



Fostering Workforce and Youth Programs for a More Resilient Community

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Hello!
I am Diane Lapierre
Loveland Public Library Director
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Hello!
I am Gabrielle Helfgott
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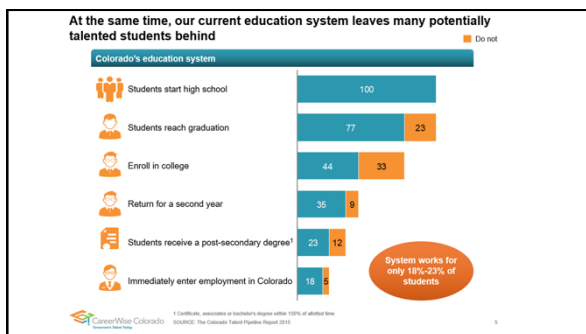
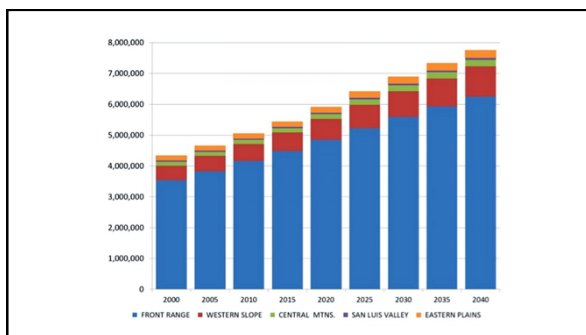
Hello!
I am Nikki Van Thiel
Neighborhood Services Manager-Denver Public Library
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Big Question:
How can we support the youth in our communities so that they have the skills and abilities necessary to become functional, productive adults?

Quick Question:
What was your first job as a teen?

Outcomes:

1. Understand current trends that impact youth and workforce development
2. Provide tools to identify current community assets that promote positive youth development



CareerWise Colorado Youth Apprenticeships

BRIDGING THE GAP BETWEEN EDUCATION & CAREER

CareerWise Colorado connects industry and education to create a statewide, modern youth apprenticeship system.

APPRENTICE

Apprentices earn a wage while gaining valuable workplace experience, a nationally recognized industry certification and debt-free college credit.

BUSINESS

Industry benefits from tangible financial ROI as it makes the shift from being consumers of talent to producers of talent.

EDUCATION

K-12 and higher education institutions improve student outcomes with increased student engagement and attendance, graduation rates and college credit attainment.

HERE'S HOW IT WORKS.

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

	YEAR 1	YEAR 2	YEAR 3
AT HIGH SCHOOL Core academic courses at school (e.g. math), some community college coursework.	~3 days a week	~2 days a week	NA
ON-THE-JOB On-the-job training in form of occupation, rotation or projects.	16 hours a week	24 hours a week	32-40 hours a week
AT TRAINING CENTER Multi-skill training curriculum in pathway-specific skills.	~150 hours a year	~175 hours a year	~200 hours a year



EXPECTED IMPACT

FOR BUSINESSES	FOR STUDENTS
<ul style="list-style-type: none"> Positive return on investment (ROI) Reduction in hiring costs Increased retention Loyal, engaged employees Increased innovation 	<ul style="list-style-type: none"> Skills and exposure Debt-Free College Credit (on average, 30 total) Valued industry credential ~\$30K earnings over course of apprenticeship

PRIMARY PATHWAYS	ADVANCED MANUFACTURING	INFORMATION TECHNOLOGY	FINANCIAL SERVICES	BUSINESS OPERATIONS	HEALTHCARE	WE OFFER APPRENTICESHIPS IN 5 PRIMARY PATHWAYS. THESE STARTER PATHWAYS LEAD TO A VARIETY OF OCCUPATIONS.
SAMPLE OCCUPATIONS	Production technician Quality control inspector Maintenance technician Logistics	Computer Technician Software QA Tester Junior Coder	Accounting Clerk Insurance Services Expert Financial Coordinator Customer Support	Project Coordinator Purchasing Coordinator Operations Specialist	Certified Nursing Assistant (CNA) Licensed Practical Nurse (LPN)	
SAMPLE EMPLOYERS	COORS/TEK INTERTECH PLASTICS Nordson	ANNOV INTRAWEST Home Academy	FINANCIAL SERVICES EKS&H	STONBRIDGE OUTER SKILLFUL	DAVITA VIVAGE Sava SeniorCare	

CURRENTLY, CAREERWISE OPERATES IN FOUR GEOGRAPHIES ACROSS THE STATE

- In **2017**, we launched in the Denver Metro Area, Fort Collins & Mesa County
- In **2018**, we are expanding to Eagle County, our first rural community partner

REAL COUNTIES

CareerWise Colorado

So far, businesses have found apprentices to be fast learners who add a productive & energizing presence to the workplace, and students have found apprenticeships personally and professionally rewarding


The thirst for knowledge that the apprentice brings to the company is a breath of fresh air. The team is enjoying helping the apprentice learn through the lessons of work and life.

Western States Fire Protection

I think it's one of the more valuable things I'll ever do in my educational career. I've learned more in the past five months than I have in the past three years.

Apprentice, EKS&H

CareerWise Colorado




NEW COMMUNITIES READINESS

New CareerWise communities need active participation from:

- ✓ The business community, including local business-support organizations
- ✓ The education community, including K12 and higher education/training partners
- ✓ Community leadership interested in fostering a supportive ecosystem and infrastructure

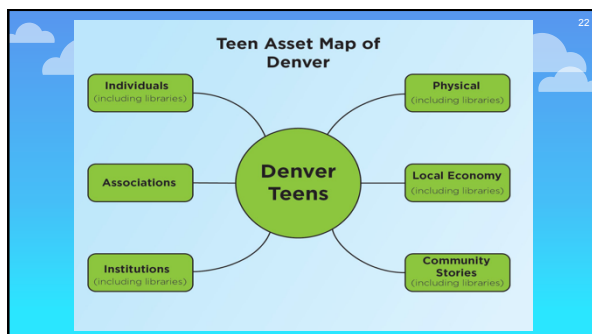
Asset Mapping

Denver Public Library



What is Asset Mapping?

- Public Library Association (PLA) Leadership project
- Asset Based Community Development model
- Focused on assets rather than deficiencies

Let's Asset Map a Dinner Party: What do we have?

- Bread making ability
- Vegan Bread making ability
- Quick Bread making ability
- Bread eating ability
- Indian culinary skills
- General culinary skills
- Vegan culinary skills
- Party hosting skills
- General baking skills
- Gardening skills
- Yoga Skills
- Basic Car Repair Skills


"EVERY SINGLE PERSON HAS SKILLS, ABILITIES, AND GIFTS."
— JOHN MCKNIGHT

WHAT ARE YOURS?

What Do We Have?

A vegan, carb-loaded dinner with fresh herbs, the ability to get there and back with wiper blades intact, and some tips to counteract that bread (with yoga)


WHERE'S THE BEEF? (LENTILS?)



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What should we have at our dinner party?

- Appetizers
- Salad
- Lasagna
- Garlic Bread
- Chocolate Cake




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Now what do we have!!


A contrived dinner party that does not reflect the true interests and characteristics of our group...

With a focus on what we need rather than what we have




Question:

What assets in my community could help foster positive youth and workforce development?



Your Turn!


1. What are your economic/workforce goals?
 - o How can youth be an asset in the achievement of these goals?
2. Use diagram to identify and map assets
3. What questions would you ask these groups/assets?
4. Discuss what next steps you would take in your community



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Final Questions:

1. Are there common assets across communities?
2. What three things will I do when I get back?



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THANK YOU!





POST WORKSHOP PARTICIPANT COMMITMENT

Date _____

Participant Name _____

Workshop Name _____

1.

2.

3.

FOSTERING WORKFORCE AND YOUTH PROGRAMS FOR A MORE RESILIENT COMMUNITY

Thursday, June 21, 1:45 - 3 p.m.

ARR Olympic Ballroom

Arranged by the Librarians Section

Description:

Colorado has one of the lowest unemployment rates in the country, and 74 percent of all jobs statewide will require some level of post-secondary education or training by 2020. Learn how your municipality, in partnership with your library, can invigorate youth programs and workforce training for a more resilient and economically viable city or town.

Presenters:

Diane Lapierre, Loveland Public Library Director

Gabrielle Helfgott, CareerWise Colorado, Business Partnerships/Community Engagement

Nikki Van Thiel, Denver Public Library Multi-Branch Manager

Outcomes:

Understanding of current trends that impact youth and workforce development

Tools to evaluate/map/assess current community assets that promote positive youth development

AGENDA:

Welcome/Introductions:

- Big Question: How can we support the youth in our communities so that they have the skills and abilities necessary to become functional, productive adults
- Quick question: What was your first job as a teen?

Overview Current State:

- Population Trends
- Employment Trends
- Education Trends

Career Wise Program Overview

Denver Public Library Teen Asset Mapping

Small Group Exercise :

Step 1:

What are your economic/workforce goals?

How can youth be an asset in the achievement of these goal?

Step 2:

Use diagram to identify assets

Step 3:

What questions would you ask these groups/assets?

Step 4:

Discuss what next steps you would take in your community

Report Out:

What are common assets across communities?

What three things will I do when I get back?

Conclusion/Committed Actions

RESOURCES:

Teen Asset Mapping Report: A Report and Recommendations from the Denver Public Library

www.ala.org/pla/sites/ala.org.pla/files/content/about/fellows/TAMFinalReport.pdf

CareerWise Colorado: New Community Resources

www.careerwisecolorado.org/the-program/new-communities/

Participatory Asset Mapping: A Community Research Lab Toolkit (2012)

www.communityscience.com/knowledge4equity/AssetMappingToolkit.pdf

CONTACTS:

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