



CareerWise Colorado
Tomorrow's Talent Today

Youth Apprenticeship



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



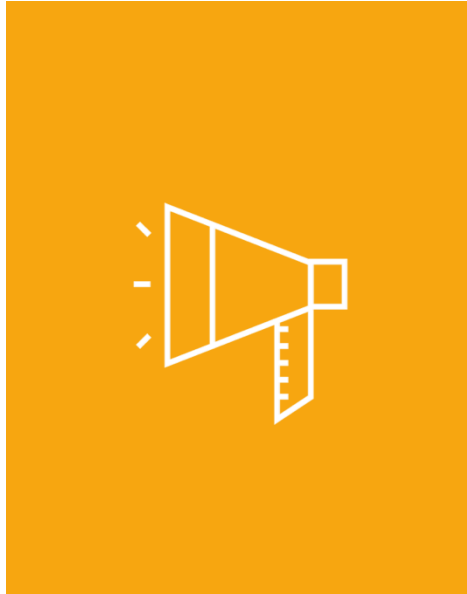
Middle-skilled
positions take
15% longer to
fill in Colorado
compared to the
national average¹



Why change your talent strategy?



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 GDP²



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

WHY NOW?

PROVEN TO HELP BUSINESSES RECRUIT,
TRAIN, AND RETAIN THE BEST TALENT



40-50%

Rate of return on apprenticeship programs for rural health centers and manufacturers¹



30-50%

Conversion to full-time employees based on cohort size²



20-40%

Reduction in long-term hiring costs by avoiding recruiting, staffing, and poaching costs²





YEAR 1: 40 EMPLOYERS & 120 APPRENTICES | YEAR 2: 60 EMPLOYERS & 166 SPOTS

2017

116

YOUTH APPRENTICES

40

EMPLOYERS

4

PATHWAYS

Manufacturing,
Technology,
Business Operations
& Financial Services

10

**OCCUPATION
TRAINING
PLANS**

3

GEOGRAPHIES

Front Range,
Western Slope
& Northern
Colorado

4

**SCHOOL
DISTRICTS**

Cherry Creek, DPS,
Jeffco and Mesa 51

25

PARTICIPATING SCHOOLS

8

**HIGHER
EDUCATION
PARTNERS**

2018

225+

YOUTH APPRENTICES

70+

EMPLOYERS

5

PATHWAYS

Manufacturing,
Technology,
Business Operations,
Financial Services &
Healthcare

12

**OCCUPATION
TRAINING
PLANS**

4

GEOGRAPHIES

Front Range,
Western Slope
Northern Colorado
& Eagle County

7+

**SCHOOL
DISTRICTS**

41+




PARTICIPATING SCHOOLS

9

**HIGHER
EDUCATION
PARTNERS**

HERE'S HOW IT WORKS.

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

PRIMARY PATHWAY

ADVANCED
MANUFACTURING



INFORMATION
TECHNOLOGY



FINANCIAL
SERVICES



BUSINESS
OPERATIONS



HEALTHCARE



FIVE PRIMARY PATHWAYS

THESE STARTER PATHWAYS
LEAD TO A VARIETY OF
OCCUPATIONS

SAMPLE OCCUPATIONS

Maintenance
Technician

Production
Technician

Quality Technician

Logistics Technician

Computer
Technician

Software QA Tester

Junior Coder

Accounting Clerk

Insurance
Services Expert

Financial
Coordinator

Customer Support

Project Coordinator

Purchasing
Coordinator

Operations
Specialist

Licensed Practical
Nurse

Davita

University of Colorado
Denver

ARROW

ALTERRA
MOUNTAIN COMPANY


**Home
Advisor**

PINNACOL
ASSURANCE

EKS&H
AUDIT | TAX | CONSULTING

COLAVRIA
HOSPITALITY


stonebridge

Davita

 **SKILLFUL**

 **Western States
Fire Protection Co.**

VIVAGE
• SENIOR LIVING •

**Sava
SeniorCare**

SAMPLE BUS. PARTNERS

COORSTEK
Amazing Solutions®

INTERTECH
PLASTICS

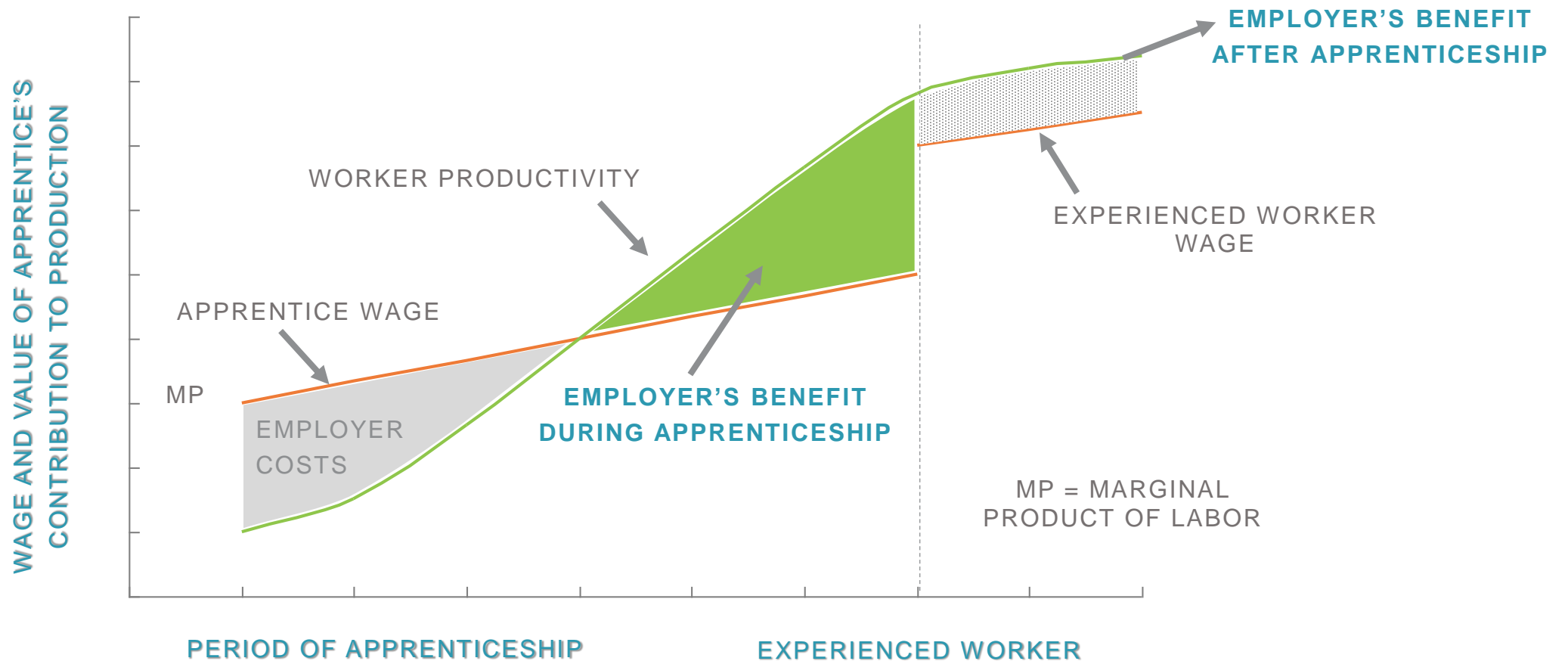

Nordson



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
employees¹

PROJECTED WAGES & PRODUCTIVITY, RELATIVE TO STANDARD FTE





1

RECRUITING

2

TRAINING
PLAN
DEVELOPMENT

3

APPRENTICE
TRAINING

4

EMPLOYER
TRAINING

5

ONGOING
PROGRAM
SUPPORT

CareerWise
SUPPORTS

2019 COHORT YEAR PROGRAM

COSTS



APPRENTICES IN COHORT	PER-APPRENTICE FEE*
9 or less	\$1000/year
10 or more	\$900/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 2020, 2021, and 2022.

**An additional \$100/apprentice/year discount is available for companies who sign an MOU by September 3, 2018

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 \$4000/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. Discounts are available for taking a large cohort and committing early.

COMPANY SHOULD

CAREERWISE WILL

- **Invite decisionmakers** to pitch (executive, CHRO, business)
- **Engage relevant stakeholders** on talent pain points internally
- **Communicate** to CareerWise any initial concerns/issues/timing issues that we should answer

PHASE ONE

INTEREST & EXPLORATION

spring & summer 2018

- **Schedule** pitch meeting at convenient time
- Do an initial Burning Glass **analysis of potential talent pain points** for your company
- Bring the **relevant industry/functional specialists** to the meeting
- **Provide** easy to navigate follow-up materials for relevant decision makers
- **Use customer sweet-spot** variables to determine likelihood of success for apprenticeships

- **Identify who are decision-makers** and decision-influencers that CareerWise and internal champion need to recruit
- **Identify** and help CWC recruit ideal business units and their leaders to place apprentices
- **Help** CWC get signoff from legal, HR, other decision-makers

PHASE TWO

INTERNAL DELIBERATION

summer & fall 2018

- CareerWise is available for **follow-up meetings** with relevant stakeholders/decisionmakers to provide training plans, budget analysis, ROI calculations, and other follow-up information
- **Set up site visits** to see how industry peers have set up their apprenticeship program
- **Send MOU** to legal to get initial approval
- **Introduce** Relationship Manager to implementer

- **Determine final # of apprentices** in cohort and what occupations
- **Confirm budget approval** for apprentice wage, training costs, and CareerWise business fee
- **Sign MOU** and create job descriptions
- **Begin work** on implementation phase

PHASE THREE

COMMITMENT

Sept. 1st – discounted fee
Dec. 1st – Final deadline

- **Provide the MOU** through an e-sign process and answer any questions or suggested changes
- **Joint meeting** with program manager and relationship manager to ensure trust and appropriate handoff
- **Get you started on your job description** for the CareerWise marketplace

Learn more

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