

<https://youtu.be/9J5gWAttTVI?si=3nNeI0bOzlqyMRQI>



 **CareerWise**
MODERN YOUTH APPRENTICESHIP



DEVELOPING TOMORROW'S TALENT TODAY



PRESENTATION TOPICS



The what and why of CareerWise



Nationwide engagement



Wrap Up



CAREERWISE

Vision: An education system in which students can learn in both classroom and workplace settings that:

- Develops the skills and connections young people need to thrive in a changing economy
- Redefines how employers develop the talent required to power their growth
- Increases equity and prosperity across society to benefit of students and employers alike.

CareerWise Colorado Mission

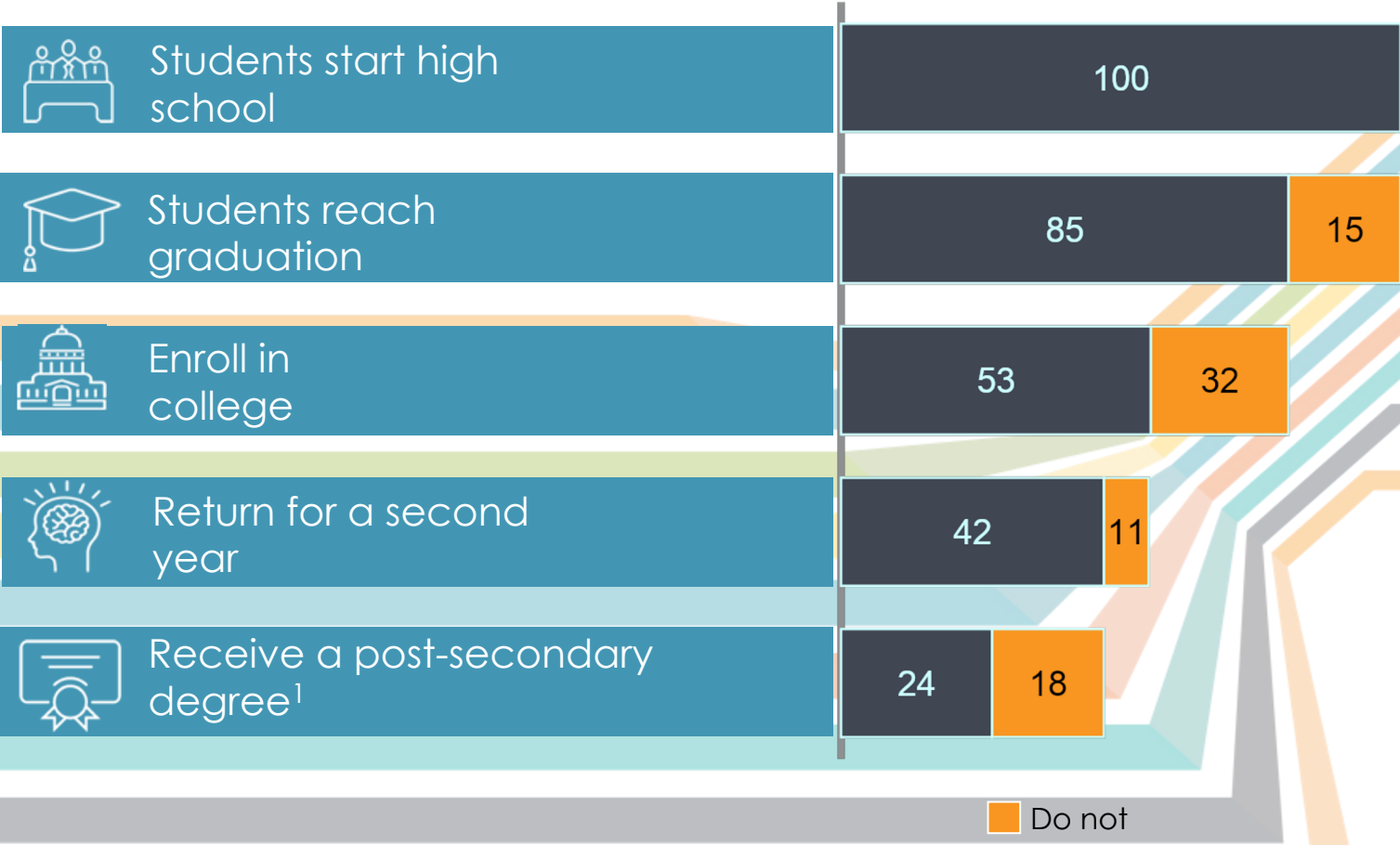
Build and grow a world-class, sustainable, *modern youth apprenticeship system in the state of Colorado* that enables every student to have access to a good career, and every business to develop the skilled talent needed to grow and thrive.

CareerWise USA Mission

Build a *nationwide movement* that supports practitioners to efficiently develop and expand high-quality, modern youth apprenticeship systems by providing best-in-class tools, technology, consulting and collaborative learning experiences.

U.S. EDUCATION SYSTEM'S LEAKY PIPELINE

76% of Students Drop Out Before They Achieve a Four-Year Degree



THE **SYSTEM**
ONLY WORKS FOR **24%** OF
STUDENTS

¹ Certificate, associates or bachelor's degree within 150% of allotted time


SOURCE: The National Center for Higher Education Management Systems and U.S. Department of Education's National Center for Education Statistics

RECRUITING EMPLOYEES

*Relying on college as
the only early-career
pipeline is hurting our
economy.*



MOST
U.S.
employers
can't find
employees
with much
needed
skills¹



60% of employers are disappointed by
the **lack of preparation** for entry-level jobs
and beyond¹

75% of 3,000 employers across all
sectors reported a **skills shortage**²

92% said the skills shortage was negatively impacting productivity, staff
turnover, and employee satisfaction.

¹ Laboissiere, M., and M. Mourshed.
"Closing the Skills Gap: Creating
WorkforceDevelopment Programs
That Work for Everyone" (February
2017).

² Hays Specialist Recruitment LLC. "Hays
Survey Shows Skills Shortage Will
Challenge US
Employers' Ambitious Growth Plans"
(January 30, 2018).

SOME COLORADO CONTEXT

< 3% unemployment rate with nearly 2 open jobs for every applicant

The CO Paradox: Highly educated workforce is largely imported

Hispanic student postsecondary attainment is only 25% compared to 59% for white students

TABOR: Colorado has consistently spent less (~\$1500) per student than the national average- and it's gotten worse since the 90's

Extreme local control= easy to pilot, hard to scale

Strong public private partnerships and a willingness to think big



<https://youtu.be/V8g5TghVbs0?si=Hgm97bobUoAG3nb1>

VET provides apprenticeship opportunities to 70% of Swiss students across 58,000 companies and over 230 occupational pathways

<4% youth unemployment rate

70% of all students choose apprenticeships, no stigma – most CEO's have been apprentices

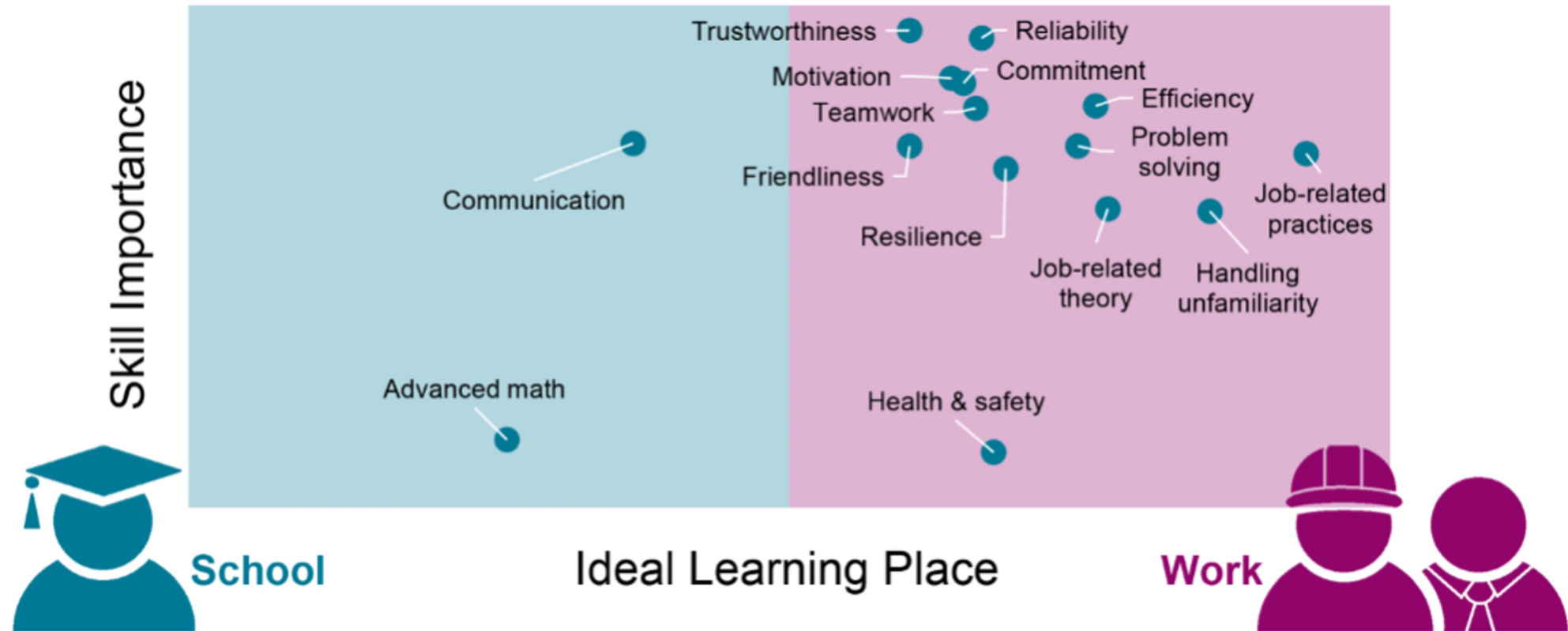
40% of companies participate in the apprenticeship program

About **97%** of all students have graduated with a VET Diploma (Vocational Education & Training) or other high school degree

Swiss companies earn a **10%** ROI during apprenticeship



There is an important role for industry in training



According to Colorado companies, essential skills are best learned on the job.

WHAT IS YOUTH APPRENTICESHIP?

Industry-driven talent solution that meets business need and prepares youth for high-demand career paths

Paid Experience

Paid, on the job learning under the supervision of skilled employee mentors (2000+ hrs)

Formal Instruction

Related classroom-based instruction (144+ hrs)

Skills Assessments

Ongoing assessment against established skills and competencies

Credentials

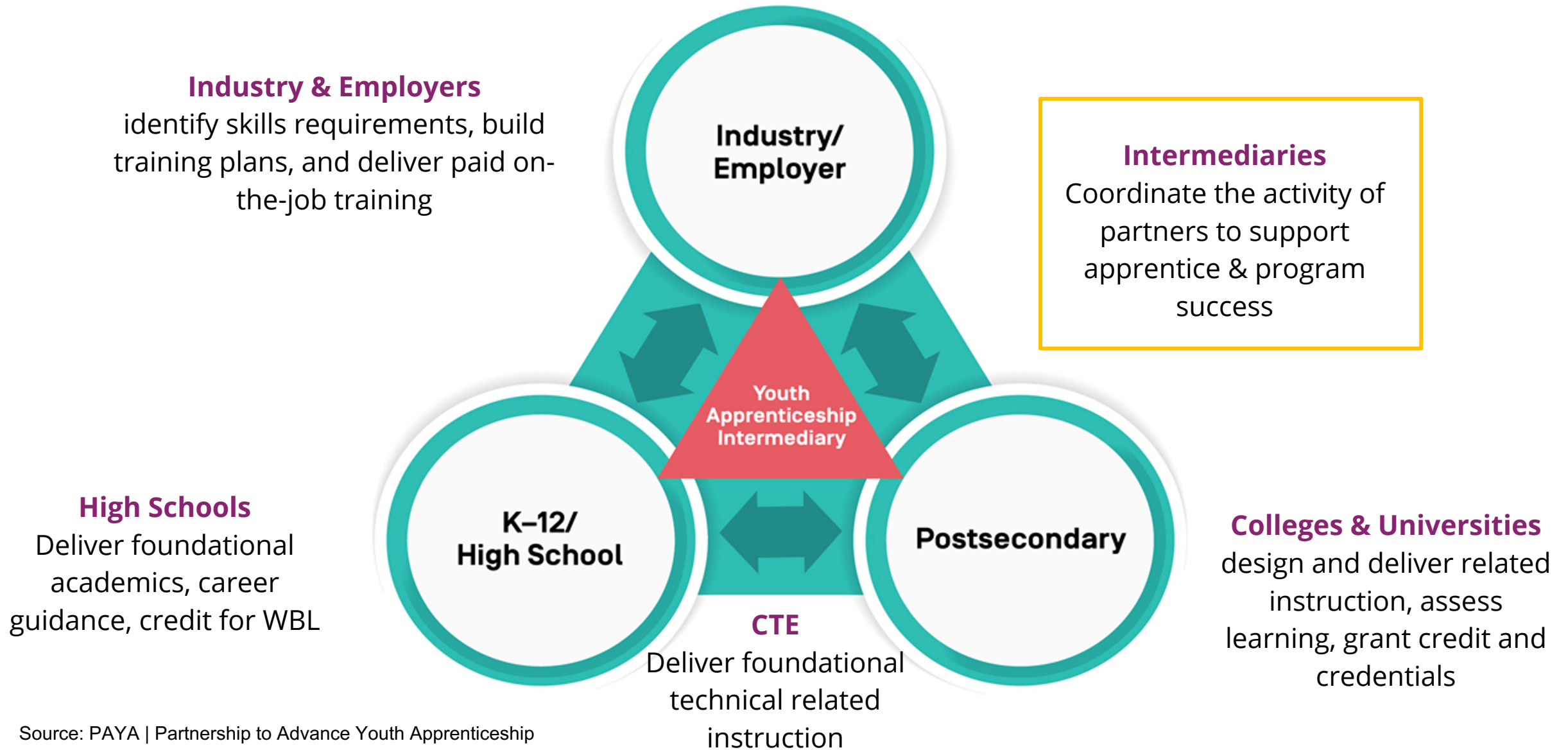
Culmination in portable, industry-recognized credential and postsecondary credit

Career Outcome

Option to continue working (even while pursuing continued education)



IT TAKES A *(COORDINATED)* VILLAGE.



EACH GROUP RECOGNIZES POSITIVE RETURN



EMPLOYERS

Fill a specialized talent pipeline and **address talent challenges** while earning measurable ROI by having **apprentices do productive work**



APPRENTICES

Earn a **credential** and aligned **college credit** while **getting paid** and developing real-world **work experience**



EDUCATION

Let educators educate. Secure **industry input** on standards and curriculum, build **business partnerships** and provide students **opportunities**






COMMUNITY

Reduction in youth unemployment, reduced skills gap, **lower dependence** on social services, **enhanced global competitiveness**




HOW IT WORKS

SAMPLE THREE-YEAR APPRENTICE SCHEDULE

Apprentices split time between school and work, operating on a schedule that works for both students and businesses.

	YEAR 1	YEAR 2	YEAR 3
 AT HIGH SCHOOL Core academic courses at school, some foundational technical education (CTE)	~3 days per week	~2 days per week	N/A
 ON-THE-JOB On-the-job training, in the form of occupation, rotation or projects	12 - 16 hours per week	20 - 24 hours per week	32 - 40 hours per week
 TECHNICAL TRAINING Industry certifications, college coursework, related instruction	UPSKILLING & CERTIFICATION Apprentice upskills for specific occupation and earns an industry relevant certification. May be in person or remote.		Postsecondary coursework selected by business and apprentice.

AFTER APPRENTICESHIP

	YEAR 1	YEAR 2	YEAR 3
 AT HIGH SCHOOL Core academic courses at school, some foundational technical education (CTE)	~3 days per week	~2 days per week	N/A
 ON-THE-JOB On-the-job training, in the form of occupation, rotation or projects	12 - 16 hours per week	20 - 24 hours per week	32 - 40 hours per week
 TECHNICAL TRAINING Industry certifications, college coursework, related instruction	UPSKILLING & CERTIFICATION Apprentice upsills for specific occupation and earns an industry relevant certification. May be in person or remote.		Postsecondary coursework selected by business and apprentice.

OPTIONS MULTIPLIER

Student signs on as a full-time

EMPLOYEE



Student continues

EDUCATION

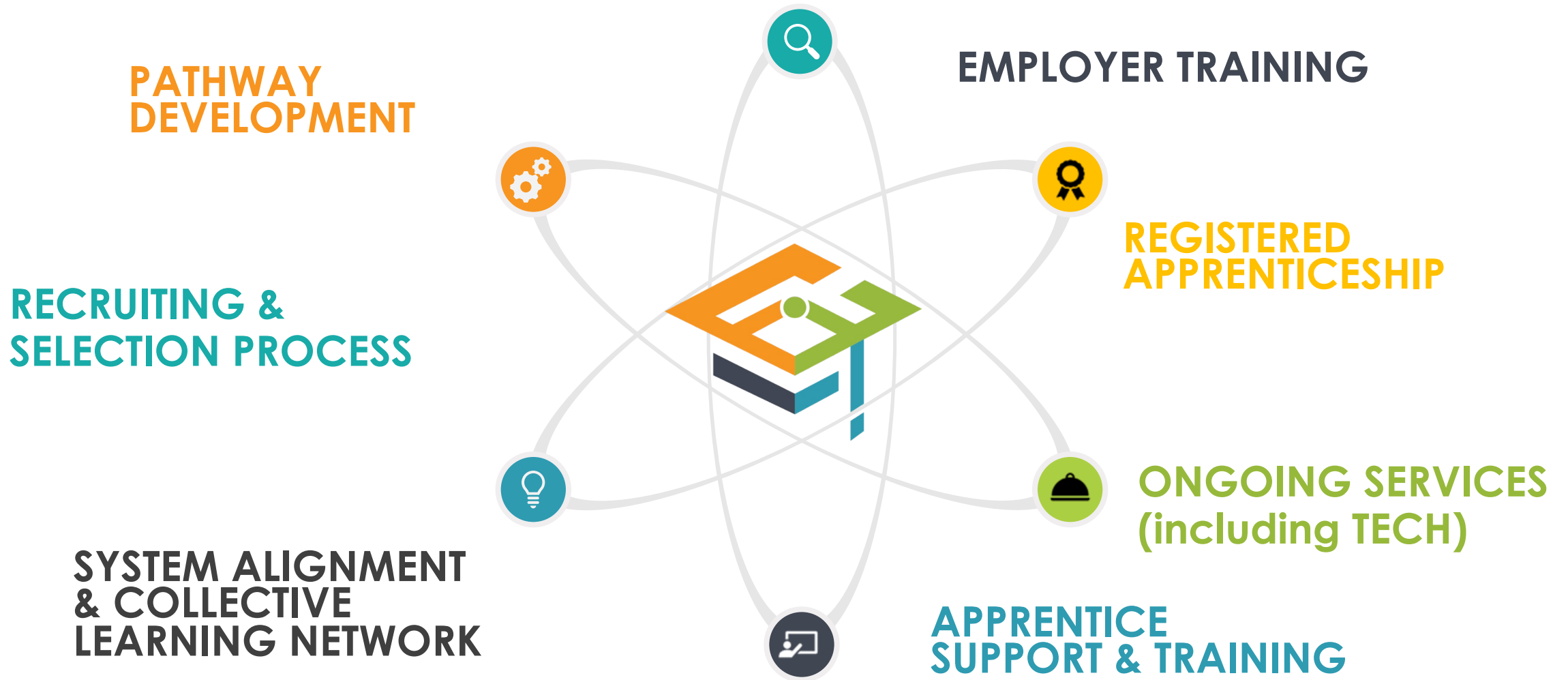
with 2- or 4-year degree

...or Both!



INTERMEDIARIES SUPPORT THE ECOSYSTEM

Working with education institutions, employer organizations, workforce boards, and other stakeholders, intermediaries coordinate functions across systems as neutral advocates





● BUSINESS OPERATIONS

- Project Coordinator
- Business Operations Associate
- HR Associate
- Graphic Designer
- Sales Coordinator
- Marketing Coordinator

● EDUCATION & TRAINING

- Future Educator

● ADVANCED MANUFACTURING

- Quality Tech
- Logistic tech
- Mechanical Engineering Tech
- CAD Drafter
- Manufacturing Tech
- CNC Machinist

● HEALTHCARE

- Clinical Healthcare

● FINANCIAL SERVICES

- Staff Accountant
- Insurance Underwriter
- Retail Banking
- Commercial Loan Officer
- Claims Rep

● REAL ESTATE MANAGEMENT

- Residential Property Manager

● INFORMATION TECHNOLOGY

- IT Support Tech
- Quality Assurance Tech
- Junior Cyber Security Operations Center (SOC) Analyst
- Cyber Security Support Technician
- Junior Coder
- Database Admin
- Data Analyst
- Junior UI/UX Designer

● HOSPITALITY

- Hospitality Management

● CONSTRUCTION

- Estimator

● MAINTENANCE TECHNOLOGY

- Auto Technician
- Maintenance Technician
- Facilities Operations Coordinator

PRESENTATION TOPICS



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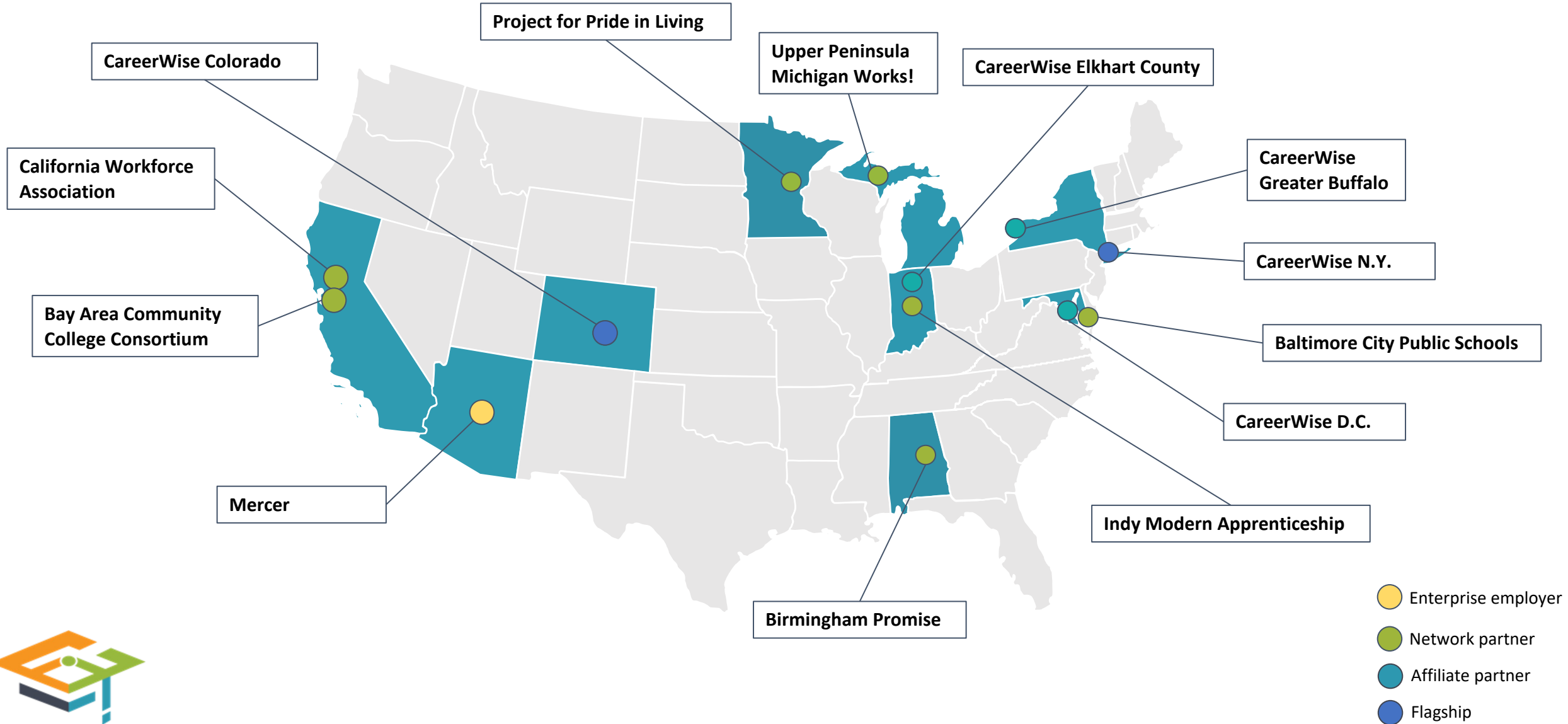
Nationwide engagement



Wrap Up



THE CURRENT CAREERWISE COMMUNITY



The role of CareerWise USA: On-the-ground practitioners and CareerWise USA collaborate in mutually beneficial ways

Local Network Partners

- The “tip of the spear”
- Successfully demonstrate proof of concept
- Pilot, test and improve programmatic elements
- Provide a model for local systems-change work
- Engage with peers across the national youth apprenticeship community to share learnings and exchange ideas



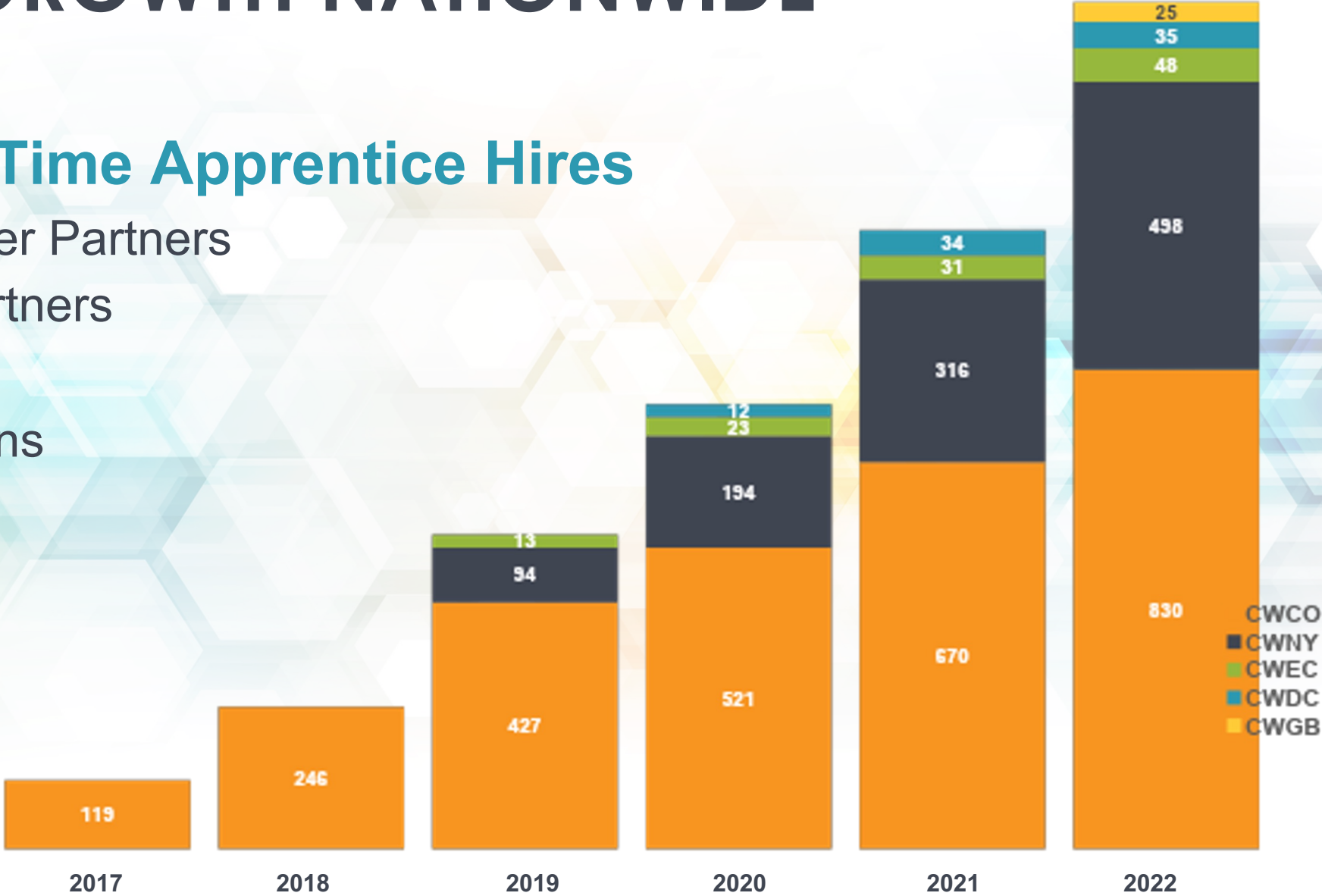
CareerWise USA

- Accelerates development of local markets
- Gathers learnings from across the network through Community of Practice, peer groups, and other learning forums
- Provides best-in-class tools, including tech, training, occupational supports, and program design elements
- Advocates for systems change nationally

It is critical that we work together to build a unified, efficient system of youth apprenticeship.

PROGRAM GROWTH NATIONWIDE

- **1400+ All-Time Apprentice Hires**
- 250+ Employer Partners
- 150+ K12 Partners
- 11 Pathways
- 34 Occupations



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What we've learned



Intermediaries are essential

Our value and vision come from our connection with employers but means that we must navigate multiple systems (K-12, higher ed, business) simultaneously. Large (and varied) geographies also add complexity.



The relationship with employers is key to success

When the apprentice completes the full apprenticeship, they are gaining access to the desired, high-growth, high-wage careers. Cultivating and supporting employers is critical to creating these opportunities.



Equity requires intention

To truly see equitable outcomes for our students, we need to be conscientiously pursuing equity internally and externally.

Changing social institutions requires a unified voice

Coordinating efforts between programs, developing a common understanding and language, and creating a shared vision amongst champions is vital for success and scale.

National trends



- Career-connected pathways- college for all left most behind



- Learning must be applied- the work-based learning continuum
- A desire for permeability: stackable, transferrable, competency-based, prior learning credit; learning equivalency through qualifications frameworks



- Major federal investments (IRA, Infrastructure, CHIPS)- that states will decide what to do with

“He never had to be woken up again.”





LEARN MORE

www.careerwiseusa.org

www.careerwisecolorado.org

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