CareerWise Colorado
Tomorrow's Talent Today
Youth
Apprenticeship

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

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

Middle-skilled positions take 15% longer to fill in Colorado compared to the national average[1]

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 GDP[2]

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

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 manufacturers[1]

30-50%
Conversion to full-time employees based on cohort size[2]

20-40%
Reduction in long-term hiring costs[2]

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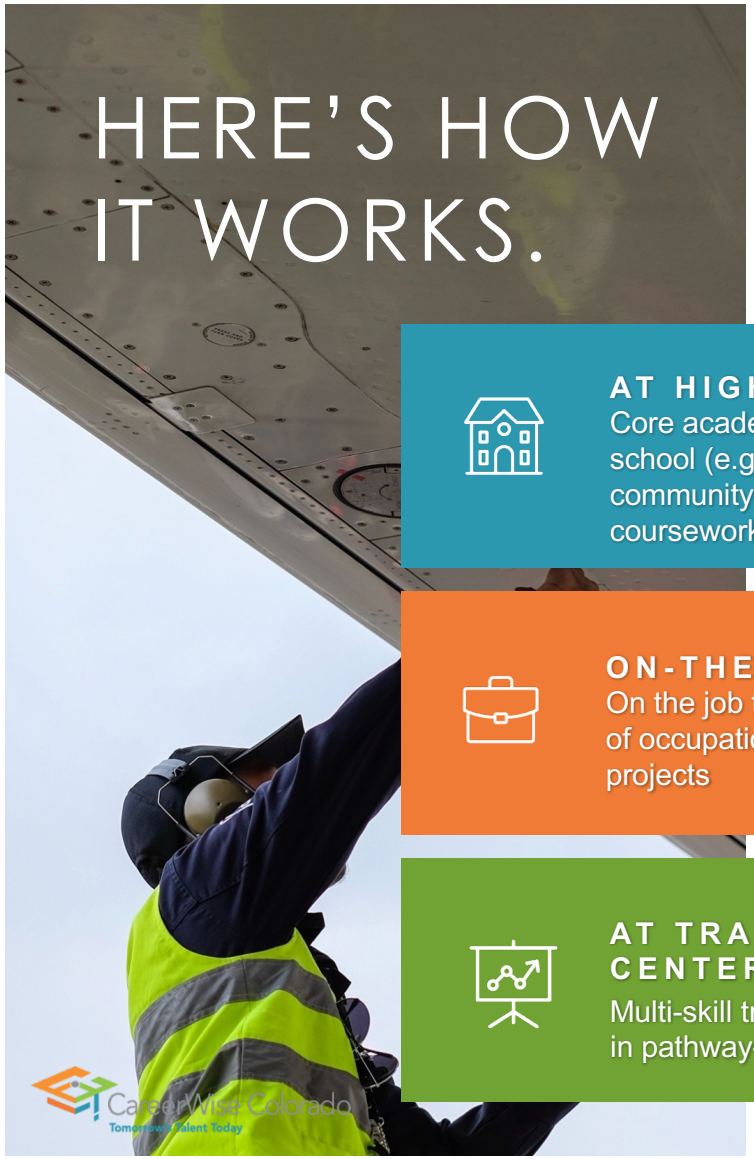

CAREERWISE APPRENTICES SPLIT TIME BETWEEN SCHOOL, TRAINING CENTERS, AND WORK ON A SCHEDULE THAT WORKS FOR YOUR BUSINESS

	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

FIVE PRIMARY PATHWAYS

THESE STARTER PATHWAYS LEAD TO A VARIETY OF OCCUPATIONS

PRIMARY PATHWAY	ADVANCED MANUFACTURING	INFORMATION TECHNOLOGY	FINANCIAL SERVICES	BUSINESS OPERATIONS	HEALTHCARE
SAMPLE OCCUPATIONS	CNC machinist Electro-mechanical assembler Quality control inspector Maintenance technician	Computer Technician Software QA Tester Junior Coder	Accounting Clerk Insurance Services Expert Financial Coordinator Customer Support	Project Coordinator Purchasing Coordinator Operations Specialist	LAUNCHING FOR 2018/19 CLASS
SAMPLE BUS. PARTNERS	CoorsTek Amazing Solutions Intertech Plastics Nordson	DaVita University of Colorado Denver Arrow Intrawest Home Advisor	Pinnacol Assurance EKS&H Audit | Tax | Consulting Colavria Hospitality	Stonebridge Companies DaVita Skillful Western States Fire Protection Co.	

360° BUSINESS & STUDENT SUPPORT

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

CAREERWISE BUSINESS PARTNERS

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

TRAINING CENTERS

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

Supplement work place experiences with targeted technical/functional instruction

K-12 EDUCATION SYSTEM

Continues to provide core academic instruction to apprentices

Supports development of foundational interpersonal and job skills

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1 RECRUITING

2 TRAINING PLAN DEVELOPMENT

3 APPRENTICE TRAINING

4 EMPLOYER TRAINING

5 ONGOING PROGRAM SUPPORT

CareerWise SUPPORTS

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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

2

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

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APPRENTICE TRAINING

CareerWise ensures that all students are work-place 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

4

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

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ONGOING PROGRAM SUPPORT

5

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)

PARTNERSHIP PROCESS

1 INITIAL DISCUSSION

2017 spring / summer

- Gain executive buy-in
- Understand how CareerWise can alleviate your biggest hiring pain points
- Designate a champion to lead future interactions

2 WORKING SESSIONS

(as needed)

2017 summer / fall

Identify potential business units & managers

Empower internal project manager to lead CareerWise engagement

Discuss training plans and appropriate occupations for your business

3 COMMITMENT

By Nov. 15

- Agree to key terms and features of program and sign MOU by Nov. 15 2017
- Internal project manager works with CareerWise to begin implementation

4 DESIGN PROCESS BEGINS

Jan 18

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

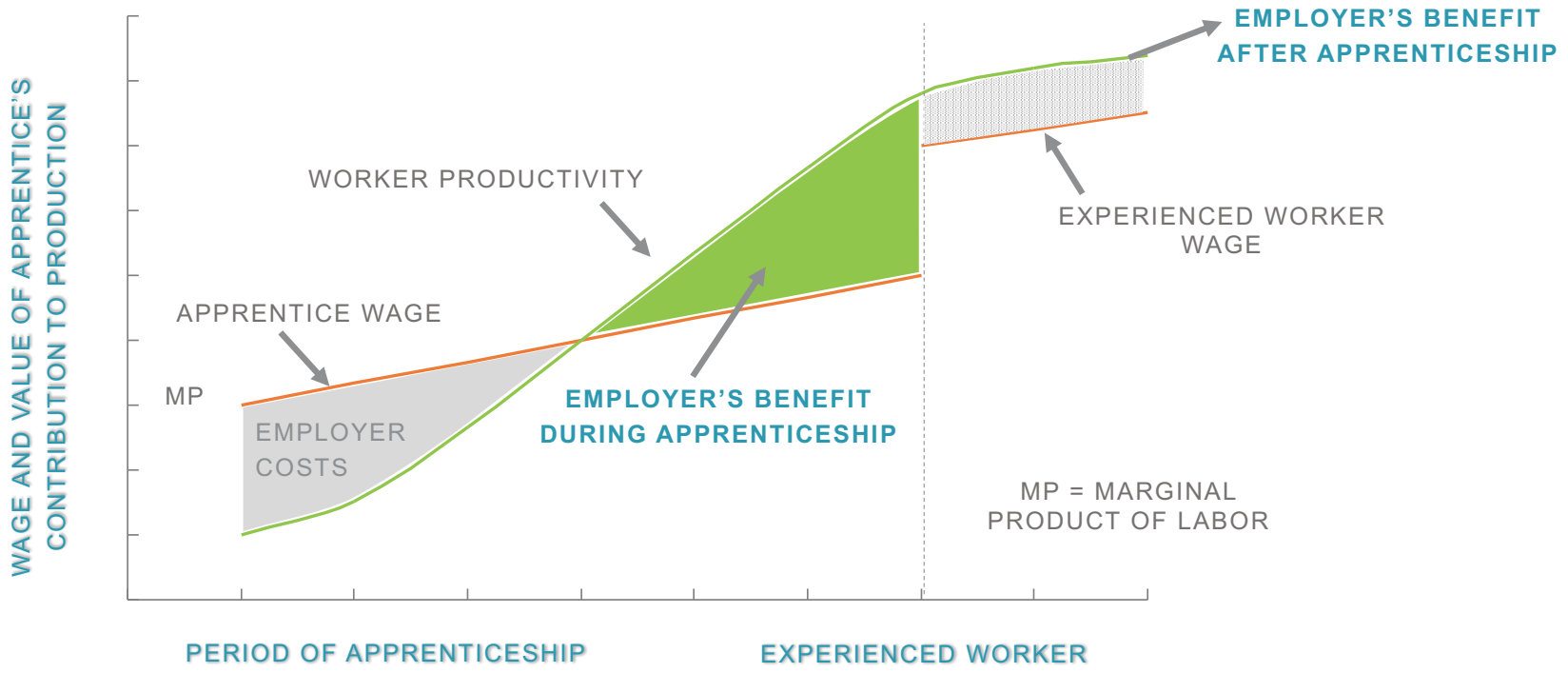
COMPANIES ARE PROJECTED TO EARN

POSITIVE ROI

ON APPRENTICE WORK

Swiss firms saw an ROI of 10% during the training period, and additional ROI once apprentices became full-time employees[1]

PROJECTED WAGES & PRODUCTIVITY, RELATIVE TO STANDARD FTE



1 Wolter et al (2006)

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
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