Work Apprenticeship Team?	Complete the Apprenticeship Interest Form or email apprenticeship@state.co.us



**Thank
You!**

Contact us at:
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