



Building Colorado's Future Workforce

Project SCALE (Scaling Construction Access for L/Earners) is an innovative career pathway initiative designed to fill 30,000 construction and skilled trades jobs by 2030. With a collaborative, employer-led approach, it addresses Colorado's critical workforce gaps while creating equitable opportunities for students, job seekers, and underrepresented workers to enter high-wage, high-demand careers.

Colorado's construction industry is experiencing a workforce shortage of more than 30,000 workers, with demand expected to grow by up to 32% by 2030. The Colorado Workforce Development Council estimates that 6,000 more laborers are needed just to support federally funded infrastructure projects.

Project SCALE is tackling this challenge and more through THREE KEY STRATEGIES

1

THE PROBLEM Skilled Labor Shortage

Colorado's construction sector faces a significant labor deficit, with **over 30,000 positions unfilled**. This gap is projected to widen as the industry grows by up to **32%** by 2030. This gap is at all levels, not just entry levels where many employees get stuck.

THE SOLUTION

Close the talent gap by ushering 1,600 additional students into the construction pipeline and facilitating 2,600 job or apprenticeship connections.

2

THE PROBLEM Fragmented Educational Pathways

The current educational and training routes in the construction field are often disconnected, leaving some workers in this industry in low-wage jobs and too little career mobility.

THE SOLUTION

Develop a transparent, comprehensive construction career pathway, leading to living wages and career mobility for participants.

3

THE PROBLEM Information & Perception Gaps

There is a critical need for reliable and comprehensive information directly from the industry about the long-term opportunities to create a career in construction.

THE SOLUTION

Integrate the construction career pathway into state-recommended solutions, leveraging resources for long-term sustainability.

Project SCALE'S APPROACH

By integrating education, apprenticeships, and workforce development, SCALE is creating seamless, stackable credential pathways to help students and job seekers thrive. This initiative leverages federal and state funding, including the Opportunity Now Colorado grant program, which invests \$85 million into workforce training partnerships to meet Colorado's growing labor needs.

Employer Led. Data Driven.

Project SCALE is guided by over 40 key industry and education partners joining forces to solve Colorado's construction workforce shortage. Core Project SCALE partners include:



Learn More

Project SCALE offers a unique opportunity to support Colorado's construction workforce and empower future generations.

Contact Ben Gerig,
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to get involved.

