Mayor Michael B. Hancock and Denver City Council are committed to ensuring that Denver residents, particularly those in historically under-resourced areas and background, benefit from the unprecedented investments being made in Denver’s infrastructure. The Denver Construction Careers Program (DCCP) is the next step in our effort to strengthen training and job placement supports for large public projects while building Denver’s workforce of the future. DCCP focuses on major City-funded construction projects that are $10 million+ in estimated construction value and include new buildings or large-scale renovation. These large-scale public projects represent the best opportunities to utilize and grow apprenticeship and job training in Denver.

To effectively bring new talent to the industry and connect residents with economic opportunity, the program requires contractors to do the following:

City projects that include federal funding may be limited by the conditions of that funding and may prevent meeting the requirements of DCCP; these projects will utilize existing federal programs to maximize workforce opportunities.

For additional details, including staff contact information on DCCP please visit our website: https://qrco.de/bdIUkj or scan the QR Code!
DCCP emphasizes outreach to the following populations and target zip codes*:

**Veterans** - any person who has served any amount of time in any branch of the United States Armed Forces.

**Justice-Involved** – any person with current or previous involvement with the justice system.

**TANF Recipients** – individuals who have been Temporary Assistance for Needy Families (“TANF”) Recipients within the last two years.

**Individuals Experiencing Homelessness** – Individuals who are, or have in the past two years, lived in public or private shelters, transitional housing, or have otherwise experienced homelessness.

   Experiencing Homelessness: those who are living in a place not meant for human habitation, in an emergency shelter, in transitional housing or are exiting an institution where they temporarily resided. People who lose their primary nighttime residence, which may include a motel or hotel, or a doubled-up situation.

**Individuals Exiting the Foster Care System** – individuals who attest that they have aged out of the foster care system, or who have attained 16 years of age and left foster care for kinship, guardianship or adoption qualify as having exited the foster care system whether or not they return to their foster families before turning 18.

**Graduates of Pre-Apprentice Programs** approved by DCCP in partnership with WORKNOW (see page 14).

**Priority Zip Codes** 80204, 80205, 80207, 80216, 80219, 80223, 80239, 80249 and additional neighborhoods.

*This may vary by contract due to Federal and/or contract-specific requirements.*
The following organizations support Denver’s economy by providing training and support to help individuals build their careers and businesses in connecting to talent.

There are different ways you can engage these organizations such as:

- Hiring Events
- Career Exploration
- Educational Opportunities
- Job Fairs
- Events
- Meet and Greets
- Community Events
- Supportive Services

These are the community partner organizations and the populations they serve:

**Ability Connection Colorado**

Primary Target Population(s) Served: Priority Zip Codes

Serves 2,800+ people annually through a host of programs including Ticket to Work and the Ready to Achieve Mentoring Program. Learn more here

**Bayaud Enterprises**

Primary Target Population(s) Served: Veterans, TANF, Justice-Involved, Those Experiencing Homelessness

Provides employment training, assessment, coaching, placement, and supported employment so people living with disabilities and other barriers to employment can more fully participate in the mainstream of life.

**CareerConnect**

Primary Target Population(s) Served: Priority Zip Codes

Partners with 300+ companies, colleges, and nonprofits to provide hands-on learning opportunities to ensure that students are prepared for an increasingly global 21st-century economy.

**Center for Employment Opportunities**

Primary Target Population(s) Served: Justice-Involved

Provides people returning from prison (the majority of whom are on probation or parole) with immediate paid employment, skills training, and ongoing career support. Once participants find full-time positions, CEO continues working with them for a year to ensure they have the support they need to grow in their careers.

**Colorado Coalition for the Homeless**

Primary Target Population(s) Served: Those Experiencing Homelessness, Veterans, Justice-Involved

Several vocational programs including the ReHire Colorado Program and the Renaissance Works Vocational Services Program which assesses individual’s skills, helps them develop individual employment plans and resumes, and provides job interview coaching.

**Colorado Department of Labor and Employment Veterans Program**

Primary Target Population(s) Served: Veterans

Veteran Employment Specialists provide one-on-one assistance to eligible veterans and spouses seeking guidance in obtaining employment. Helps Veterans understand and align skill sets with available opportunities across the state and provide the information necessary to make confident career choices. All of this at no cost.

**Colorado Department of Corrections**

Primary Target Population(s) Served: Justice-Involved

Ensures individuals return to their communities with skills in areas including construction, carpentry, welding. Fremont Correctional Facility individuals primarily return to Denver.
Denver Human Services – Chafee Foster Care Independence Program (CFCIP)

Primary Target Population(s) Served: Foster Care
Created to assist youth emancipating from foster care to connect to educational programs, financial aid, housing, employment, and gain life skills to pursue their goals.

Denver Human Services – Temporary Assistance for Needy Families (TANF)

Primary Target Population(s) Served: TANF Recipients
Helps clients access the tools, training, and resources needed to overcome any challenges to meet their goals.

Denver Office of Financial Empowerment (OFE)

Primary Target Population(s) Served: Priority Zip Codes
Improves residents’ economic mobility by identifying and bridging gaps through coordinated efforts across partners to stabilize families and individuals.
- Denver Financial Empowerment Centers provide free financial coaching to help residents reduce debt, develop savings and establish and improve their credit rating.
- Bank On Denver program helps un- or underbanked residents access free or low-cost accounts and opportunities to improve credit ratings.

Cross Purpose

Primary Target Population(s) Served: Priority Zip Codes
Offers a 6-month career and community development program for adults in Denver who are ready to start a new career path, improve their financial situation, and become self-sufficient.

Denver Opportunity Youth Initiative

Primary Target Population(s) Served: Priority Zip Codes
Supported by the Denver Metro Chamber of Commerce, the initiative is aimed at providing education, career opportunities and support systems to opportunity youth by partnering with nonprofit, government and business organizations to create a pipeline to meaningful work experiences and careers.

Denver Public Schools

Primary Target Population(s) Served: Priority Zip Codes
Comprised of more than 200 schools, including traditional, innovation, magnet, charter and pathways schools, with a current total enrollment of more than 92,000 students.

Denver Scholarship Foundation

Primary Target Population(s) Served: Priority Zip Codes
Inspires and empowers Denver Public Schools’ students to enroll in and graduate from postsecondary institutions of higher education, by providing the tools, knowledge, and financial resources essential for success.

Denver Workforce Center

Primary Target Population(s) Served: Priority Zip Codes, TANF, Veterans, Those Experiencing Homeless, Foster Care, Justice-Involved
Denver Workforce Services serves as a comprehensive employment and training resource for jobseekers and employers throughout Denver. Along with a strong collaboration with contractors, they connect jobseekers with needed skills to secure sustainable employment, and connect employers with a trained and ready workforce.
**Second Chance Center**  
*Primary Target Population(s) Served: Justice-Involved*  
Offers care management, mentoring, and vital resources to assist formerly incarcerated individuals in reestablishing their lives and becoming successful members of the community.

**Helmets to Hardhats**  
*Primary Target Population(s) Served: Veterans*  
A national, nonprofit program that connects National Guard, Reserve, retired and transitioning active-duty military service members with skilled training and quality career opportunities in the construction industry.

**Impact Empowerment Group**  
*Primary Target Population(s) Served: Priority Zip Codes*  
Strengthen and build communities by providing youth and families the positive tools and knowledge they need to succeed. Their vision is to ensure thousands of children grow up in safe, beautiful communities where they can become highly successful leaders of peace by helping build their community.

**StepDenver**  
*Primary Target Population(s) Served: Priority Zip Codes, Those Experiencing Homeless*  
Men’s residential recovery community that helps low-income men overcome the consequences of addiction and rebuild their lives through sobriety, work and accountability.

**Saint Francis Center**  
*Primary Target Population(s) Served: Those Experiencing Homeless*  
Provides a safe place for people who are homeless in Metro Denver to meet basic needs for day-to-day survival while offering assistance to transition out of homelessness.

**Spring Institute**  
*Primary Target Population(s) Served: Priority Zip Codes*  
Nationally recognized provider of effective intercultural learning programs and services fostering more inclusive organizations. Its Adult Education program provides affordable and convenient classes to help adult students achieve their personal and career goals.

**Volunteers of America**  
*Primary Target Population(s) Served: Veterans and Homeless*  
Helps 200,000+ Coloradans each year through more than 30 distinct human service programs, empowering at-risk youth, low-income families, homeless individuals and families, women and children escaping domestic violence, and those seeking affordable housing solutions.
DCCP encourages you to engage with WORKNOW to support your project through activities, outreach, and possible involvement with their committees.

WORKNOW facilitates community-centered hiring on infrastructure projects to improve economic self-sufficiency for residents and to provide project contractors with a pipeline of local workers in craft and professional service positions. Through an alliance of existing organizations that integrate training and community resources to support comprehensive construction career readiness, WORKNOW ensures that working families living in communities directly affected by large public investments benefit from those project opportunities.

Primary Target Population(s) Served: Graduates of Pre-Apprenticeship Programs, Priority Zip Codes

The WORKNOW partners, known as the Colorado Resource (CORE) Partners, include organizations that integrate construction industry job training and community resource partners for comprehensive construction workforce readiness and career success.

Services you can access through the WORKNOW CORE Partners include:

• Meet & Greet networking events with project contractors, signatory unions, and apprenticeship programs
• Job fairs specific to your project
• Training for your new and current employees
• Support for “earn and learn” pathways like registered apprenticeship and on-the-job training positions

WORKNOW also partners with communities to help build a strong workforce by providing jobseekers and current construction workers with:

• Skills Training and tuition assistance for Registered Apprenticeships
• Equipment/tool purchase assistance
• Interview and resume coaching (some partners provide apprenticeship application support)
• Recruitment for open positions and training programs
• Family support services including childcare, transportation and others
• Mentoring and networking
• Career coaching

The Partnership measures impact, and data is shared quarterly and annually through public venues to support program accountability and continuous improvement.

Contractors can take an active role in ensuring they get the most out of WORKNOW by applying to join one or more of their subcommittees on the following topics:

• Outreach and Engagement
• Placement and Advancement
• Operations and Evaluation.

To get started, you can email coreworknow@gmail.com, call at 303-352-3308, or reach out directly to Katrina Wert at Katrina.Wert@ccd.edu

WORKNOW Core Partners

Center for Workforce Initiatives at Community College of Denver
Colorado Home Building Academy
Construction Careers Now
Denver Area Labor Federation
Denver Economic Development and Opportunity
Focus Points
Mi Casa Resource Center
WorkLife Partnership

Denver Housing Authority
Pre-apprenticeship programs do not go through the same approval process as registered apprenticeship programs. The U.S. Department of Labor (USDOL) has defined quality pre-apprenticeship programs as those that incorporate the following:

- Connection to existing apprenticeship programs
- Approved training and curriculum
- Opportunity to earn an industry-recognized credential
- Hands-on learning with a career focus
- Access to support services and career counseling

Below is the list of pre-apprenticeship programs currently approved by DCCP in partnership with WORKNOW.

If there are other programs you think would be appropriate for consideration as recognized pre-apprenticeship programs by the City, please reach out to your DCCP project liaison.

**Construction Careers Now** - 4-week Introduction to Construction Careers curriculum through Emily Griffith Technical College.

**Colorado Homebuilding Academy** - 8-week Construction Skills Bootcamp that covers the basics of construction skills, OSHA-10 certification, and basic training specific to various trades.

**Careers in Construction** - High school students earn Pre-Apprenticeship Certified Training (PACT) certificates which certify them as work-ready in a particular trade.

**Second Chance Center** - 12-week program for justice-involved individuals that provides hands-on exposure to various trades along with OSHA 10 certification, CPR certification and life skills.

**The Master’s Apprentice** - 7-week program that covers basic construction, life skills, and connections to apprenticeship programs in carpentry, electrical, HVAC, plumbing, and masonry.

**YouthBuild** - Roughly 10-month program where participants earn their high school equivalency while learning construction skills and building low-income housing units.

A DCCP requires 15% of the total construction hours to be completed by individuals enrolled in registered apprenticeships (either union and non-union) to prepare workers for construction jobs and ensuring quality work on public projects.

Registered Apprenticeship programs include these five main components that are approved through the USDOL:

- Business leadership
- Structured on-the-job training
- Rewards for skill gains (usually in the form of wage gains)
- National occupational credentials (demonstrated proficiency in a trade)
- Related classroom instruction

To learn more about current registered apprenticeships available in Colorado go here:

**Colorado Department of Labor and Employment**

Build Colorado, managed by the local Associated of General Contractors of Colorado and Colorado Contractors’ Association

A DCCP Workforce requirement subgoal is 3.75% of the total construction hours must be performed by first-year apprentices.

According to CDLE, a first-year apprentice is an individual enrolled in a registered apprenticeship program who has completed less than the maximum number of hours designated for on the job learning for a first year apprentice based on the apprenticeship standards for the registered program in which the individual is enrolled as approved by the State Apprenticeship Committee or Department of Labor Office of Apprenticeship Standards or their successors.

First-Year Apprentice data can be acquired from LCPtracker using the Apprentice/Trainee List Report which contains a column called “Level.”

**NOTE:** Every Contractor labels first-year apprentices differently under the “Level” field in employee profiles in LCPtracker. Examples are 1st Year, 1, Level 1, 1.4, 2, etc. Therefore, it is imperative that the Prime Contractor provide DCCP with a list of first-year apprentices gathered from your subs to ensure accurate reporting of the first-year apprenticeship utilization rate.

Please contact your DCCP Contractor Liaison for more details on how to gather and report on First-Year Apprentice data.
**DCCP doesn't approve apprenticeship programs, that function lies within USDOL. We are here if you have questions or need connections to the right people or resources.**

There are a wide variety of pre-existing apprenticeship programs, but if you would like to pursue registering your own program, here are some resources to get started:

The team at the Colorado Department of Labor and Employment (CDLE) can work with you and any of your partner contractors to develop and register any apprenticeship programs.

**The general process for CDLE is:**

- CDLE sets up an initial meeting to hear about an organization’s needs and determine if a registered apprenticeship is a good fit for those needs. This is a great opportunity for the organization to learn the basics about registered apprenticeships and get all their questions answered.

- CDLE helps the organization identify what role they want to play in the registered apprenticeship and then connect them to partners that can assist them in any roles they need assistance with. Some organizations fulfill all the roles of a registered apprenticeship program (employer, sponsor/administer, and related instruction provider), while others will be the employer and partner with other organizations.

- If the organization determines a registered apprenticeship is a good fit for their needs, it moves on to the development process. CDLE will work with the organization through the entire development and registration process. This includes identifying the occupation (or occupations) they want to register and gathering all the information they need to register their program with the US Department of Labor (USDOL). CDLE has various resources to help in the development process, including examples of other successful programs they can use as a guide to help develop and design their program.

- Once the program is developed, CDLE sends the program to USDOL for registration.

- After registration, CDLE provides continued support to ensure the program’s ongoing success and is always available to answer questions and make any connections to resources.

- CDLE will also connect the organization to partners like local workforce centers and other community partners to assist with recruitment if needed and explore potential funding opportunities.

Anyone interested in setting up an initial meeting with Melissa English, CDLE Apprenticeship Specialist Supervisor, can view her calendar here.

**Additional resources:**

*Introduction to Registered Apprenticeships* overviews the components of a registered apprenticeship program and services available to walk an organization through the development, registration, and support of their registered apprenticeship program.  

*Apprenticeship Development Process* outlines the support provided to explore, develop, and register a registered apprenticeship program.
As part of your Workforce Plan, you are required to describe metrics and strategies to track and report progress.

Example metrics include, but are not limited to:

- Means and method to track progress toward the overall apprenticeship requirements and sub-goals including target categories and first-year apprentices
- Utilization of pre-apprentice and registered apprenticeship programs
- Number of outreach events, job seeker contacts, and advertisements
- Number of hours worked by workers from Target Categories

This information should be shared with your DCCP Contractor Liaison on a quarterly basis.

Your DCCP Contractor Liaison will provide more details on how you can track and report on your project.