MODERN YOUTH APPRENTICESHIP
United States Education System

<table>
<thead>
<tr>
<th>Event</th>
<th>Start</th>
<th>Graduation</th>
<th>College</th>
<th>Return</th>
<th>Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students start high school</td>
<td>100</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Students reach graduation</td>
<td>85</td>
<td>15</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enroll in college</td>
<td>53</td>
<td>32</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Return for a second year</td>
<td>42</td>
<td>11</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receive a post-secondary degree¹</td>
<td>24</td>
<td>18</td>
<td></td>
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</tbody>
</table>

THE SYSTEM ONLY WORKS FOR 24% OF STUDENTS

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

40% of U.S. employers can’t find employees with much needed skills

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

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

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 shortage

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YOU CAN MAKE A DIFFERENCE
in your business, community and young people’s lives

Engage your workforce in creating wealth and economic equity in communities—BE THE CHANGE

Implement value-based business practices that build a talent pipeline and return on that investment

Contribute to your community’s social capital through a double bottom line strategy
BRIDGING THE GAP BETWEEN EDUCATION & CAREER

CareerWise Colorado connects industry and education to create a statewide, modern youth-apprenticeship system.
Apprentices split time between school and work, operating on a schedule that works for both students and businesses.

### Year 1
- **At High School**
  - Core academic courses at school, some community college coursework
  - ~3 days a week

- **On-the-Job**
  - On-the-job training, in the form of occupation, rotation or projects
  - 12 - 16 hours a week

- **External Training**
  - Industry certifications and college coursework

### Year 2
- **At High School**
  - ~2 days a week

- **On-the-Job**
  - 20 - 24 hours a week

- **External Training**
  - Community college coursework approved by business and apprentice.

### Year 3
- **At High School**
  - NA

- **On-the-Job**
  - 32 - 40 hours a week

- **External Training**
  - Community college coursework approved by business and apprentice.

- **On the Job Upskilling & Certification**
  - Apprentice upskills for specific occupation and earns an industry relevant certification.
We’ve made significant progress in just 4 years

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrolled Apprentices</td>
<td>119</td>
<td>243</td>
<td>418</td>
</tr>
<tr>
<td>Employers</td>
<td>44</td>
<td>68</td>
<td>132</td>
</tr>
<tr>
<td>Pathways</td>
<td>4</td>
<td>5</td>
<td>6</td>
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<tr>
<td>Occupations</td>
<td>4</td>
<td>12</td>
<td>16</td>
</tr>
<tr>
<td>Communities</td>
<td>3</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>School Districts</td>
<td>10</td>
<td>8</td>
<td>13</td>
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<tr>
<td>Participating Schools</td>
<td>26</td>
<td>46</td>
<td>77</td>
</tr>
<tr>
<td>Participating Partners</td>
<td>7</td>
<td>8</td>
<td>11</td>
</tr>
</tbody>
</table>
Diverse Applicants through Tailored Recruitment

Training for Employers and Supervisors/Mentors

Equitable Outcomes Supported by Partnerships
YOU’RE IN GOOD COMPANY
CAREERWISE EMPLOYER PARTNERS
NEXT STEPS

- Equity First Commitment
- Execute MOU
- Select job roles & supervisors
- Recruit apprentices
- Apprentice onboarding

For More Information:
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