



CareerWise Colorado  
TOMORROW'S TALENT TODAY

# MODERN YOUTH APPRENTICESHIP



# WHY CHANGE YOUR TALENT STRATEGY?

1

Lack of labor supply and a skills gap makes finding suitable candidates a challenge for businesses across CO.<sup>1</sup>

2

Acquisition strategies, like poaching or hiring out-of-state, are **increasingly expensive and unsustainable**.

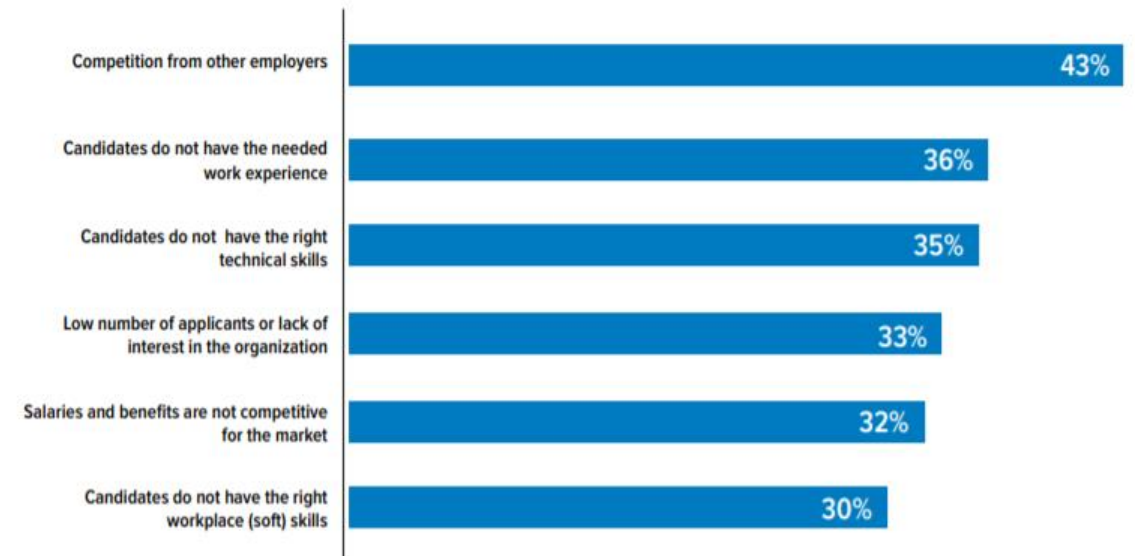
Recruiting, hiring & training costs Colorado businesses **\$24K+ per employee**.<sup>2</sup>

**83%**

OF RESPONDENTS HAVE HAD TROUBLE RECRUITING SUITABLE CANDIDATES IN THE PAST 12 MONTHS.

Over **one-third** report a decrease in applicant quality across the board, and **45%** report a decrease in quality for specific positions.

## TOP REASONS ORGANIZATIONS ARE STRUGGLING TO HIRE SUITABLE CANDIDATES



Sources:

1: [2019 SHRM Talent Shortage Report](#)

2: 2018 National Manufacturing Outlook and Insights report; analysis by McKinsey & Co.

# APPRENTICESHIP SOLVES YOUR TALENT PROBLEMS

## Talent Problem

1

Candidates do not have the requisite soft and technical skills for employer jobs upon reaching the hiring stage.

2

Early career talent sourcing solutions like poaching, staffing agencies, and campus recruiting are expensive.

3

Early career employees acquired by poaching, staffing agencies, and campus recruiting tend to job-hop.



## Apprenticeship Solution

1

According to Colorado employers, **87% of key soft and hard skills are best learned in the workplace.**<sup>1</sup>

2

Apprenticeship host companies earn a **7-10% return on investment** during the apprenticeship training period.<sup>2</sup>

3

Apprenticeship host companies **convert 30-50% of apprentices to loyal full-time employees.**<sup>3</sup>

### Sources

1: ETH Zurich, KOF Swiss Economic Institute. [Training for Growth: Skills shortage and companies' willingness to train in Colorado.](#)

2: Swiss-American Chamber of Commerce, GAN, Accenture and ETH Zürich / KOF. [Jobs Now: Vocational Education and Training Swiss-Style.](#)

3: Wolter, S. C., S. Muehleemann (2013). [Return on investment of apprenticeship systems for enterprises: Evidence from cost-benefit analyses.](#) EENEE Analytical Report No. 16 Prepared for the European Commission.

# CAREERWISE EMPLOYER PARTNERS

You're in Good Company








# INDUSTRIES

## APPRENTICESHIP PATHWAYS & OCCUPATIONS

|                               | <br>CareerWise Colorado<br><small>TOMORROW'S TALENT TODAY</small> | <br>Advanced Manufacturing | <br>Healthcare | <br>Banking | <br>Insurance | <br>Investment Services | <br>Technology | <br>Hospitality | <br>Public Sector |
|-------------------------------|--|---|--|--|--|--|---|--|--|
| <b>BUSINESS OPERATIONS</b>    |  |   |  |  |  |  |   |  |  |
| Project Coordinator           | ✓  | ✓   | ✓  | ✓  | ✓  | ✓  | ✓   | ✓  | ✓  |
| Claims Adjuster               |  |   |  | ✓  |  |  |   |  |  |
| Underwriter                   |  |   |  | ✓  |  |  |   |  |  |
| <b>FINANCIAL SERVICES</b>     |  |   |  |  |  |  |   |  |  |
| Accountant                    | ✓  | ✓   | ✓  | ✓  | ✓  | ✓  | ✓   | ✓  | ✓  |
| Bookkeeper                    | ✓  | ✓   | ✓  | ✓  | ✓  | ✓  | ✓   | ✓  | ✓  |
| Financial Services Rep.       |  |   | ✓  | ✓  | ✓  | ✓  |   |  |  |
| <b>INFORMATION TECHNOLOGY</b> |  |   |  |  |  |  |   |  |  |
| Desktop Support               | ✓  | ✓   | ✓  | ✓  | ✓  | ✓  | ✓   | ✓  | ✓  |
| QA Tester                     | ✓  | ✓   | ✓  | ✓  | ✓  | ✓  | ✓   | ✓  | ✓  |
| Junior Coder                  | ✓  | ✓   | ✓  | ✓  | ✓  | ✓  | ✓   | ✓  | ✓  |
| <b>ADVANCED MANUFACTURING</b> |  |   |  |  |  |  |   |  |  |
| Maintenance Technician        | ✓  |   |  |  |  |  |   |  |  |
| Quality Technician            | ✓  |   |  |  |  |  |   |  |  |
| Logistics Technician          | ✓  |   |  |  |  |  |   |  |  |
| Production Technician         | ✓  | ✓   |  |  |  |  | ✓   |  | ✓  |
| <b>HEALTHCARE</b>             |  |   |  |  |  |  |   |  |  |
| Clinical Nurse                |  | ✓   |  |  |  |  |   |  |  |

# HERE'S HOW IT WORKS.

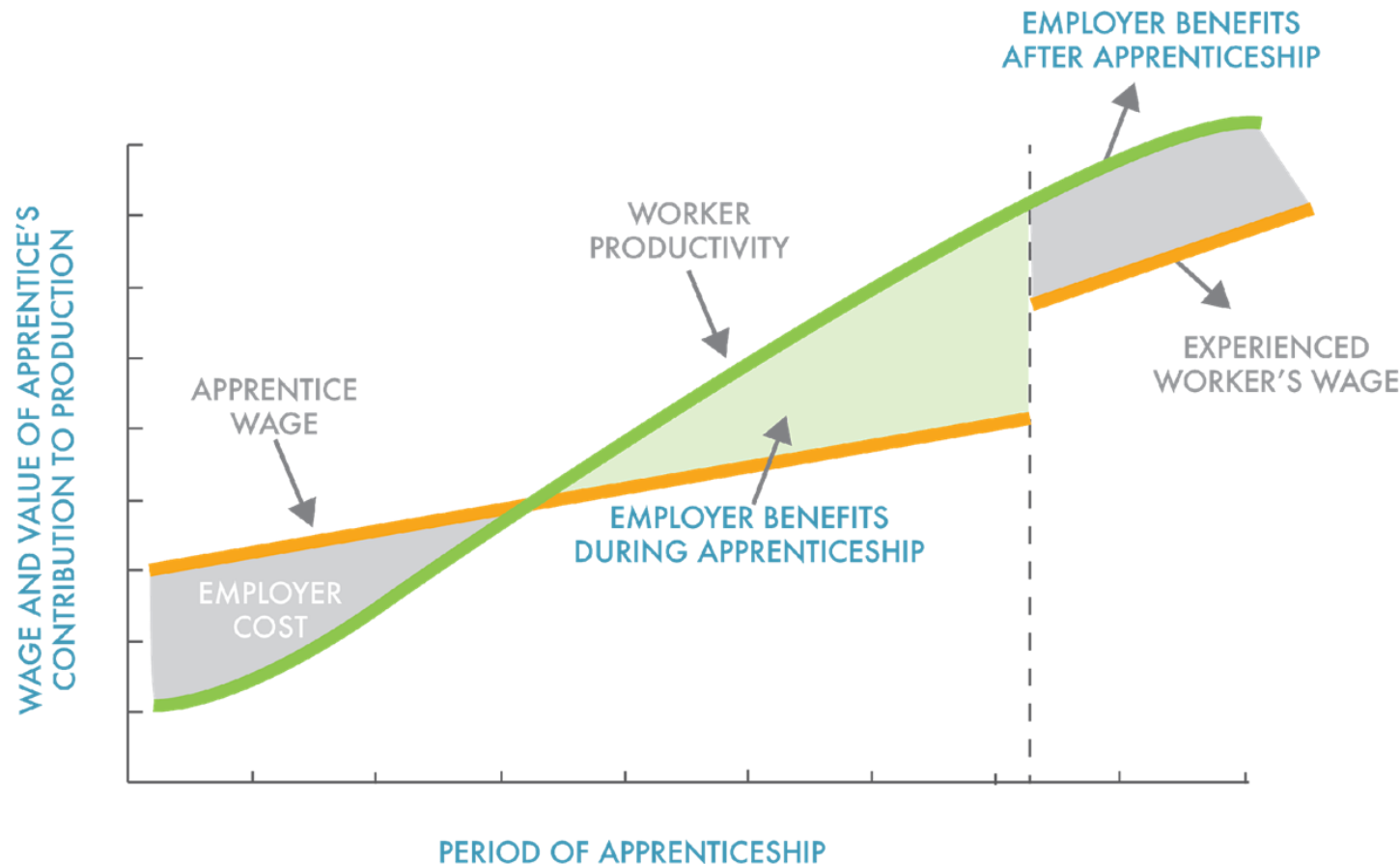
CAREERWISE APPRENTICES SPLIT TIME BETWEEN SCHOOL AND TRAINING CENTERS, CREATING A SCHEDULE THAT WORKS FOR STUDENTS AND BUSINESSES

|   | YEAR 1  | YEAR 2                  | YEAR 3  |
|---|---|-------------------------|---|
|  <b>AT HIGH SCHOOL</b><br>Core academic courses at school, some community college coursework | ~3<br>days a week   | ~2<br>days a week       | NA  |
|  <b>ON-THE-JOB</b><br>On-the-job training, in form of occupation, rotation or projects       | 12 - 16<br>hours a week   | 20 - 24<br>hours a week | 32-40<br>hours a week   |
|  <b>EXTERNAL TRAINING</b><br>Industry certifications and college coursework                | <b>ON THE JOB UPSKILLING &amp; CERTIFICATION</b><br>Apprentice upskills for specific occupation and earns an industry and job relevant certification. |                         | Community college coursework approved by business and apprentice. |

# SMART BUSINESS

## Projected Positive ROI on Apprentice Production

ILLUSTRATIVE WAGES AND PRODUCTIVITY, RELATIVE TO STANDARD FTE



*“We were six weeks ahead of our training plans and had to find other things for them to do.”*

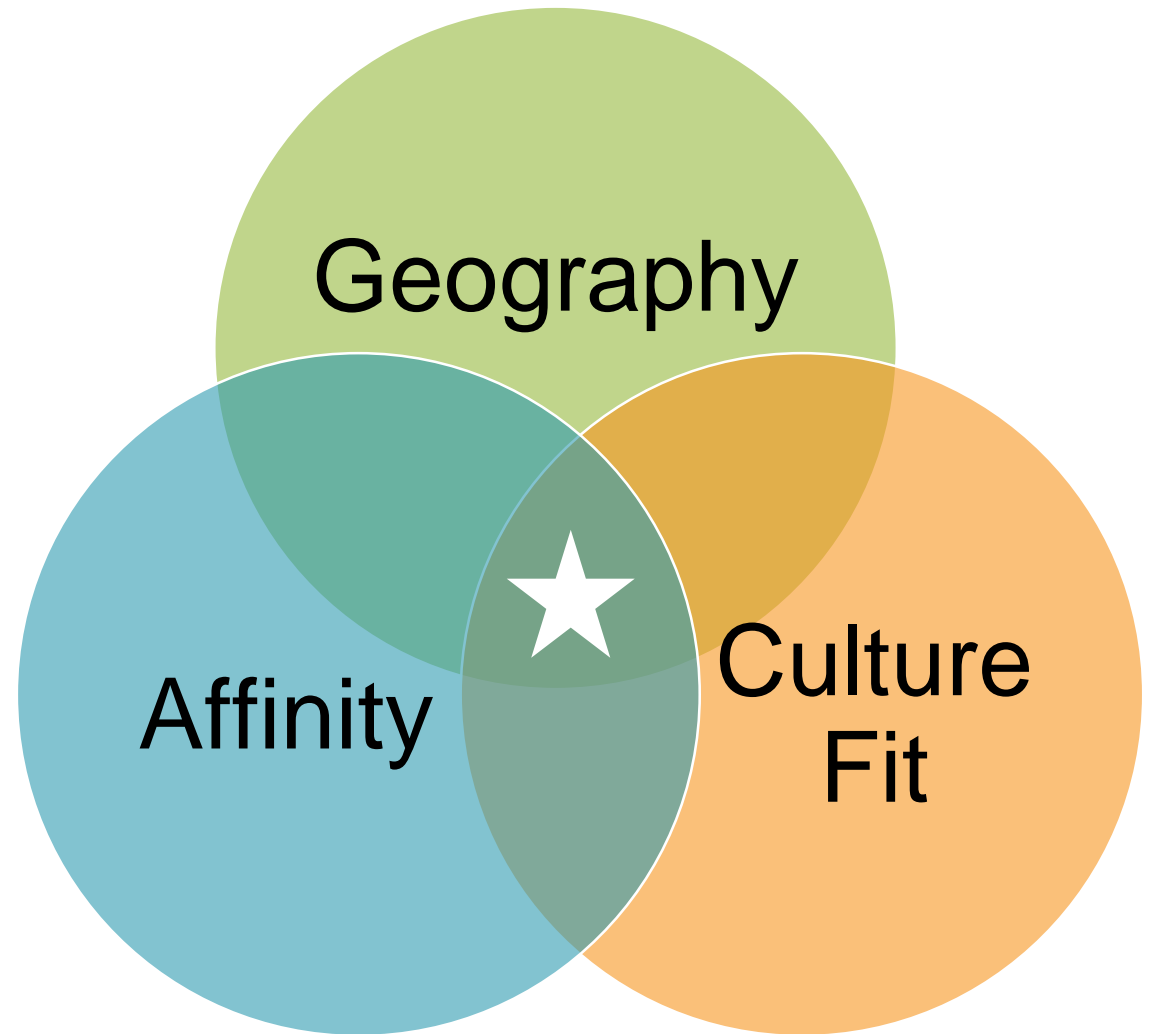
- HomeAdvisor CEO Chris Terrill

# RECRUITMENT & HIRING

Finding Early-Career Talent for YOUR Company

Apprentice candidates are recruited by CareerWise from nearby schools' related classes, affinity clubs and recommended students.

The hiring process is competitive. Employers hire the best fit for the role based on culture fit and potential.







# CAREERWISE SUPPORT SERVICES

## RECRUITING

We provide an online hiring platform to recruit apprentices, in addition to organizing recruitment events, including classroom visits, facility tours, and career fairs.

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## TRAINING & DEV

We help you create custom training plans for your apprentices that include three key pieces: a competency map, a coursework map, and an on-the-job training plan for your apprentices.

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## APPRENTICE TRAINING

All students receive hands-on training at CareerWise's professionalism boot camp to ensure they are ready for your work environment at the onset of their apprenticeship.

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## EDUCATION LIAISON

We work directly with schools to ensure competencies map to high school and higher-ed credit. Additionally, we facilitate apprentice schedules that work for both the student and the employer.

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## SUPERVISOR TRAINING

Your staff supervisors and coaches are equipped to oversee successful apprenticeships through our half and full-day training sessions, providing valuable leadership training and development.

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## ONGOING SUPPORT

Your dedicated Customer Success Manager will provide ongoing support for anything that comes up through the course of your apprenticeship program, including HR policies and more.

# COST SUMMARY

## APPRENTICE WAGE

- Employer partners determine a wage scale and pay apprentices an hourly wage. Wages must be at or above Colorado minimum wage.
- **Funds Flow:** Employer to Apprentice

## SUPPORT FEE

- To facilitate the management of the program, CareerWise invoices \$500 quarterly. Discounts are available for taking a large cohort and committing/onboarding early.
- **Funds Flow:** CareerWise invoices Employer.

## TRAINING COSTS

- Years 1-2: Employer pays for an industry relevant credential. Cost varies by credential. Average cost of \$2,000 over the two years.
- Year 3: Employer pays \$4,000 for college coursework.
- **Funds Flow:** CareerWise invoices Employer.

# SAMPLE COST SCHEDULE

|                 | YEAR 1   | YEAR 2   | YEAR 3   |
|-----------------|--|--|----------|
| HOURS PER WEEK  | 16   | 24   | 32       |
| HOURLY WAGE     | \$12   | \$13   | \$14     |
| APPRENTICE WAGE | \$9,000  | \$13,000                                       | \$21,000 |
| SUPPORT FEE     | \$2,000  | \$2,000  | \$2,000  |
| TRAINING COSTS  | Depends on credential<br>Average cost: \$1,000 | Depends on credential<br>Average cost: \$1,000 | \$4,000  |
| EFFECTIVE WAGE  | \$16   | \$16   | \$18     |
| TOTAL COST      | \$12,000                                       | \$16,000                                       | \$27,000 |

# TIMELINE (Fall '19 - Denver Metro Only)

Driving towards a January 2020 start date



## Assessment

Summer 2019

Does your company have an occupational pain point around hiring, retention, diversity, or long-term staffing needs?



## Commitment

August 30, 2019

Agree to key terms and features of program and sign MOU by Aug 30, 2020

Work on job descriptions for marketplace with CareerWise



## Live Postings

September 13, 2019

Work with your CareerWise Customer Success Manager to create and post job descriptions on the CareerWise Portal



## Hiring Period

Sept. 16 – Oct 25, 2019

Business interview during the portal hiring period for a **January 2020 start date.**

In-person interview event dates are TBD.

# TIMELINE (Spring '20)

Driving towards a June 2020 start date



## Assessment

Fall 2019

Does your company have an occupational pain point around hiring, retention, diversity, or long-term staffing needs?



## Commitment

January 31, 2020

Agree to key terms and features of program and sign MOU by Jan. 31, 2020

Work on job descriptions for marketplace by Jan 31.



## Live Postings

February 1, 2020

Work with your CareerWise Customer Success Manager to create and post job descriptions on the CareerWise Portal



## Hiring Period

February to May 2020

Business interview during the portal hiring period for a **June 2020 start date**.

In-person interview event schedule TBD