

BEL Commission Meeting Minutes

BEL Commission Retreat Agenda Review Meeting (Call) - 9/19 7:30-10:30

| Discussion Takeaway | Action | Due Date | Date Delivered |
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| <ul style="list-style-type: none"> ● Welcoming and Networking | | | |
| <ul style="list-style-type: none"> ● Opening Remarks <ul style="list-style-type: none"> ○ Noel welcomed everyone and called the meeting to order ● Introductions were made <ul style="list-style-type: none"> ○ Ellen mentioned Secretary Peres positive feedback regarding the \$9 million dollars that was allocated for accelerating grants <ul style="list-style-type: none"> ■ Colorado applied and received this grant which was used to employ Slalom to work on the strategic plan | | | |
| <ul style="list-style-type: none"> ● BEL Commission Updates <ul style="list-style-type: none"> ○ Noel introduced the Slalom team and the guests were asked to refer to a Powerpoint presentation ○ A chart was displayed which indicated the downfalls that Colorado businesses are facing as well as the amount of Colorado students that are left without a compelling career ○ Noel referenced the Swiss trip and how the apprenticeship program works to their advantage | | | |

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| <ul style="list-style-type: none"> ○ Ellen - explained that there has been extensive research performed in order to gain a better understanding of how the apprenticeship program can and will benefit Colorado students ○ Ellen explained the difference between internships, on the job training and apprenticeships <ul style="list-style-type: none"> ■ Internships are typically post secondary, unpaid Short time framed and limited ■ On the job training is usually for an already employed person training to get a new position within the organization ■ Apprenticeships have a longer time frame and provide an opportunity for skill development which includes on the job training and classroom instruction as well as paid opportunities | | | |
| <ul style="list-style-type: none"> ● BEL Commission Strategic Plan and Discussion <ul style="list-style-type: none"> ○ Joe Kutner began by introducing his firm and what exactly it is that they do ○ Jacob Carr brought the group's attention to the research indicating the leading apprenticeship systems revolve around youth and are defined by some common characteristics. <ul style="list-style-type: none"> ■ Variety of career paths ■ Dual-tier systems ■ Industry associations to help define competencies to guide curriculum | | | |

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| <ul style="list-style-type: none">○ Jacob mentioned that one of the benefits to this system is that the choice exists for the student rather they go straight into their apprenticeship upon graduation or to college○ Program is funded by the state○ Classroom training component is included in the apprenticeship system○ Concern was expressed on what the apprenticeship message sends<ul style="list-style-type: none">■ Use of the word “tracking” was brought up as a concern○ It was mentioned that when a student enters an apprenticeship program it contributes the the decrease in unemployment○ It should be noted that Colorado already has an apprenticeship program however it lacks a broader scope● BEL’s Vision was introduced<ul style="list-style-type: none">○ Implement a work-based education and training system that meets the needs of the state's economy by connecting business with qualified Colorado workers○ Expansion of professions○ Program entry approval question was raised<ul style="list-style-type: none">■ System would be similar to applying for a job○ New unit will be housed within CDLE○ Ellen noted that CareerWise will continue coordinating in-school youth apprenticeships○ All coordination will be between CareerWise and BEL | | | |
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| <ul style="list-style-type: none">○ It should be noted that this program is not GOVERNMENT RUN but GOVERNMENT FACILITATED● Top responsibilities of Stakeholders<ul style="list-style-type: none">○ BEL - provide guidance○ CareerWise - continue to develop and launch apprenticeship programs○ CDLE - create new Unit to provide guidance○ CWDC - align stakeholders and provide input○ Industry associations - develop program and competencies○ Business - lead process by hiring apprentices and provide OJT○ Unions - continue to provide strong programs and leverage statewide initiatives○ K-12 - Provide training and education○ Nonprofit partners - additional support as needed● Navin expressed concern regarding getting alternate verbiage to explain the program to reduce confusion● Concern was given to the complexity of this program and the steps in between where we are now and the end result<ul style="list-style-type: none">○ Joe addressed this concern with information about how this program's components will be accounted for ● Potential Challenges | | | |
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| <ul style="list-style-type: none">○ Apprentices being chosen by the different businesses (highly selective process)○ Communication issues<ul style="list-style-type: none">■ Program may not be for everyone<ul style="list-style-type: none">● Noel stated program will only be successful if there is a good match between the business and apprentices<ul style="list-style-type: none">○ CareerWise has research to support the potential success of the program● Key Priority #1 - Metrics<ul style="list-style-type: none">○ 0-3 years - Adoption, retention rate, number of participants, completion rate○ 3-5 years - Benefits, ROI, completion rate, retention rate○ 5-10 years - Impact, youth employment rate, attainment gap, wages<ul style="list-style-type: none">■ It was noted that student and parent satisfaction should be added to the metrics■ It was also noted that demographic information should be added● Key Priority #2 - Industry Associations<ul style="list-style-type: none">○ Backbone of the system | | | |
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| <ul style="list-style-type: none">○ Participating industry associations are already performing some key roles<ul style="list-style-type: none">■ Policy/legislative coordination<ul style="list-style-type: none">● Advocating support to enhance partnerships■ Incentives advocacy<ul style="list-style-type: none">● Advocating for and support business incentives to increase the adoption of the apprenticeship programs● Key Priority #3 - Permeability Discussion and Definition<ul style="list-style-type: none">○ Developing pathways and options was discussed○ Transferring between post-secondary<ul style="list-style-type: none">■ Allows the direct transfer of credits to post-secondary which creates the ability to progress to additional training○ Switch career paths<ul style="list-style-type: none">■ Allows students to move between career paths without starting from the beginning○ Career progression<ul style="list-style-type: none">■ Setting the foundation which eases ability to move on to higher levels within a career path○ It was noted that when this program launches it will not be systematic initially ● BEL's specific initiatives to help drive this<ul style="list-style-type: none">○ Establish, | | | |
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| <ul style="list-style-type: none"> ○ Operate ○ Drive Adoption | | | |
| <ul style="list-style-type: none"> ● CareerWise Colorado <ul style="list-style-type: none"> ○ Create opportunities for youth and businesses across Colorado ○ Serves as an intermediary across key Colorado stakeholders, ○ Launching 2017 pilot will include Front Range- Jeffco Private, DPS, Cherry Creek, Charter Partners <ul style="list-style-type: none"> ■ Western Slope - Mesa County District 51 confirmed ○ Apprenticeship training will occur in 3 settings <ul style="list-style-type: none"> ■ At school - 2-3 days a week ■ Training Center - Summer courses + 2 Saturdays ■ On-the-job - 2-3 days a week ○ Pilot Year <ul style="list-style-type: none"> ■ Develop apprenticeships across 4 primary pathways leading to a variety of occupations <ul style="list-style-type: none"> ● Advanced Manufacturing ● IT ● Financial Services ● Business Operations ○ Road to pilot launch over the next year <ul style="list-style-type: none"> ■ Timeline was presented to include: | | | |

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| <ul style="list-style-type: none"> • Career readiness • MOU's • Training of mentors and supervisors • Student selection • Training center launch ○ Launch was a HUGE Success and well received by the Secretary of Labor ○ It should be noted that there will be additional fundraising in addition to the grant received ○ Current and expected funding figures were presented <ul style="list-style-type: none"> ■ 2016 \$2.16m ■ 2017-2018 - \$2.23m ■ 2018-2019 - \$1.5m ○ Next steps <ul style="list-style-type: none"> ■ Identify Cross Collaboration opportunities <ul style="list-style-type: none"> • Business recruitment • Mentor training • Training center development • Identify opportunities for awareness • Help scale the effort | | | |
| <ul style="list-style-type: none"> • Wrap up <ul style="list-style-type: none"> ○ Ellen stated that a list of dates for future meetings will be sent out <ul style="list-style-type: none"> ■ 2017 meetings will be held every other month ○ More information regarding adoption plans will be sent out ○ US DOL grant has been applied for ○ Potential sub-committees will be formed | | | |

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| <ul style="list-style-type: none">○ Moving forward with the Business Experiential Learning Unit● Noel thanked everyone for their engagement | | | |
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