

The Tienda
Foundation &
CSU Pueblo
Community
Engagement:
Apprenticeship
Program and
Community
Enrichment



COMMUNITY

Enrichment

...One LIFE at a Time

CAREERWISE COLORADO EMPLOYER BREAKFAST

with special guest Joe Barela
Executive Director of the Colorado Department of Labor and Employment



You're invited to a Pueblo employer breakfast with CareerWise Colorado and special guest Joe Barela, Executive Director of the Colorado Department of Labor and Employment. We will discuss modern youth apprenticeship, a double-bottom line talent strategy that creates a new pipeline for your early career positions and contributes to a more equitable economy. Please RSVP to lchapman@pueblochamber.net

Date: Tuesday, August 23rd, 2022

Time: 8:00 - 9:30 AM

Location: Pueblo Convention Center
320 Central Main Street
Pueblo, CO 81003

If you can't attend the event, but would like more information on how to build your talent pipeline through CareerWise's modern youth apprenticeship program, please contact CJ Renaud, Director of Business Partnerships for CareerWise Colorado at cj.renaud@careerwisecolorado.org

We hope to see you at breakfast!

Duane Nava
President & CEO of the Greater Pueblo Chamber of Commerce

FREE COMMUNITY ENRICHMENT PROGRAM

Summer 2022

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** There is no cost to attend but you must register a minimum of 72 hours in advance. **

To register, please call Christine Elich at (719) 549-7191
or email her at christine.elich@pueblocitieschools.us

Per CDC guidelines, we strongly encourage everyone to wear a mask.

If you are ill, please do not enter the schools.

ADULT CLASSES

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www.CSUPueblo.edu

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Paul Tienda Foundation

(See Handouts)



"CAREERWISE COLORADO"



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

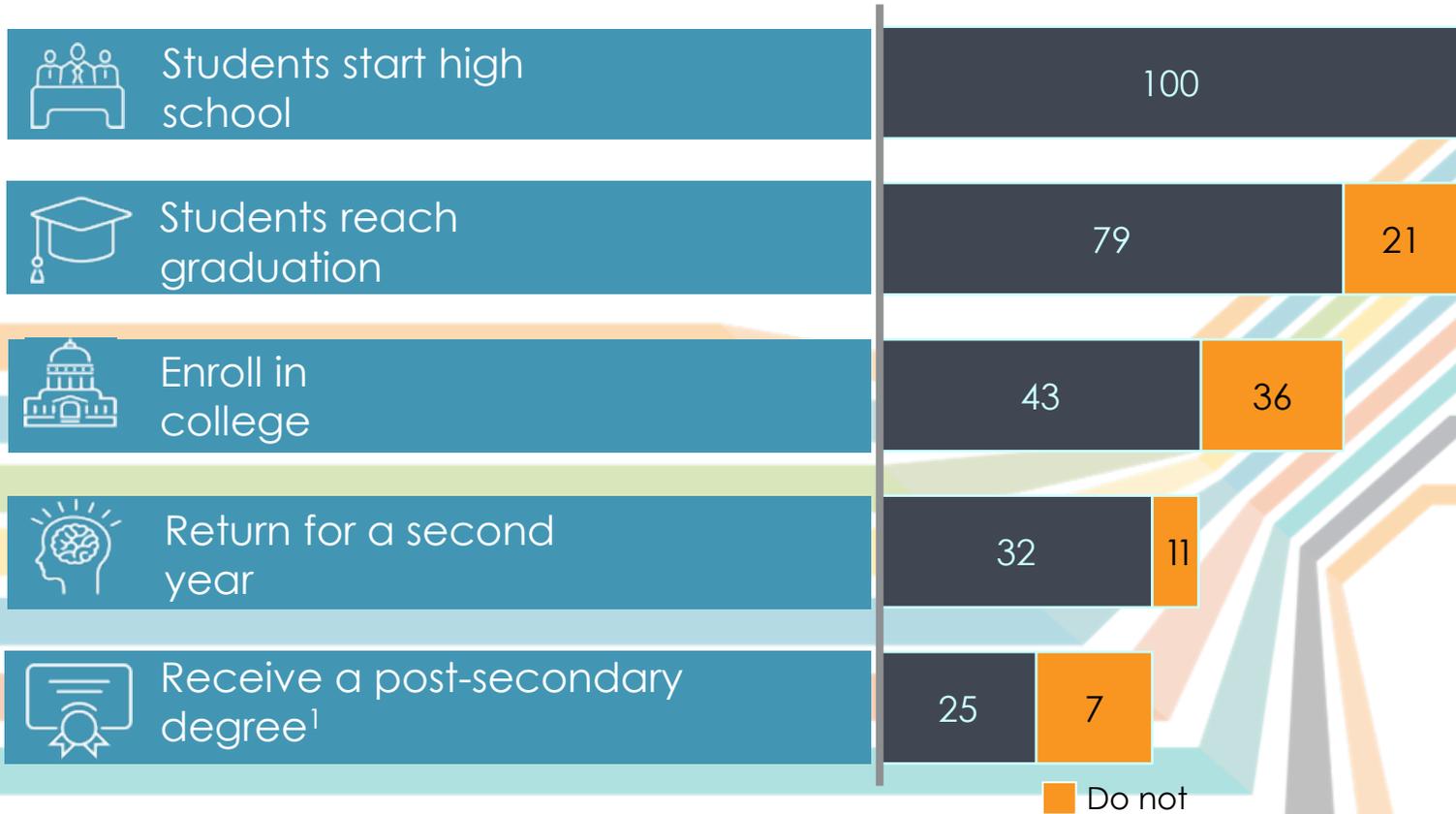
- Estimator

MAINTENANCE TECHNOLOGY

- Auto Technician
- Maintenance Technician
- Facilities Operations Coordinator

COLORADO'S EDUCATION SYSTEM

75% of Students Drop Out Before They Achieve a Four-Year Degree



**THE SYSTEM
ONLY WORKS FOR 25% OF
STUDENTS**



Sources: The National Center for Higher Education Management Systems and The New York State Education Department
¹ Certificate, associates or bachelor's degree within 150% of allotted time

RECRUITING EMPLOYEES

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

40% of 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

Only about 1/3 of Americans earn a **four-year degree**

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

92% said the skills shortage was negatively impacting productivity, staff turnover, and employee satisfaction. Employers cited a lack of available training and development as a main reason for the shortage²

¹ Laboissiere, M., and M. Mourshed.

"Closing the Skills Gap: Creating Workforce Development Programs That Work for Everyone" (February 2017).

ment-programs-that-work-for-everyone

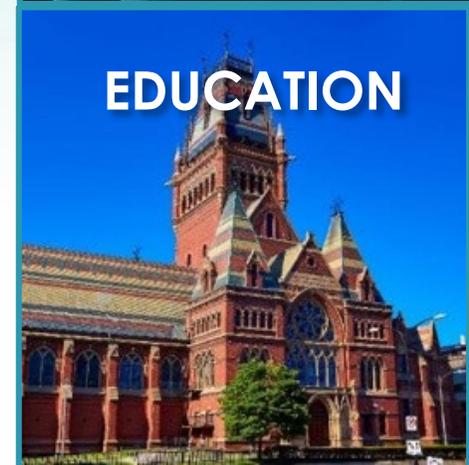
² Hays Specialist Recruitment LLC. "Hays Survey Shows Skills Shortage Will Challenge US

Employers' Ambitious Growth Plans" (January 30, 2018).

WHAT IS APPRENTICESHIP?

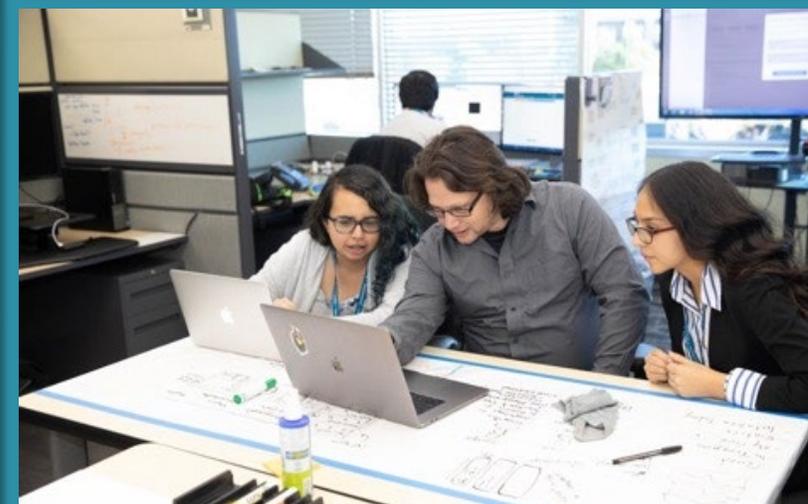


- Industry-Led **Workforce Training**
- Combination of **Work-Based & Classroom Learning**
- A Bridge Between **Education and Workforce**
 - helping employers become producers of the early-career talent they need
- Ends in an employee ready to step into a **full-time, entry-level role**



BENEFITS OF YOUTH APPRENTICESHIP

- Apprentices' meaningful work enables the rest of your team to focus on more strategic projects
- Addresses organizational inclusion goals by building diverse talent pipelines for early-career positions
- Creates leadership opportunity for staff
- Fosters a culture of mentorship
- Minimizes recruiting costs and maximizes training





WHAT IS YOUTH APPRENTICESHIP?

(and what it is NOT)

internship

APPRENTICESHIP

- Short-term focus
- No ROI
- Low commitment
- Exploratory
- Workplace exposure

- Long-term investment
- Positive ROI
- Workforce integration
- Demonstrated proficiency
- Work-based training

IMPACT



For Businesses

- Pipeline of diverse 21st century workers
- Positive ROI
- Reduction in hiring costs
- Increased retention
- Loyal, engaged employees
- Increased innovation

For Youth Apprentices

- Skills and experience
- Debt-free college credit
- Valued industry credential
- Established professional network
- ~\$40K earnings over course of apprenticeship

HOW IT WORKS

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 community college coursework	~3 days per week	~2 days per week	NA
 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
 EXTERNAL TRAINING Industry certifications and college coursework	ON THE JOB UPSKILLING & CERTIFICATION Apprentice upskills for specific occupation and earns an industry relevant certification.		Community college coursework approved by business and apprentice.

BRIDGING THE GAP

360° BUSINESS & STUDENT SUPPORT

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

Apprentices earn a wage while gaining valuable workplace experience, a nationally recognized industry certification and debt-free college credit.

APPRENTICE



Industry benefits from tangible financial ROI as it makes the shift from being consumers of talent to producers of talent.

BUSINESS

EDUCATION



K-12 and higher education institutions improve student outcomes with increased student engagement and attendance, graduation rates and college-credit attainment.

CAREERWISE SERVICES

RECRUITING

- Education partnerships
 - Commitment to RYA
- Skills assessment, hiring fairs
- Post & promote employers, Industries, Jobs

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
- Point of contact for all parties

REGISTERED APPRENTICESHIP

- Training grants
- National platform
- Company credentialing

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