

Project SCALE

[Scaling Construction Access for
Learners & Earners]

An innovative construction career pathway
for all—revitalizing workforce development
in the State of Colorado

Project SCALE: A Connected & Cumulative Career Pathway in Construction

Colorado has a workforce shortage that is impacting all industries, but it is particularly acute in the construction trades. Colorado is short more than 40,000 construction workers and industries are increasingly partnering directly with education providers to solve their workforce challenges.

Project SCALE brings together 10 years of innovation to create a paid pathway to economic mobility via financial support and facilitation by the construction industry and education sector.

Fully supported by both industry and education, this program increases top-of-the-funnel talent from K12 through postsecondary education and accelerates students' educational paths and entry into the workforce. The Project SCALE program sets up learners and employers up for success by creating an educational pathway, beginning in high school, that counts completed coursework toward future construction apprenticeship program credits; completed

apprenticeship coursework then counts toward 45 of the required 60 associate's degree credits; and completed associate degree coursework counts toward bachelor's degree credits. In this way, the program builds true credential 'stackability' into the traditional trade education path culminating in expanded career opportunities for all skilled tradespeople.

This program is an innovative statewide partnership led by AGC Construction Education Foundation, Careers in Construction Colorado, Colorado Community College System, Colorado Succeeds, Weifield Group Contracting -- and supported by more than 25 construction businesses, nonprofits, work sector partnerships and educational institutions.

This collaboration between educational and construction industry leaders across our state means that students can accelerate their educational pathway in construction careers -- putting many more Coloradans on the path to

economic success.

Project SCALE builds on and strengthens programs and concepts that have been implemented in the past. The Colorado construction industry, construction trade associations, union/non-union organizations, the K-12 school system, and higher education institutions have come together to fortify and standardize the concept of applying credit from prior learning toward future apprenticeship/college credit to help accelerate careers in construction, as a standard. Project SCALE is a unified program designed to work for all who have the desire to learn and earn -- including those in underserved communities, women, and non-traditional construction workers.






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“By developing a program centered on providing paid higher education based on previous learning, we are truly opening up an innovative new career pathway for all willing to learn and earn—while bringing together industry and both union and non-union organizations toward a common goal of revitalized workforce development.” ~ Scott Laband, Colorado Succeeds President

“Project SCALE will help Colorado meet daunting construction employment demands; construction trades in Colorado are expected to grow between 10–32% in employment between 2020–2030. As an industry, we must connect silos of past good work to become a true pipeline for youth to have a clear pathway to successful construction careers as well as economic and career mobility..”

~ Karla Nugent, Weifield Chief Revenue Officer



Project SCALE: Scaling Construction Access for Learners & Earners

INDUSTRY & EDUCATION WORKING TOGETHER TO ACCELERATE LEARNERS' EDUCATIONAL PATHS AND ENTRY INTO THE WORKFORCE

EDUCATION ADVANCEMENT BEGINNING IN HIGH SCHOOL WITH STACKABLE CREDITS

1 HIGH SCHOOL (IN PROGRESS):

Starting in high school, students in urban and rural Colorado high schools can begin earning credit with high school trade education classes that count toward a registered apprenticeship program -- and learn about the various types of apprenticeship options available to them.

2



APPRENTICESHIPS:

High school students can begin their fully paid chosen apprenticeship immediately upon graduation; union/non-union apprenticeship programs will count completed high school coursework toward apprenticeship credit.

3

NEWLY-DEVELOPED CONSTRUCTION ASSOCIATE DEGREE:

Completed apprenticeship program credits count toward a newly-developed Associates degree in Construction Project Management that can be pursued at urban & rural Colorado higher education institutions (multiple locations throughout Colorado).

4

CONSTRUCTION MANAGEMENT BACHELOR'S DEGREE:

Credits earned in the Construction Associate's Degree program count toward a four-year Construction Project Management Bachelor's Degree offered through numerous Colorado colleges and universities.

BENEFITS:

- Expand high school coursework through Home Builders Institute curriculum. This curriculum counts toward future learning.
- Increase awareness of construction career pipeline development in K-12 schools as well as regional workforce centers for reskilling available talent and accelerating career navigation.

BENEFITS:

- High school learning is cross-mapped into apprenticeship programs with no credit loss -- providing an accelerated start and a connection to the construction industry.
- Students receive paid training while working; courses completed in apprenticeship programs count toward a new Construction Associate Degree.

BENEFITS:

- Apprenticeship credit is cross-mapped into the newly-created degree program with no credit loss.
- Industry provides various funding and grants individuals can apply for to help with the cost of Construction Project Management Associates degree classes, outside of their applied apprenticeship credit.

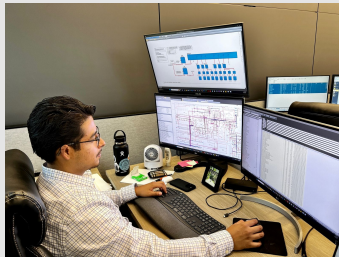
BENEFITS:

- The potential to achieve a college degree at a drastically reduced cost is now possible for countless individuals across all demographics in urban and rural Colorado, including non-traditional construction candidates. These individuals have greater career and financial mobility and benefit from increased equity for all.

- The state's first industry-driven stackable pathway allowing Coloradans to move from industry-recognized credentials/apprenticeships to certificates/degrees
 - Statewide reach/proven pipeline of homegrown talent from rural areas and the front range
 - Expanding the pipeline of workers from underserved populations + females (increasing equity)
 - Will double the number of students exposed to trade courses through the Home Builders Institute (HBI) curriculum currently taught in 62 schools, in the next two years
- A paid pathway from advanced apprenticeships to an associate degree and a supported pathway to a Construction Project Management bachelor's degree
- Addresses talent shortages for in-demand construction occupations by creating a top-of-the-funnel talent increase from K12 to postsecondary education

Students begin work immediately after high school as they work toward completing their apprenticeship. Their careers grow as they advance their educational path—into opportunities ranging from apprentices/craft journey workers in the first stage of their career to project manager, preconstruction manager, virtual designer, or superintendent roles as they gain experience and stackable credentials.

These construction associate's and bachelor's degree programs allow apprentices/journey workers to advance into leadership roles rapidly— with wage progression.



Project SCALE will ensure the only limits to education for construction workers are self-imposed:

- **The state's first industry-driven stackable pathway** that will allow Coloradans to move from industry-recognized credentials and apprenticeships to certificates and degrees.
- **Statewide reach** with a proven pipeline of homegrown talent from rural areas in addition to the front range -- to address the widespread construction talent shortage in Colorado.
- **Expanding the pipeline of workers** by training traditionally underserved populations as well as females, helping to eliminate the equity gap in construction.
- **Will double the number of students exposed to trade courses** through the Home Builders Institute (HBI) curriculum currently taught in 62 schools. Since the start of this work in 2015, 10,726 students have enrolled in the HBI curriculum and 4,741 PACT Certificates and 2,703 OSHA-10 Certificates have been issued.
- **Gets more people on the path to a skilled trade job** by creating statewide awareness and growth in high school construction pathways. Also connects students into pre-apprenticeship or apprenticeship training programs that are attached to a job – this also allows for tracking workforce outcomes after high school which is currently challenging.
- **Creates a paid pathway from advanced apprenticeships to an associate's degree through industry** and, eventually, a bachelor's degree in construction project management.
- **Addresses talent shortages** in the most in-demand construction occupations by creating a top-of-the-funnel talent increase from K12 to construction jobs, apprenticeships, and postsecondary education.
- **Industry investment builds on incumbent predecessor work** and is complemented by some smaller seed grants from public & private organizations.
- **Scales a proven model**—Project SCALE will cross-map HBI high school curriculum into 7 apprenticeship programs in Phase 1 (7 more apprenticeships in Phase 2). Additionally, 4 apprenticeships will be cross-mapped into the new construction associate's degree program in Phase 1 (4 more apprenticeships in Phase 2). Currently, in Phase 1, electrical and carpentry apprenticeships are finishing cross-mapping HBI high school curriculum into their programs.

This project will serve as a model for how Colorado can ensure all K-12 schools are centering in-demand career pipeline development and translating industry recognized-credentials and apprenticeships that are part of those programs into meaningful academic credit that allows them to climb the economic ladder -- all while working and being paid for learning.

These models can serve as the use case for building statewide apprenticeship structures recognized by postsecondary education providers for industries across Colorado and potentially, for other industries nationwide.

PROJECT SCALE SUPPORTERS [AS OF OCTOBER, 2023]

Adolfson & Peterson [Non-Union GC] | **African American Trade Association** [Non-Profit] | **Associated Builders & Contractors** [Trade Association] | **Baker's Concrete Construction** [Union Specialty Contractor] | **Bernie's Plumbing & Heating** [Non-Union MEP] | **Buildstrong Academy** [Non-Profit] | **Colorado Business Roundtable** [Industry Association] | **Colorado Contractors Association** [Trade Association] | **Colorado Succeeds** [Non-Profit] | **Construction Industry Training Council of Colorado** [Apprenticeship] | **CSU Global** [Higher Education] | **CU Denver** [Higher Education] | **Denver Metro Construction Sector Partnership** [Industry Partnership] | **Encore Electric** [Non-Union MEP] | **FCI Constructors** [Non-Union GC] | **Fort Collins Area Chamber of Commerce** [Business Member Organization] | **Haselden Construction** [Non-Union GC] | **Hensel Phelps** [Non-Union GC] | **Hispanic Contractors Association** [Non-Profit] | **Howell Construction** [Union GC] | **Independent Electrical Contractors Rocky Mountain & Southern Colorado** [Apprenticeship] | **JE Dunn** [Union GC] | **Master's Apprentice** [Pre-Apprenticeship] | **Mortenson Construction** [Non-Union GC] | **MSU Denver** [Higher Education] | **MTech Mechanical** [Non-Union MEP] | **Murphy Mechanical** [Union MEP] | **Northern Colorado Construction Sector Partnership** [Industry Partnership] | **Pinkard Construction** [Non-Union GC] | **Poudre School District** [Education] | **RK Industries, LLC** [Non-Union] | **Saunders Construction** [Union GC] | **Sun Construction** [Non-Union GC] | **Swinerton Builders** [Non-Union GC] | **Turner Construction** [Union GC] | **Weifield Group Contracting** [Non-Union MEP] | **Wells Concrete** [Union & Non-Union Specialty Contractor] | **Western Colorado Contractors Association** [Non-Profit] | **Whiting-Turner** [Non-Union GC]