“Having DPS CareerConnect interns and apprentices helps our team from a leadership perspective. We can pair students with senior staff members who are interested in becoming managers and develop their management skills. It teaches our team members how to work with an employee as they’re able to set expectations with the students and plan their workloads in this environment.”

TANYA JONES, RECRUITING DIRECTOR, HOMEADVISOR & ANGIE’S LIST
TABLE OF CONTENTS

Introduction
Overview ................................................................. 3
CareerConnect Outcomes .............................................. 4
Career Pathways ......................................................... 6
DPS CareerConnect Model ............................................. 7
Student Demographics ................................................. 9
Program Locations ...................................................... 9

School-Based Learning
Overview ................................................................. 13
Project-Based Learning .................................................. 14
K-8 STEM Programming ................................................ 16
The Student Experience .................................................. 18
Summer Programs ....................................................... 21

Work-Based Learning
Overview ................................................................. 23
CareerConnect Spark
Industry Introduction Program ....................................... 24
CareerConnect Xplore
Industry Exploration Program ......................................... 25
CareerConnect Coach Mentorship Program ....................... 26
CareerConnect Launch Internship Program ......................... 27
Company Partners ....................................................... 28

Innovation Programs
Overview ................................................................. 31
CareerConnect Apprenticeship Program ............................. 32
Industry Certifications and College Credit Attainment .......... 35
FACES for the Future ................................................... 35

Operations & Funding
Financial Report ......................................................... 37

This project was funded by a grant awarded under the Youth CareerConnect Program in the amount of $7 million, as implemented by the U.S. Department of Labor’s Employment and Training Administration. Denver Public Schools is an equal opportunity educational system and will not discriminate on the basis of race, color, or national origin, sex, or handicap in its activities, programs, or employment practices as required by Title VI, Title IX, and Section 504.
Introduction
DPS CareerConnect: Shaping Tomorrow’s Leaders

What if students could experience school as more than just school?

What if students could be exposed to a range of exciting careers as early as elementary and middle school — just as they are learning about who they are and what they value as individuals?

What if students could find a high school that allowed them to immerse deeply in a field they love to help guide their decisions about college and career after high school?

What if students had a head start toward career and higher education — for free — while they were still in high school?

Since 2014, Denver has been asking these big questions. And together, 60 schools, 200 businesses and 10 higher education institutions are moving from “what if” to reality. They are creating a movement that is fundamentally changing patterns of economic mobility and academic advancement. They are DPS CareerConnect.

BOOMING PROGRAM ENROLLMENT

2017-18 was an exciting school year for DPS CareerConnect. The program grew from 4,200 high school students in 2013-14 to more than 8,600 high school students in 2017-18. With the addition of our STEM program, DPS CareerConnect added 6,000 elementary school student and 4,000 middle school students in 2017-18 to serve more than 18,600 students in Denver.

COMMUNITY SUPPORT

In fall 2016, Denver voters passed a ballot initiative that provides DPS CareerConnect with sustainable funding — a $5 million bond to be used for facility upgrades and an annually-recurring $4.8 million. DPS CareerConnect has also raised nearly $20 million in corporate, federal and philanthropic grants since 2014.

These funds will enable DPS CareerConnect to continue our mission and grow the program. Together, we can provide a new landscape of opportunities for Denver’s students while building an unmatched talent pipeline for Colorado’s booming economy. We can change lives for children and families in our community and build a national model for success.
Analysis based on four-year graduation and completion rates for kids starting 9th grade in fall 2014 (AYG 2017) and is restricted to students who were in DPS by October of 9th grade and completed CO state standardized testing in spring of 8th grade. Future analyses will explore efficacy of exploration programs and youth apprenticeship; will also look at matriculation into higher education.
A SOLUTION TO THE COLORADO PARADOX

Colorado ranks in the top 5 states for degree holders, yet 1 in 5 students does not graduate from high school. Only 1 in 4 Colorado natives will earn a college degree. At the same time, many companies are struggling to find qualified workers in advanced industries, especially those in STEM fields.

DPS CareerConnect provides students with the tools and connections to cultivate their passions and initiate a lifelong upward trajectory of career success and continued learning in Colorado’s top industries.

HIGH SCHOOL GRADUATION

2/3 of students graduate high school on time
Of those students, only 45% are college-ready

COLLEGE ENTRY & GRADUATION

3 out of 10 high school entrants enroll in college
Fewer than 2 out of 10 high school entrants graduate college in less than 6 years.

SKILLS GAP

Jobs requiring postsecondary
DPS grads with postsecondary

70%
17%

Homegrown talent in Colorado can’t fulfill workforce demand, resulting in the “Colorado Paradox.”

HIGH SCHOOL & COLLEGE ATTAINMENT GAP

FRL
62%

NON-FRL
85%

23 percentage point gap in high school graduation rates between FRL vs. non-FRL*

*Students whose family income qualifies them as eligible for the Free & Reduced Lunch (FRL) program.

Historically, DPS CareerConnect students are over 40% more likely to graduate than their peers.
DPS CareerConnect offers rigorous and engaging college and career pathways in nine different industries. Over the past three years, the program has expanded its offerings in five of Colorado’s highest-opportunity industries: finance, engineering, advanced manufacturing, bioscience, and technology.

<table>
<thead>
<tr>
<th>Career Pathways</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Business Connect</strong></td>
<td>Business, Marketing, Finance, Entrepreneurship</td>
</tr>
<tr>
<td><strong>Creative Connect</strong></td>
<td>Graphic Design, Theater Technology, Audio/Video Production</td>
</tr>
<tr>
<td><strong>Ed Connect</strong></td>
<td>Teaching, Coaching, Early Childhood Education</td>
</tr>
<tr>
<td><strong>Engineering Connect</strong></td>
<td>Engineering, Architecture</td>
</tr>
<tr>
<td><strong>Hospitality Connect</strong></td>
<td>Culinary Arts, Hotel Management, Tourism</td>
</tr>
<tr>
<td><strong>Maker Connect</strong></td>
<td>Advanced Manufacturing, Construction, CAD, Welding, Automotive</td>
</tr>
<tr>
<td><strong>Med Connect</strong></td>
<td>Biomedicine, Nursing, Sports Medicine, Health</td>
</tr>
<tr>
<td><strong>Public Safety Connect</strong></td>
<td>Law, Fire Science, Forensics, Public Safety</td>
</tr>
<tr>
<td><strong>Tech Connect</strong></td>
<td>Coding, Hardware, Software, Networking, IT</td>
</tr>
<tr>
<td><strong>ACE Connect</strong></td>
<td>Supplementary Program for Students with Special Needs</td>
</tr>
</tbody>
</table>
DPS CareerConnect Model

Denver Public Schools CareerConnect provides students with limitless college and career opportunities. Students enroll in rigorous industry-focused classes and can explore college and career pathways through work-based learning opportunities that include mentoring, internships, and more.

Through these experiences, students learn the soft skills necessary to succeed in a 21st century workforce. Students can graduate with college credit, industry certifications, and receive preferential admissions to some of Colorado’s top universities.
**Student Demographics**

*Demographics are for high school students only.*

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>43%</td>
</tr>
<tr>
<td>Male</td>
<td>57%</td>
</tr>
<tr>
<td><strong>SPED</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>10%</td>
</tr>
<tr>
<td><strong>Free and Reduced Lunch</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>64%</td>
</tr>
<tr>
<td><strong>English Language Learners</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>16%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>1%</td>
</tr>
<tr>
<td>Asian</td>
<td>3%</td>
</tr>
<tr>
<td>African American</td>
<td>13%</td>
</tr>
<tr>
<td>White</td>
<td>24.5%</td>
</tr>
<tr>
<td>Latino</td>
<td>54%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
</tbody>
</table>

**Program Locations**

DPS CareerConnect programs are available across the city of Denver. Anyone can enroll in a program, and they are free of cost for all participants.
**ELEMENTARY PROGRAMMING:**
Creativity Challenge Community School (C3), Ellis Elementary, Joe Shoemaker Elementary, McKinley-Thatcher Elementary (MKT), Samuels Elementary, Southmoor Elementary

**MIDDLE SCHOOL PROGRAMMING:**
Grant Beacon Middle School, Hamilton Middle School, Merrill Middle School, Slavens K-8

**HIGH SCHOOL PROGRAMMING:**
DELTA High School: CreativeConnect
South High School: ACEConnect, CreativeConnect, EdConnect, MakerConnect, TechConnect
Thomas Jefferson High School (TJ): ACEConnect, BusinessConnect, TechConnect, CreativeConnect

**ELEMENTARY PROGRAMMING:**
Barnum, College View Elementary, Force Elementary, Math and Science Leadership Academy (MSLA), Newlon, Sabin World School, Traylor Elementary

**MIDDLE SCHOOL PROGRAMMING:**
Bear Valley International School, Grant Ranch, Kepner Beacon Middle School, Kunsmiller Creative Arts Academy

**HIGH SCHOOL PROGRAMMING:**
Abraham Lincoln High School: AceConnect, CreativeConnect, EdConnect, MakerConnect, TechConnect
Florence Crittenton High School: MedConnect
John F. Kennedy High School (JFK): AceConnect, BusinessConnect, CreativeConnect, Engineering Connect
Kunsmiller Creative Arts Academy: CreativeConnect
Summit Academy: CreativeConnect, MedConnect

**ELEMENTARY PROGRAMMING:**
Beach Court Elementary, Brown Elementary, DCIS at Fairmont, Edison Elementary, Trevista at Horace Mann

**MIDDLE SCHOOL PROGRAMMING:**
Lake Middle School, Skinner Middle School, West Leadership Academy

**HIGH SCHOOL PROGRAMMING:**
Bruce Randolph High School: BusinessConnect
CEC Early College: BusinessConnect, CreativeConnect, EdConnect, HospitalityConnect, MakerConnect, MedConnect, PublicSafetyConnect, TechConnect
Denver Online High School: BusinessConnect, TechConnect
North High School: AceConnect, CreativeConnect, TechConnect
West Early College High School (WEC): AceConnect, CreativeConnect, MedConnect, TechConnect
West Leadership Academy: AceConnect, TechConnect
Northeast Region

**ELEMENTARY PROGRAMMING:**
Ashley Elementary, Lowry Elementary, McMeen Elementary Park Hill Elementary, Teller Elementary

**MIDDLE SCHOOL PROGRAMMING:**
Dora Moore Middle School, Hill Middle School, Morey Middle School

**HIGH SCHOOL PROGRAMMING:**
- Denver School of Innovation and Design (DSISD): BusinessConnect, EngineeringConnect, TechConnect
- Emily Griffith High School
- George Washington High School (GW): ACEConnect, BusinessConnect, MedConnect

Far Northeast Region

**ELEMENTARY PROGRAMMING:**
Inspire Elementary, Isabella Bird Community School, John H. Amesse Elementary, Lena Archuleta Elementary, Maxwell Elementary, Swigert International School, Westerly Creek Elementary

**MIDDLE SCHOOL PROGRAMMING:**
- Denver Center for 21st Century Learning (DC21) at Wyman Middle School, Denver Discovery School, Farrell B. Howell ECE-8, Florida Pitt Waller, McAuliffe at Manual, McAuliffe International, McGlone Academy, Marie L. Greenwood Academy, P.R.E.P. Academy, Vista Middle School, William (Bill) Roberts Elementary School

**HIGH SCHOOL PROGRAMMING:**
- Collegiate Prep Academy: EdConnect
- Denver Center for 21st Century Learning (DC21) at Wyman High School: BusinessConnect, EngineeringConnect
- Denver School of the Arts: CreativeConnect
- Dr. Martin Luther King, Jr. Early College (MLK): BusinessConnect, EdConnect, EngineeringConnect, MakerConnect, TechConnect
- East High School: AceConnect, BusinessConnect, CreativeConnect, EngineeringConnect
- High Tech Early College (HTEC): BusinessConnect, CreativeConnect, EngineeringConnect
- Legacy Options High School: CreativeConnect
- Manual High School: AceConnect, MedConnect
- Montbello Career and Technical School: MakerConnect, TechConnect
- Northfield High School: EngineeringConnect, MedConnect, TechConnect
- P.R.E.P Academy: AceConnect, TechConnect
- Vista High School: CreativeConnect, HospitalityConnect, MedConnect, TechConnect
School-Based Learning
School-Based Learning is Engaging, Rigorous, Hands-on and Fun!

Denver Public Schools CareerConnect school-based learning promotes students’ technical, academic and soft skill acquisition through relevant, project-based coursework. Starting in kindergarten and continuing through 8th grade, students can explore various STEM (science, technology, engineering, and math) fields through the STEMConnect program. In high school, students can opt into one of nine different career pathways.

IN THE CLASSROOM

Exploratory STEM courses

Foundational industry courses

Specialized industry courses:
MAY INCLUDE COLLEGE COURSEWORK, INDUSTRY CREDENTIALS AND PORTFOLIO DEVELOPMENT

CAREERCONNECT HIGH SCHOOL DUPLICATED COUNT ENROLLMENT 2017-18

ACEConnect*
395

BusinessConnect
1,654

CreativeConnect
2,336

EducationConnect
157

EngineeringConnect
1,156

HospitalityConnect
245

MakerConnect
517

MedicalConnect
843

PublicSafetyConnect
108

TechConnect
1,294

*ACEConnect is a supplemental program for students with special needs. ACEConnect students can also be enrolled in any DPS CareerConnect career pathway.
Learning Made Real Through Project-Based Learning

Project-Based Learning (PBL) is at the core of all DPS CareerConnect courses. PBL allows students to engage in authentic, relevant learning experiences that are connected to their community. Students exercise critical thinking skills and creativity as they choose the best approach to answer the project’s overarching question. They generate unique solutions to an open-ended question meant to better prepare them for college and career.

Last year, 280 educators received 120+ professional development sessions, with the average educator receiving 5 sessions during the school year through Project-Based Learning Integration Coaching (PBLIC). The DPS CareerConnect team is endeavoring to re-engineer PBL in order to make it more rigorous across all CareerConnect programs. To that end, all of our PBL as of 2017-18 is moving to become competency-based, in which teachers and students will still have full autonomy in project design, selection, and execution, but will now have the ability to progress-monitor technical, academic, and soft skill acquisition within a course and across a career pathway.

The Project-Based Learning Academy of Excellence launched in June 2017 with its first cohort of 50 teachers. Through the PBL Academy of Excellence, teachers will learn how to shift their pedagogy from traditional methods to project-based learning. Teachers attend a 3-day training where they design their first four projects to be implemented over the course of the school year. Each teacher receives individualized support from a DPS CareerConnect Academy Lead via classroom observations and project co-planning. Any DPS teacher (regardless of CareerConnect affiliation) can participate in our PBL offerings.
• Coaching versus lecturing
• Student reflection
• Student assessments, including weekly skills quizzes and journaling

• Authentic learning
• Exhibition of student work
• Students produce unique solutions

• Intriguing questions that inspire student discovery and leave room for multiple correct answers
• Content engagement

STUDENTS

PROJECT-BASED LEARNING

TEACHER

WORLD
Inspiring our Youngest Learners Through STEM

Our STEM program is the K-8 component of DPS CareerConnect and is a continued partnership with the DPS Curriculum and Instruction (C&I) office. The program provides hands-on STEM (science, technology, engineering and math) education. Students engage in hands-on projects and gain skills, knowledge, and appreciation for the many fields and professions within STEM industries. During the 2017-18 school year, 10,000 students were enrolled in STEM programs across 36 elementary and middle schools. STEM helps solve the challenge of students losing interest in pursuing STEM subjects and builds a pipeline of students primed to engage in the high school DPS CareerConnect curriculum sequences.

DPS CareerConnect’s K-8 STEM program was born due to increased need to get Denver Public Schools students excited about STEM related careers before they embark on their high school journey. According to Change the Equation’s 2016 report, there is a 17% growth in demand for STEM related jobs. Yet, research documents that by the time students reach fourth grade, a third of boys and girls have lost an interest in science. By eighth grade, almost 50 percent have lost interest or deemed it irrelevant to their education or future plans. At this point in the K–12 system, the STEM pipeline has narrowed to half. That means millions of students have tuned out or lack the confidence to believe they can do science. Specifically looking at the equality gap in STEM Education, National Assessment of Educational Progress reported fewer high-poverty schools have the space and adequate resources to conduct labs and hands-on inquiry, than low-poverty schools at both the 4th and 8th grade levels.

DPS CareerConnect realized the importance of early STEM education, specifically in elementary school and middle school. Children at birth are natural scientists, engineers, and problem-solvers. They observe the world around them and try to make sense of it the best way they know how: touching, tasting, building, dismantling, creating, discovering, and exploring. For kids, this isn’t education. It’s fun!

STEM efforts include giving the teacher content knowledge in science and mathematics to play a key role in student achievement. We strive to provide Next Generation Science Standards and Project-Based Learning focused professional development, classroom renovation support, and access to quality STEM curriculum and resources.
Our STEMConnect efforts wouldn’t be possible without the generosity and contributions from Lockheed Martin, Campos EPC, XTO Energy, Saunders Construction, QEP Resources, and The National Science Foundation.

PROJECT LEAD THE WAY

Our STEM program is proud to support 43 Project Lead the Way schools, which includes sixteen K-5 Launch programs and fifteen Middle School Gateway programs which fill into our robust High School pathway system. Project Lead the Way offers project and problem based STEM curriculum with focus on engineering, computer science and biomedical science.

SMARTLABS

In addition to the Project Lead the Way STEM Programs, we have nine Creative Learning Systems SmartLabs giving kids access to uninhibited exploration in coding, circuits, engineering and graphic design. Samuels Elementary School has experienced firsthand what effect the engagement and skill development can contribute to.

Two years before the SmartLab was established, the school’s students tested 22 percentile points below district standards in math. In 2017, Samuels students are now 12 percentile points above the district, with the school’s at-risk populations performing above district standards, with English Language Learners earning 21.5 points above district expectations.

“For the most part, in our STEM lab we do more computer science projects, but our last project was building bottle rockets – learning about how to launch them and how gravity affects launches.”

MICHAEL GODDARD, STEM TEACHER
BEAR VALLEY INTERNATIONAL SCHOOL

Our STEMConnect efforts wouldn’t be possible without the generosity and contributions from Lockheed Martin, Campos EPC, XTO Energy, Saunders Construction, QEP Resources, and The National Science Foundation.
The Student Experience in DPS CareerConnect

DPS CareerConnect partners with businesses and higher education institutions to help students visualize what’s possible, chart a plan for their futures and expand their professional networks through experiential learning that happens in the workplace. Students can also get a head start on their personalized career paths through college coursework, career exploration and workplace opportunities to earn high-value industry credentials. Below is an example of a student’s plan brought to life:

I YEAR ONE
The student would opt into the EngineeringConnect pathway and take the Introduction to Engineering Design course during her first year. She would also participate in one or more DPS CareerConnect Xplore industry exploration events, visiting engineering companies in Denver and meeting engineering professionals. She may also join an engineering-related student organization like SkillsUSA or the Technology Student Association.

I YEAR TWO
The student would progress to the Principles of Engineering course and may have a mentor through the CareerConnect Coach mentoring program.

I YEAR THREE
She would choose between Civil Engineering, Computer-Integrated Manufacturing, or Digital Electronics and may participate in a DPS CareerConnect Launch internship for a truly immersive experience.

To accelerate her career and earning power, she would have the opportunity to take on a paid apprenticeship through our DPS CareerConnect Apprenticeship program, a partnership with CareerWise Colorado. In her apprenticeship, she will work through real world challenges and gain skills in the workplace that are completely transferrable.

I YEAR FOUR
During her final year, she will take a capstone course and explore a subject in-depth. Throughout the pathway, she will be able to earn college credits and industry certifications.

These experiences will give her the skills that she needs to directly enter the workforce or pursue a higher education degree, certificate or apprenticeship after graduation.

“My DPS CareerConnect internship with Xcel showed me all of the ways I could pursue a career in energy; the whole process was an eye-opening experience! Before my internship, I thought, ‘what if I pay all of this money and do a lot of work to get an engineering degree in college, and then I don’t like it?’ My internship gave me the confidence I needed to go into the field of engineering. My career is going to change my family’s trajectory. That gives me a lot of drive to get through everything, even on my hardest day.”

YESENIA GALLEGOS
FRESHMAN AT COLORADO SCHOOL OF MINES
DPS GRADUATE AND FORMER INTERN AT XCEL ENERGY THROUGH THE DPS CAREERCONNECT LAUNCH INTERNSHIP PROGRAM
## Career and Technical Student Organization

Technology Student Association, SkillsUSA, Other

<table>
<thead>
<tr>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
<th>Tier 4</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Introduction to Engineering Design</strong> <em>(CE, C)</em></td>
<td><strong>Principles of Engineering</strong> <em>(CE, A)</em></td>
<td><strong>Aerospace Engineering</strong> <em>(CE, A)</em></td>
<td><strong>Capstone: Engineering Design and Development</strong> <em>(CE, A, C)</em></td>
</tr>
<tr>
<td><strong>Work Based Learning</strong> CareerX Industry Exploration Opportunity</td>
<td><strong>Work Based Learning</strong> CareerCoach Mentoring Opportunity</td>
<td><strong>Civil Engineering &amp; Architecture</strong> <em>(CE, C)</em></td>
<td><strong>Work Based Learning</strong> Future rollout of CareerResidency</td>
</tr>
</tbody>
</table>

**CE** - Concurrent Enrollment  
*Available upon successful admission to college/university and passing scores in all course content*

**AP** - Advanced Placement

**IB** - International Baccalaureate

**C** - Industry Certificate  
*Only available after passing exam or other certificate requirements*

**P** - Preferential Admissions Agreement  
*No guaranteed; must meet standards throughout course sequence*

---

### Post-Secondary

<table>
<thead>
<tr>
<th>Community College of Denver</th>
<th>Red Rocks Community College</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Colorado</td>
<td>Colorado School of Mines (P)</td>
</tr>
<tr>
<td>Colorado Springs, Denver, Boulder (P)</td>
<td>Metro State University</td>
</tr>
</tbody>
</table>
PREPARING STUDENTS TO SUCCEED IN A MODERN WORK ENVIRONMENT

In addition to valuable technical skills, DPS CareerConnect provides students with the soft skills that they need to succeed in college and in the modern workplace. The “Traits of a Young Professional” framework was developed in 2015 and is now aligned to the State of Colorado Essential Skills. These soft skills are now being incorporated in all of our classes. The framework contains guidelines to remind students important values that will help them become better professionals and strong leaders.

## TRAITS OF A YOUNG PROFESSIONAL FRAMEWORK

<table>
<thead>
<tr>
<th>PROFESSIONAL SKILLS</th>
<th>PERSONAL SKILLS</th>
<th>INTERPERSONAL SKILLS</th>
<th>ENTREPRENEURIAL SKILLS</th>
</tr>
</thead>
<tbody>
<tr>
<td>TASK/TIME MANAGEMENT</td>
<td>SELF-AWARENESS</td>
<td>COLLABORATION/TEAMWORK</td>
<td>CRITICAL THINKING/ANALYSIS</td>
</tr>
<tr>
<td>CAREER AWARENESS</td>
<td>INITIATIVE/SELF-DIRECTION</td>
<td>COMMUNICATION</td>
<td>CREATIVITY/INNOVATION</td>
</tr>
<tr>
<td>INFORMATION LITERACY</td>
<td>PERSONAL RESPONSIBILITY</td>
<td>GLOBAL/CULTURAL AWARENESS</td>
<td>RISK TAKING</td>
</tr>
<tr>
<td>USE OF INFORMATION TECHNOLOGIES</td>
<td>ADAPTABILITY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SELF ADVOCACY</td>
<td>PERSEVERANCE/RESILIENCE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LEADERSHIP</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Students participating in the CareerLaunch Internship Program must undergo a two-day soft skills “bootcamp.” During these hands-on workshops, students learn the importance of time management, how to dress for success, how to handle conflict and ask questions, and even the basics about having a bank account and the differences between debit and credit cards.
Higher Ed Summer Programs Bridge the Gap Between School Years

More than 125 students studying engineering, technology, audio production, healthcare and creative arts participated in higher education programs in the summer of 2018. Free summer programs such as these help bridge the gap between spring and fall learning and provide hands-on learning opportunities outside of the classroom.

COLORADO STATE UNIVERSITY AND UNIVERSITY OF COLORADO BOULDER
Campos EPC Engineering Programs
For the fourth year, local company Campos EPC sponsored DPS students at engineering summer programs at Colorado State University and the University of Colorado Boulder. Students toured the facilities, slept overnight in campus dorms, met with students and staff, and explored various fields in engineering while also participating in self-building activities.

CODESPIRE CODING CAMP
Students built and programmed circuits in this interactive camp. The circuits were able to manipulate and control lights, motors, servos, sounds, and sensors. Students also explored advanced concepts of programming both a robot as well as its remote control. Camp activities also included the use of variables, sensors, and text programming to drive the robots and complete challenges.

UNIVERSITY OF COLORADO DENVER
LYNX National Arts and Media Camp
This prestigious summer immersion program is for high school students interested in contemporary music, film, visual arts, animation, photography, and digital manufacturing.

EMILY GRIFFITH TECHNICAL COLLEGE
Certified Nursing Assistant Program
Students had the opportunity to earn their Certified Nursing Assistant (CNA) certificate through this engaging camp, complete with healthcare clinicals.

FLORENCE CRITTENTON
Childhood Development Associate Certificate Camp
Combination of face-to-face, online, and practicum work. Each participant received up to 10 hours of on-site coaching to help support their learning of the CDA coursework content at his/her respective workplace.
Work-Based Learning
Work-Based Learning Provides Students with Real Industry Experience and Exposure.

One of the key principles of DPS CareerConnect is to provide students with real industry experience and exposure. There’s simply no substitute for learning that takes place in a work setting—it’s the best place to learn those critical Traits of a Young Professional; students are learning how the concepts they are learning in school apply in the fast-paced and ever-changing world of work, as well as how to ask questions and how to interact in a professional setting.

Beginning in ninth grade, students enrolled in STEM and other career-focused courses participate in work-based learning (WBL) activities aligned with classroom instruction. These experiences are part of a WBL continuum that supports student development through the high school years.

---

3,500 students participated in Work-Based Learning during the 2017-18 school year!
DPS CareerConnect Spark
INDUSTRY INTRODUCTION PROGRAM

The DPS CareerConnect Spark Industry Introduction Program is the only middle school work-based learning program. Spark exposes 8th graders to professional work environments and inspires students to consider careers in STEAM (science, technology, engineering, art + design and math) and other industries.

Spark events generate career interests and ignite enthusiasm by making learning relevant, interactive and fun. During Spark events, industry professionals engage student in a combination of hands-on or critical-thinking activities, facility tours and career panels. Students become motivated to pursue high demand, high wage careers they may have never considered prior to participating. They are also better-prepared to select high school that contains a DPS CareerConnect pathway that aligns with their interests.

“What I like about your industry is that you work with animals and that’s really fascinating to me. I also really enjoyed the tour and would like to thank the staff for helping me notice all my options in my careers and future.”

DPS STUDENT

INDUSTRY INTRODUCTION OUTCOMES

• 2 out of 3 students say that CareerSpark events helped them learn about careers they are currently interested in.
• 2 out of 3 students said that the Spark event helped them understand what it would be like to have a career in the featured industry.
• 87.5% of student respondents ranked their industry exploration event as Excellent
• 68.75% of Spark students would like to take a class in high school focused on the featured industry
DPS CareerConnect Xplore
INDUSTRY EXPLORATION PROGRAM

Xplore is an industry exploration program designed to inspire 9th grade students to explore STEM (science, technology, engineering, and math) careers and help them consider options that fit their skills, interests, and abilities.

Career Xplore events are half-day trips where students visit a company and participate in hands-on activities, make personal connections with professionals, and gain awareness of potential careers in STEM fields.

“I would recommend this event because the professionals helped me understand the importance of soft skills in the workplace and other things.”

DPS STUDENT

“It was extremely eye opening and inspiring.”

DPS STUDENT

INDUSTRY EXPLORATION OUTCOMES

• 65% of students are more motivated to pursue a career in the industry featured.

• 86% increase in students’ awareness of the industry featured.

• 82% of students reported an increased connection between their DPS CareerConnect class and the industry featured.

• 95% of students rated their experience as Good to Excellent.

• 93% of employers said the event was a meaningful worthwhile endeavor.

1,614 student experiences

5,649 industry contact hours

15 schools participated
DPS CareerConnect Coach
MENTORSHIP PROGRAM

The Coach Mentoring Program is a year-round mentoring program for students in the CareerConnect pathway. Students are paired one-to-one with 1-2 mentors in the industry that they are studying.

Career coaching is conducted at the school, the Coach’s workplace, and college campuses. Each coaching session is facilitated by DPS staff with specific activities oriented toward exploration of and planning for careers in a professional industry. DPS CareerConnect launched the Coach Mentoring Program in spring 2015 and has served 441 students to date.

MENTORSHIP PROGRAM OUTCOMES

- 96% of students believe they are smart enough to enter a professional career after being a part of the Coach Mentoring Program and feel capable of pursuing a career in a professional field.
- 100% of coaches said they feel proud to work for an organization that gives back to programs like Coach Mentoring.
- 100% of students think Coach Mentoring should be offered at more schools and would recommend the program to a friend.
- 90% of coaches said that mentoring is a viable way to groom future employees.
The Launch Internship Program is designed to give students the opportunity to apply the skills and knowledge they have learned in their CareerConnect classes through a professional internship. The program launched in the summer of 2016 and is radically changing opportunities for Denver’s youth and addressing the skills gap within our state. Launch interns have the opportunity to earn a fellowship grant based on their demonstration of work-readiness skills during the internship. Training objectives ensure a valuable learning experience for students.

**INTERNSHIP PROGRAM OUTCOMES**

- 91% of employers stated the intern was able to contribute productive work by the end of the second week.
- 88% of supervisors stated the intern was either very well prepared or adequately prepared to adapt to the norms and expectations of a professional work environment.
- 77% of supervisors said they were more likely to continue working for their company because of programs like Launch Internship Program.
- 97% believe internships are a viable way to groom future employees.

- **72%** of interns were more motivated to excel in school following their internship
- **581** interns placed at companies across Denver in Launch internships
- **97%** of interns finished successfully
- **103** companies
Company Partners

- 63rd St. Farm
- 9 Health Fair
- Access Gallery
- Altitude Land
- American Furniture Warehouse
- Apple - Aspen Grove and Cherry Creek
- Arapahoe Sign Arts
- Arts Street
- Association of General Contractors (AGC)
- Aveda Institute Denver
- BAND-IT
- Better Business Bureau
- Blair Labeling
- Boys and Girls Club
- CareerWise Colorado
- Children’s Farm
- Children’s Hospital Colorado
- City and County of Denver - Communications
- City and County of Denver Public Health
- City and County of Denver Technology Services
- City and County of Denver - Office of Economic Development
- Cleo Parker Robinson Dance
- CodeSpire Coding Camp
- Colorado Advanced Manufacturing Alliance
- Colorado Black Chamber of Commerce
- Colorado Department of Education
- Colorado Department of Higher Education
- Colorado Department of Transportation
- Colorado Lending Source
- Colorado Manufacturing Day
- Colorado Office of Information Technology
- Colorado State University
- Colorado Technology Association Foundation
- Colorado Vet Home
- Community College of Denver
- Concorde College
- ConocoPhillips
- Corey Electric
- Craig Hospital
- Curious Theatre
- Cutting Edge
- Deloitte Digital
- Denver Capitol
- Denver Center for the Performing Arts Education
- Denver Crime Laboratory
- Denver Film Society
- Denver Health and Hospitals
- Denver Indian Health and Family Services
- Denver Inner City Parish
- Denver Mayor’s Office
- Denver Open Media Foundation
- Denver Public Library
- Denver Public Schools - Accountability, Competency and Evaluation
- Denver Public Schools - Business Information Systems
- Denver Public Schools CareerConnect
- Denver Public Schools Communications
- Denver Public Schools Construction Services
- Denver Public Schools Department of Tech Services
- Denver Public Schools EducaRadio
- Denver Public Schools Facility Maintenance
- Denver Public Schools Professional Learning
- Denver Public Schools Student Equity (IT)
- Denver Public Schools Talent Acquisition
- Denver Public Schools Transportation
- Denver Public Schools Human Resources
- Denver Scholarship Foundation
- Denver Tech Services
- Denver Water
- Dress for Success
- EcoTech
- Emily Griffith Technical College Auto Repair
- Emily Griffith Technical College Video/DPS TV
- Emily Griffith Technical College CNA Camp
- Encana
- Federal Reserve Bank
- Florence Crittenton
- Fountain Visual Comms
- Galvanize
- Gardens St Elizabeth
- Gates Corporation
- Generation Teach
- Geotech
- Gexpro
- Girls in STEM NW
- GlobalMindED
THANK YOU PARTNERS!
Innovation Programs

Colorado’s economy is growing, and we must prepare our students for their futures. This means we must rethink education with innovative and collaborative solutions. The Innovation Programs team focuses on this very idea. Through a series of pilot programs centered around both immersive work based learning, and attainment of industry credentials we provide high quality blended learning environments for students that provide them a head start on career, college and life. We look to scale these programs based on their impact on student achievement and competency/credential attainment.

One of the five goals in the district’s strategic plan — the Denver Plan 2020 — is to ensure our students graduate college-ready and career-ready through rigorous coursework and high standards. We provide a variety of supports and services for our students and their families, not just on their path to graduation, but to ensure their success in a globally-connected, knowledge-based economy. We know a lot of students graduate high school underprepared for college and career, and we want to make sure every student is confident along their journey and succeeds. These programs provide students a smoother transition through access to both debt free college credit and work experience. It is our belief that participation in these programs and attainment of key competencies and credentials is a key lever of overcoming both poverty, and the student debt crisis.

“I’ve taken a lot of skills I’ve learned in class — like how to work in InDesign and Photoshop — and at work, I use those programs. I’m getting real business experience and learning how to turn projects in on the deadline.”

DEZLEEN
BUSINESS APPRENTICE
The DPS CareerConnect Apprenticeship Program in Partnership with CareerWise Colorado

In 2017, DPS CareerConnect launched the apprenticeship program in partnership with CareerWise Colorado. The apprenticeship program is an immersive, three-year program that combines paid work experience and college credit. The apprenticeship program bridges the gap between education and career. It gives students relevant experience in a field that interests them and accelerates their career and earning power. Apprentices have the opportunity to earn a nationally-recognized industry certification and debt-free college credit—saving them time and money! High school students work through real world challenges as they learn what it’s like to be a professional gaining skills in the workplace that are completely transferrable.

We currently are recruiting for our third cohort and have 61 apprentices in the program placed at 21 different businesses across the five pathway options; IT, Business Operations, Financial Services, Health Care and Advanced Manufacturing. We are actively recruiting new apprentices at seventeen High Schools across DPS as opposed to six schools during the 2017-18 school year. We also partner with the Community College of Denver, Community College of Aurora and CU Denver.

Although the Apprenticeship program demands a lot from its participants, students will not go through it alone. CareerConnect is dedicated to developing and supporting DPS students as they pursue their academic and career goals. Apprentices will be surrounded by adults including full time staff members (Apprenticeship Coordinators) whose main objective is their success. Through setting high expectations, encouragement, advising, tutoring, and other supports, apprentices will be surrounded with the tools they need to succeed.

“Apprentices change the culture of the work environment – it changes the energy. The students bring in a new way of thinking. It adds someone who is fresh, eager and curious and that’s a very powerful dynamic to have. Our company partners love to introduce someone new to their field.”

SCOTT BURKE, ASSISTANT PRINCIPAL AND DPS CAREERCONNECT PATHWAY DIRECTOR
ABRAHAM LINCOLN HIGH SCHOOL
DPS CAREERCONNECT APPRENTICESHIP PROGRAM PARTNERS

STUDENTS COMPLETE APPRENTICESHIPS WITH A MAJOR COMPETITIVE ADVANTAGE IN THE WORKFORCE

A HIGH SCHOOL DIPLOMA

DEBT-FREE COLLEGE CREDITS AND CERTIFICATIONS

A TRAINING WAGE
(minimum wage or above, typically increases each year while employed)

INDUSTRY EXPERIENCE:
Transferable skills and networking
APPRENTICESHIPS ARE OFFERED IN FIVE PRIMARY PATHWAYS

<table>
<thead>
<tr>
<th>ADVANCED MANUFACTURING</th>
<th>SAMPLE OCCUPATIONS</th>
<th>SAMPLE EMPLOYERS</th>
</tr>
</thead>
</table>
|                        | • Production Technician  
|                        | • Quality Control Inspector  
|                        | • Maintenance Technician  
|                        | • Logistics            |

<table>
<thead>
<tr>
<th>INFORMATION TECHNOLOGY</th>
<th>SAMPLE OCCUPATIONS</th>
<th>SAMPLE EMPLOYERS</th>
</tr>
</thead>
</table>
|                        | • Computer Technician  
|                        | • Software QA Tester  
|                        | • Junior Coder        |

<table>
<thead>
<tr>
<th>FINANCIAL SERVICES</th>
<th>SAMPLE OCCUPATIONS</th>
<th>SAMPLE EMPLOYERS</th>
</tr>
</thead>
</table>
|                        | • Accounting Clerk  
|                        | • Insurance Services Expert  
|                        | • Financial Coordinator  
|                        | • Customer Support     |

<table>
<thead>
<tr>
<th>BUSINESS OPERATIONS</th>
<th>SAMPLE OCCUPATIONS</th>
<th>SAMPLE EMPLOYERS</th>
</tr>
</thead>
</table>
|                        | • Project Coordinator  
|                        | • Purchasing Coordinator  
|                        | • Operations Specialist |

<table>
<thead>
<tr>
<th>HEALTHCARE</th>
<th>SAMPLE OCCUPATIONS</th>
<th>SAMPLE EMPLOYERS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Certified Nursing Assistant (CNA) to Practical Nurse (LPN)</td>
<td></td>
</tr>
</tbody>
</table>

SAMPLE APPRENTICESHIP STUDENT SCHEDULE

<table>
<thead>
<tr>
<th>Monday</th>
<th>Class 1</th>
<th>Class 2</th>
<th>Lunch</th>
<th>Class 3</th>
<th>Class 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday</td>
<td></td>
<td></td>
<td>Apprenticeship Work Time</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>Class 1</td>
<td>Class 2</td>
<td>Lunch</td>
<td>Class 3</td>
<td>Class 4</td>
</tr>
<tr>
<td>Thursday</td>
<td></td>
<td></td>
<td>Apprenticeship Work Time</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td>Class 1</td>
<td>Class 2</td>
<td>Class 3</td>
<td>Class 4</td>
<td>Lunch</td>
</tr>
</tbody>
</table>
Industry Certifications and College Credit Attainment

In partnership with Emily Griffith Technical College, we are actively working to provide cohorts of students access to industry credential options in high growth industries while still in high school. Our goal is 150 students will complete coursework and certification testing over the next 3 years. These credentials will give students a leg up as they prepare for the next phase of their life in college and/or career. Students participating in pilot innovation programs have a unique experience through work based learning and should have the opportunity to receive both college and high school credit for their work-based learning experiences. We are working to align these experiences to HS and college standards. This stream of work will maximize a student’s blended learning experience.

The FACES for the Future Program in Partnership with Denver Health

FACES is a healthcare industry exploration and credentialing program for high school students. The program focuses on four key components; health career exploration, academic enrichment, youth leadership development, and wellness support. It currently serves 29 students from West Leadership Academy, West Early College and Manual High School. We are looking to grow that program by 33% during the upcoming school year. Students learn various healthcare industry competencies including; anatomy, HIPAA regulations, CPR, and professionalism in the healthcare setting among others. This culminates in a Blue Coat Ceremony where students graduate into their 6 week rotations in Denver Health departments.
Operations and Funding
Financial Report

DPS CareerConnect spends roughly $1,000 per student per year. Last year, the annual budget of DPS CareerConnect was $6,992,184. In September 2016, DPS CareerConnect announced a $4 million grant from JP Morgan Chase, a $810,000 grant from America Achieves, and a $230,000 grant from the Walton Foundation. These funds will help build out DPS CareerConnect programs and establish the apprenticeship program.

In fall 2016, Denver voters passed a ballot initiative that provides DPS CareerConnect with sustainable funding — a $5 million bond to be used for facility upgrades and an annually-recurring $4.8 million. This will enable DPS CareerConnect to sustain much of its initial grant-funded growth while continuing to fundraise to meet the growing demands from students and families across the district.

2017-18 FUNDING SOURCES

- Denver Mill levy allocation: $4,800,000 (45%)
- State and federal sources: $3,500,000 (33%)
- Philanthropic sources: $2,400,000 (22%)

2017-18 EXPENDITURES

- School-based staff: $2,400,000 (25%)
- School-based investments (supplies, equipment, etc.): $841,000 (9%)
- School-supporting regional staff: $1,100,000 (11%)
- School-supporting investments (work-based learning programmatic expenditures): $1,100,000 (11%)
- District staff: $2,700,000 (28%)
- Program development and compliance: $1,500,000 (16%)