



CareerWise

Modern Youth Apprenticeship

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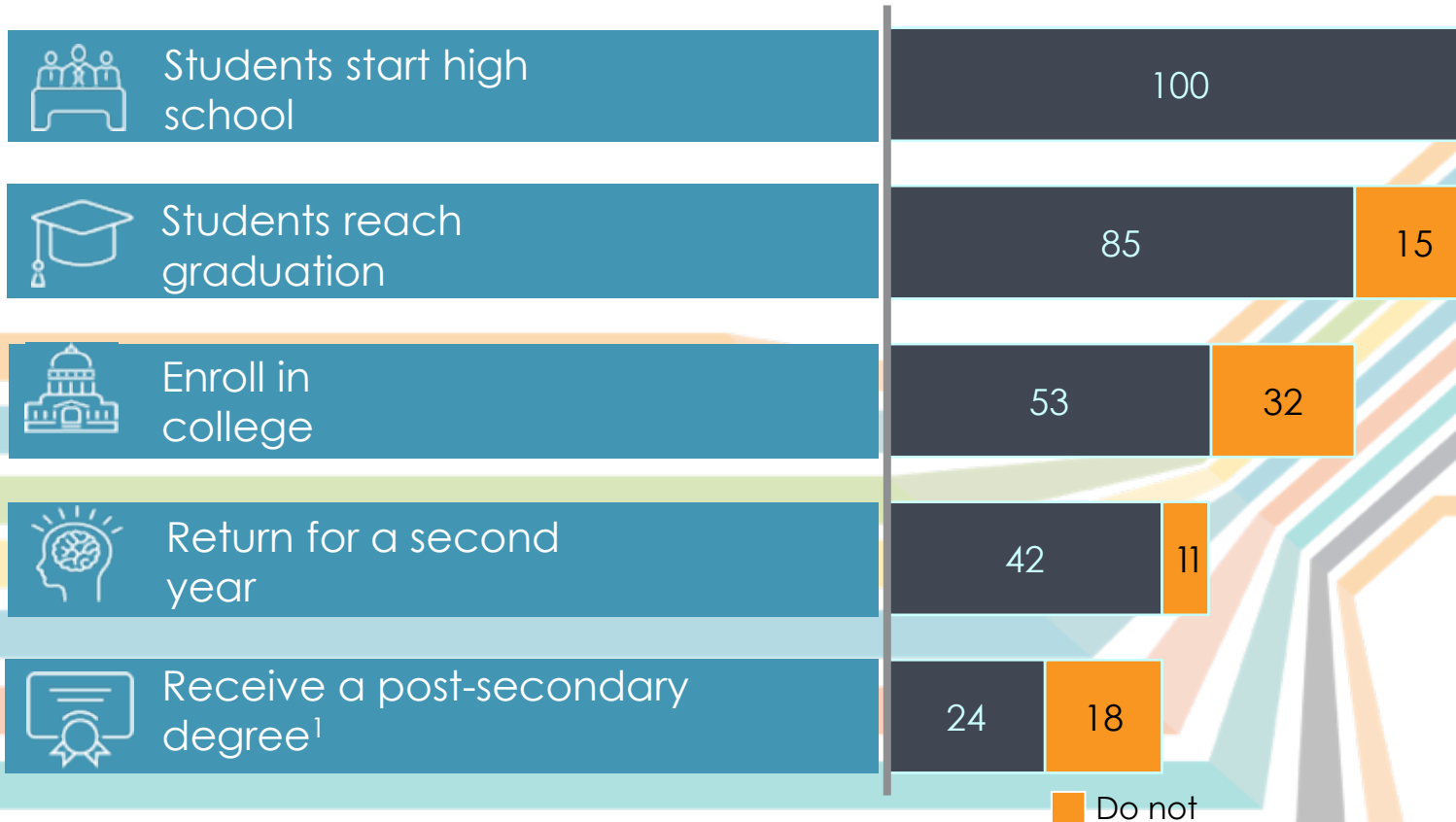


**U.S. education and workforce systems are not aligned,
resulting in massive inefficiencies for industry and
diminished opportunities for young people.**



U.S. EDUCATION SYSTEM'S LEAKY PIPELINE

76% of Students Drop Out Before They Achieve a Degree



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



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 **postsecondary 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

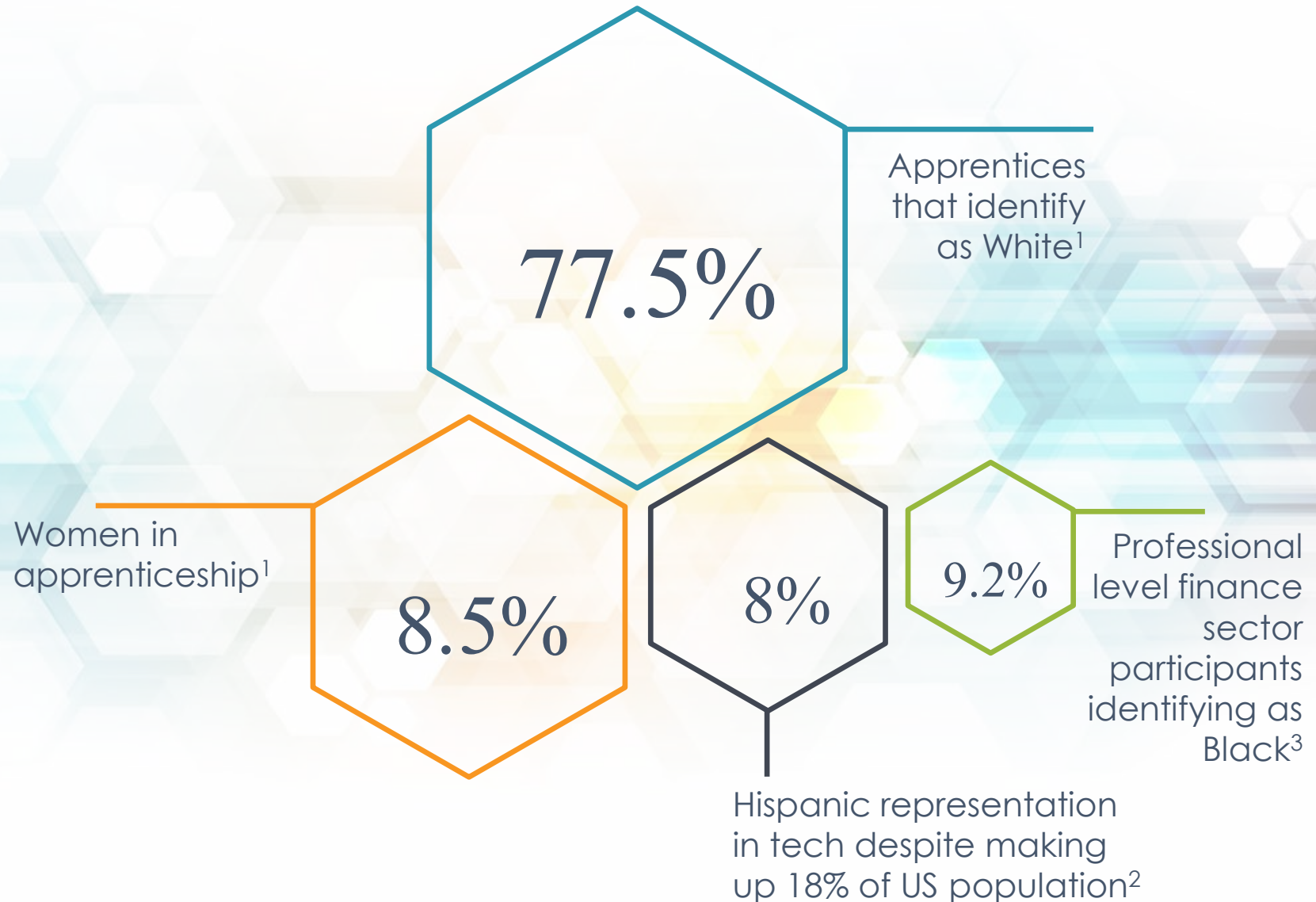
¹ Laboissiere, M., and M. Mourshed. "Closing the Skills Gap: Creating Workforce Development Programs That Work for Everyone" (February 2017).

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

National Demographics

While apprenticeship is an obvious equity tool, the system only serves a fraction of those that would benefit from lower barriers to higher paying careers.

CareerWise apprenticeship markets have seen near half participation by women and BIPOC participation ranges from representative to near 100%.



¹ [Measured between 2010 and 2019 by USDOL](#)

² [Forbes: Race in Tech Inside the Numbers 2020](#)

³ [EEOC: Job Patterns for Women and Minorities in Private Industry](#)



WHAT IS YOUTH APPRENTICESHIP?

(and what it is NOT)

Youth internship

Pre-Apprenticeship

Youth Apprenticeship

Short-term exposure;
little to no training; low
or no ROI

Short-term exploration;
early skill training;
connects to a full
apprenticeship (youth
or adult)

- Long-term investment
- Positive ROI
- Workforce integration
- Industry Recognized Credential
- On-the-job training + related instruction
- Begins in high school; registered with USDOL and/or SAA

HOW IT WORKS

... GENERALLY

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	RELATED INSTRUCTION & CERTIFICATION Apprentice upskills for specific occupation and earns an industry relevant certification often using virtual training.		College coursework approved by business and apprentice.

Leveraging virtual related instruction

Piloting virtual education- high schools can't afford to hire industry experts for every certificate to deliver in-person training, so...

Using an independent study course:

- Students select industry certs
- Teacher facilitator identifies Udemy or Coursera course
- Learning is made convenient for the student and affordable for the school
- The learner takes responsibility for progress

Career Development Incentive Program (CDIP): General funds reimburse schools up to \$1k per student for approved industry recognized credentials earned in high school.

Certificates include:
Salesforce Administrator, Adobe Creative Suite, Certified Associate in Project Management, and Autodesk CAD



● 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

INTERMEDIARIES SUPPORT THE ECOSYSTEM

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

RECRUITING

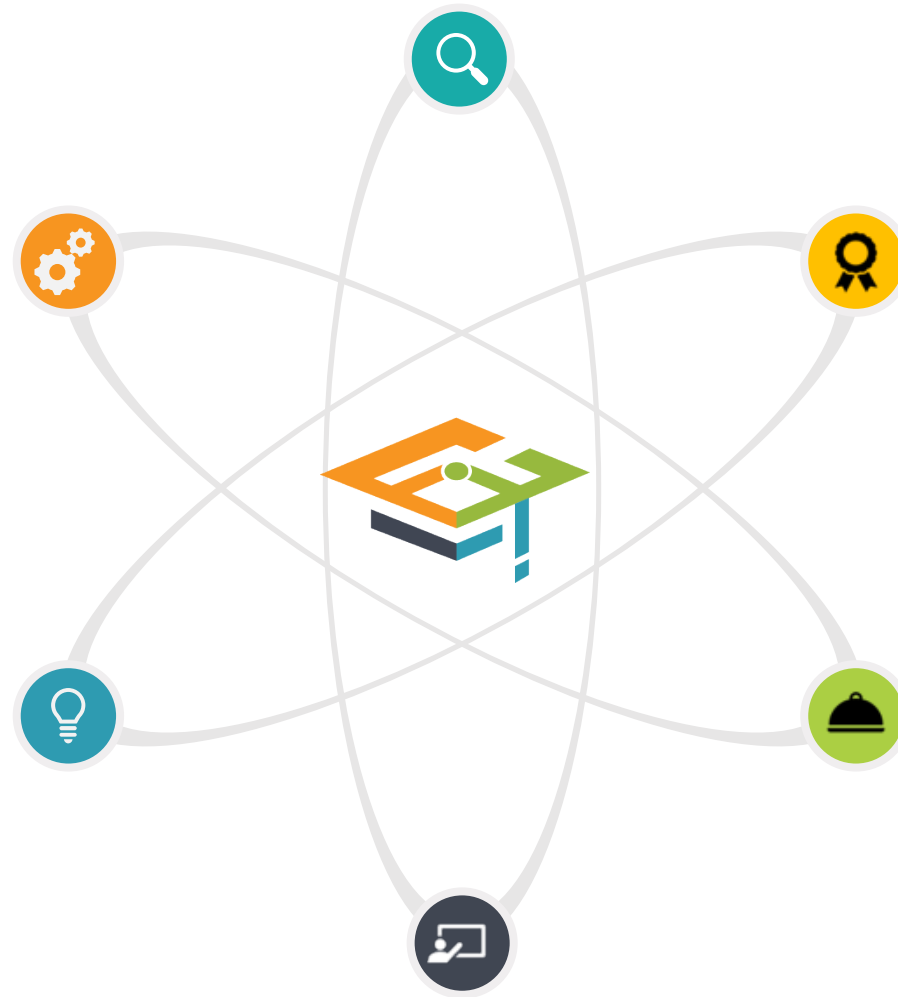
- Education partnerships
- Skills assessment, hiring fairs
- Post & promote employers, Industries, Jobs

TRAINING PLAN DEVELOPMENT

- Recommended job progression
- Develop competency rubrics
- Identify related instruction providers

APPRENTICE SUPPORT

- Essential skills bootcamp
- Professional development and coaching
- Quarterly group training
- Social capital development



EMPLOYER TRAINING

- Supervisor Training: DEI, upskilling young employees, intergenerational communication, growth mindset, pedagogy

ONGOING SERVICE

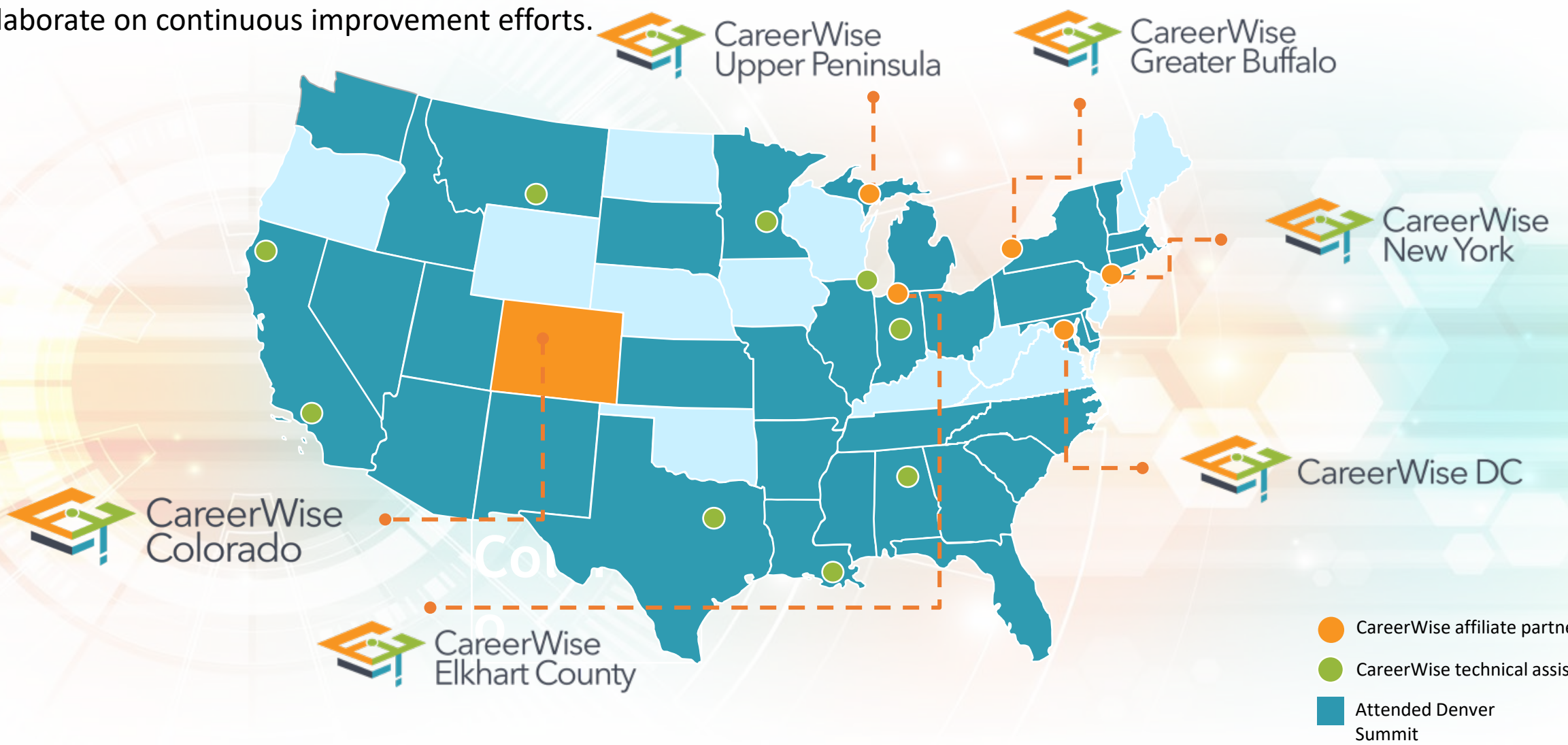
- Customer Success Manager for apprentice and employer
- Point of contact for all parties

REGISTERED APPRENTICESHIP

- Training grants
- Sponsorship
- Administrative support

NATIONAL NETWORK

Members of the CareerWise Network participate in monthly CoP discussions, annual retreats, and collaborate on continuous improvement efforts.





CareerWise

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www.careerwisecolorado.org
www.careerwiseusa.org

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