



**Chancellors
Summit on Adult
Education
May 2024**

Introductions

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- **Presentation Abstract**
- Community colleges play a crucial role in adult apprenticeship programs by partnering with statewide employers to provide training and education opportunities. These partnerships can take several forms and are aimed at meeting the needs of adult learners seeking to gain practical skills and industry certifications all while getting paid. Front Range, Community College of Denver, Arapahoe Community College and Pikes Peak State College have partnered with statewide employers like Centura/Common Spirit, Children's Hospital, and UCHealth to provide sponsorship and related instruction for Registered Apprenticeships. These strong industry partnerships with employers to ensure that apprentices receive relevant training and practical experience in high-demand fields. The large geographic reach allows adult learners to receive related instruction in their geographical area. Our partnerships with employers are workforce centers provide increase opportunities for our students to enter into paid apprenticeship programs.



A young plant with two leaves growing out of dark soil. The plant is positioned on the left side of the frame, with its stem and leaves clearly visible against the dark, textured ground. The background is a dark, blurred gradient, suggesting a natural setting.

How our Partnerships Started

Grants got us started...

- Grants were instrumental in the expansion of apprenticeship into nontraditional occupations
- CO Dept of Higher Ed and CCCS provided funding to support Community Colleges as the provider of related instruction in apprenticeship
- These grants were able to provide financial support to cover operational costs for starting apprenticeships and incentives for students and employers
- Using a multi college model helped support apprentices and employers in providing consistent delivery options

A small green seedling with two leaves growing out of dark soil. The seedling is positioned on the left side of the frame, with its stem and leaves clearly visible against the dark, textured ground. The leaves are bright green and have a distinct vein pattern. The background is a dark, blurred gradient, making the seedling stand out.

Apprenticeships Benefit Adult Learners

Why are they good for the adult learner?

Apprenticeships offer adult learners a unique combination of practical experience, professional development, and earning potential. By combining post-secondary classroom learning with hands on-the-job training, apprenticeships provide a valuable pathway for adults to acquire post-secondary education and industry credentials to advance their careers and improve their overall employability.



Apprenticeships are good for Colorado

- **Labor Demand:** In CO there are 225, 000 job postings, and 127,000 were hired from July 2010 to July 2022.
- **Education:** 70 percent of Tier 2 jobs require some post secondary education and only 60% of Coloradans have this
- **Retention:** Apprenticeships have been shown to increase retention rates for employees
- **Job Access and Recruitment:** Apprenticeships build skills while employed and help remove barriers to adults entering the workforce
- **Credit for Prior Learning:** Apprenticeships allow students to earn credits for apprenticeship learning pathways thus increasing the educational attainment



Statewide Apprenticeships Provide Benefits to students

- Geography for classes
- Retention
- Paid work experience
- Industry certifications/ credentials
- Tuition Assistance
- College Credit for potential to stacked credentials.

A young plant with two leaves growing out of dark soil. The plant is positioned on the left side of the frame, with its stem and leaves clearly visible against the dark, textured ground. The leaves are light-colored, showing detailed vein patterns. The background is a dark, blurred gradient, suggesting a natural outdoor setting.

Partnerships All Around

Partnerships with Employers

- Creating talent pipelines with employers
- Real-world and professional work experience for students
- Customizing training experiences
- Increasing employer involvement
- Expanding partnerships outside of the classroom

Partnerships with Community Colleges

- No service area agreements
- Geographical benefits
- Consistency of curriculum
- Interface with instruction and workforce
- Sharing SME's/instructors

Practical Tips for partnerships

- Cocreating the program with employers
- Apprenticeship Community of Practice
- Sponsorship support
- Sharing:
 - Models
 - Curriculum
 - SMEs/Instructors

Momentum credits...getting done faster...

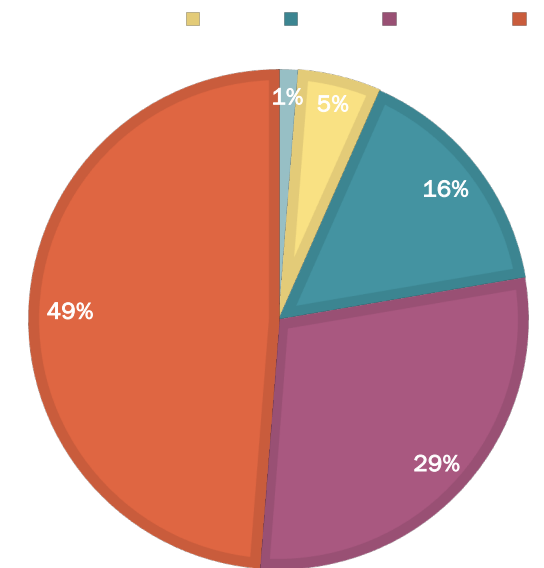
- Use PLA
 - Compressed models of apprenticeship
 - Experience for prior learning or experience in the apprenticeship model (On-the job training toward internship/clinical credits, as well as lab credits)

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College Apprenticeship Updates

ACC Apprenticeship Overview

- Arapahoe Community College started apprenticeship programs in the Summer of 2018 with Centura Health (Common Spirit/Advent Health) with 10 Apprentices.
- As of 2024 ACC has served 264 apprentices
 - Gender
 - 26% Male
 - 74% Femaleb
 - Race/Ethnicity
 - 1% Native American, 5% Asian, 16% Black,29% Hispanic, 49% White
 - 73% Fir
 - Average Age: 30.5 Years Old
 - 17-63 years old



CCD Apprenticeship Overview

- Since 2020, CCD served 149 apprentices in 6 occupations including Surgical Technology, Radiology, Practical Nursing, Nurse Aide, Dental, and Veterinary Technology.
 - 92% of apprentices were females, and 8% males
 - Average Age is 31, 27% of apprentices are above 25 years old
 - 15.4% Black Non-Hispanic, 2.0% American Indian/Alaskan Native, 6.0% Asian/Pacific Islander, 40.9% Hispanic/Latino, 33.6% White Non-Hispanic.
 - 100% of the student who responded to questions related to whether they are first gen student or not were first gen students.

FRCC Apprenticeship Overview

- Front Range Community College started apprenticeships in 2018 with 2 MA apprentices
- Since then we have served 533 apprentices with paid on the job learning while receiving a FRCC certificate/degree in 10 different occupations
- The average age for an FRCC apprentice is 31 years old
- FRCC serves to support employers in apprenticeships by providing both sponsor support and related instruction

What we learned..

- Employer input is key in the development of apprenticeship standards
- Employers need support with development of on the job learning outcomes
- Preceptor/Mentor support is critical
- Statewide apprenticeships need similar standards





**Overall
Experience for
adult learners..**

Apprenticeship Success



- Placements
- Retention
- Hands on experience and accelerated learning
- Full-time employment
- Mentorship/Mentoring
- Advancement Life-long earning and lifelong learning/
matriculation into other programs



Apprenticeship Testimonials



Thank you

