



Great Schools are Good Business

Welcome!

Today's topic:
**Talent Development
& Career-Connected
Learning**



Today's Agenda

- About Colorado Succeeds
- Trends in Education & Workforce
- What Our Students Need
- What's Happening in Colorado
- What You Can Do

Who we are



About Colorado Succeeds

Colorado Succeeds believes **great schools are good business.**

We are a movement of business leaders who are invested in improving schools, changing educational outcomes for kids, and shaping the future of Colorado's workforce.

Together we support the educators who are innovating in the classroom and the policymakers who are changing the system.



Why we do it

We imagine a future where all of Colorado's children develop transferable competencies that will prepare them for a future we cannot predict.

We believe education systems should respond to the diverse needs of learners as well as the dynamic skills changes occurring in the world around us.

We believe business has a role in ensuring today's students develop real world skills, have access to growth and development opportunities, and learn how to learn.



Quick Survey:

- Who is in the room?
- What is your role?
- How often do you engage with community partners?
(e.g., business, civic, nonprofit, government)

Trends in Education & Workforce



A photograph of three healthcare professionals in a hospital hallway. On the left, a man in a white lab coat and blue gloves holds a stethoscope. In the center, a woman in blue scrubs and a black mask holds a clipboard. On the right, a man in teal scrubs and blue gloves holds a clipboard. All three are wearing face masks. The image has a blue tint.

75% of Colorado jobs require some type of postsecondary credential, with 90.7% of Colorado's Tier 1 Top Jobs requiring a minimum of a postsecondary credential.

Source: Colorado Talent Pipeline Report (2022)

Colorado employers are struggling to fill jobs...

+15%

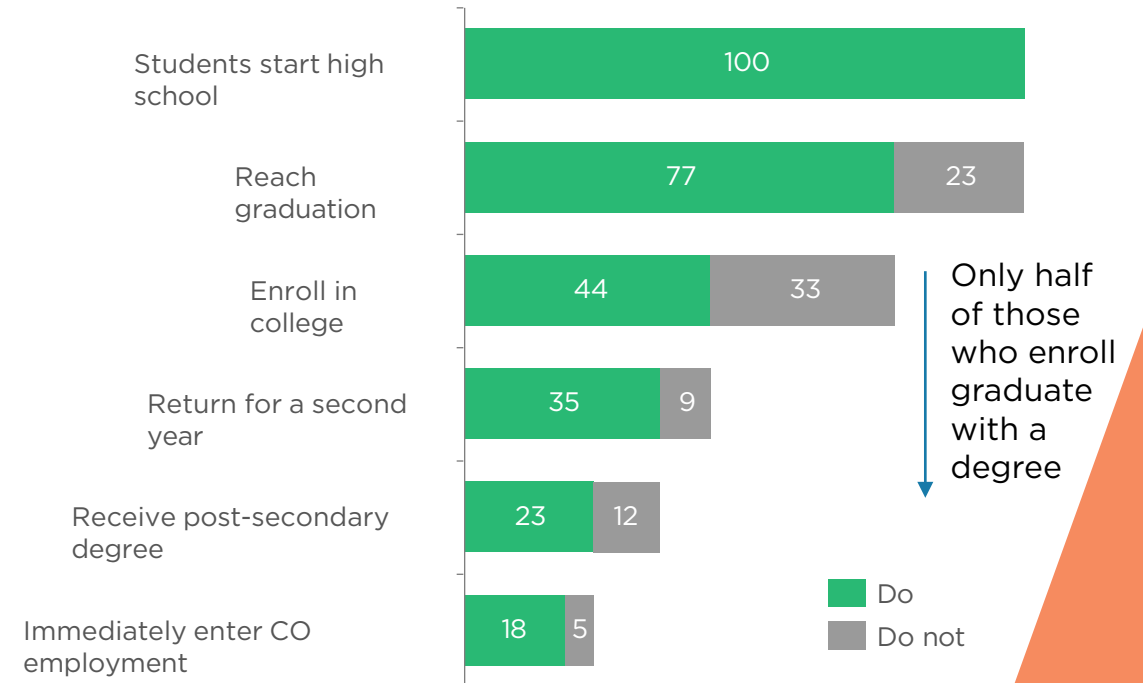
Additional time to
fill mid-skilled jobs
in CO compared
with the nation as a
whole¹

\$19m

Annual employer
spend to import
talent to the region²

...at the same time as Colorado talent is being left behind

Progression of CO students entering high school to workforce³



1. Burning Glass analysis as reported by CareerWise;
2. Colorado Succeeds;
3. Colorado Talent Pipeline Report 2015



Both hard and soft skills remain in demand in Colorado

Soft skills most widely emphasized in job ads

- Oral and written communication mentioned in >7x more job ads than the most-mentioned hard skill (Quality Assurance)
- Top soft skills¹ include: Oral and written communication, detail-oriented, integrity, marketing, Microsoft-Office, Problem-solving, Customer service-oriented, Creativity, Organizational skills, Teamwork
- Many soft-skills cannot be automated and will remain relevant for future jobs

Digital skills top hard skill requirements

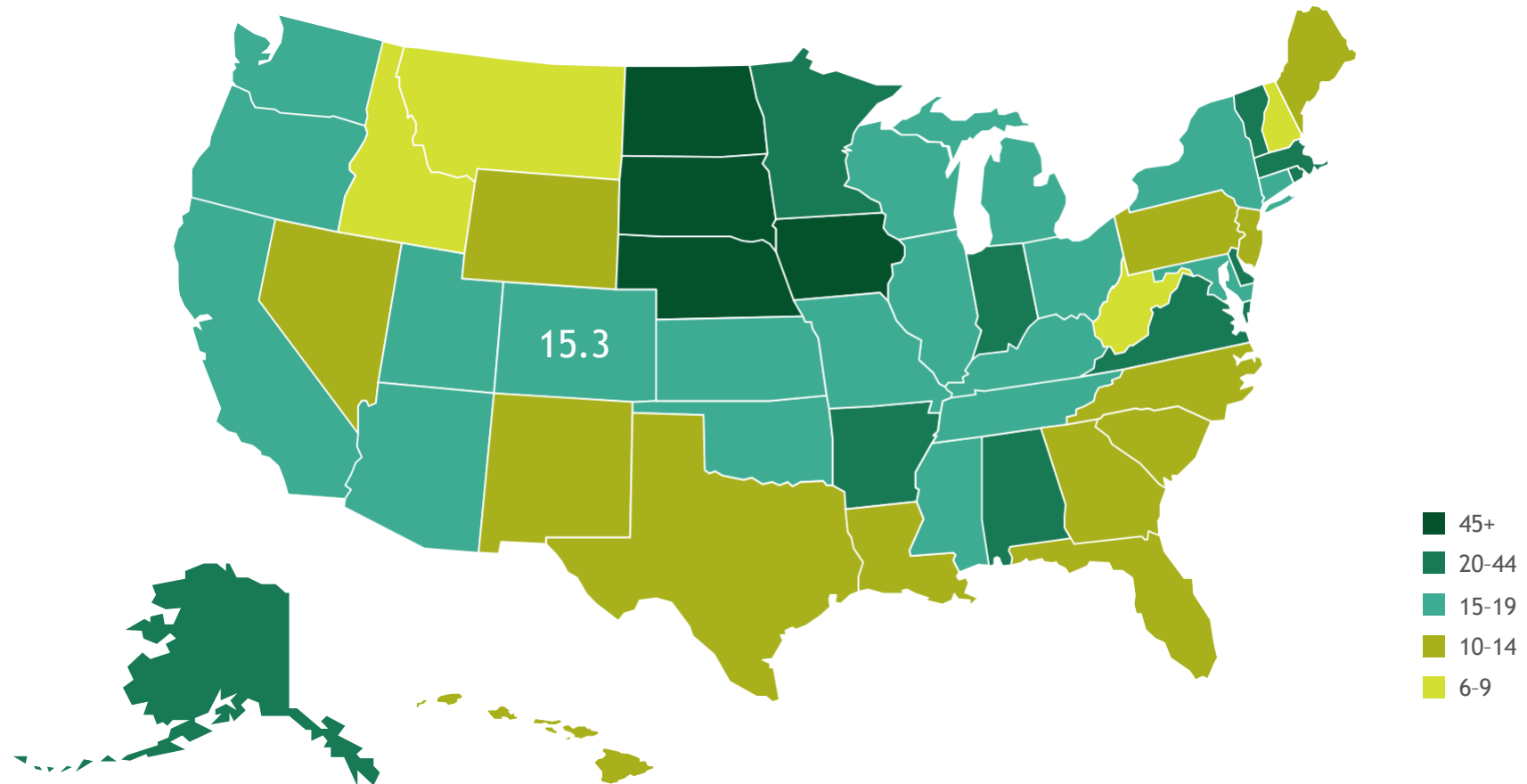
- 82% of middle-skills jobs now require digital skills, up 4 percent since 2015
- Top hard skills¹ include: QA, Linux, Java, Freight+, Technical Support, SQL, CRM, Quality control, Pediatrics, Preventative maintenance
- Middle-skills jobs requiring digital skills pay higher wages than jobs that do not require digital skills

1. From analysis of online job postings in Colorado
Source: Wanted Analytics, as presented in TalentFOUND Report 2017 (CWDC)



Unfilled STEM jobs outnumber unemployed STEM workers by 15:1 in Colorado

STEM jobs advertised online for each unemployed STEM worker (2015)



The problem in summary

Colorado's talent pipeline needs major repair.

Learners are getting lost, and employers are struggling to hire.

We need a cross-sector, collaborative approach to addressing some urgent facts:



Only **half** of Colorado high school graduates enroll in college

NEARLY
74K

young people between **16-24** are not in school and not working

MORE THAN
50K

jobs were added in Colorado in 2022, yet employers report **significant skills gaps** and talent needs when it comes to filling those jobs



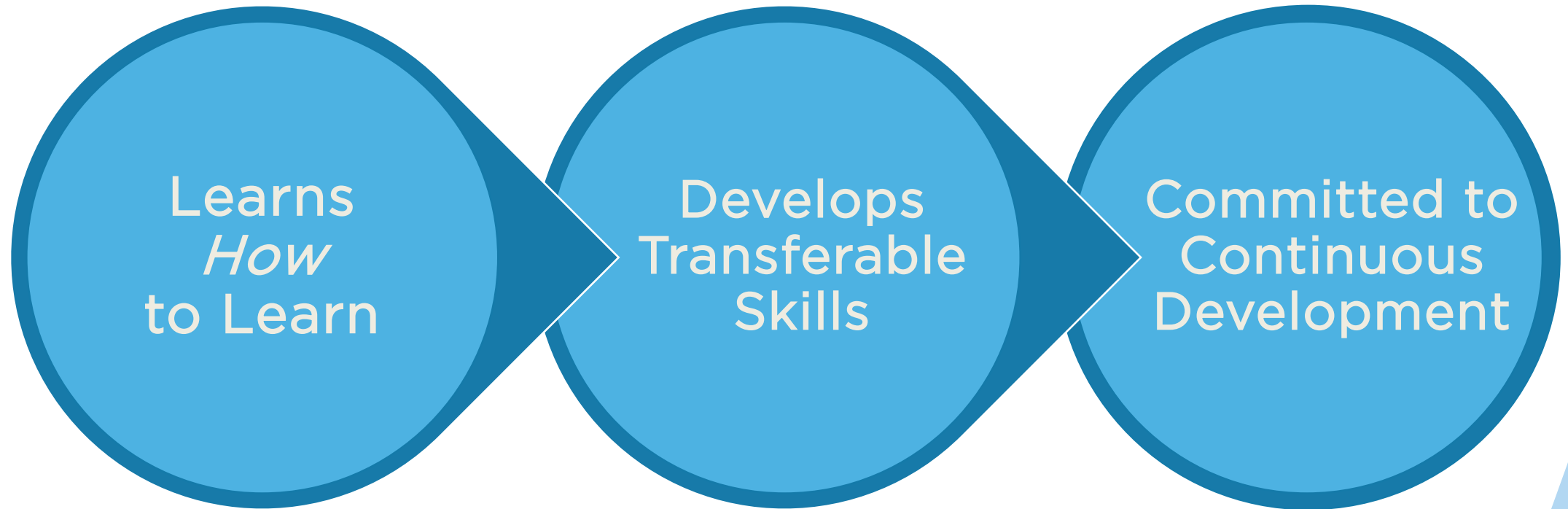
What our
students need



Focusing on our **why**:
Consider your purpose/vision statement for
engaging community partners (business +
civic) in career-connected learning for your
students, schools, families, and community



A focus on agile learning



Current System



Learners Conform to
System



Advance Based
on Time



Learning Confined to
Classroom



Narrow Measures of
Student Success



Responsive System

System Responds to
Learner

Advance Based on
Mastery

Learning Happens
Everywhere

Holistic Measures of
Success



Agility & Career Readiness

77% of employers
reported that it was
“**very or somewhat
difficult**”
to find qualified
candidates for jobs

34% felt that
schools have not
properly
prepared
students for jobs



Career Readiness

Essential Skills Needed for the Workforce of Educational Opportunities Beyond High School

Entrepreneurial

- Critical thinking and problem solving
- Creativity and innovation
- Inquiry and analysis
- Risk taking

Personal

- Initiative and self-direction
- Personal responsibility and self-management
- Adaptability and flexibility
- Personal awareness
- Learn independently
- Perseverance

Civic/Interpersonal

- Core academic foundation
- Collaboration and teamwork
- Communication
- Global and cultural awareness
- Ethics and integrity

Professional

- Time management
- Career literacy
- Grit and resilience
- Work ethic; dependable and reliable
- Self-advocacy

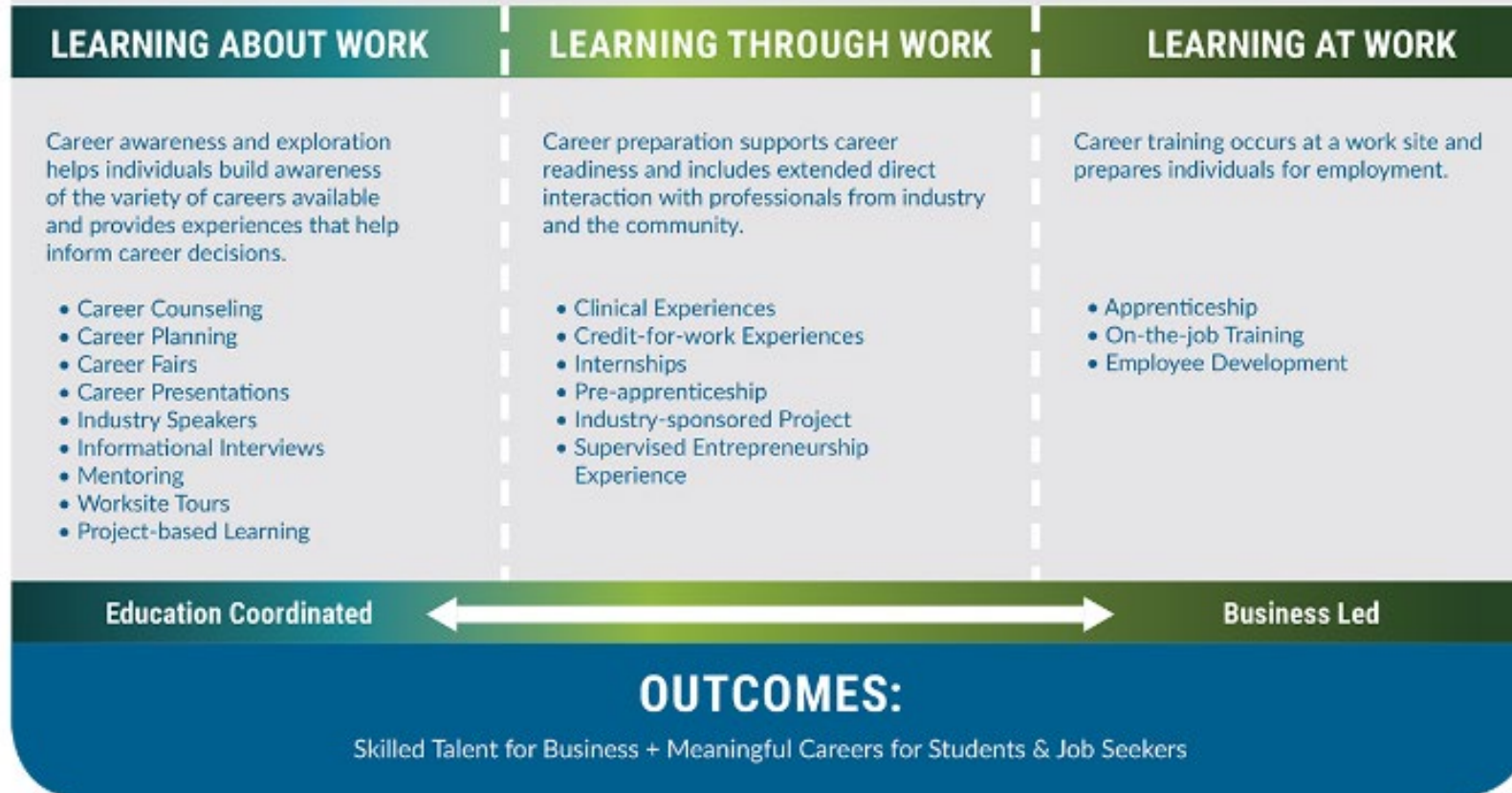


What's
happening in
Colorado

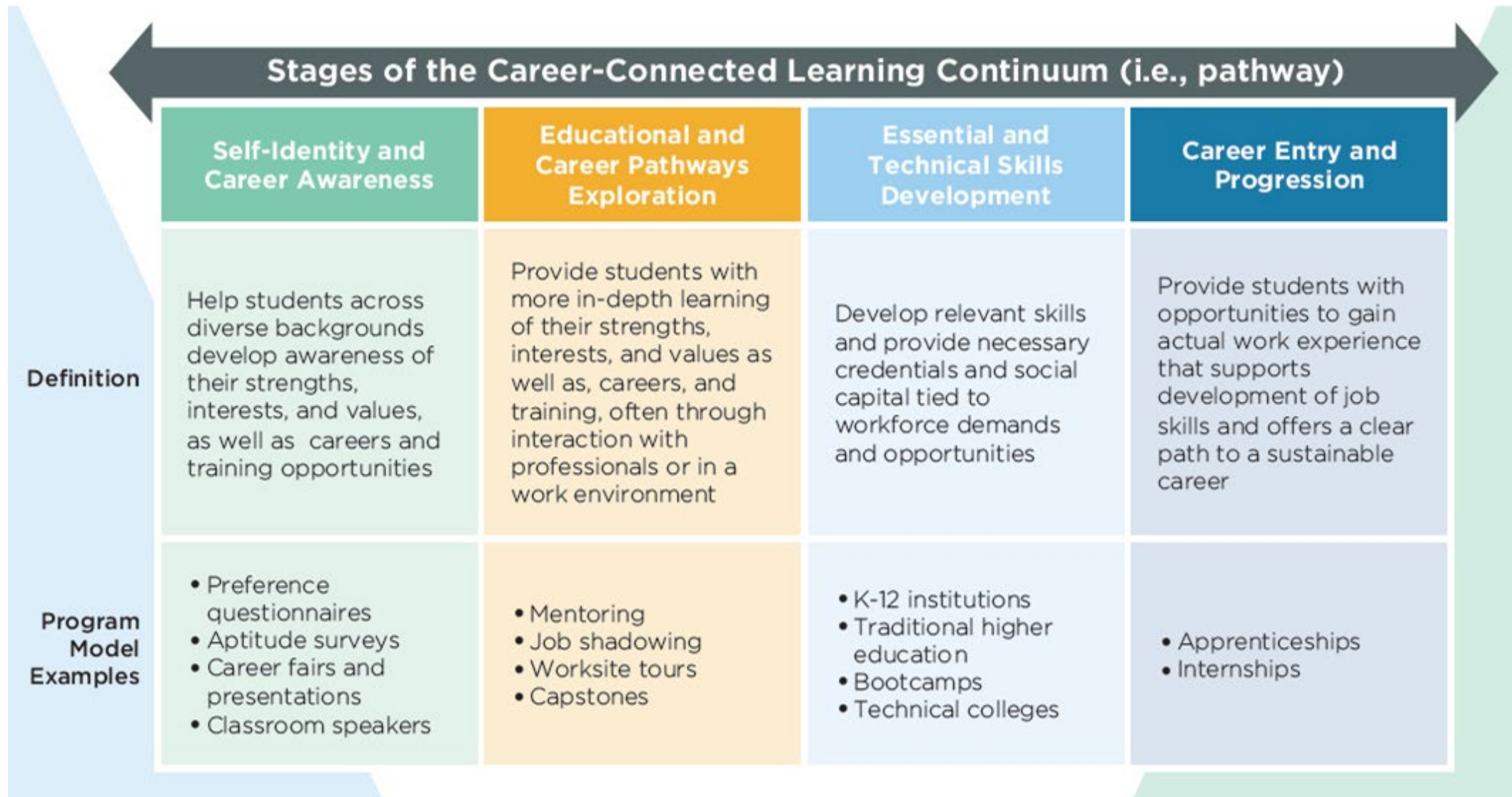


COLORADO'S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.



Career-Connected Learning Continuum



Connecting the Dots: Impact Briefs



P-TECH (Pathways in Early College High Schools)



Early College High Schools



Innovative Learning Opportunities Pilot



Rural Collaboration



Career Development Incentive Program



Concurrent Enrollment



[HOME](#) > [LOCAL NEWS](#)

P-TEACH paves the way for a new generation of educators

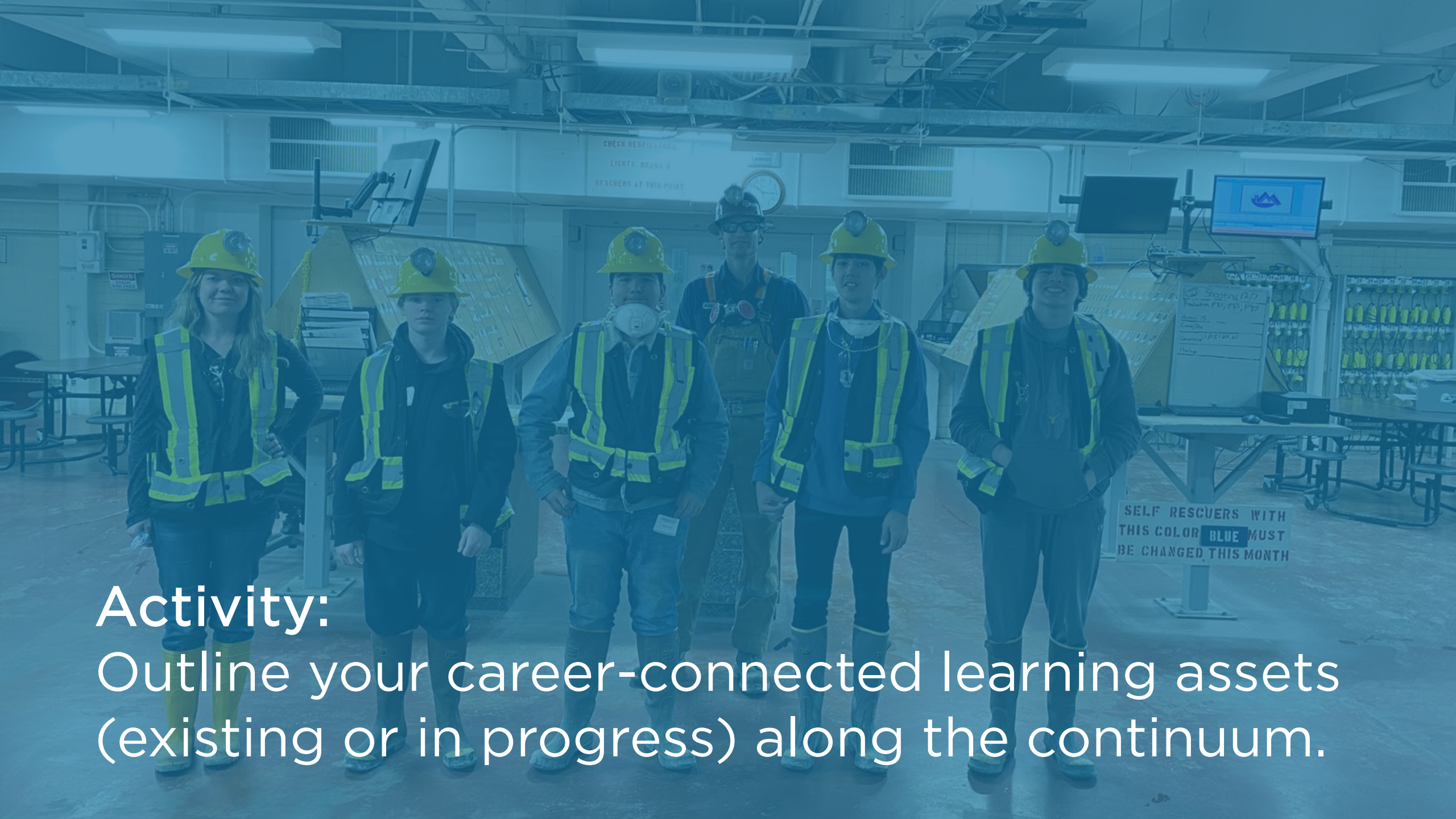
Pathways to Teaching puts SVVSD students on an early track to become educators.



[Matt Maenpaa](#)

Dec 10, 2021 7:00 AM





Activity:
Outline your career-connected learning assets
(existing or in progress) along the continuum.

What you can
do!



Project-Based Learning

Project-based learning or project-based instruction is an instructional approach designed to give students the opportunity to develop knowledge and skills through engaging projects set around challenges and problems they may face in the real world.



Project-Based Learning Components

- Focuses on a big and open-ended question, challenge, or problem for the student to research and respond to and/or solve
- Brings what students should academically know, understand, and be able to do into the equation
- Is inquiry-based, stimulates intrinsic curiosity, and generates questions as it helps students seek answers
- Uses 21st-century skills such as critical thinking, communication, collaboration, and creativity, among others.
- Builds student choice into the process
- Provides opportunities for feedback and revision of the plan and the project, just like in real life
- Requires students to present their problems, research process, methods, and results, just as scientific research or real-world projects must stand before peer review and constructive criticism



STEM X



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STEAM Resource Hub

As a service to STEM educators in all states, we're providing this 8 week course of STEM activities and lessons.



ASA: National Resources



BUT WE'RE JUST GETTING STARTED

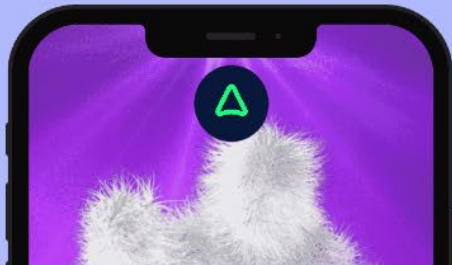


co



FUTURE NETWORK

An original video series that follows Gen Z as they explore and learn about different careers from professionals themselves.



FUTURESCAPE

Personality quiz meets career encyclopedia in this immersive digital platform offering a journey to self-discovery.



NEXT VOICE

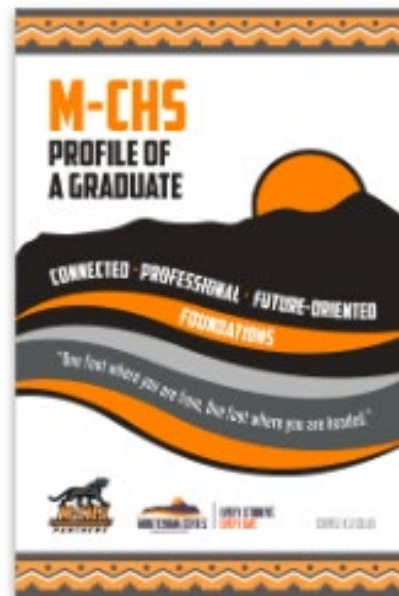
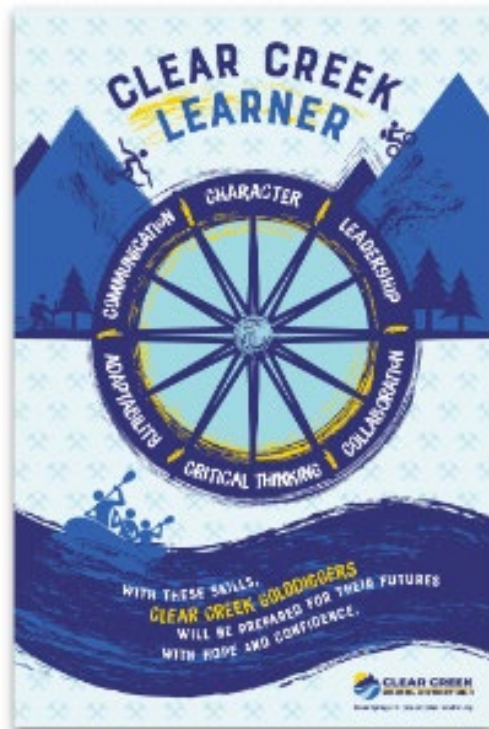
Boosting student-led conversations about social causes they care about to help shape the future they envision.



Focus on: Graduate profile

- A graduate profile is a description of the knowledge, skills and dispositions we will help each student build before graduating high school
- Keep your profile front and center in your work, so all experiences provide students with quality and supported opportunities to build competencies
- Consider:
 - How does the profile connect to your graduation requirements?
 - Will you use it to refine any other courses or programming in your high school?







Activity: Building your business case

Connecting with Business



CCL From The Business Perspective

Self-Identity and Career Awareness	Educational and Career Pathways Exploration	Essential and Technical Skills Development	Career Entry and Progression
Help students across diverse backgrounds develop awareness of their strengths, interests, and values, as well as careers and training opportunities	Provide students with more in-depth learning of their strengths, interests, and values as well as, careers, and training, often through interaction with professionals or in a work environment	Develop relevant skills and provide necessary credentials and social capital tied to workforce demands and opportunities	Provide students with opportunities to gain actual work experience that supports development of job skills and offers a clear path to a sustainable career
<ul style="list-style-type: none"> • Career fairs • Classroom/event speakers • Problem-based learning collaboration • Open house for students and families 	<ul style="list-style-type: none"> • Periodic or Remote Mentoring • Quarterly job shadowing days • Quarterly worksite tours • Annual graduate capstone project panel • Expert project reviewer 	<ul style="list-style-type: none"> • Ongoing technical partner to academic or tech class • Mentor STEM competition teams • Shorter (4-6 weeks) internships @ essential skill development 	<ul style="list-style-type: none"> • Apprenticeships • Long term internship (semester +) • Sustained after-school/summer employment
<ul style="list-style-type: none"> • Visibility with customers (students/parents) • Test products or ideas • Gain problem-solving insights 	<ul style="list-style-type: none"> • Visibility with customers • Morale building for team members • Low stakes leadership opportunity for new leaders • Talent scouting for future employees 	<ul style="list-style-type: none"> • Visibility with customers • Test products or ideas • Gain problem-solving insights • Morale building • Low stakes management/supervision opportunity for new managers • Talent scouting 	<ul style="list-style-type: none"> • Bring a new perspective or digital native skills to team • Morale building • Low stakes management/supervision opportunity for new managers • Talent scouting



Building a Business Case

Think about and understand why a business or other organization would want to work with your students or support your school. What value are they getting?

Articulate what you are asking the business to do

- Donate money? Donate personnel or resources?

- What is the time commitment?

- Will you provide structure, trainings and support?

- Are these requests reasonable amidst running their business?

What does success look like from your perspective?

What does success look like from the business perspective?



Tips for Approaching Businesses



Speak the Language of Business

- Do your homework and know the position of the business
- Have something to offer
- Be clear and succinct



Know Your Ask

- What kinds of businesses are you targeting?
- Anticipate questions and be prepared with answers
- Outline the benefit to the business



Tips for Approaching Businesses



Start Small

- ▶ Build early wins to develop relationship
- ▶ Easy engagement will make them feel good and want to do more



Be prepared for them to say no

- ▶ Ask why
- ▶ What would make this valuable?
- ▶ What could we change?



Where to connect with businesses

- ▶ Chamber of Commerce
- ▶ Fundraising
- ▶ Parents





Activity:

Utilize the worksheet to outline desired partnerships you have in your community

Thank you! Let's keep in touch.

Shannon Nicholas
snicholas@coloradosucceeds.org



Additional Resources



Work-Based Learning Resources

Career Development Incentive Program

provides financial incentives for participating school districts and charter schools that encourage high school students (grades 9-12) to complete qualified industry credential programs, internships, residencies, construction pre-apprenticeship or construction apprenticeship programs, or qualified Advanced Placement courses

Colorado P-TECH (Pathways in Technology Early College High Schools)

a collaboration among local industry, community college, and school districts to encourage high school students to earn college credits in a specific career pathway and participate in a local internship in that field

Perkins Funding

Federal funding available through state CTE office for CTE programs that develop more fully the academic, career, and technical skills of secondary and postsecondary students who elect to enroll in career and technical education programs

Innovative Learning Opportunities Pilot Program (ILOP)

enables participating Local Education Providers (LEPs) to offer their 9th through 12th grade high school students a variety of learning experiences that usually occur outside of the classroom and support them in successfully transitioning from high school to postsecondary education and/or the workforce



Additional Resources

- [Roadmap to Work-Based Learning](#)
- [Colorado Talent Pipeline Report](#)
- [Colorado Workforce Centers](#) & [Colorado Workforce Development Council](#)
- [Sector Partnerships](#)
- [Career Development Incentive Program](#)
- OEDIT [Regional Economies](#) and [Funding Initiatives](#)
- CDE [Work-Based Learning Continuum](#)
- CDE [Career Readiness](#)
- [MyColoradoJourney](#) Career Pathway Exploration

