Great Schools are Good Business

Colorado Roadmap to Work-Based Learning
WHO WE ARE

501(c)3 non-profit, non-partisan organization that brings together business leaders from companies of diverse sizes, sectors, and geographies across Colorado to make sure:

• ALL of Colorado’s children are educated to their greatest potential, and
• ALL of Colorado’s businesses have the talented and innovative homegrown workforce they need.

We’re also a statewide network of chambers of commerce, economic development organizations, business roundtables and industry associations reaching all 64 counties of Colorado.
Why?
Economic Imperative

Moral Imperative

Relevant Expertise
How?
Policy

- Advocate for policies aligned Vision 2030 Framework
- Business input and perspective
- Engage business leaders with policymakers

Practice

- Colorado Roadmap to Work-Based Learning
- Convene and connect
- Engage industry
- Walk-the-walk

Philanthropy

- The Succeeds Prize celebrates and invests in educators making a transformational impact
- CSR giving strategy
VISION 2030 FRAMEWORK

The Future of Education

This model outlines 7 education principles, 6 educational experiences, and 5 transferable competencies for students to succeed in the Age of Agility.

STUDENT COMPETENCIES

- Personal
- Civic
- Academic
- Professional
- Entrepreneurial

STUDENT EXPERIENCES

- Educational Amenities
- Personalized Learning
- Technology-Enabled Learning
- Experiential Learning
- Career Exploration and Pathways

EDUCATION PRINCIPLES

- Set expectations, get out of the way
- Focus on outcomes, not inputs
- Equip all families with information and access
- Empower local learning providers
- Fund students, not systems
- Eliminate silos, share everything
- Measure performance, continually improve
Purpose of this Roadmap

Support the expansion and development of high-quality career exploration and pathway opportunities for Colorado students by connecting invested stakeholders to ideas, resources, and one another. It is a vehicle for continued sharing and thought partnership that will be updated as we learn more about best practices, existing resources, and stories of impact happening across Colorado.

www.COroadmapWBL.com
Collaborative Effort

Colorado Department of Labor and Employment
Colorado Department of Education
Colorado Workforce Development Council
Colorado Office of Information Technology
Colorado Office of Economic Development
& International Trade
Colorado Community College System
Aurora Public Schools
Arvada High School
Canon City High School
Central BOCES
Pikes Peak Community College
Denver Public Schools
Douglas County Schools
East Central BOCES
America Achieves
The Anschutz Foundation
Aravada Chamber of Commerce
Arrow Electronics
Ball Corp & The Ball Foundation
Bank of America
Boeing
CareerWise Colorado
Center for Rural Entrepreneurship
CenturyLink
Chaffee County Economic Development
Children’s Hospital Colorado
Climax Molybdenum
Colorado BioScience Association
Colorado Education Initiative
Couragion
Creative Fabrications
Credly
Early College @ Northglenn-STEM
East Grand School District
Falcon Tech at Skyline High School
Front Range Community College
Greeley Central High School
Green Mountain High School
James Irwin Charter Schools
JeffCo Public Schools
Legend High School
Mesa 51 School District
Peyton School District
Poudre School District
Pueblo Community College
Roaring Fork School District
Salida School District
STEM School Highlands Ranch
St. Vrain Valley School District
West Grand School District
Widefield School District
Action 22
Foundation for Character Development
Fremont Economic Development Corp:
TechSTART
Gates Family Foundation
Gill Foundation
Grand Junction Fire Department
Greeley Chamber of Commerce
IBM
Innovate Educate
Northern CO Manufacturing Sector Partnership
JE Dunn Construction
JPM Prototype and Manufacturing Inc.
Junior Achievement
Liberty Global
Kaiser Permanente
Lockheed Martin
McKinstry
Merritt Aluminum Products Company
mindSpark Learning
Morgridge Family Foundation
PAIRIN
Prosono
Parkview Medical Center
Pinnacol Assurance
Project Lead the Way
Sedgwick County Economic Development
Ridgway Area Chamber of Commerce
RK Mechanical
Skillful
STEMsCO
TIAA
Tolmar
TTEC
US2020
U.S. Engineering
Western Union
Xcel Energy
Why did we create the Roadmap?
Economic Imperative

Moral Imperative

Relevant Expertise
“This all sounds great, but I have no idea how to get started...”
Who is it for?

**Businesses** interested in…
- Learning more about Work-Based Learning opportunities
- Starting a partnership with a school/district/educator(s)

**Educators** interested in…
- Starting a partnership with a business/group of businesses

**Leaders from both sectors** already engaged in partnerships that can share resources and lessons learned to support the expansion of quality WBL across Colorado
Getting Started
COLORADO’S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

**LEARNING ABOUT WORK**

Career awareness and exploration help individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours

**LEARNING THROUGH WORK**

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Project-based Learning

**LEARNING AT WORK**

Career training occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-Job Training
- Employee Development

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**OUTCOMES:**

Skilled Talent for Business + Meaningful Careers for Students & Job Seekers

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COLORADO SUCCEEDS
Great Schools are Good Business

talent FOUND
Work-Based Learning Opportunities

- Focus of Colorado Roadmap to WBL (9)
- Additional WBL Opportunities (16)

- Degree Focus
  - P-TECH

- Skill Focus
  - Skills Training
  - CAPSTONES
  - CREDENTIALS & CERTIFICATES
  - Skills Based Hiring
  - PROJECT BASED LEARNING

- Educator Focus
  - Curriculum Support
  - Teacher Development
  - EDUCATOR EXTERNSHIP

- Experience Focus
  - Pre-Apprenticeship
  - INTERNSHIP
  - Career Exploration
  - Job Shadowing

- Implementation Effort
  - Science Fairs
  - Conference
  - Seminars
  - Workshops
  - Tutoring
  - Mentoring

- Ownership
  - Educator Led
  - Business Led

- Apprenticeship
  - Employer Development & Onboarding
# Roadmap Content

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<th>Section</th>
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| **Fostering Partnerships**      | • Importance of strong partnerships between education and industry  
• Helpful organizations to connect with as you embark on your efforts  
• Local and Regional partners list, organized by Colorado’s economic development regions |
| **Work-Based Learning Opportunities** | • A deep dive into seven types of WBL  
• Benefits, challenges, helpful tips and resources, as well as CO examples and contacts |
| **Legal & Funding Resources**   | • Info regarding common concerns, funding opportunities, and perceived legal barriers to hiring youth in the workplace |
| **Share with Us**               | • We will continue to revise and update as we receive feedback, gather additional resources, and learn about more examples in CO |
Work-Based Learning Opportunities

Career Awareness & Exploration
Ranging from guest speakers to interactive job-shadowing, awareness and exploration are critical in helping students learn more about their passions and post-secondary options.

Capstones & Project-Based Learning
Capstones and projects are opportunities for students to address a relevant problem while demonstrating what they know and can do. Also a low/no risk way for businesses to see what students are capable above.

Credentials & Certificates
Industry recognized examination or licensure that assess and validate an individual's mastery of specific competencies, knowledge and skills. A great opportunity for students to demonstrate their preparedness for jobs.

Internships
Opportunities for students to experience a professional environment where they develop essential and technical skills while learning about professionalism and the day-to-day duties for potential careers.
Work-Based Learning Opportunities

**Youth Apprenticeships**
An employer-driven model that combines on-the-job learning as a paid employee with related instruction and training to accelerate a student’s future skill level and earning potential.

**P-TECH**
Partnership between a district, community college(s), and one or more local industry employers where students receive both a high school diploma and an industry-recognized associate degree.

**Educator Externships**
Educators spend time in a workplace learning about trends in technology, skill requirements, and career opportunities in industries related to their subject area so they can bring relevance and hands-on experience to their teaching and students’ learning.
Discussion
In what ways is your organization currently engaged in WBL? What is going well?

What barriers or challenges are you experiencing / have you experienced in your efforts to support WBL?
Policy Efforts
Agility Agenda

Offer postsecondary credit for industry credentials and CTE courses, allow concurrent enrollment for work experience.

Incentivize high quality pathways through high school innovation; remove seat time requirements.

Modernize Concurrent Enrollment to maximize transfer of credit options.

Better Information for Students and Families about Career Pathways.
Next Steps
Colorado Succeeds will...

- Share the Roadmap and continue to learn
- Update the Roadmap as we learn
- Leverage small planning grants to support new WBL partnerships
We hope that you will...

- Share the Roadmap
- Explore the Roadmap
- Connect with Colorado Succeeds
Succeeds Prize: September 19th, 2019

- Excellence Awards Application Closes April 14th
  - Highlights and funds innovative approaches to developing Agile Learners prepared for an uncertain future

- Attend on September 19th
  - Collaborative effort between Colorado Succeeds, 9NEWS, and mindSpark Learning
Thank you!