

Tuesday Talent Series

Apprenticeships are the Future of Work

Jessica Mathis, Program Development Specialist
Apprenticeship Colorado





Agenda

- Introduction
- Identifying the Benefits
- Debunking the Myths
- Exploring Apprenticeship Opportunities
- Q&A

Who Is Apprenticeship Colorado? And What Do We Do?





About Apprenticeship Colorado

[Apprenticeship Colorado](#) is the State Apprenticeship Agency (SAA) in the Colorado Department of Labor and Employment that has the responsibility for:

- Registering and overseeing apprenticeship programs
- Providing technical assistance to current and prospective Sponsors
- Aligning the registered apprenticeship system with Colorado's workforce, education, and economic development priorities

Other duties as assigned in statute.

Leadership Team



[Katherine Keegan](#)

Director, Office of the Future of Work



[Denise Miller](#)

Director, Apprenticeship Colorado

Access Team



[Bryn Nelson](#)

Access Team Manager



[Charlene Wisner - Howard](#)

Grant Program Assistant



[Drew Grissom](#)

Career Services Specialist



[Laura Oliveto](#)

Grant Specialist

Organizational Services Team



[Courtney Phillips](#)

Operations Manager



[Cristi Villamil](#)

Program Assistant (50% with ONA)



[Dale Reed](#)

Salesforce Administrator (50% with CWDC)



[Kate Anderson](#)

Senior Strategist (50 % with E&T)



[Katie Reidy Buelter](#)

OFW Communications Manager



[Londell Jackson](#)

DEIA Specialist

[Contact Apprenticeship Colorado](#)

Quality Assurance Team



[Brad Roller](#)

Quality Assurance Manager



[Joanne Sax](#)

Quality Assurance Specialist



[Katie Reynolds](#)

Quality Assurance Specialist



[Beatris Alvarado](#)

Quality Assurance Specialist

Program Development Team



[Melissa English](#)

Program Development Manager



[Jessica Mathis](#)

Program Development Specialist



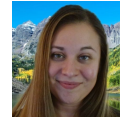
[Dave Beck](#)

Program Development Specialist



[Brett Schager](#)

Program Development Specialist



[Penny Brooks](#)

Program Development Specialist



[Jasmin Tellez](#)

Program Development Specialist Apprentice



Program Development Team

What We Do

The Program Development Team provides potential and existing Sponsors and their partners with the support necessary to decide if apprenticeship is right for their organization and assist in designing a high-quality program.

Program Development Specialists work with Sponsors and our education and workforce development partners to align apprenticeship design with the future of work.



Quality Assurance Team

What We Do

The Quality Assurance (QA) Team is here to ensure that registered apprenticeship Sponsors see the return on investment of their program development efforts.

The QA team provides technical support and compliance checks to ensure consistency, equity, and safety.



Access Team

What We Do

Apprenticeship Colorado is dedicated to ensuring that all Coloradans have access and succeed in the high-quality career pathways offered through apprenticeship.

The Access Team collaborates with partners and Sponsors to ensure that career seekers and apprentices have the resources and services necessary to enter and succeed in registered apprenticeships.



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

Apprenticeships are the Future of Work

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Apprenticeship Colorado

Apprenticeship Colorado Priorities



Quality

Designed for Colorado,
integrated into the
National Registered
Apprenticeship System



Expansion

Prioritization of in-demand
occupations and access to
Registered Apprenticeship
Programs (RAPs) in all
corners of Colorado



Equity

Focused strategies for
increased participation
and support of
underrepresented
Coloradans in RAPs



Innovation

Development of a
leading model built on
multi-sector
partnerships

Apprenticeship Colorado Services



Program Development

Customized support for Sponsors to build and expand a Registered Apprenticeship Program



Quality Assurance

Technical assistance and support to ensure compliance and delivery of a high quality Registered Apprenticeship Program



Diversity, Equity, Inclusion, & Accessibility

Training and support to develop inclusive practices for Registered Apprenticeship Programs



Post-Registration Support

Referrals to recruitment partners, resources to support apprentices, and more



Funding Opportunities

Funding opportunities to support current apprentices and launch or expand Registered Apprenticeship Programs

Registered Apprenticeship 101



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Apprenticeship Colorado

Definition:

Registered apprenticeship is an industry-vetted, nationally recognized training model that helps new and existing employees with paid, on-the-job learning and career advancement.



What is a Registered Apprenticeship?



Paid Job

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



On the Job Learning (OJL)

Develop skilled workers through customized and structured learning in a work setting.



Related Instruction (RI)

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



Mentorship

Provides apprentices with the support of an experienced journeyworker.

Registered Apprenticeship Programs (RAP)

Core Components

Benefits of Registered Apprenticeship Programs

Top Reasons EMPLOYERS Start Registered Apprenticeship Programs (RAPs)



- Increased employee retention
- Creates a stable and reliable talent pipeline
- Builds a learning culture and provides leadership opportunities
- Enhances the skills of existing workers and plan for employee succession
- Attracts a wider and more diverse talent pool

Benefits of Registered Apprenticeship Programs

Top Reasons CAREER SEEKERS Join Registered Apprenticeship Programs (RAPs)



- Earn a paycheck while learning new skills
- Receive wage increases
- A new way to start down a career pathway in a variety of industries
- Mentorship from current employees
- A structured approach to training

Benefits of Registered Apprenticeship Programs

Did You Know?

- Nearly **9 out of 10** apprentices are employed after completing their program
- **Average starting salaries** for apprentices after completing their program are **\$77,000/annually** nationally
- Apprentices who complete their program earn around **\$300,000 more** over the course of their career than their peers who do not





Dispelling the Myths of Registered Apprenticeship Programs



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Myths about Registered Apprenticeships

Facts 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	All apprenticeship sponsors and programs are union-based	✗	✓	Apprenticeships are offered in all industries and include union and non-union programs
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	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

Myths about Registered Apprenticeships

Facts about Registered Apprenticeships Cont....

Myth				Fact
5	Apprenticeships are only for entry-level positions	✗	✓	Apprenticeships can recruit young people, upskill existing employees, or attract a new talent pool to more advanced positions in a company.
6	Apprentices do not earn a degree, credentials, or credits for participating in an apprenticeship	✗	✓	All graduates receive a nationally recognized credential in their occupation. Many programs earn additional licenses, credentials, or college credits.
7	Apprenticeships cost too much for employers	✗	✓	Employers can use apprenticeships as a cost-savings measure. Employers see a return on investment of about \$1.50 for every \$1 invested by the second year of employment.



Where are We Now and Where are We Going?

Apprenticeship Colorado

State Apprenticeship Agency

Registered Apprenticeship Programs (RAPs) By the Numbers

Last Updated: September 2023

6,400+

Total active
apprentices living
in Colorado

310+

Active Sponsors

+

500+

Active RAPs in
Colorado

26

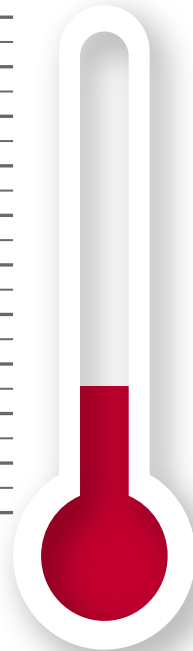
RAPs Registered
by the SAA since
7/1/23

Progress Towards 100

Apprenticeship Colorado's Goal is to Develop and Expand 100 Programs this year!



100
90
80
70
60
50
40
30
20
10
0



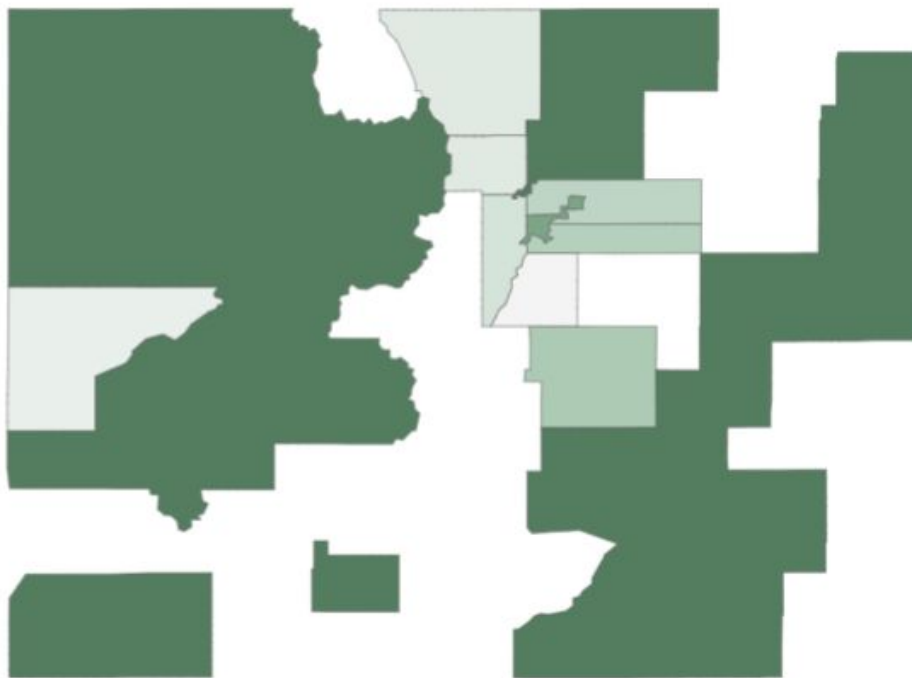
26%

Apprenticeship Colorado
Programs Registered
7/1/2023 - 6/30/2024

**26 of 100 new
programs developed
or expanded as of
10/23/2023**

Geographic Distribution

Registered Apprenticeship Programs in Colorado by County: Q2



RAP Sponsor Count per County

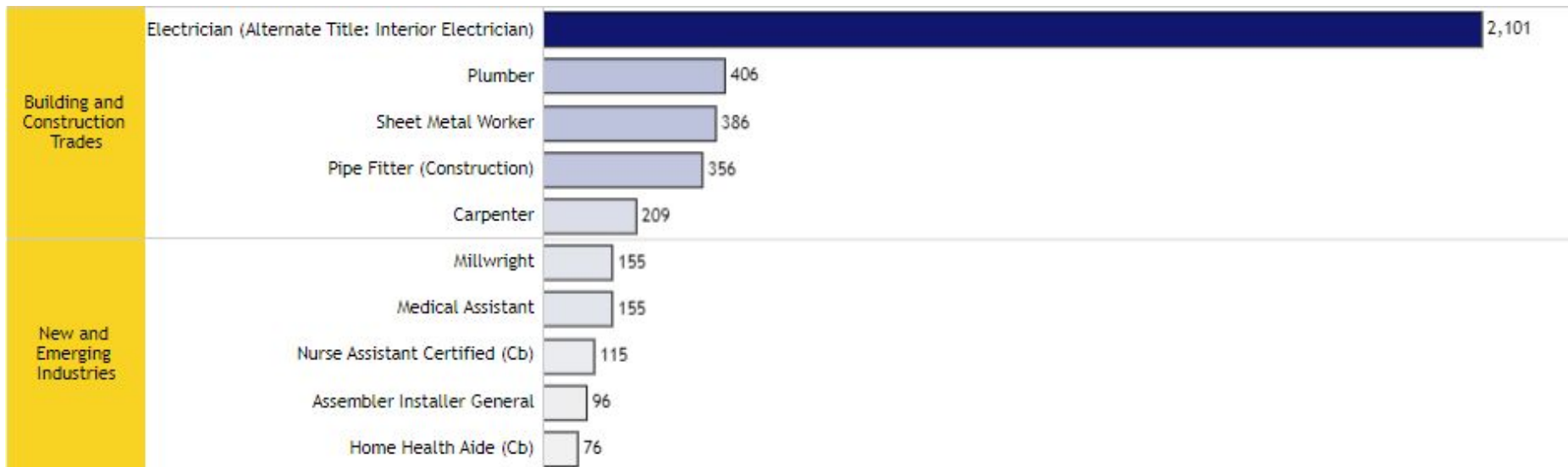
	Grand Total
Adams County	21
Arapahoe County	23
Boulder County	13
Denver County	43
Douglas County	8
El Paso County	27
Jefferson County	16
Larimer County	12
Mesa County	10
Colorado Rural Counties	61
Non-Colorado Counties	41
Grand Total	275

**Click the map to view a dynamic version online*



Top Apprentice Occupations in Colorado

Building & Construction Trades & New & Emerging Industries: Q2



Newly Registered and Expanded Apprenticeship

September 26, 2023 - October 23, 2023

Sponsor	Occupation	County	New or Expanded	Link to Public Standards
After School Kindness, Inc	Operations Management	Larimer	New	Standards
American Sprinkler Inc	Fire Sprinkler Installer	Denver	New	Not Available
Asbury Automotive Group	Automotive Technician Specialist	Arapahoe	New	Standards
Bighorn Utilities Group	Line Maintainer	Morgan	New	Standards
Boulder Chamber of Commerce**	Medical Billing Administrator	Boulder	Expanded	Standards
Boulder Chamber of Commerce**	Pediatric Medical Assistant (USDOL Existing Title: Medical Assistant)	Boulder	Expanded	Standards
Dairy Specialists	Plumber	Weld	New	Standards
Dignity Care	Nurse Assistant Certified	Boulder	New	Not Available
REO Property Solutions	Listing Specialist	Douglas	New	Not Available
Spriggs Excavation	Heavy Equipment Operator	La Plata	New	Standards
Timken Motor and Crane LLC	Electrician	Broomfield	New	Standards

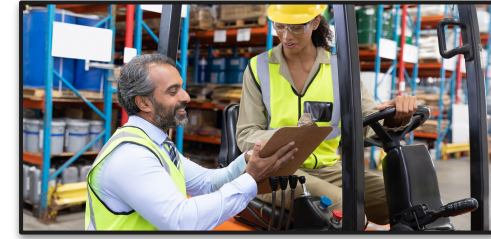
Takeaway Resources



Apprenticeship Colorado Website



State Apprenticeship Directory
Search for Active Registered Apprenticeship Program info



Funding for Registered Apprenticeship Expansion



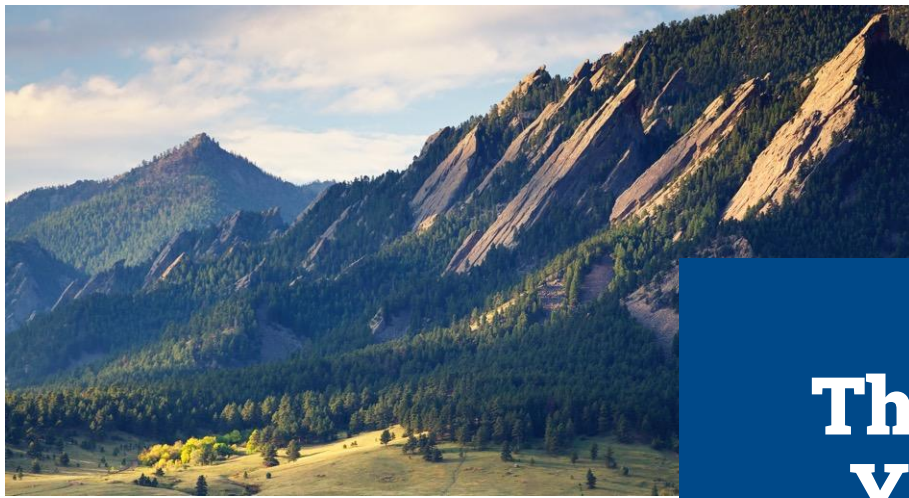
Sample Registered Apprenticeship Outlines



Sign-up for our Newsletters
That's A RAP! Registered Apprenticeship Training, funding opportunities, and more!



Follow us on LinkedIn!



Thank You!

Contact us at:
apprenticeship@state.co.us
Jessica.Mathis@state.co.us



A scenic view of a lake with mountains in the background, seen from a yellow kayak. The kayak is in the foreground, and the water is dark blue with ripples. The background features a forested shoreline and snow-capped mountains under a blue sky with white clouds.

Q&A

A low-angle, upward-looking photograph of several tall skyscrapers with glass and steel facades, reaching towards a clear blue sky. The perspective creates a sense of height and scale.

Disclaimer

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