



CareerWise  
Colorado

**PINNACOL**  
ASSURANCE

Re-Defining Success

NATIONALLY REGISTERED  
MODERN YOUTH  
APPRENTICESHIP



# 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

# 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



## **BUSINESS OPERATIONS**

- Project Coordinator
- Business Operations Associate
- HR Associate
- Graphic Designer
- Sales Coordinator
- Marketing Coordinator
- Interpreter (Spoken Language)

## **EDUCATION & TRAINING**

- Paraprofessional
- Teacher Degree Apprenticeship

## **ADVANCED MANUFACTURING**

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

## **FINANCIAL SERVICES**

- Staff Accountant
- Insurance Underwriter
- Retail Banker
- Commercial Loan Officer
- Claims Representative

## **HEALTHCARE**

- Physical Therapy Aid
- Pre Nursing (in development)

## **INFORMATION TECHNOLOGY**

- IT Support Tech
- Quality Assurance Tech
- Cyber Security Support Tech
- Junior Coder
- Database Administrator
- Data Analyst
- Junior UX/UI Designer

## **REAL ESTATE MANAGEMENT**

- Residential Property Manager

## **HOSPITALITY**

- Hospitality Management
- Culinary Assistant

## **CONSTRUCTION**

- Estimator

## **MAINTENANCE TECHNOLOGY**

- Auto Tech
- Maintenance Tech
- Facilities Operations Coordinator

# CAREERWISE SERVICES

## RECRUITING

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

## TRAINING PLAN

- 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

- Integration Manager
- Point of contact for all parties

## REGISTERED APPRENTICESHIP

- Training grants
- National platform
- Company credentialing



# SUCCESSFUL EMPLOYERS



**Geotech Environmental Equipment**

**Mile High United Way**

**HealthOne**

**Polsinelli**

**Delta Dental**

**Sky Blue Builders**

**Ovintiv**

**CBRE**

**Pinnacol Assurance**

**Workplace Resource**

**Denver Metro Chamber of Commerce**

**Vestas Wind Blades**

**PCs for People**

**Vestas**

**CityWide Banks**

**Virtuance**

**Angi**

**Janus Henderson**

**Plante Moran**

**Central Bancorp**

**McKinsey**

**Denver International Airport**

**Air Communities**

**Sunrise Healthcare**

**Frontier Airlines**

**Intertech Plastics**

**Tolmar**

We have worked with more than 100 employers across Colorado



Pinnacol Assurance

Apprenticeship  
Program

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**PINNACOL**  
ASSURANCE





Nice to meet you!



**Fatima Amador**  
Apprenticeship Program Facilitator



# Pinnacol Assurance

- Colorado's largest workers' compensation carrier
- Political subdivision of the state
- Founded in 1915
- 650+ employees, over 200+ unique job titles
- Top Workplace 7 years in a row by The Denver Post
- Top Workplace USA 4 years in a row by USA TODAY



To lead a revolution in  
**caring** for people,  
businesses and the  
community

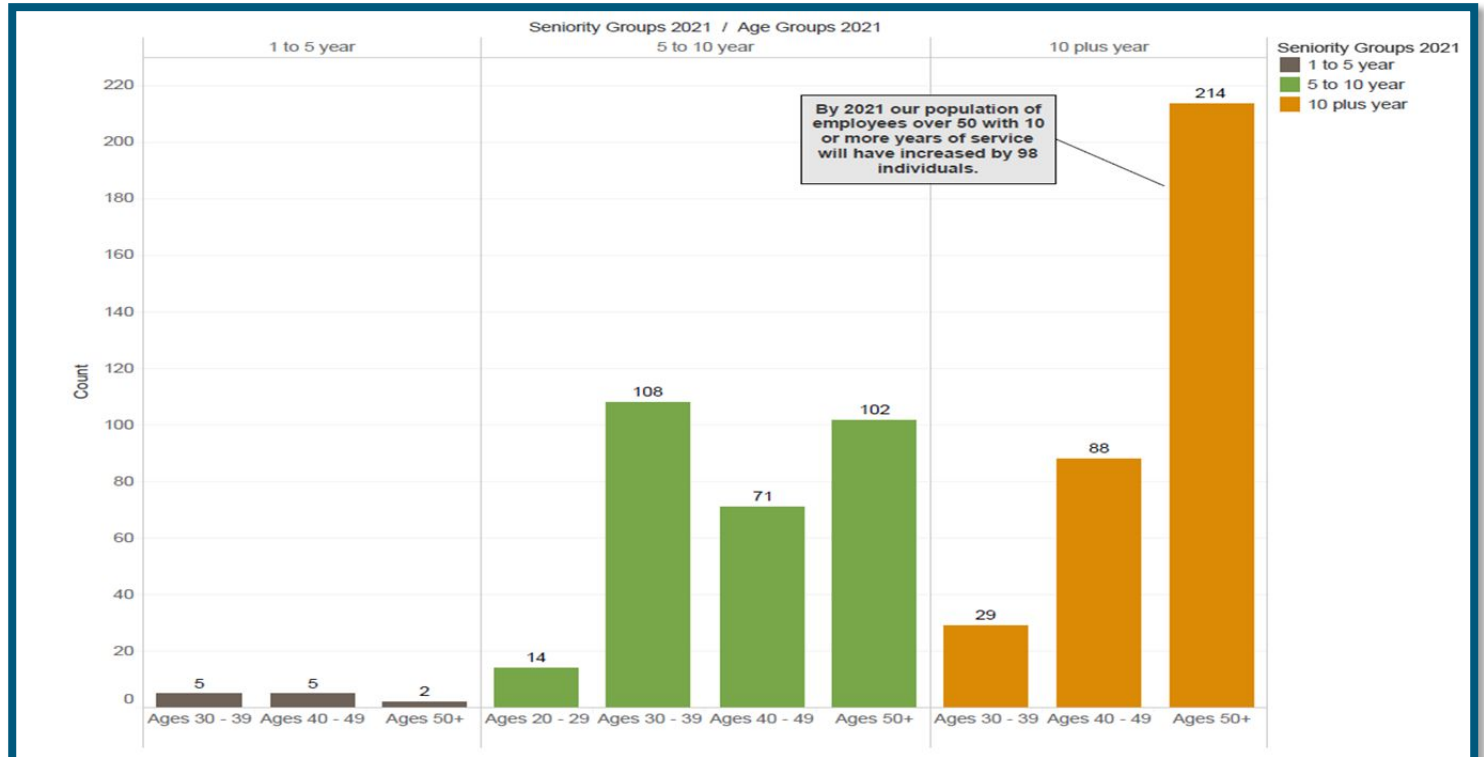
*Our vision*

# Why youth apprenticeship?



# A demographic challenge

**2016:** Nearly 30% of our employees would be over the age of 50 with 10+ years of service by 2021 (ended up being 38%)



# Colorado talent landscape



COVID-19

POLITICS

MONEY

ARTS

ENVIRONMENT

NEWSLETTER

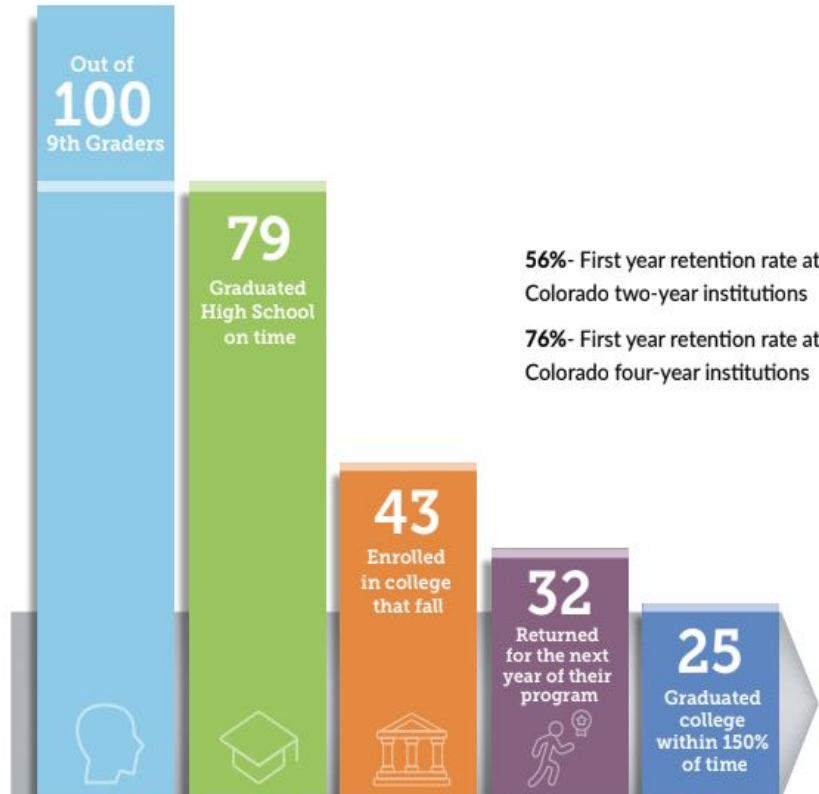
## **Colorado has two job openings for every available worker. Here's the plan to fill that gap**



By Jenny Brundin · Jan. 4, 2023, 4:00 am

# CO educational pipeline

The K-12 Through College Talent Pipeline in Colorado



\*Insurance degrees:

- <2k annual graduates
- Declining enrollment
- #201 most popular major

\*Data based on 2021-22 graduating class  
[collegefactual.com](http://collegefactual.com)

# The program model



# Apprenticeship Programs Goals

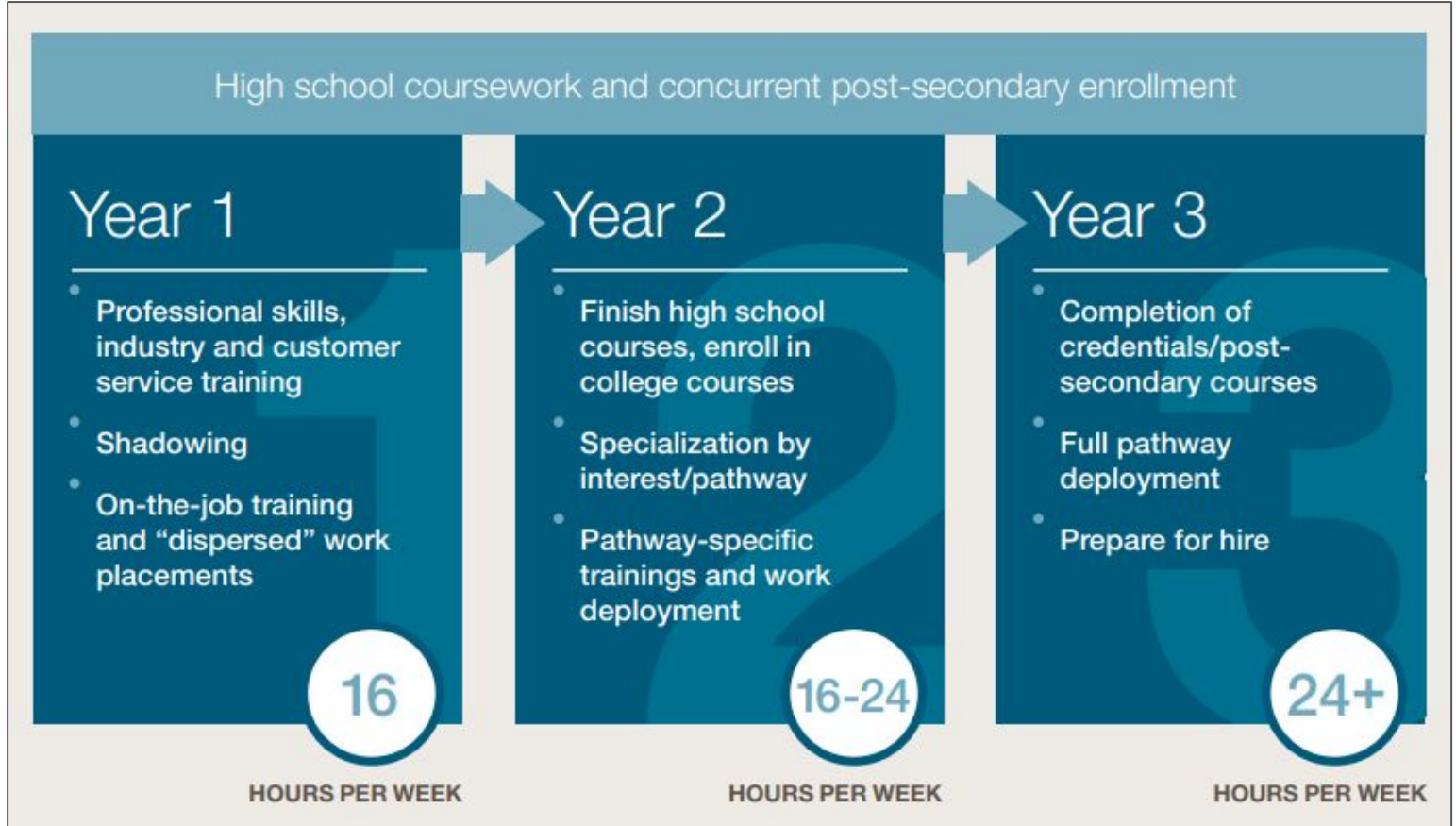
We aim to:

- Recruit and train diverse youth, right out of Pinnacol's backyard
- Expand team bandwidth through apprentices supporting operations
- Create a pipeline of home-grown talent for Pinnacol
- Support aspiring leader development at Pinnacol through the experiential learning experience of supervising and mentoring an apprentice
- Influence the larger landscape of workforce development best practices by sharing what we've learned and accomplished

# Apprentice Support

- Apprenticeship Program Team
- Pinnacol Apprentice Supervisors
- Pinnacol Apprentice Coaches
- CareerWise Colorado Liaisons
- School District/Higher Ed Support Staff





# Pinnacol's DOL registered apprenticeships

Business
Business Operations
Claims
Underwriting
Human Resources

Technology
Junior Coder
Cybersecurity
User Experience Design
Data Science
IT Computer Technician



# Credentialing and certifications

## Apprenticeship Certificates



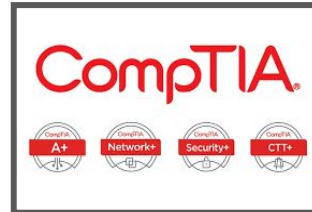
## Transferable College Credits



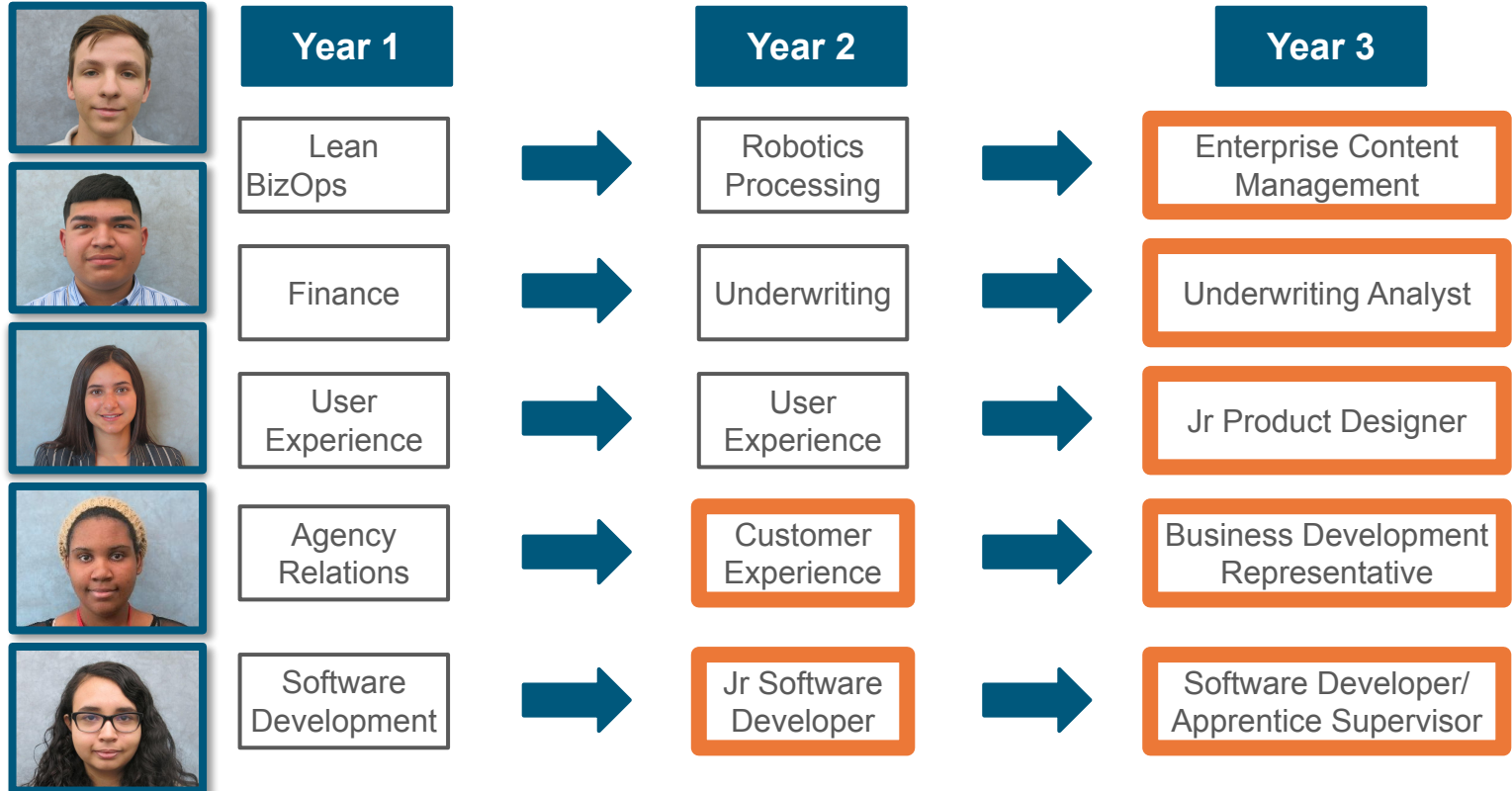
## Industry-recognized Certifications -Tech



## Industry-recognized Certifications - Biz



# Apprentice pathways to hire



# A life changing opportunity



# A variety of outcomes - Success!

Cohort 3 - 9 total apprentices

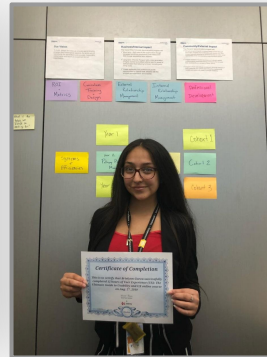
- 4 full time hires
  - 100% BIPOC
  - 75% bilingual (Spanish)
- 4 directly to college in degrees that aligned to their apprenticeship experience
- 1 apprentice - directly into workforce in a well-paying job
- 6/9 earned their US DOL Registered Apprenticeship Cert



# Benefits for all

# Benefits for the apprentices

- Paid work experience for in demand careers
- Paid college tuition and credentials
- Increased value on the job market, education *plus* experience
- Social capital/networking





# Benefits for the business

- Diversified talent pipeline
- Expanded bandwidth support
- Staff leadership development
- Community impact
- Influences the philosophy of development for the entire organization





CareerWise  
Colorado

LET'S DO THIS TOGETHER!



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