Apprentices earn a wage while gaining valuable workplace experience, a nationally recognized industry certification and debt-free college credit.

Industry benefits from tangible financial ROI as it makes the shift from being consumers of talent to producers of talent.

K-12 and higher education institutions improve student outcomes with increased student engagement and attendance, graduation rates and college-credit attainment.

Bridging the Gap between Education & Career
CareerWise Colorado connects industry and education to create a statewide, modern youth-apprenticeship system.
COLORADO’S EDUCATION SYSTEM

Students start high school: 100
Students reach graduation: 79, 21
Enroll in college: 43, 36
Return for a second year: 32, 11
Receive a post-secondary degree: 25, 7
Immediately enter employment in Colorado: 18, 7

1 Certificate, associates or bachelor’s degree within 150% of allotted time. SOURCE: The Colorado Talent Pipeline Report 2018; Colorado Talent Pipeline Report 2015

THE SYSTEM ONLY WORKS FOR 18-25% OF STUDENTS
Recruiting, hiring & training costs Colorado businesses $24K+ per employee

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

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 GDP

1 Burning Glass Technologies, Interim Deliverable, “Overview of Colorado’s Middle-Skill Job Market”, Colorado
MAKE A DIFFERENCE
in your business, community and young people’s lives.

- It’s not philanthropy: dynamic value-based business practices
  Apprentices are productive employees and contribute to teams with meaningful work

- Contribute to your community’s social capital
  Through apprenticeship your company can create social currency that leads to good careers and a stronger middle class

- The Gen Z and the Future of Work
  Your next generation of customers and investors value brands’ social contributions. And in the workforce you’ll rely on their essential soft skills to meet unseen challenges with innovative solutions

- Engage your workforce
  Foster a culture of mentorship that connects current employees to their work for improved morale and production
HERE’S HOW IT WORKS.

CAREERWISE APPRENTICES SPLIT TIME BETWEEN SCHOOL, THE WORKPLACE AND ADD’L COURSEWORK ON A SCHEDULE THAT WORKS FOR STUDENTS AND BUSINESSES

<table>
<thead>
<tr>
<th></th>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>YEAR 3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AT HIGH SCHOOL</strong></td>
<td>~3 days a week</td>
<td>~2 days a week</td>
<td>NA</td>
</tr>
<tr>
<td>Core academic courses</td>
<td>~3 days a week</td>
<td>~2 days a week</td>
<td>NA</td>
</tr>
<tr>
<td>at school (e.g., math,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>science or language</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>arts)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ON-THE-JOB</strong></td>
<td>12 - 16 hours a</td>
<td>20 - 24 hours a</td>
<td>32-40 hours a</td>
</tr>
<tr>
<td>On-the-job training,</td>
<td>week</td>
<td>week</td>
<td>week</td>
</tr>
<tr>
<td>in form of occupation,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>rotation or projects</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ADDITIONAL COURSEWORK</strong></td>
<td>Apprentices will not</td>
<td>Apprentices will</td>
<td>Employers have</td>
</tr>
<tr>
<td>Multi-skill training</td>
<td>typically take any</td>
<td>earn an industry-</td>
<td>agreed to pay up</td>
</tr>
<tr>
<td>curriculum in</td>
<td>additional course-</td>
<td>recognized</td>
<td>to $4,000 in</td>
</tr>
<tr>
<td>pathway- and occupation</td>
<td>work in year 1.</td>
<td>professional</td>
<td>college courses—</td>
</tr>
<tr>
<td>specific skills</td>
<td>Varies by occupation.</td>
<td>certification</td>
<td>about a</td>
</tr>
<tr>
<td></td>
<td></td>
<td>relevant to their</td>
<td>semester’s worth.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>work.</td>
<td></td>
</tr>
</tbody>
</table>
CAREERWISE SERVICES

**Recruiting**
- Access to young talent
- Education Partnerships
  - Hiring Fairs
- Post & Promote Careers

**Training Plan Development**
- Recommended job progression
- Customizable competency sets

**Apprentice Training**
- Annual “bootcamp”
  - Professionalism
- Quarterly group training

**Employer Training**
- How to upskill employees
- Quarterly supervisor training
- Leadership & management

**Dedicated Account Service**
- Designated resource
- Point of contact for all parties
- Ongoing help & support

**Registered Apprenticeship**
- Training grants
- National platform
- Company credentialing

**Recruiting**
- Access to young talent
- Education Partnerships
  - Hiring Fairs
- Post & Promote Careers

**Training Plan Development**
- Recommended job progression
- Customizable competency sets

**Apprentice Training**
- Annual “bootcamp”
  - Professionalism
- Quarterly group training
WE’VE DEVELOPED 6 PATHWAYS AND 16 OCCUPATIONS

<table>
<thead>
<tr>
<th>ADVANCED MANUFACTURING</th>
<th>INFORMATION TECHNOLOGY</th>
<th>FINANCIAL SERVICES</th>
<th>BUSINESS OPERATIONS</th>
<th>HEALTHCARE</th>
<th>EDUCATION (Pilot in 2019)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Production Technician</td>
<td>• Computer Technician</td>
<td>• Accounting Clerk</td>
<td>• Project Coordinator</td>
<td>• Certified Nursing Assistant (CNA) to Licensed Practical Nurse (LPN)</td>
<td>• Paraprofessional to Licensed Teacher</td>
</tr>
<tr>
<td>• Quality Control Technician</td>
<td>• Software QA Tester</td>
<td>• Financial Service Representative</td>
<td></td>
<td>• Medical Assistant</td>
<td></td>
</tr>
<tr>
<td>• Maintenance Technician</td>
<td>• Junior Coder</td>
<td>• Underwriting</td>
<td></td>
<td>• Healthcare Financial Service Representative</td>
<td></td>
</tr>
<tr>
<td>• Logistics Technician</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• CAD Drafter</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**SAMPLE OCCUPATIONS**

- Davita
- Pinnacle Assurance
- Stonebridge
- Otter
- Colavria
- Frontier Airlines
- Vivage
- SCL Health
- Janus Henderson
- SavaSeniorCare

**SAMPLE EMPLOYERS**

- CoorTek
- InterTech Plastics
- Nordson
- University of Colorado Denver
- Home Advisor
- Bank of Colorado
- HomeAdvisor
- Denver Public Schools
More than 100 Colorado businesses are building their future talent pipelines with CareerWise youth apprentices...
LEARN MORE
www.careerwisecolorado.org

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