



WESTMINSTER

Economic Development Department

Accessing Community College Workforce Resources

June 15, 2023

Agenda

Welcome

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Front Range Community College (FRCC)

Claudia Ossola, Director of Corporate Solutions

Red Rocks Community College (RRCC)

Matthew Sweeney, PMP, MSOL, Dean of Workforce Services

Q&A

Workforce Resources

Recruitment

- Career Centers
 - Placement Services
 - Job Fair
- Work-Based Learning Support
 - Establish Internships or Apprenticeships
 - Hire Interns or Apprentices
 - Funding to support
- Program Advisory Boards
 - Advise program curriculum and director
- Employee Training
 - Training, Coaching, Consulting
 - Skill Advance and other incumbent worker training incentive grants
- Leadership Development
 - Training
 - Talent Pipeline support



Workforce Resources

Skill Advance Grants

- State funded
- Reimbursement grants for training (upskilling, reskilling) employees
- Covers 60% of the cost of training (40% employer match)
- Supports non-mandated training to increase production or competitiveness



Front Range Community College

Our Value

- ▶ **Extend FRCC reach into community**
- ▶ **Accelerate response to changing workforce needs**
- ▶ **Seed new program development**
- ▶ **Offer wholistic response – expand hiring pipeline, upskilling and re-skilling of incumbents**
- ▶ **Create continuous connection between employers and college**

Workforce Solutions: Impact

Engagement	Focus Areas	FY22 Impact
Apprenticeships	Healthcare, manufacturing, IT, tree care, automotive	469 apprentices <small>(since 2019)</small> 34 employer partners
Customized Training	Manufacturing, IT, public sector, healthcare	32 companies 2,615 trainees
Non-credit Professional Development	OSHA, manufacturing supervisor, contractor's academy, project management, industry certifications	875 enrollments
Small Business Development	Two centers: Larimer, North Metro at Westminster Campus	1,502 clients 3,596 consulting sessions

Value of Apprenticeships

For FRCC

- **Enrollment:** 378 apprentices trained since 2019, received
- **Equity:** increased student diversity
- **Industry Responsive:** employer partners requesting FRCC support; \$493,000 in tuition support invested to date
- **Return on Investment:** \$2.1 million projected ROI for healthcare apprenticeships alone through FY27
- **National/State/Local Recognition:** US DOL Apprenticeship Ambassador; featured on USDOL apprenticeship website; CWDC Changemakers in Apprenticeships Awards; CPR, Denver Post, and other media outlets

For Apprentices

- **Completion:** apprentices twice as likely to complete FRCC program
- **Earn and Learn:**
 - 100% of apprentices paid during training
 - 71% of apprentices receive tuition support from workforce or employer
 - Only 6% of apprentices have taken out student loans
- **Employment Aligned with Interests:** all apprentices employed in their area of study

For Employers

- **Competitive Recruiting Edge:** offer of job while gaining skills and certification strengthens recruiting
- **Increased Candidate Diversity:** more diverse candidates with offer of immediate employment and education/training support
- **Impact on the Job:** apprentices able to contribute on the job more quickly with faster ramp-up timeline
- **Increased Retention:** higher retention rates for apprentices

Center for Integrated Manufacturing

- ▶ Training for Advanced Manufacturing Technologies
 - ▶ FRCC's Center for Integrated Manufacturing, located in Longmont, Colorado, is the state-of-the-art home of our advanced manufacturing programs.
 - ▶ Created to meet the evolving needs of next-generation manufacturing technologies, this center provides industry-focused education and hands-on training for modern-day manufacturing workers.
- ▶ Automation Engineering Tech Program
- ▶ Electronic Engineering Tech Program
- ▶ Precision Machining Program
- ▶ Optics Technology Program

Red Rocks Community College

- Over 100 programs including:
 - Health Careers, Speech-Language Pathology and Audiology, Computer Technology, Cybersecurity, Construction Technology, Fine Woodworking, Fire Science, Law Enforcement, and many more
- Partnerships and affiliations with Warren Tech, local area departments
- Cybersecurity and Early Childhood Education Apprenticeship programs
- Employer Choice Program launch in Fall 2023



Red Rocks Community College

- Rocky Mountain Education Center founded in 1992 as the first OSHA Authorized Training Institute
 - On Site and Off-site Skill-based Training
 - Safety Training in OSHA 10, 30, Hazwoper, Confined Space, Aerial Lift, and more
 - Stormwater and Greywater certifications
 - Prison Education Programing, Digital Literacy & Adult Education
 - Cybersecurity Certification Prep Courses
 - Project Management, Leadership, and Business Topics



Contact Information:

- Please reach out if you have any questions
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Questions – Open discussion