



CareerWise Colorado
Tomorrow's Talent Today

Youth Apprenticeship





Recruiting, hiring
& training costs
Colorado
businesses
\$24K+ per
employee



Middle-skilled
positions take
15% longer to
fill in Colorado
compared to the
national average¹

RECRUITING EMPLOYEES

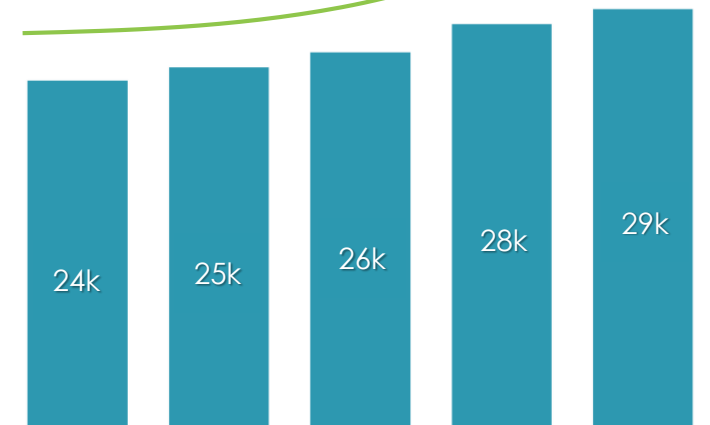
An estimated 25,000
weekly job vacancies in
high-growth industries go
unfilled because of a
**LACK OF SKILLED
WORKERS,**
costing the state more than
\$300 million in lost GDP²



¹ Burning Glass Technologies,
Interim Deliverable, "Overview of
Colorado's Middle-Skill Job
Market"; Colorado

² CPR.org, "Colorado Unveils \$9.5M
Youth Apprenticeship Program",
September 2016

Projected hiring and training for skilled roles will cost Colorado thousands each year.



AND IT'S LIKELY GOING TO

GET WORSE.



APPRENTICESHIP PROGRAMS

HAVE PROVEN TO HELP BUSINESSES
RECRUIT, TRAIN, AND RETAIN THE BEST
TALENT



40-50%

Rate of return on apprenticeship programs for rural health centers and urban manufacturers¹



30-50%

Conversion to full-time employees based on cohort size²



20-40%

Reduction in long-term hiring costs²





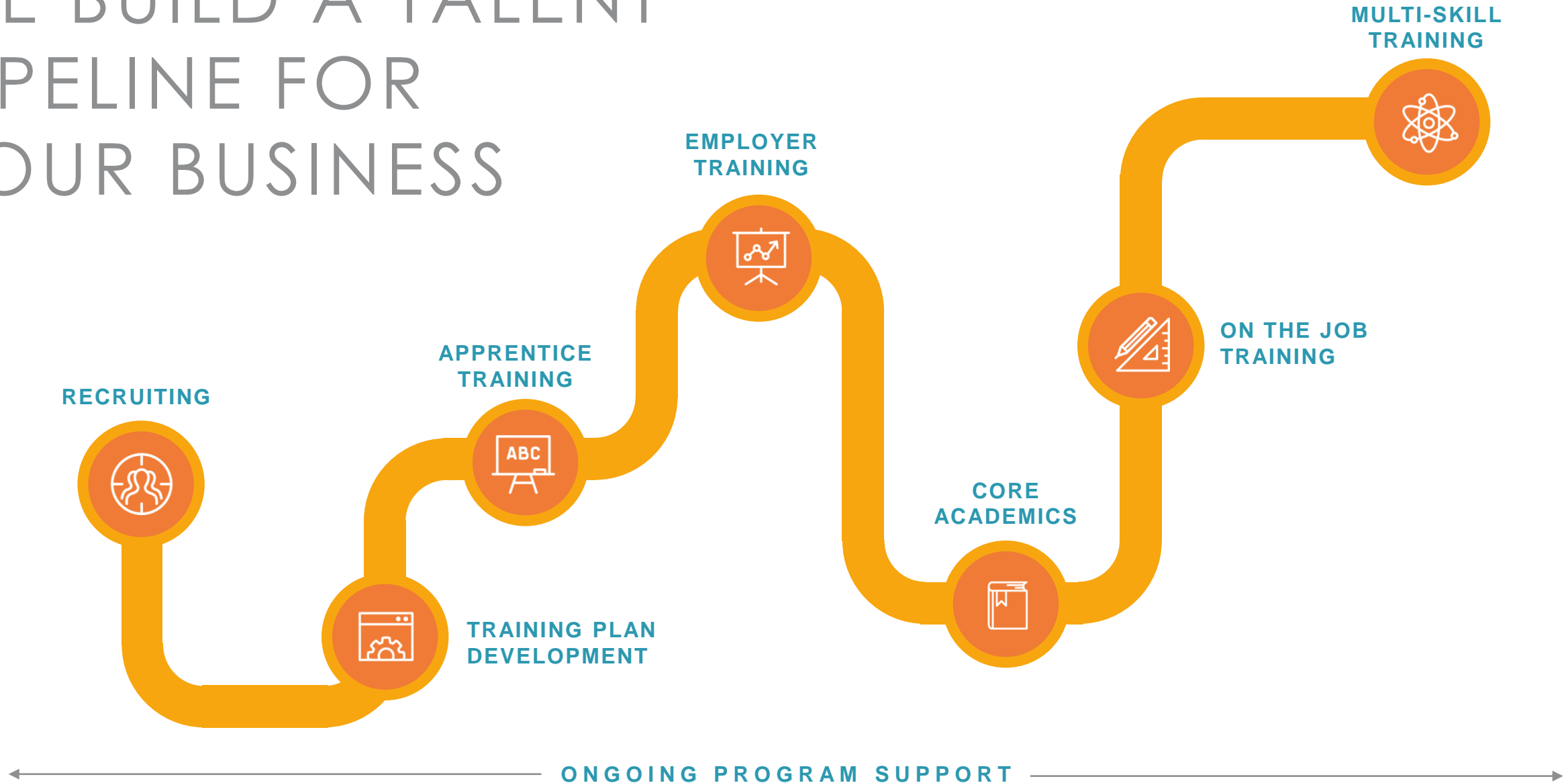
“APPRENTICES
WERE MORE
PRODUCTIVE
THAN TYPICAL
WORKERS...”



“...They provided the firm
with a pipeline of skilled
talent and were less likely to
leave the job. They also got
work done faster than
regular new employees,
which saved the company
from paying up for excessive
overtime.”




- A 2016 Department of Commerce study
of 13 apprenticeship programs

WE BUILD A TALENT PIPELINE FOR YOUR BUSINESS






HERE'S HOW IT WORKS.

CAREERWISE APPRENTICES SPLIT TIME BETWEEN SCHOOL, TRAINING CENTERS, AND WORK ON A SCHEDULE THAT WORKS FOR YOUR BUSINESS

	YEAR 1	YEAR 2	YEAR 3
 AT HIGH SCHOOL Core academic courses at school (e.g., math), some community college coursework	~3 days a week	~2 days a week	NA
 ON-THE-JOB On the job training, in form of occupation, rotation or projects	16 hours a week	24 hours a week	32-40 hours a week
 AT TRAINING CENTER Multi-skill training curriculum in pathway-specific skills	~150 hours a year	~175 hours a year	~200 hours a year

AFTER APPRENTICESHIP

	YEAR 1	YEAR 2	YEAR 3
 AT HIGH SCHOOL Core academic courses at school (e.g., math), some community college coursework	~3 days a week	~2 days a week	NA
 ON-THE-JOB On the job training, in form of occupation, rotation or projects	16 hours a week	24 hours a week	32-40 hours a week
 AT TRAINING CENTER Multi-skill training curriculum in pathway-specific skills	~150 hours a year	~175 hours a year	~200 hours a year

Student signs on as full-time
EMPLOYEE



OPTION MULTIPLIER



Student continues
EDUCATION
with 2- or 4-year degree

ADVANCED
MANUFACTURING

CNC machinist

Electro-mechanical
assemblerQuality control
inspectorMaintenance
technicianCOORSTEK
Amazing Solutions®INTERTECH
PLASTICS

Nordson

INFORMATION
TECHNOLOGYComputer
Technician

Software QA Tester

Junior Coder

DaVita.

University of Colorado
Denver

ARROW

INTRAWEST

Home
AdvisorFINANCIAL
SERVICES

Accounting Clerk

Insurance
Services ExpertFinancial
Coordinator

Customer Support

PINNACOL
ASSURANCEEKS&H
AUDIT | TAX | CONSULTINGCOLAVRIA
HOSPITALITYBUSINESS
OPERATIONS

Project Coordinator

Purchasing
CoordinatorOperations
Specialist

stonebridge

DaVita.

SKILLFUL

Western States
Fire Protection Co.

HEALTHCARE

LAUNCHING FOR
2017/18 CLASSFIVE
PRIMARY
PATHWAYSTHESE STARTER PATHWAYS
LEAD TO A VARIETY OF
OCCUPATIONS

360° BUSINESS & STUDENT SUPPORT

CAREERWISE COORDINATES
STAKEHOLDERS TO BUILD A
STATE-WIDE YOUTH APPRENTICESHIP
SYSTEM THAT'S SET UP
FOR TOTAL SUCCESS

Hire apprentices to fill
challenging, entry-level roles

Provide students with the
experiences and training
needed to evolve
into full time employees
capable of filling critical
positions

CAREERWISE BUSINESS PARTNERS



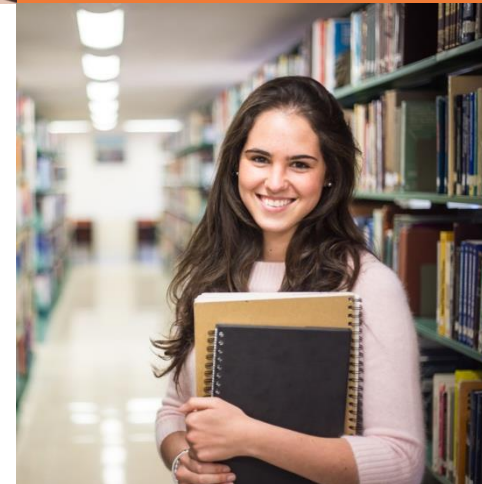
Provide apprentices with
occupation and industry
specific skills required
by their employer

Supplement work place
experiences with targeted
technical/functional
instruction

TRAINING CENTERS



K-12 EDUCATION SYSTEM



Continues to provide core
academic instruction to
apprentices

Supports development of
foundational
interpersonal and job
skills



1

RECRUITING

2

TRAINING
PLAN
DEVELOPMENT

3

APPRENTICE
TRAINING

4

EMPLOYER
TRAINING

5

ONGOING
PROGRAM
SUPPORT

CareerWise SUPPORTS



RECRUITING



CareerWise operates an online apprenticeship marketplace, providing the business with a one-stop shop for apprentice recruitment

CareerWise organizes apprenticeship recruitment events for business partners, including classroom visits, facility tours, and career fairs

TRAINING PLAN DEVELOPMENT



CareerWise works with each business partner to create a customized training plan that includes three components: a competency map, coursework map, and on-the-job training plan



APPRENTICE TRAINING



CareerWise ensures that all students are workplace ready by putting them through a week-long intensive professionalism boot camp at the onset of their apprenticeship

CareerWise manages the process of identifying training centers and enrolling apprentices in their training center coursework



EMPLOYER TRAINING



CareerWise hosts half-day and full-day supervisor and coach training sessions to prepare the staff of our business partners to oversee successful apprenticeships



ONGOING PROGRAM SUPPORT



CareerWise provides a dedicated staff member to each business partner who will serve their Relationship Manager

CareerWise provides consulting support on HR policies and tools (e.g. onboarding, payroll, risk management)



NORTHERN COLORADO

SCHOOL DISTRICT PARTNERS:
Colorado Early College Ft. Collins

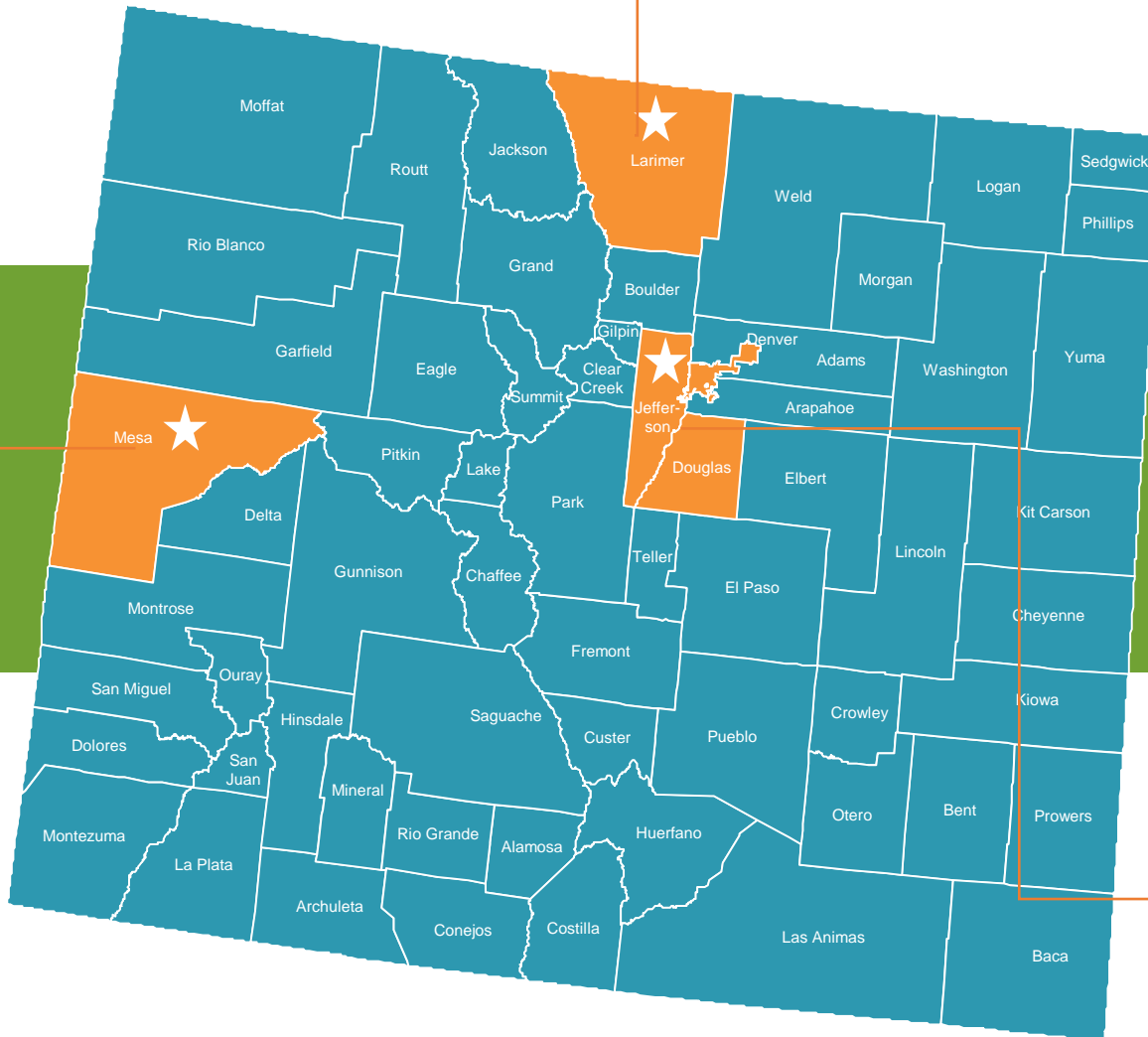
THE CAREERWISE 2017 PILOT PROGRAM
**SERVED 100+
STUDENTS**

FRONT RANGE

SCHOOL DISTRICT PARTNERS:
DPS, Cherry Creek, JeffCo,
Highlands Ranch, STEM School
and Academy, Arrupe Jesuit

WESTERN SLOPE

SCHOOL DISTRICT PARTNERS:
School District Partners: Mesa 51



JUNE 2017

After months of complex systems innovation and business and student recruitment, CareerWise Colorado launched its inaugural class of modern youth-apprentices in June of 2017.

4

PATHWAYS

Manufacturing,
Technology, Business
Operations & Financial
Services

116

Youth
APPRENTICES

40

Confirmed
EMPLOYERS

1

Statewide
Youth-
Apprenticeship

MARKETPLACE

10

Occupational
TRAINING Plans

3

COMMUNITIES

Front Range,
Western Slope
& Northern
Colorado

1

**LOW-INCOME,
NON-PROFIT
PRIVATE SCHOOL**
Arrupe Jesuit

2

CHARTER SCHOOLS

STEM School &
Academy,
CEC Fort Collins

4

SCHOOL DISTRICTS

Cherry Creek,
DPS, Jeffco and
Mesa 51





BUSINESS READINESS CHECKLIST

**FACTORS TO CONSIDER
WHETHER TO
TAKE APPRENTICES**



- ✓ Do you have a 2-5 year strategic plan for the company that incorporates talent development?
- ✓ Do you currently hire/host college or high school interns?
- ✓ Do you have a full-time talent acquisition person/team?
- ✓ Do you have in-house learning opportunities for employees to further their skills, certifications, and credentials?
- ✓ Do you have a tuition reimbursement program?
- ✓ Do you have a training budget or plan for your employees?
- ✓ Do you have a PMO office or internal PM available to help implement CareerWise?



PARTNERSHIP PROCESS

1



INITIAL DISCUSSION

2017 spring / summer

Understand how CareerWise can alleviate your biggest staffing / hiring challenges

Designate a champion to lead future interactions

2



WORKING SESSIONS

(as needed)
2017 summer / fall

Identify potential areas of partnership

Develop tailored approach responsive to opportunities & challenges

Discuss training plans and appropriate occupations for your business

Discuss timeline

3



COMMITMENT

By Nov. 15

Agree to key terms and features of program and sign MOU by Nov. 15 2017

4



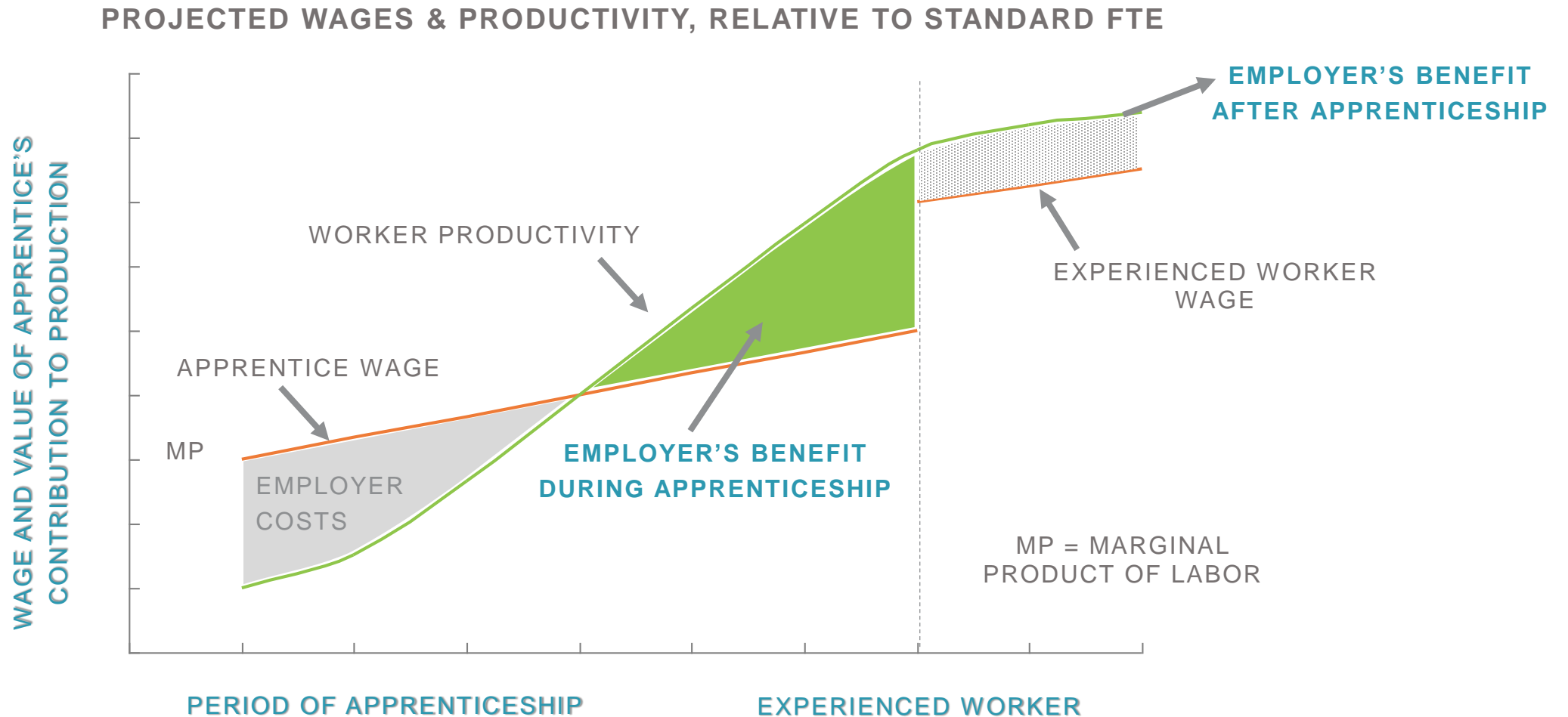
DESIGN PROCESS BEGINS

Jan 18

CareerWise team (Curriculum Developers, HR Strategist, etc.) works with your business to develop and implement apprenticeship program

COMPANIES ARE PROJECTED TO EARN
POSITIVE ROI
ON APPRENTICE WORK

Swiss firms saw an ROI of 10% during the training period,
and additional ROI once apprentices became full-time
employees¹



PROGRAM COSTS



APPRENTICES IN COHORT	PER-APPRENTICE FEE*
9 or less	\$500/year
Between 10 and 24	\$400/year
25 or greater	\$300/year

*The Per-Apprentice Fee is charged at the end of each program year based on the number of apprentices in your cohort according to the above table. Your total invoice will be due by July 01 in 2019, 2020, and 2021.

**New pathways have the first year of the participation fee waived.

APPRENTICE WAGE

The business partner pays the apprentice at an hourly rate of minimum wage or higher.

The apprentice will likely work 16 hours in Year 1, 24 hours in Year 2, and 32 hours in Year 3, with potentially more hours possible during summers when school is out (summer hours decisions are at discretion of employer/apprentice).

TRAINING COSTS

The business partner covers the cost of training center tuition each year. Total training costs, including the CareerWise Business Participation fee, will not exceed \$5000/year per apprentice.

The training center contribution will vary depending on the size of the apprenticeship cohort. For example, the Year 1 training center contribution for the 2017 Advanced Manufacturing pathway was \$2,000.

BUSINESS PARTICIPATION FEE

Business partners also pay CareerWise an annual per-apprentice Participation Fee as part of the training costs. The fee is assessed based on the associated table.

Learn more

Bradley.Revare@CareerWiseColorado.org
www.CareerWiseColorado.org



CareerWise Colorado
Tomorrow's Talent Today