



Ready to be a D49 Business Champion?

Workplace Training Partnerships

Why are we here today?



- ❖ **Local industries and businesses are having difficulty filling semi-skilled & skilled positions**
 - Skilled trades & Construction, IT/Software, Engineering & Technology, Advanced Manufacturing
 - Inadequate supply of local talent
 - Gap in skills needed vs. candidate education and training

- ❖ **Can D49 Career & Technical Education and Pathways programs be part of the solution?**
 - Programming and curriculum is informed by local industry and business
 - Nearly 40 “High School Diploma Plus” Tech Ed pathways into multiple occupations
 - Students graduate with occupationally-focused certifications & post-secondary coursework
 - Pathway students career-ready upon graduation to enter multiple occupations

- ❖ **Should we work together to attract and develop a talent training pipeline into your industry?**



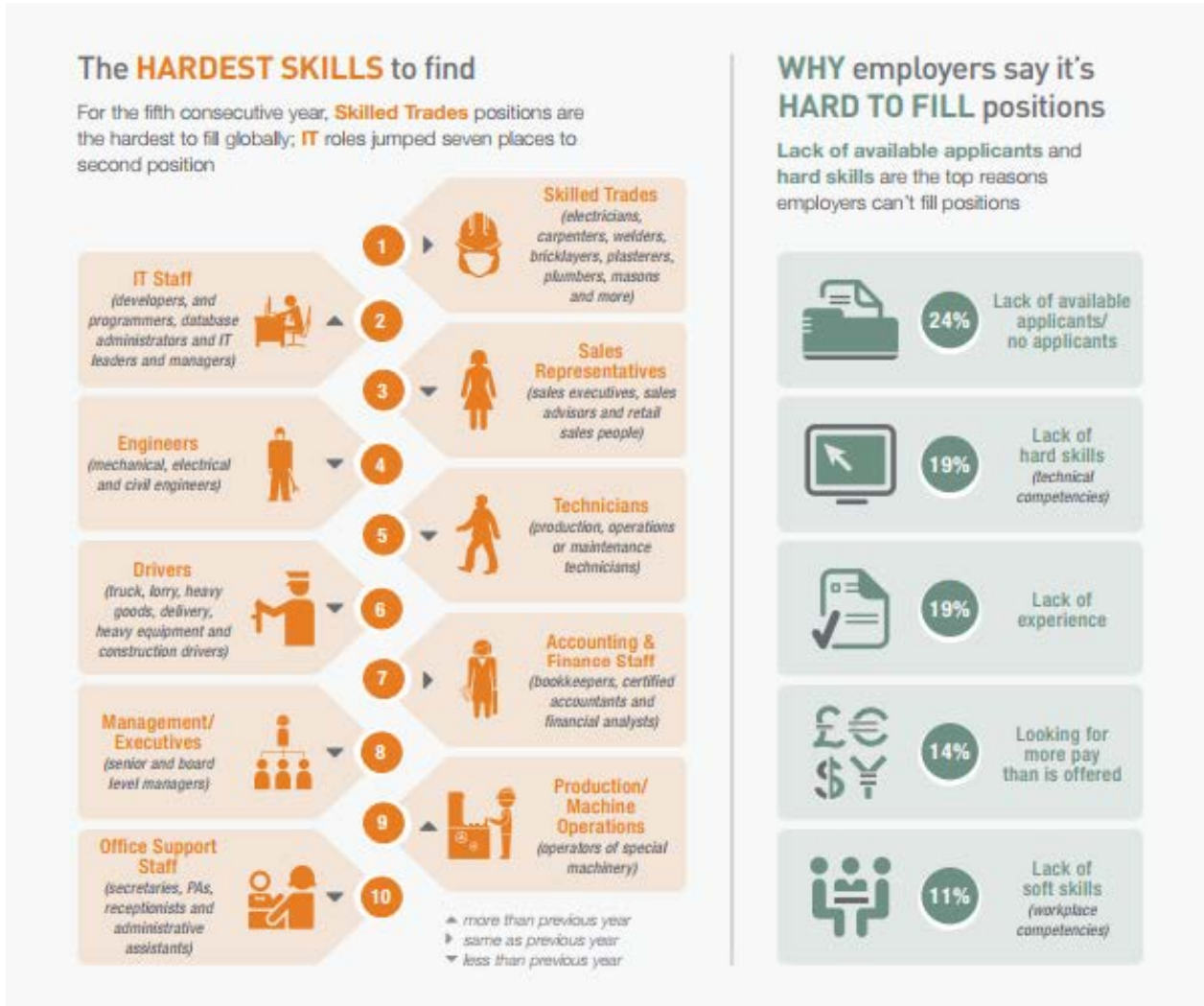


Worldwide talent shortage = persistent problem



Source: Manpower Group, WorldwideTalent Shortage Survey, 2016/2017

Hardest skills to find and why...



Source: Manpower Group, Talent Shortage Survey, 2016/2017

Framing the PP Region problem...



Show Display Options

Below is a table that shows the occupations with the highest job openings advertised online in Colorado Springs MSA on October 29, 2017 (Jobs De-duplication Level 2).

Click a column title to sort.

Rank	Occupation
1	Registered Nurses
2	Computer Systems Engineers/Architects
3	Retail Salespersons
4	First-Line Supervisors of Food Preparation and Serving Workers
5	Combined Food Preparation and Serving Workers, Including Fast Food
6	Network and Computer Systems Administrators
7	Heavy and Tractor-Trailer Truck Drivers
8	Customer Service Representatives
9	Cooks, Restaurant
10	General and Operations Managers

Demand for skilled trades and crafts is anecdotally high...

Local construction industry reports significant need for talent in construction crafts...

Job Source: Online advertised jobs data

Changing demand for talent = skills gaps



- ▶ **The shelf life of desirable skills is shrinking**
 - ▶ Once, a college degree provided enough basic training to last a career. Today, the skills that college graduates acquire have an expected shelf life of only five years.
- ▶ **Markets for specialized skills are on the rise**
 - ▶ The knowledge economy is creating a constant series of niche markets, ushering in an age of hyperspecialization.
- ▶ **The demand for high-end skills is accelerating**
 - ▶ The rapid evolution of automation and technology has pushed the demand for high-end skills past the supply.
- ▶ **Demand for knowledge workers continues to grow**
 - ▶ Most occupations today require workers with technology knowledge, problem-solving skills and a willingness to update their knowledge constantly.

skills

Talent-boosting ideas...

- ▶ **Align education and career pathways**
 - ▶ Intensive networks between education and allied companies.
 - ▶ Create direct links between new ideas and the market-ready enterprises that can deploy them.
 - ▶ Attract and produce more connected students and more useful innovation.
- ▶ **Expand vocational education**
 - ▶ K-12 reforms should focus on expanding technical and vocational training as an alternative pathway to highly specialized skills.
- ▶ **Promote apprenticeships**
 - ▶ A large part of the skills gap is due to weak training programs for high school graduates who don't wish to pursue four-year college degrees.
- ▶ **Encourage, promote and accredit peer-to-peer networks - Digital Badging**
 - ▶ Many high school students and working professionals may choose to pursue self-learning and experience-based models of education over traditional education experiences that are increasingly unaffordable.



Badges for Learning: A Design Framework

Disposition	Knowledge	Skill	Showcase
			
Disposition badges recognize behaviors and attributes that are valued by the community and reinforce social norms and practices.	Knowledge badges convey that the learner has understood and integrated a specific and important body of information in meaningful and lasting ways.	Skill badges provide learners with indicators of developing competencies and broaden their understanding of their capabilities and accomplishments.	Showcase badges highlight a learner's efforts to share their progress and skills to valued audiences, promoting a sense of pride, ownership and identity.



D49 is wanting to do its part!

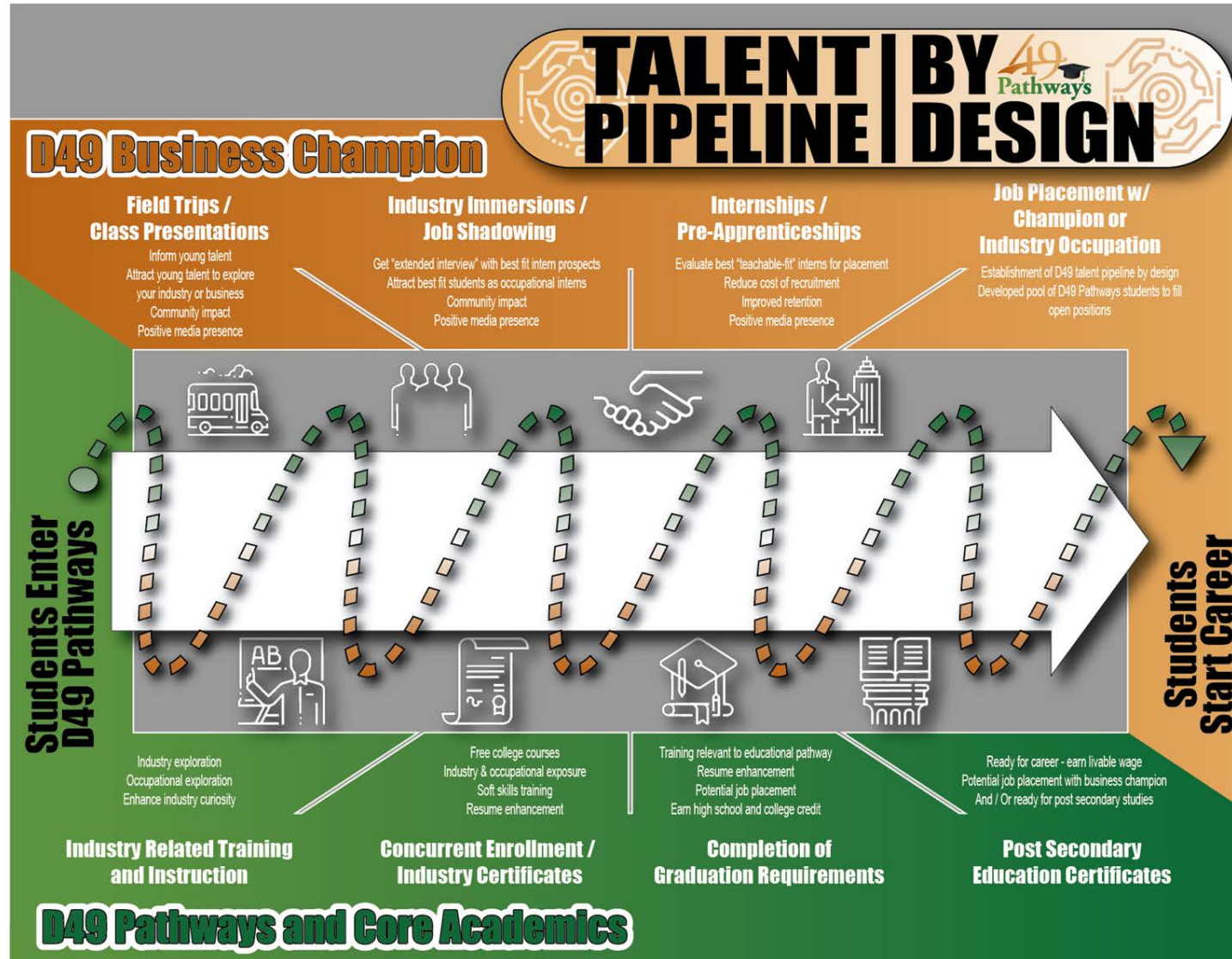


Workplace Training Program Mission Statement

To create productive and meaningful connection points between D49 students and area business champions. Through these connection points, students will acquire relevant workplace exploration, training and experience in their career pathways and business champions will be empowered to inform and participate in a talent development process that is responsive to their needs.



What could talent pipeline training look like?



What are the ways a D49 Business Champion engages in Pathways Training?

As a 49 Pathways Business Champion, you will have the opportunity to develop and implement sustainable talent development programs in our district by informing, validating and participating in the training and education of your future workforce!

MENU

TALENT | BY 49 Pathways PIPELINE | DESIGN

Feel free to choose more than one menu item!

Classroom Presentations (Career Exploration/Industry Attraction)

Visit classrooms and present to students involved in career exploration activities. Inform students about the value of entering a career in your business or occupation. Help them understand the level of education, training, effort and commitment that will be necessary to equip them to be attractive candidates in the future.

Field Trips to Your Place of Business (Career Exploration/Industry Attraction)

Students will travel to your location so you can show off your business! Inform students of the careers and occupations available in your business. Inspire students exploring your business or occupation and elevate their curiosity about engaging a career path that could land them as a future employee!

Job Shadowing (Career Exploration, Deeper Occupational Dive/Business Attraction)

Open your business to students training to enter your industry for a short-term, 2-4 hour job shadowing experience. You get to determine the frequency, duration and number of student shadows. This could also be considered an extended interview for you and the candidate to determine if a more extensive level of engagement is appealing!

Industry Immersion (Career Exploration, Deeper Occupational Dive/Business Attraction)

Open your business to students training to enter your industry for a week-long, 10-20 hour immersion. Allow student trainees to conduct entry-level tasks in various occupations employed within your business. You get to determine the frequency, duration and number of student immersion participants. The immersion will give you a more extended interview to determine if a participant may be a good fit for internship placement in the future!

Paid or Unpaid Internships (Career Pathway Training/Candidate Evaluation & Selection)

Sponsor a 120 hour internship experience for students who have received more advanced education and training in a specific occupational area. You get to determine the candidate education and requirements, frequency and number of interns. We will screen candidates to match and then you get to interview prior to placement. Allow student trainees to conduct more advanced tasking in their occupational area of focus. Maybe you can attract the best fit interns to apply for open positions in your business!

Custom-Designed Pre-Apprenticeships (Occupational Training/Candidate Selection)

Collaborate with your D49 Pathways partners to design a talent development pipeline to help fill your high volume positions. Through the pre-apprenticeship model, combining specific educational/certification requirements with your sponsored workplace training and instruction, we can help you develop a qualified talent pipeline specific to your business needs. You get to inform D49 of ideal candidate education and requirements to enter the pre-apprenticeship. We will screen candidates to match and then you get to interview prior to placement. This will be designed as a competitive application process. Once selected candidates are placed, you get to deliver occupation-specific training to create the talent you need to fuel your business growth! Pre-apprenticeships are intended to be paid employment.

D49 Pathways Representative: _____

Phone: _____

Email: _____



How do we connect?

- ▶ Bob Gemignani
- ▶ D49 Workplace Learning Manager
- ▶ rgemignani@d49.org
- ▶ Phone: 719-495-1149 x1037
- ▶ Mobile: 719-291-8180

