



Colorado Workforce  
Development Council



# Work-based Learning Incubator: Learning At Work

2.11.2021

\*This meeting will be recorded



February 23, 10 - 1



### Talent Equity Stakeholder Forums

The Talent Equity Agenda focuses on racial equity disparities, and identifies strategies to address the disparities and indicators to measure progress in the following areas:

- Career Navigation and Advancement
- Closing the Digital Divide
- Postsecondary Credential Attainment
- Unemployment
- Equitable Hiring, Compensation, and Promotion

Education partners play a vital role in informing how Colorado coordinates efforts in addressing talent equity gaps across these five areas and in measuring progress toward a more inclusive economy. Register today to accelerate progress in implementing the Talent Equity Agenda with your colleagues in higher education, K-12, career and technical education, and early childhood education.



## Preparing High School Students for Behavioral Health Careers

Due to the significant need for behavioral health professionals, the Colorado Workforce Development Council (CWDC), Colorado Department of Education (CDE), and the Colorado Office of Career and Technical Education (CTE) worked with state and local partners to create the [“Preparing Students for Behavioral Careers”](#) resource to support the development of behavioral health career pathway programs in secondary schools.

Additionally, the resource outlines CTE and concurrent enrollment courses, potential work-based learning opportunities, funding streams and considerations, and continuing education and career options for students who participate in a behavioral health pathway program to prepare for entry-level positions in the industry.

[View the Resource](#)

This resource can be utilized to inform and expose students to occupational opportunities and activities in the industry, and can be used as a blueprint to develop a career pathway program leading to entry level behavioral health positions.

The CWDC, CDE, and CTE are hosting an **informational webinar on Monday, Feb. 22 from 2 - 3 p.m.** to share more details about the resource. The webinar is intended for high school and district representatives who are interested in developing behavioral health career pathway programs in secondary schools, though industry and public partners are welcome to attend.

# WBL Incubator Convening



June 3 - 4 10:00 AM to 3:00 PM

## Goal:

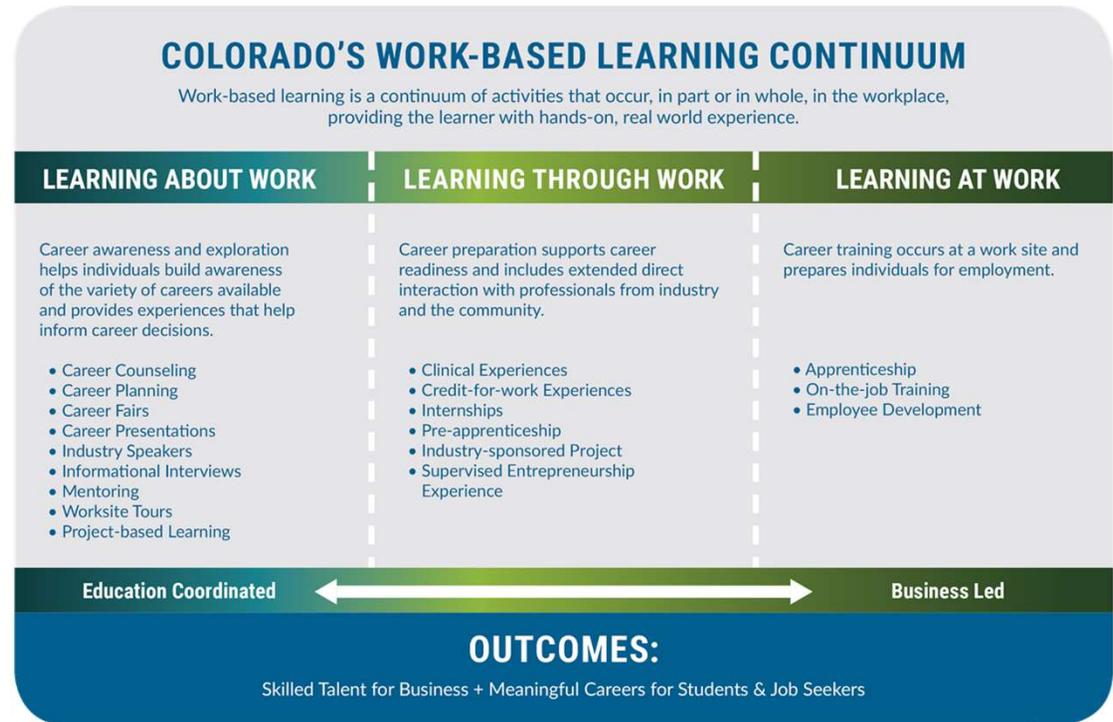
To celebrate your work this year and wrap up the WBL Incubator year long experience. We will share promising practices and hear from practitioners across the state as well as have space and time to collaborate and ideate.

Call for proposals, volunteers and students - Closes March 15

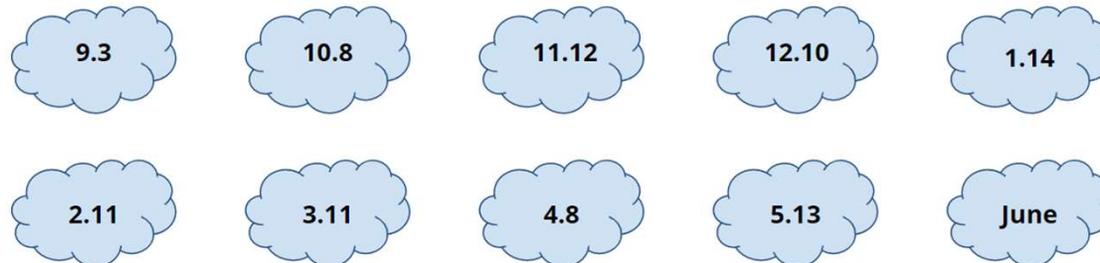


# Objectives

- Learn promising practices around youth engagement in apprenticeship programs



# Punch Card and Survey



Work-based Learning Incubator Punch Card

# Agenda



- Colorado Apprenticeship Data
- Apprenticeship program overviews:
  - MK Sagaria-Barritt - CareerWise
  - Lisa Seaman - Construction Education Foundation
  - Georgia Hoaglund - Western Colorado AHEC
  - Onna - Apprentice with Western Colorado AHEC
  - CJ Renaud - Developing a HS Apprenticeship Program
- Q&A

# What is an apprenticeship?



Apprenticeship is a proven approach for preparing workers for jobs while meeting the needs of business for a highly-skilled workforce. It is an employer-driven, “learn-while-you-earn” model that combines on-the-job training, provided by the employer that hires the apprentice, with job-related instruction in curricula tied to the attainment of national skills standards. The model also involves progressive increases in an apprentice’s skills and wages.

Apprenticeship is a flexible training strategy that can be customized to meet the needs of any business. Apprentices can be new hires, or businesses can select current employees who need skill upgrades to join the apprenticeship program.



# Colorado Data At-a-Glance

(Source: RAPIDS)

- **422** Active Programs
- **207** Lead Organizations
- **165** Unique Occupations
- **6,467** Total Apprentices in CO
  - **5,830** enrolled in Colorado RAPs
  - **637** enrolled in National & Out-of-State Programs

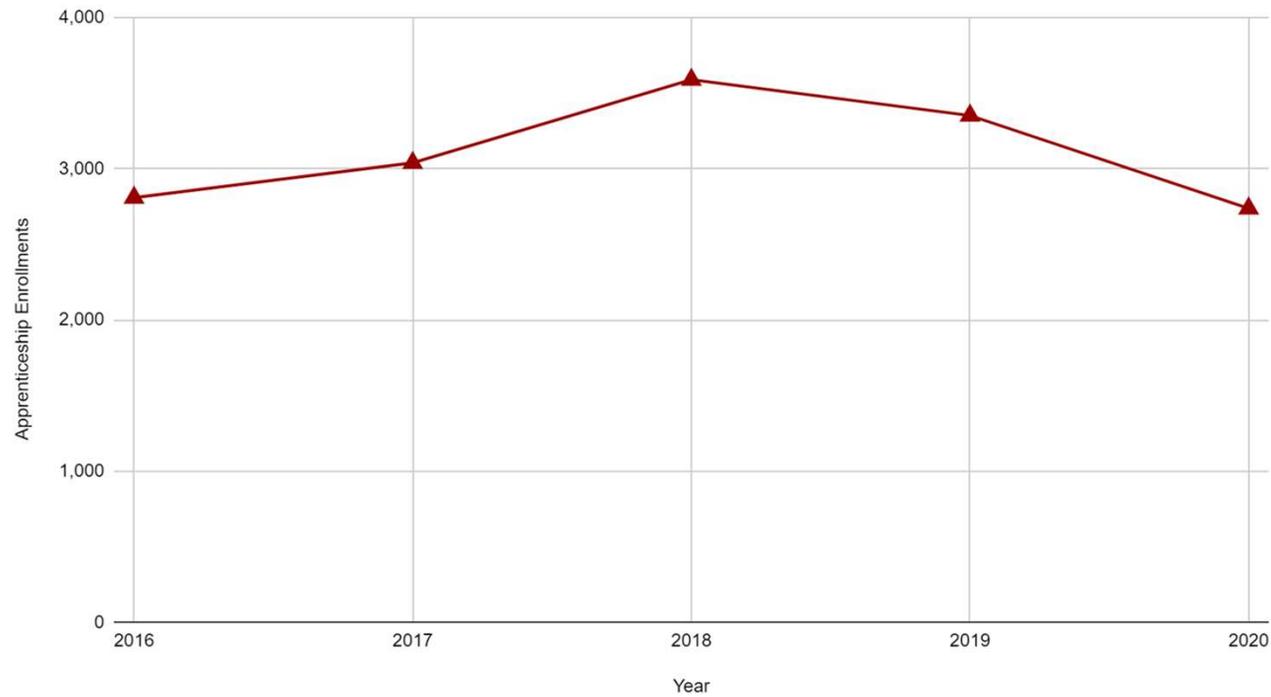




# COVID Impacts on Apprentice Enrollment

Apprenticeship Enrollments vs. Year

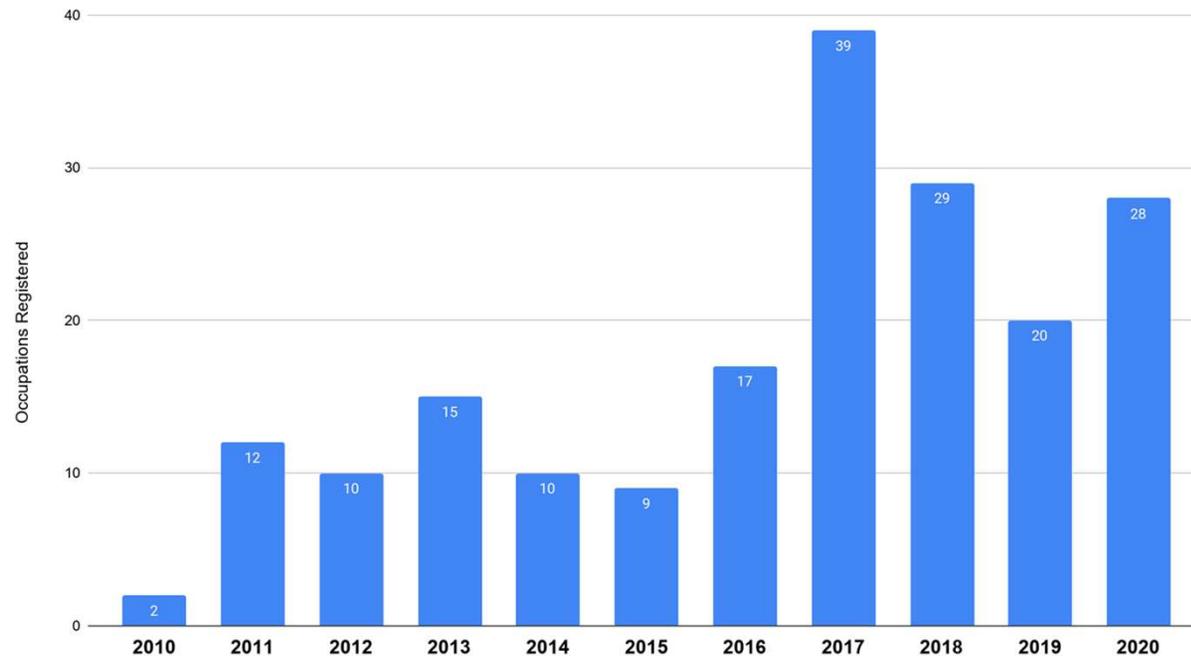
*18% decrease from 2019 to 2020*





# New Program Registration

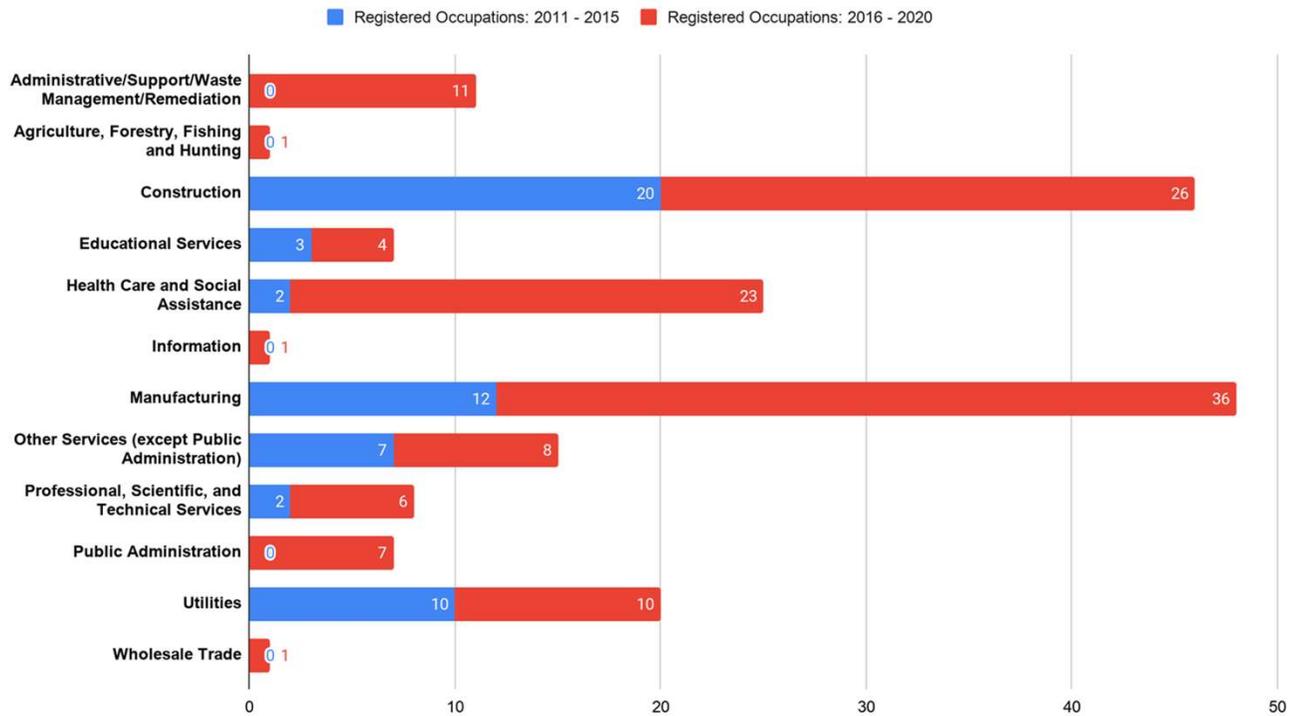
Occupations Registered by Year, 2010 - 2020





# Industry Diversity

Registered Occupations by Industry. Comparing 2016 - 2020 vs 2011 - 2015





## USDOL Nationally Registered Youth Apprenticeship



### Education

Partnering with schools and districts across the state to support their work based learning efforts



### CareerWise Apprenticeship

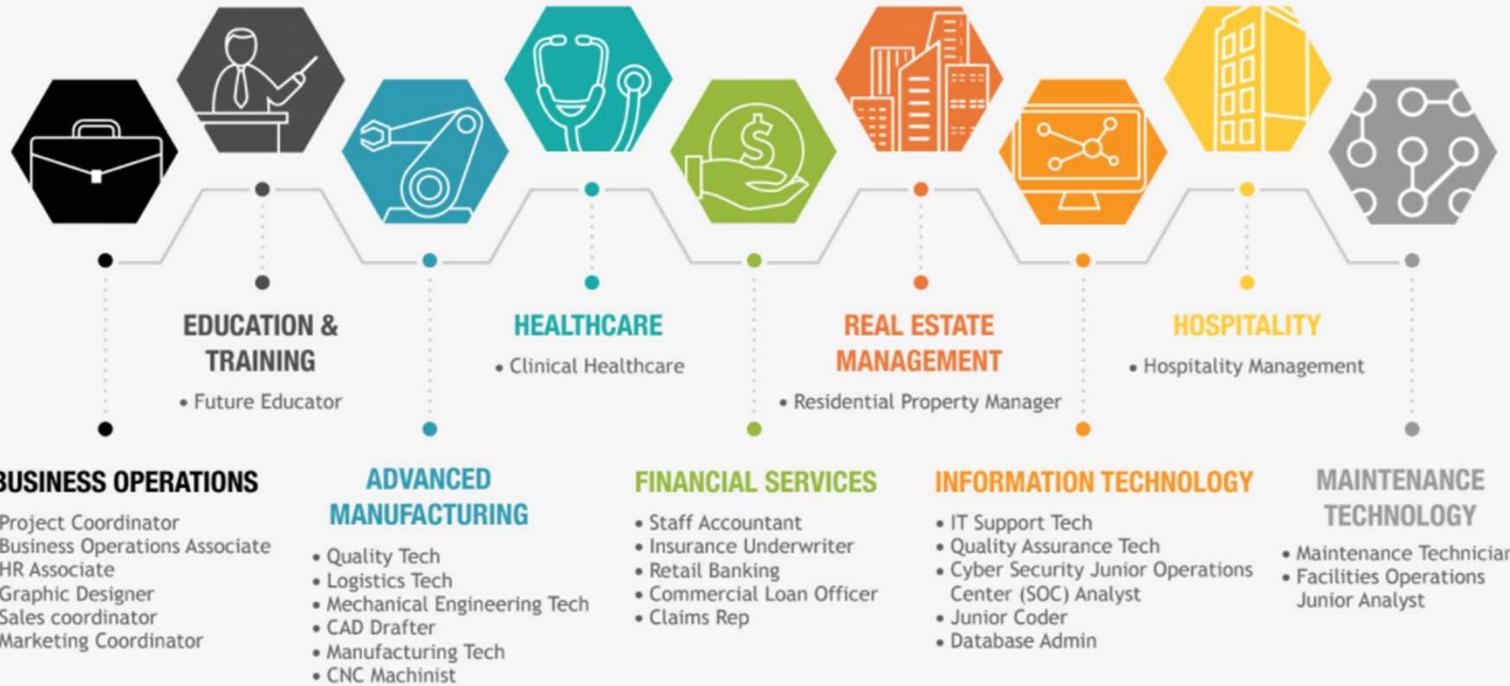
Working as the intermediary among students and employers to improve the economic vitality of communities



### Career

Working with employers around Colorado to help solve their talent shortage, create positive return on investment and impact their community in a positive way

# PATHWAYS & OCCUPATIONS





CareerWise Colorado  
TOMORROW'S TALENT TODAY



	YEAR 1	YEAR 2	YEAR 3
 <b>AT HIGH SCHOOL</b> Core academic courses at school, some community college coursework	~3 days a week	~2 days a week	NA
 <b>ON-THE-JOB</b> On-the-job training, in the form of occupation, rotation or projects	12 - 16 hours a week	20 - 24 hours a week	32 - 40 hours a week
 <b>EXTERNAL TRAINING</b> Industry certifications and college coursework	<b>ON THE JOB UPSKILLING &amp; CERTIFICATION</b> Apprentice upskills for specific occupation and earns an industry relevant certification.		Community college coursework approved by business and apprentice.

# CAREERWISE SERVICES



## RECRUITING

- Education partners committed to RYA
- Dedicated, creative education team, hiring fairs
- The Hiring Hub - online tool post positions, promote businesses, industries and job opportunities

## TRAINING PLAN DEVELOPMENT

- Recommended job progression
- Competency sets

## APPRENTICE TRAINING

- Annual “bootcamp”
- Professional development
- Quarterly group training



## EMPLOYER TRAINING

- Upskilling young employees
- Quarterly supervisor training
- Intergenerational communication

## DEDICATED SERVICE

- Customer Success Manager
- Dedicated point of contact

## REGISTERED APPRENTICESHIP

- Training grants
- National platform

1:1 model-One employer to one school partner

Employer works directly with local schools to recruit and hire apprentices and CareerWise can help make educational connections if needed

# AGC Construction Education Foundation



## Educational programs:

1. High School Construction Connection (HSCC)
2. Careers in Construction (CIC)
3. Construction Careers Now (CCN)
4. BuildColorado.com

Lisa Seaman  
Workforce Manager  
[lisa@cefcolorado.org](mailto:lisa@cefcolorado.org)  
720-235-1909

**Mission Statement:** Our mission is to recruit, develop, and serve students of the construction industry by promoting innovative educational pathways to rewarding careers in an inclusive, highly skilled and prosperous construction workforce.



# AGC Construction Education Foundation



## LEARNING ABOUT WORK

- Explore and Inform
  - Job Site Tours
  - Career Presentations
  - Industry Speakers
  - Informational Interviews
  - Project-Based Learning
  - Career Fairs
  - Virtual Supports
- 45 Schools currently participating
- \$0 commitment from school

## LEARNING ABOUT WORK and LEARNING THROUGH WORK

- Explore and Inform
  - ← All previously mentioned options
  - Guest teaching from industry
- Train and Certify - CEF Sponsored
  - Nationally Recognized Pre-Apprenticeship Training Certificates and OSHA 10
  - Developing Internship model
  - Developing **LEARNING AT WORK** model
- 9 Schools currently participating
- Budgetary requirements: CTE Certified Teacher & Construction Lab Space

## LEARNING THROUGH WORK

- Pre-apprenticeship
- 4-Week Class
- Free to participant
- Includes OSHA 10
- Hiring Fair at end of session
- Has placed 900+ in the construction industry since September 2016
- Connection to additional training through AGC Training Classes, WORK Now, Apprenticeships, Unions, 2-year, 4-year, etc...



# Program Development in HS - CJ



## Strategic Plan

Priority 2-Align systems so all students graduate on time and are college and career ready

- Hired First Ever Business and Community Partnership Administrator
  - MLO passed in 2017 supported this position
  - Early interventions, restorative practices, Social Emotional Support
- Dedicated leader who could merge k-12 and community workforce needs
- responsible for creating personalized learning plan for each student

# Greeley District 6



## School Needs

- Dedicated Staff

## Community Needs

- Industry leaders
- workforce needs
- Partnerships

## Leadership Support

- District Superintendent
- City Management
- Community Business Leaders

# Community Needs



## Top 5 industries in the Greeley Community

- Advanced Manufacturing
- Health Care
- Business
- Education
- Oil and Gas



# Advanced Manufacturing



- Alignment - District 6, Aims Community College, City of Greeley, Weld County Employment Services, Industry Partners
- Advanced Manufacturing - 179 Students Enrolled
- First Youth Registered Apprenticeship in Colorado sponsored by a school district!
- Vestas Blades in Windsor Colorado

# District 6 Registered Apprenticeship



- Student must be 17 at start of Apprenticeship
- Student begins apprenticeship summer of rising senior year
- Student completes 2000 hours of on-the-job training
- Student completes 144 hours of related training and instruction
- Students achieve 3 rewards for skills gained starting at \$13 per hour and upon graduation \$17-\$19 per hour, full benefits, 401K plan, tuition reimbursement eligible

Bonus-Apprenticeship is aligned to high school science credit. Student can obtain 1.5 science credits

# Recruitment Process



## Pre-Covid-Decrease in participation

Call for Junior students  
Resume (Important skill)  
Vestas Onboarding-lengthy and challenging for everyone  
New Employee Orientation  
Mentor introduction

## Pandemic Pivot-Increased participation

Call for ALL STUDENTS  
Resume (important skill)  
Vestas-Changes made to support students and staff (recruitment video) Mentor inclusion  
New Employee Orientation



# Negatives into positives



**Ethan**  
Production Team Member

# CDLE Intermediary Grant



## Grant Details:

- February 1, 2019 - June 30, 2020
- \$55,000
- Advanced Manufacturing & Health Science Pathways
- Program materials, supplies, and equipment
- Professional learning opportunities
- Advertising

# Takeaways



- What is your community need?
- Acquisition of dedicated staff? (Full Time FTE)
- Hosting vs. Sponsoring the Apprenticeship? (Who will manage paperwork)
- Catering to the needs of the employer
- Running after students
- Coursework alignment
- Resources: Cynthia McClain USDOL

# Thank you!

Questions?





**That's A RAP!**  
Registered Apprenticeship Training Series  
Thursdays at 1 pm

Welcome to your weekly digital registered apprenticeship content. This month we will be discussing **Access to Apprenticeships**. This week we are taking a looking at current data regarding access to apprenticeships in Colorado and resources to ensure equitable access to apprenticeship programs.





## Race and Registered Apprenticeship RA's Role in Driving Equity

Thursday, Feb. 18 · 1-2 p.m. ET



**Joseph Hollins**  
Former State  
Apprenticeship  
Director, Louisiana



**Joshua Johnson**  
State Director,  
Wisconsin  
Apprenticeship  
Systems



**Patricia Morrison**  
Director of the  
Division of Registered  
Apprenticeship,  
Virginia



**Deborah Kobes**  
Senior Director,  
JFF



**Eric Selznow**  
Senior Advisor,  
JFF

▶▶▶ Registration is Open! ◀◀◀

For apprenticeship to achieve its full potential as a driver of economic advancement for all, leaders and providers must first confront the structural racism that persists throughout all segments of the U.S. workforce, including the Registered Apprenticeship system.

Next Thursday, join JFF's Center for Apprenticeship & Work-Based Learning for an hourlong webinar in which current and former state apprenticeship directors will engage in a pointed discussion about ways to expand racial and economic equity in Registered Apprenticeship.

[Register Now](#)

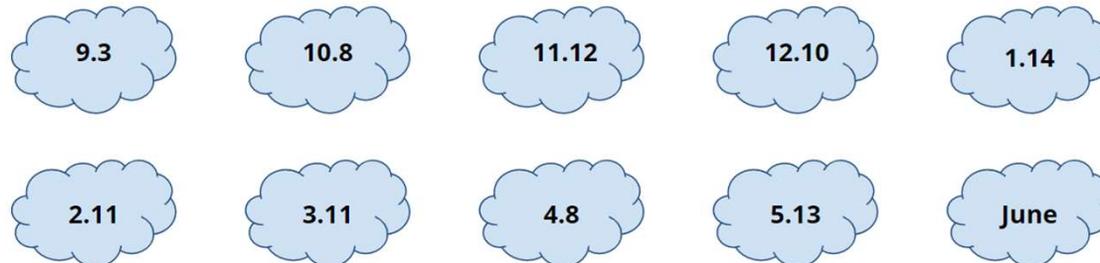
Get started on this important work today by exploring JFF's [collection of resources](#) on driving diversity and equity in apprenticeship and work-based learning programs.



# Q&A



# Punch Card and Survey



Work-based Learning Incubator Punch Card



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Thank you!  
Next webinar: Business/Education  
Platforms  
March 11 at 2:30