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CareerWise Colorado

Tomorrow's Talent Today



CareerWise Colorado's bold vision is to create a state-wide youth apprenticeship system

Our mission:

CareerWise Colorado's mission is to create opportunities for youth and businesses across Colorado by developing and supporting an innovative, sustainable youth apprenticeship program. Through this business-led, student-centered model, CareerWise Colorado brings together public and private stakeholders to ensure that students have access to the skills and knowledge they need for financial and academic success, and that businesses have access to highly-trained talent.

By serving as an intermediary across key Colorado stakeholders, CareerWise Colorado aims to:

- Create **2-4 year apprenticeships** in advanced, high-demand jobs for 20,000 Colorado high schoolers over the next 10 years – creating robust education & career pathways for 10% of our state's 11th & 12th graders
- Equip students with **21st Century skills**, along with meaningful exposure to the workplace – all while allowing students to earn **post-secondary credits** and, in some cases, an Associate's degree in 13th or 14th years of school
- Develop an **innovative, high-skilled talent pipeline** to support Colorado's fastest growing industries, along with forward-looking training programs that businesses can adopt to support their workforce development needs

CareerWise Colorado is student-centered & business-led

CareerWise gives youth their “shot” in life...



...While providing real value to business

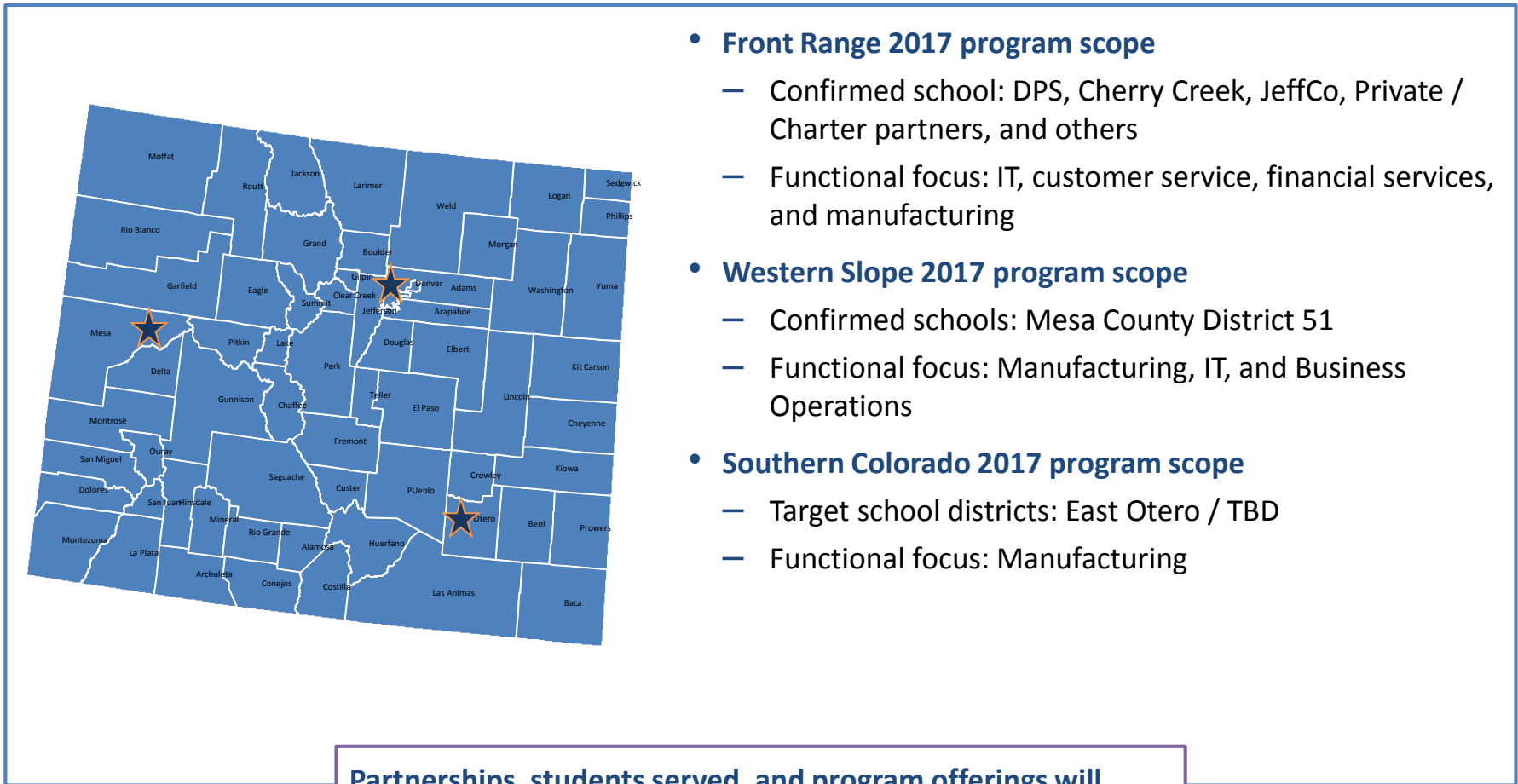
Benefits to youth:

- Exposure to workplace & possible career at early age
- Relevant skills in high-demand jobs
- Cumulative earnings of up to ~\$50k-60k during the apprenticeship, while in school
- College credit, with potential to earn Associates Degree in 13th or 14th years
- Highly-valued industry credentials
- Automatic entry into college upon completion
- Increased job security & earnings over lifetime

Benefits to business:

- Productive employees that provide positive return on wage investment
- Potential full-time hires trained to company standards, reducing hiring costs
- Robust training programs that can inform & support broader company training
- Infusion of new ideas from next generation
- Increased engagement by employees who enjoy mentoring
- Loyal future customer & ambassador
- Brand benefit for community engagement

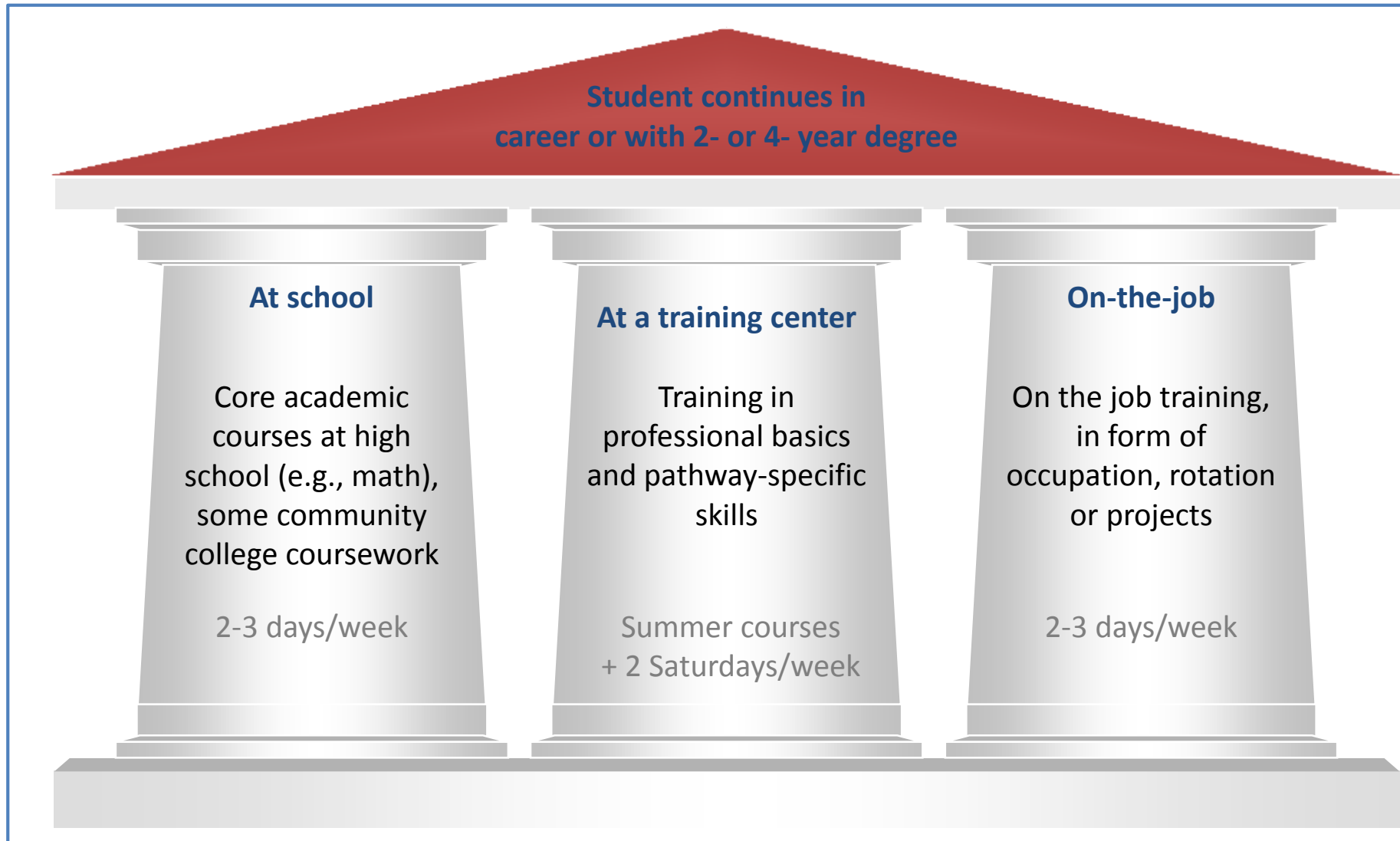
We're launching our 2017 pilot with a handful of innovative, forward-thinking business & education partners across the state



- **Front Range 2017 program scope**
 - Confirmed school: DPS, Cherry Creek, JeffCo, Private / Charter partners, and others
 - Functional focus: IT, customer service, financial services, and manufacturing
- **Western Slope 2017 program scope**
 - Confirmed schools: Mesa County District 51
 - Functional focus: Manufacturing, IT, and Business Operations
- **Southern Colorado 2017 program scope**
 - Target school districts: East Otero / TBD
 - Functional focus: Manufacturing

Partnerships, students served, and program offerings will evolve throughout the summer and fall of 2016

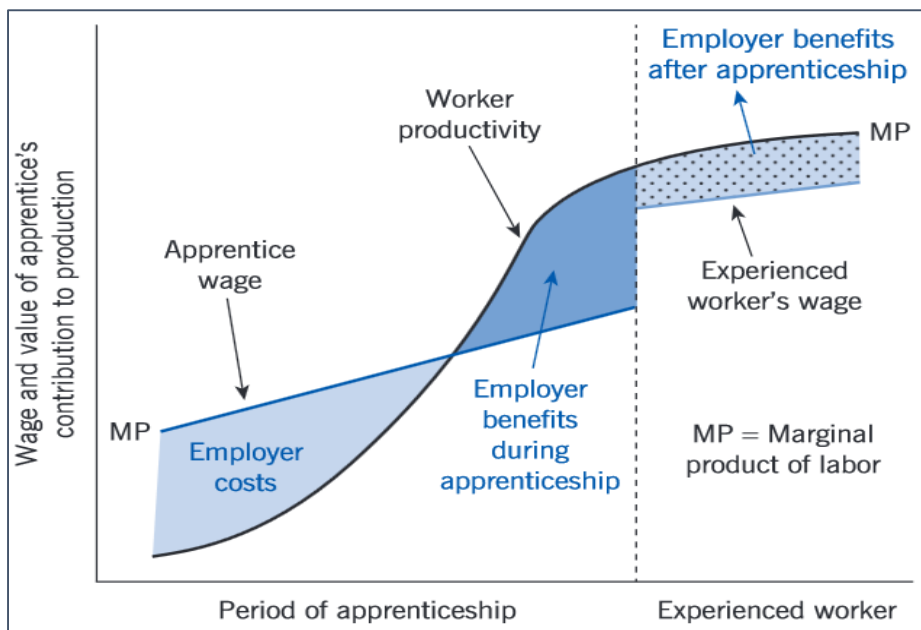
Apprenticeship training will occur in three primary settings



Companies that hire CareerWise CO apprentices pay wage and training costs, but in return receive productive work throughout the program resulting in a B/E or + ROI

Prof. Stefan Wolter of the University of Bern was able to prove a positive Return on Investment for businesses that host apprenticeships structured appropriately:

- Other benefits:
 - reduced turn-over
 - increased loyalty
 - increased innovation and productivity
 - enhanced team atmosphere



- Wage and time are the variables in this model, when structured appropriately,
- There is an ROI to industry because apprentices perform productive work as they become increasingly skilled

Table 11.3 Gross cost, benefit, and net cost of training in Swiss firms, 2000, €

	Gross Cost	Benefit	Net Cost
Training Firms	58,295	61,276	-4,116
Nontraining Firms	72,427	31,524	28,263

Note. All values are predicted econometrically, so net costs for training firms differ somewhat from the survey-based estimates in Table 11.1.

Source: Wolter et al. (2006); converted from Swiss francs at 1€: 1.5CHF.

In our pilot year, we will develop apprenticeships across 4 primary pathways, leading to a variety of occupations

Pathways

	Advanced Manufacturing	Information Technology	Financial Services	Business Operations
Type of businesses useful for	Advanced Manufacturing, Construction	Tech, Banking, Insurance, Hospitality, Health Care, Advanced Manufacturing	Accounting, Banking, Insurance, Hospitality, Health Care	Hospitality, Retail, Banking, Insurance, Tech, Health Care
Sample business partners	Mikron, Pilatus Business Aircraft, Intertech Plastics, RK Mechanical, Research Electro-Optics	Pinnacol Assurance, HomeAdvisor.com, Vectra Bank, Kaiser Permanente, DaVita, Stonebridge Companies	Pinnacol Assurance, EKS&H, Vectra Bank, First Bank	Stonebridge Companies, Vectra Bank, DaVita, Pinnacol Assurance
Sample Resulting Occupations	CNC programmer, Machinist, Quality Control Engineer, Logistics manager	Software developer, Network Administrator, Database Administrator, Network Architect	Underwriter, Compliance Analyst, Loan officer, Claims representative, Bookkeeper	Sales manager, Operations manager, HR manager
Year 1 Training – Sample topics	Professional skills, Quality assurance, Manual and machine manufacturing methods	Professional skills, Customer service, IT support, Hardware installation, Basic database applications	Professional skills, Customer service, Financial concepts, Accounting	Professional skills, Business concepts, Customer service
Year 2 Training – Sample topics	Lean manufacturing, Assembly methods, Measuring & testing methods	Basic programming, Advanced hardware training, Advanced database applications	Underwriting, Compliance, Accounting	Financial concepts, Sales techniques, Logistics
Year 3 (& 4) Training – Sample topics	CAD methods, Automation, Electrical manufacturing	Advanced programming, network administration	Risk analysis, Advanced concepts in underwriting and accounting	Management concepts, Operations

September 2016 Launch Event



Over 300 guests witnessed Governor Hickenlooper and Secretary Perez announce \$9.5M in funding from Bloomberg Philanthropies and JPMorgan Chase. Media coverage has been better than anticipated with coverage from The Denver Post, CPR, Denver Business Journal, Chanel 9 News, NBC News Radio, Univision, and Chalkbeat.

Salt Lake City LEX 2016

Workforce Development Strategies

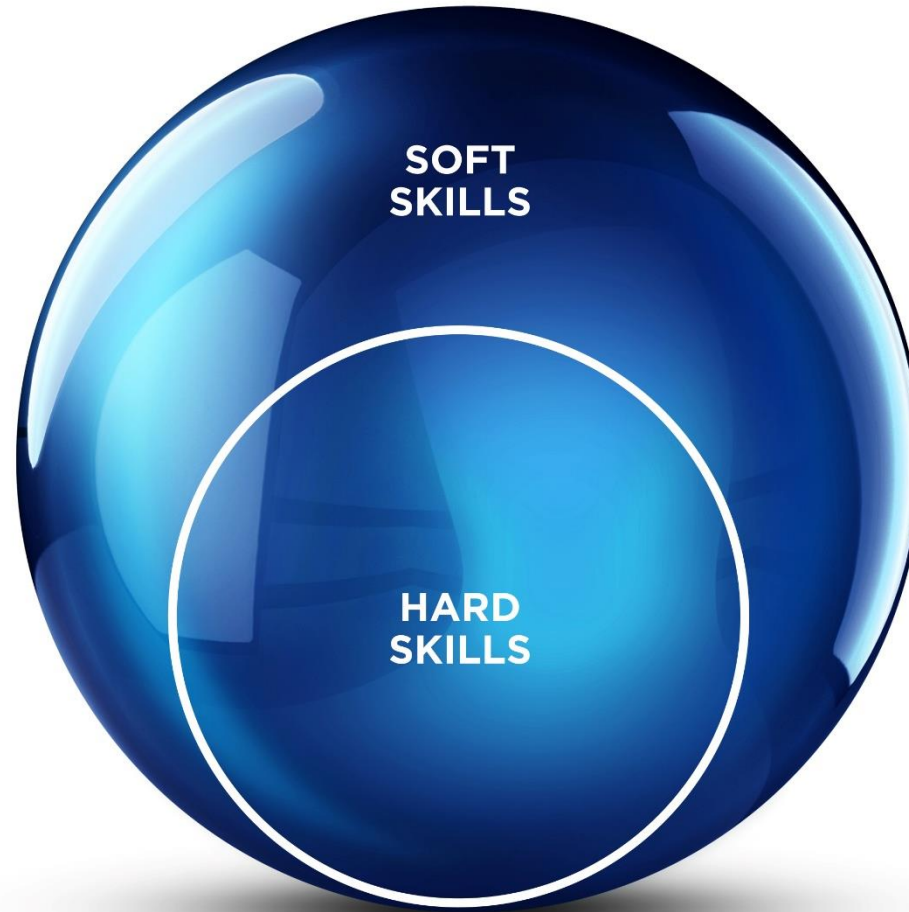
Stephen M. Jordan, Ph.D.
MSU Denver President



Aerospace and Engineering Sciences Advisory Council



Asked Two Questions



Unique Curriculum Structure





Colorado Summit

Ben Hart

Managing Director, Business Services

Deneise Lacy

Human Resource Manager, Boeing Salt Lake



UTAH
LIFE ELEVATED®

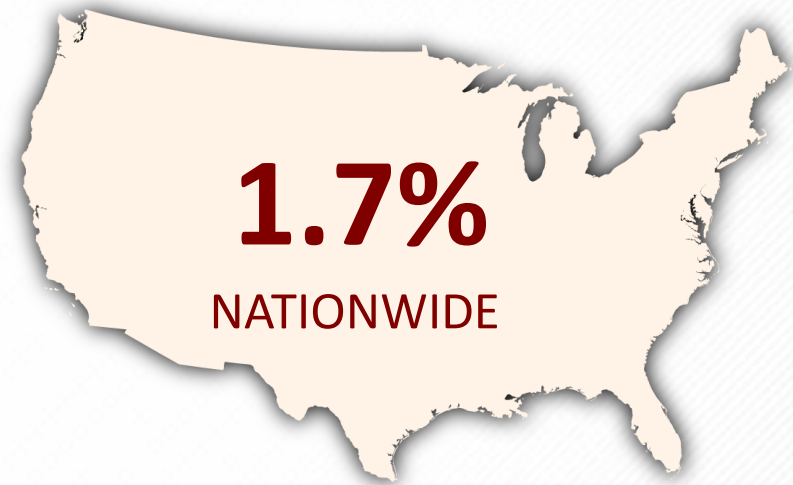


Utah Governor's Office of
Economic Development

BUSINESS • TOURISM • FILM

Sept. 23, 2016

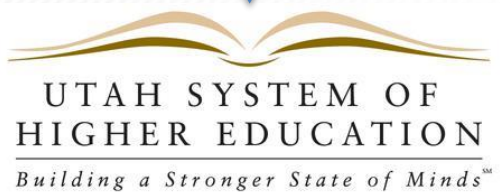
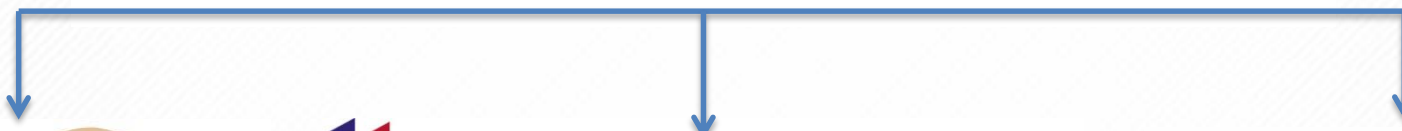
Utah: Economic Leadership



#3 Most Diverse Economy in the U.S.
#1 Economic Outlook since 2008

Sources: DWS and ALEC.org

Utah Cluster Acceleration Partnership



\$2.8 million contributed to manufacturing training programs in the last 3 years

National Governor's Association

- Utah is one of six states identified to develop best practices
- \$100,000 was given to help further Work-Based Learning in Utah



Strategic Workforce Initiative

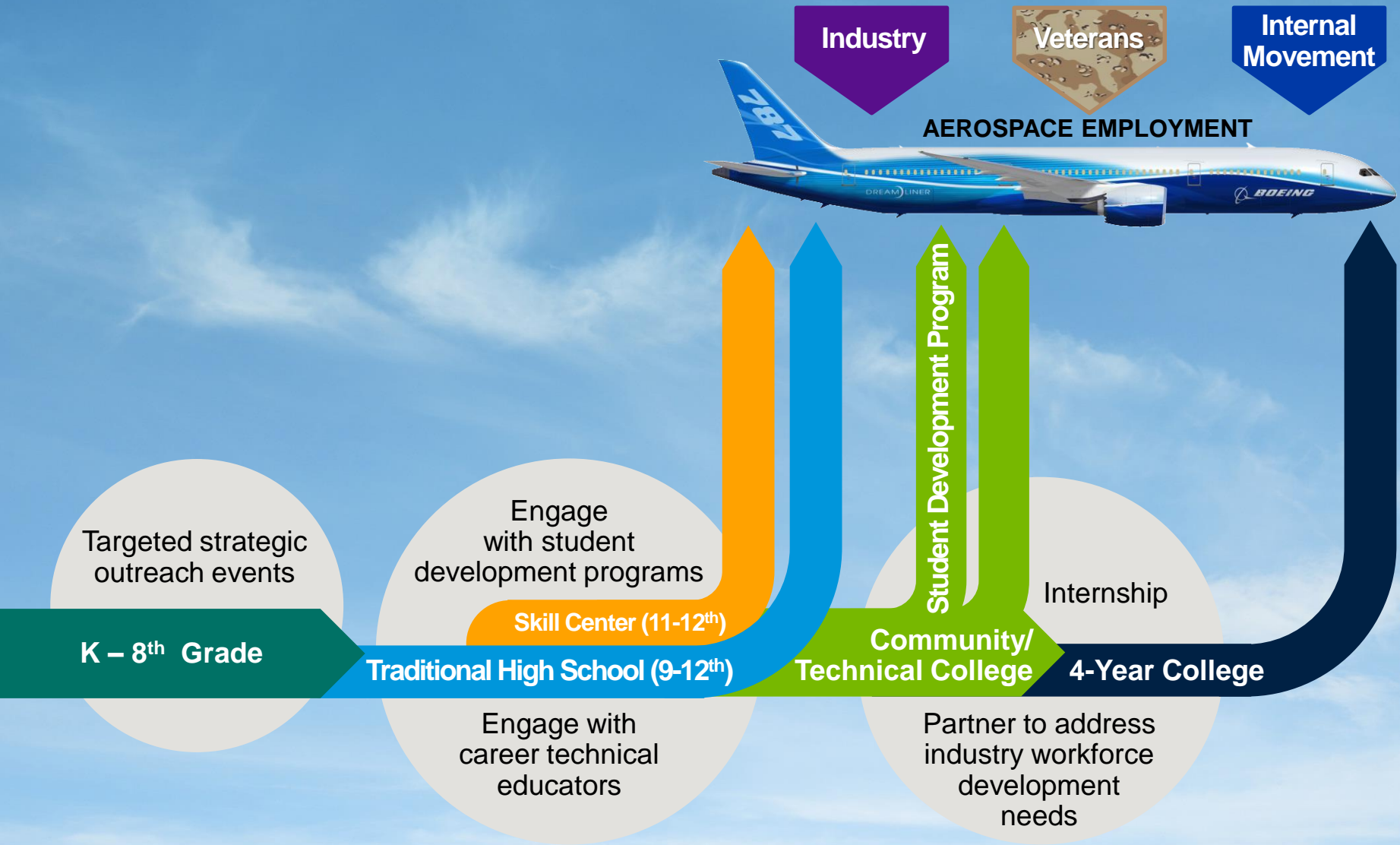
\$1.5 Million of Ongoing Funding



Utah Aerospace Pathways



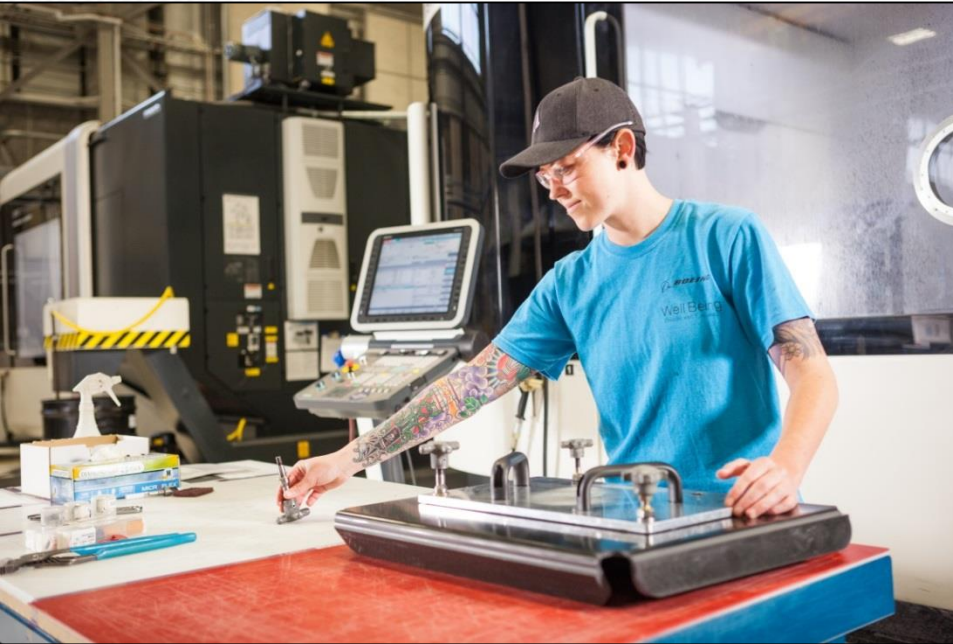
Utah Aerospace Pathways



Developing the Future Manufacturing Workforce

Workforce Ecosystem Development

How Utah supports the industry

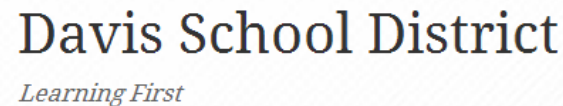


Utah Aerospace Partners



Hill Air Force Base

Utah Aerospace Supporters



UAP Approach

1. Introduction/Core Requirements – 60 hours



Davis School District
Learning First



2. Aerospace Composite and Metals Content – 48 hours



3. Student Externship Experience – 48 hours

Traction



US News NEWS News, Opinion & Analysis

News Opinion National Issues Special Reports Cartoons Photos The Report

Ken Walsh's Washington Newsgram Washington Whispers At the Edge Data Mine The Run 2016

Aerospace Program to Give Utah High-Schoolers Path Into Industry

Students will get opportunities to work in one of the state's largest industries.



A Boeing employee works on a vertical fin assembly for a Boeing 787 Dreamliner at Boeing, in Salt Lake City. When Utah students graduate, they could be building parts for the F-35 fighter jet, rocket engines with Orbital ATK or Boeing 757s.

STEM Solutions

This special report is U.S. News & World Report's hub for news and information about science, technology, engineering and math education and employment.

STEM Solutions The National Leadership Conference
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New Aerospace Pathways Program Aims to Give High School Students High Tech Training

By BRIAN GRIMMETT • SEP 4, 2015

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Governor Herbert announces the Aerospace Pathways program at the Salt Lake City International Airport

UAP Expansion to Iron County



IRON
COUNTY SCHOOL
DISTRICT
"Reaching Higher"




Replication

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SALT LAKE CITY, UTAH

NEWS WEATHER SPORTS FEATURES FOOD HEALTH CONTACT

New tech training for Utah HS students aiming at 6-figure salaries

BY HEIDI HATCH | WEDNESDAY, FEBRUARY 24, 2016



New tech training for Utah HS students aiming at 6-figure salaries

VIEW PHOTO GALLERY
7 photos

Salt Lake City — (KUTV) Gov. Gary Herbert is pushing a new pathway program through his office of economic development. The Diesel Technician Pathways program will get high school students into a field where they can make six figures—five years after graduation.

Diesel technician program gives students path into growing career field

By Jason Lee, Deseret News

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Published: Tuesday, Feb. 2 2016 5:10 p.m. MST
Updated: Tuesday, Feb. 2 2016 5:16 p.m. MST

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View 6 photos »

Gov. Gary Herbert visits with some of the first students to be accepted in the new Utah Diesel Technician Pathways program at the Cummins Rocky Mountain facility in West Valley City on Tuesday, Feb. 2, 2016. The program will grant students an internship at one of the industry partners upon graduation.
Luke Franke, Deseret News

Career Pathways



UTAH
AEROSPACE
PATHWAYS

**DIESEL
TECH**
UTAH DIESEL TECHNICIAN PATHWAYS

Announced Sept. 2015

Announced Feb. 2016



Hill Air Force Base



HARRIS



Which industry
will step up next?

Thank you

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