

Metropolitan State University of Denver Classroom to Career Hub

Investing in the C2 Hub will help Colorado reach its economic and educational attainment goals by expanding MSU Denver's capacity to educate students for careers in STEM and K-12 education.

A **Classroom to Career (C2) Hub** would serve as the centerpiece for phase one of this initiative. In much the same way as MSU Denver fashioned its Aerospace and Engineering Sciences program, the C2 Hub would bring together industry leaders and academic departments to create responsive, experience-based curricula that educate graduates whose skills match the demand of employers across Colorado's high growth sectors. Workforce partnerships would emphasize experiential learning opportunities such as apprenticeships, co-ops, internships, practicums and student-teaching experiences. These opportunities enable students to engage with employers in real workplace environments, putting education into practice, while also creating a professional pipeline to local industry. In addition, they would support MSU Denver's interdisciplinary blended focus of hard and soft skills that MSU Denver partner employers have expressed as the Roadrunner difference.

The University is already a leader in creating such workforce partnerships, particularly in STEM fields. Last month, MSU Denver announced a partnership with United Airlines that will establish a career path program for pilots. This agreement is the first to establish a direct pathway partnership from a university aviation department to a major U.S. airline. Students not only get a great start on their careers, but the airline gets access to a talented pipeline of pilots. This pipeline addresses a projected need for 117,000 new pilots in North America between 2017 and 2036.

The University has similar partnerships with STEM leaders in the Aerospace industry. This investment will allow MSU Denver to create a **STEM Workforce Readiness Program**, expanding its current employee partnership program and providing relief to Colorado companies who spend an estimated \$19 million each year to import STEM talent. Currently, more than 26 percent of 20,000 MSU Denver students are studying STEM disciplines. Of those, more than 2,100 are students of color. STEM students who participate in experiential learning activities have a 93 percent graduation rate.

The C2 Hub will employ a similar method in addressing the Colorado teacher shortage. The **Institute for Teacher Education and Leadership** will create a lifecycle of support for educators, including: recruitment into the teaching profession, preparation according to Colorado licensing requirements and best-practices, mentoring to provide support in the first three years of teaching, and retention to ensure graduates stay in the profession and help guide new teachers.

Lastly, the hub will provide wraparound students services including intensive academic, career and financial advising so that students will follow a job track from day one, and sharpen their financial literacy to decrease loan debt, removing a significant barrier to degree completion and making a significant dent in the attainment gap.

Why MSU Denver?

The University is a leader in responsive, career-focused programs aimed at helping students move up the economic ladder.

Roadrunners power Colorado

- More than 96 percent of MSU Denver students are Colorado residents and 79 percent of alumni work in the state.

Diverse students choose MSU Denver

- Students of color comprise 42 percent (8,207) of the University's student body.
- Latino students make up 26.4 percent (5,157).
- Almost 50 percent of students are the first in their families to attend college.
- 67 percent of students are "nontraditional," going back to school or hoping to change careers.

Track record of increasing retention/graduation

- From 2005 to 2016, the University's first-time freshman retention rate climbed from 56 to 72 percent.
- In the same time, the number of students it graduates increased by more than 1,500 per year.

Problems to solve

MSU Denver is primed to help Colorado meet its education and economic goals.

Education attainment gap

- CDHE Master Plan aims to increase percent of Colorado adults with postsecondary credentials from 55 to 66 by 2025.
- Attainment gap for students of color: Latino 29 percent, African-Americans 39 percent and Native American 29 percent.

Improve workforce pipeline

- Colorado employers hire out-of-state talent because they cannot find highly trained local employees.
- Nearly 73 percent of residents with postsecondary education are born out of state - 2015 Colorado Talent Pipeline Report.

State investment: \$7 million

How investing in the C2 Hub will help Colorado reach its economic and educational attainment goals.

Phase 1

“Our partnership with MSU Denver enables us to hire highly skilled and diverse Coloradans who we helped educate and who have deep roots in our state. This reduces our need to recruit out of state talent, whose high turnover rate affects our bottom line.”

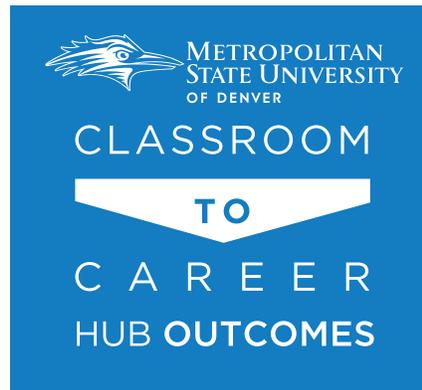
Brian O’Connor
VP of Production Operation
Lockheed Martin Space Systems

“In an industry with significant workforce shortages, the MSU Denver program will help us grow our own middle-skilled workers into management roles. It could also help show young people who are interested in the trades that this is a viable career path that provides both hands-on skills and upward mobility.”

Jon L. Kinning
Chief Operating Officer | Executive Vice President
RK

C2 Hub Outcomes

By creating a Classroom to Career Hub, MSU Denver can help Colorado and its industries on the following initiatives:



Develop sustainable workforce pipeline

- Work with industry leaders
- Grow Colorado talent
- Expand apprenticeship, co-op, internship, practicum, clinical and student-teaching experience; MSU Denver students engaged in experiential learning have graduation rates as high as 93%.
- Student engagement with employers
- Address pilot shortage by creating career pathway partnerships



Expand workforce readiness in STEM

- STEM Workforce Readiness Program
- Replicate best practices of successful partnerships in place with Lockheed Martin, Arrow and RK
- Provide relief to Colorado companies who import STEM talent
- Grow opportunities for students studying STEM



Address Colorado teacher shortage

- Institute for Teacher Education and Leadership
- Work to recruit the best students into the teaching profession
- Prepare according to state requirements and best practices
- Invest in innovative training model
- Support current teachers across Colorado in an effort to increase teacher retention
- Prepare future teachers to be highly adaptable as they move into their careers

Decrease education attainment gap

- Intensive academic, career and financial advising
- Decrease loan debt
- Start planning careers from day one

