



CAREERS IN CONSTRUCTION COLORADO

# PROGRAM OVERVIEW

FOR SCHOOLS

## FOUNDERS

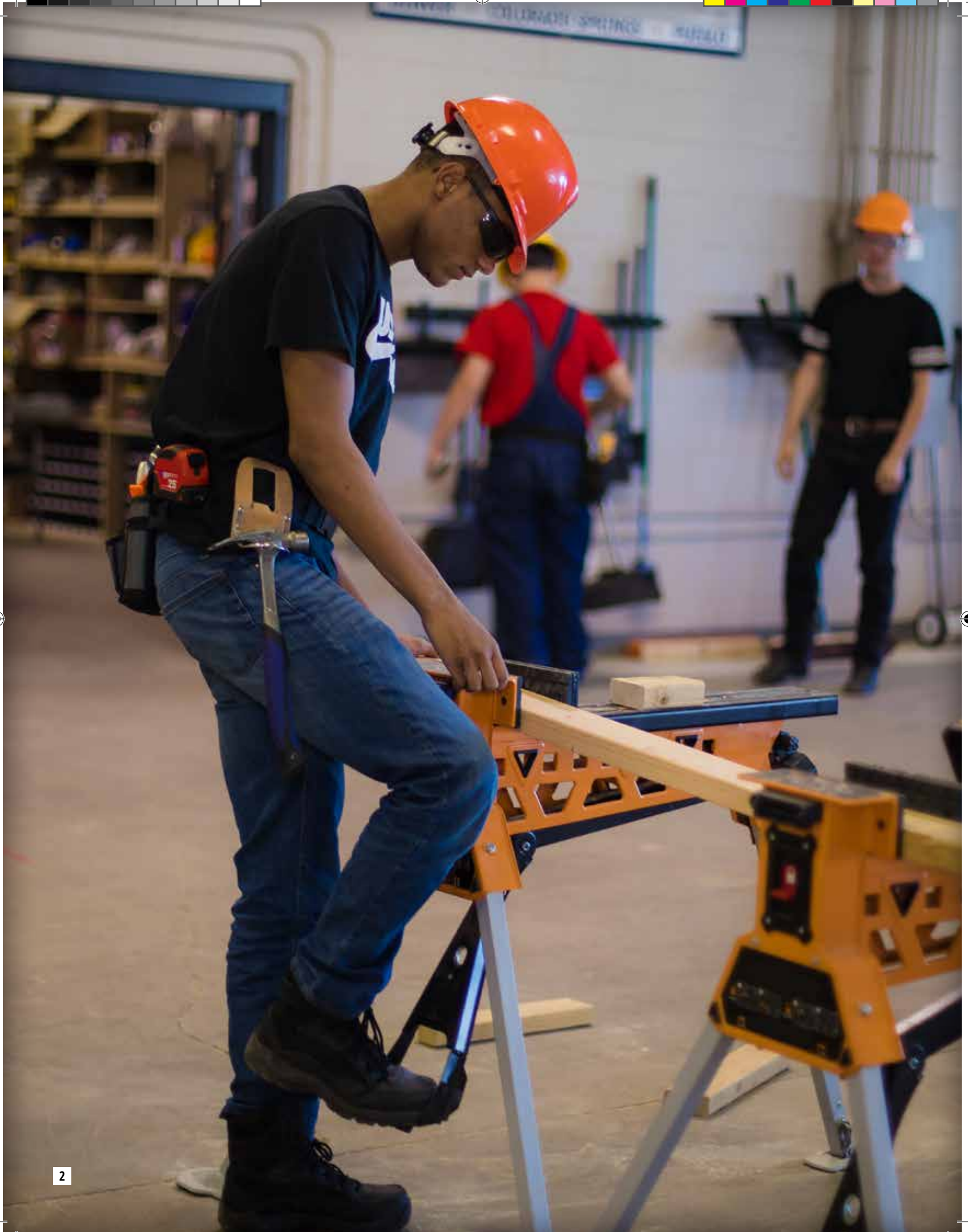


HOUSING & BUILDING  
ASSOCIATION  
OF COLORADO SPRINGS



**ASSOCIATED  
GENERAL  
CONTRACTORS**

Copyright © 2024  
Careers In Construction Colorado  
All Rights Reserved







# OVERVIEW

Welcome to Careers in Construction Colorado (CICC), a non-profit that believes students deserve choices for a sustainable and rewarding career, and the industry deserves a skilled workforce. Through work-based learning experiences inside and outside the classroom, Careers in Construction students receive countless opportunities to successfully expand their construction skills and knowledge. Students participating in the Careers in Construction Colorado program can earn certificates recognized by the US Department of Labor, internships, and career pathways right out of high school.

Job placement is a primary pillar of the CICC program. Students earn stackable certificates that can be used as a precursor to advanced certifications in multiple trades. This program prepares them for a multitude of career pathways after high school including apprenticeship, direct employment, trade school, or traditional college. Students are taught professional skills through the curriculum and are introduced to employers as they are fostered through the job search process.

## The Built Environment

Through the program, students not only develop construction skills, but they also learn life-long lessons that increase critical thinking. Opportunities available in residential and commercial construction, as well as the skilled trades, are also explored. A main goal of this program is to educate students on the depth and importance of the built environment. For example, it takes over 82 skilled trades to build a single house.

## Our Mission

To partner with entities that provide educational courses focused on the construction industry to promote the benefits of career opportunities to students, parents, influencers, and educators, as well as develop effective job-placement platforms to place students in the construction industry.

## The CICC Vision

We believe construction and skilled trades are representative of excellent and meaningful career opportunities for students in Colorado. Through mentoring and hands-on training, Careers in Construction Colorado provides students the tools and skill sets necessary to be successful and productive citizens. Our focus is to improve the community's awareness and understanding of the career opportunities available within our industry.

## Our Purpose

To facilitate high school construction-based vocational education in Colorado and connect students to the construction industry.

# OUR HISTORY

In 2015, Careers in Construction (CIC) was created by the Housing & Building Association of Colorado Springs (CSHBA) and the Associated General Contractors of Colorado (AGC) to support vocational education in area high schools - and to enlist our allies in the construction industry to join us in creating well-paying career opportunities. The CSHBA is a member trade association representing both residential and commercial builders, developers, and remodelers, as well as trade contractors, materials suppliers, title companies interior designers, architects, and beyond. The AGC of Colorado is Colorado's leading professional association for the state's commercial building industry, representing over 600 firms. AGC provides benefits and business resources ranging from: innovative education programs and construction safety services to advocacy at a local, state, and national level. In 2019, Careers In Construction Colorado (CICC) was formed as a separate non-profit 501 (c)(3) entity.







## CORE VALUES

### Learning

Students learn the skills and value of a career in the construction industry.

### Inclusiveness

Our program is open to each and every student.

### Collaboration

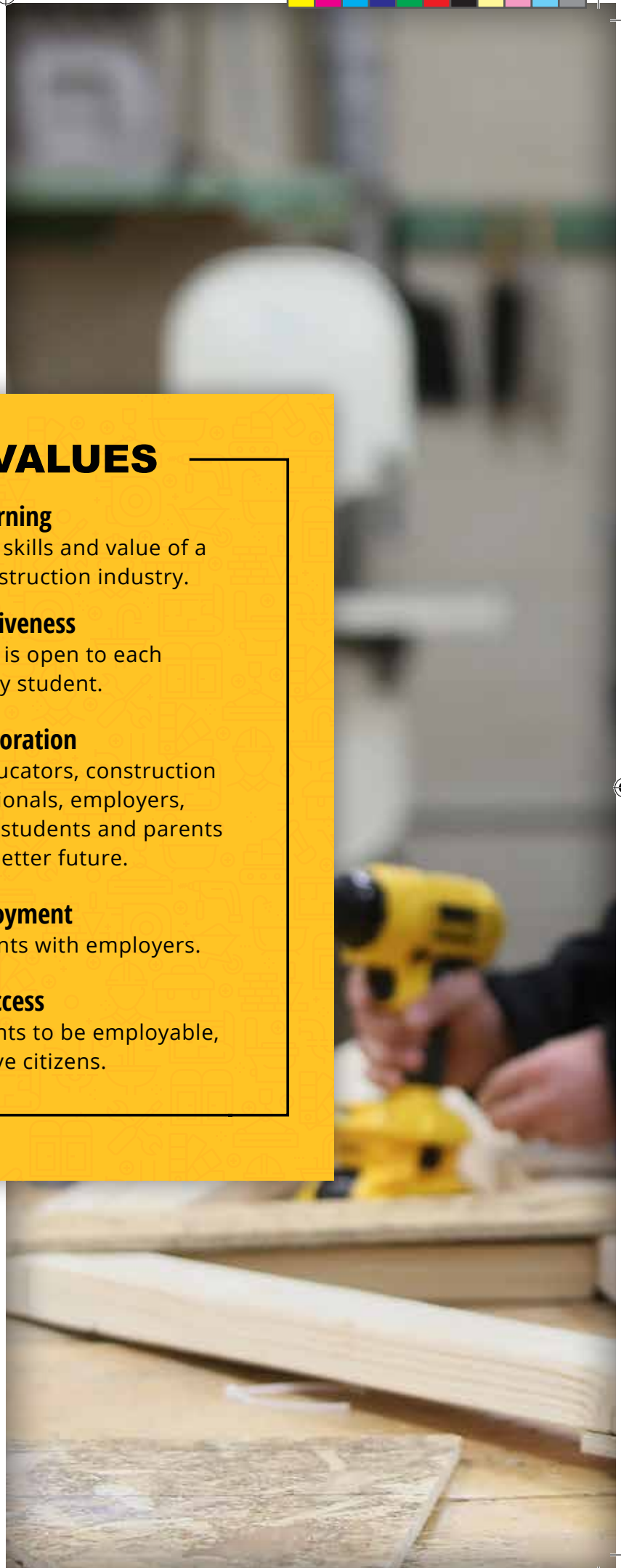
We partner with educators, construction industry professionals, employers, community leaders, students and parents to build a better future.

### Employment

We connect students with employers.

### Success

We empower students to be employable, productive citizens.







# PROGRAM GOALS

Careers in Construction Colorado measures program success by the number of high schools with a CIC program, the number of students active across those programs, and the percentage of CIC students who receive successful job placement support from the program and are employed by partner industry employers.

Careers in Construction Colorado is working to expand our reach and better serve more students and the industry. By 2028, CICC has goals to achieve the following:



**Establish active CIC programs in 100 total schools.**



**Enroll 5,000 students in the CIC program.**



**Employ at least 20% of certificate earners into careers in the construction industry**





# ORGANIZATIONAL STRUCTURE



## Careers in Construction Colorado Chapters

The CICC Chapter model is designed to support and connect students with employers in the geographic areas in which they live. Our Chapters are Trade Associations or other business organizations across the state of Colorado that directly support local schools with funding, industry involvement such as guest speakers, job shadows, site visits, and job placement within their member companies.

## Careers in Construction Colorado Satellite Schools

Satellite schools are rural schools that are not located near a Chapter sponsor. These schools are directly supported by Careers In Construction Colorado.

## CICC Is Responsible For:

- Educating entities that advocate for increased workforce opportunities and promote and support construction based vocational education.
- HBI Curriculum & relationship management
- Chapter/Satellite vetting & approval
- CIC program training and support for Chapters/Satellites
- Instructor training/peer support
- Development and management of job placement tools & tool kits
- Seek and procure statewide and national sponsorships and grants
- Program marketing & public relations strategies
- Branding and licensing of program strategies, program methodologies, plans, marketing, and support materials

As a 501(c)(3) non-profit organization, Careers in Construction Colorado operates with a Board of Directors. The Board is composed of leading construction industry providers from across the state of Colorado.



# WHAT SETS CICC APART?

## **From Executive Director, and former High School Principal, Glenn Hard:**

"The Careers in Construction program was conceived by industry leaders who saw the need to take action and bring change to the public education system. The leaders noticed that the industry was struggling to find quality help and they also recognized that high schools weren't providing students with opportunities to acquire construction-based skills. By leveraging partnerships with the HBA, the AGC, and other industry leaders, they were able to launch the program and construction-based vocational education was born. Now, high school students are provided the opportunity to enroll in construction courses and learn about career pathways in the construction industry all while earning industry-recognized certificates. CIC is unique in that students acquire employability skills which help them on their career path, regardless of the industry they choose.

Lastly, and perhaps most importantly, CICC directly assists students in acquiring internships and/or employment. This program doesn't just provide students with yet another elective high school credit, but instead, CICC truly equips students with the knowledge, skills, and confidence to join the construction industry. CICC support doesn't stop on the student's graduation day. Our program is determined to help students beyond high school to get the right job and launch their career in construction."

## **CICC Instructor at Summit High School, Oakley Van Oss:**

"Working with the Summit County Builders Association and Careers in Construction Colorado has been an absolute game-changer for the students of Summit High School. Having an expanded curriculum, informational visits from industry professionals and increased financial support have made all the difference in getting our students excited about the trades. This is not just another class, it's a community!"

## **Independent Plumbing Solutions, Alexia Dyle :**

"We have recently hired two participants that are enrolled in the program at a participating high school. These individuals are bringing skills from their program that are above entry level. Due to the training, skills, and safety this program provides, students can enter the work field earlier with the skills they need to develop a successful career."





# CICC STUDENT SUCCESS STORIES

## **Tyler - Encore Electric**



Meet Tyler, a 2024 graduate from Coronado High School! He spent four years in the Careers in Construction program, during which he helped build a 1,200-square-foot modular home through the CICC Home Build Program, and competed in regional and state-level SkillsUSA competitions. Since graduation Tyler has secured his a job at Encore Electric!

“This program really taught me a lot, gave me all of my certifications that I really needed to pursue the workforce. I’m really grateful for what the HBA and Careers in Construction have given to me.”

## **Julie - El Paso County Department of Public Works**



Meet Julie, a 2022 graduate of CICC from Atlas Preparatory School. She was inspired by a guest speaker from the El Paso County Department of Public Works. Motivated by this experience, she reached out, landed an interview, and secured a job with EPCDPW. Julie is now working in resource management and has also assumed the role of a guest speaker with CICC, where she continues to inspire her peers.

## **Joe - Vantage Homes**



Meet Joe, a 2022 graduate of Widefield High School – The MiLL and the CICC program. Two years ago, he attended the CICC Career Fair as a student and secured a job with Vantage Homes. This year, he returned to the Career Fair as an employer!

“For future generations, I really recommend trying at least one semester of CICC, whether it’s construction, welding, plumbing, any sort of trade. Not only are there endless opportunities, but you get to learn a lot along the way. Even if you don’t pursue it after high school, you still have those skills.”



# CURRICULUM

## HBI Curriculum Overview

Home Builders Institute (HBI) is the nation's leading educational resource for career technical education in the building industry. PACT is the pre-apprenticeship curriculum ideally suited for school-based instruction. Vetted by subject matter experts, PACT guarantees students will learn residential construction focused skills, receive hands-on training, and master the knowledge needed for employment in an entry-level job in the building industry.

### ***Boost your vocational classes with PACT:***

- 75% hands on, competency-based, industry-validated curriculum
- Aligned with STEM (Science, Technology, Engineering and Mathematics)
- One of three national curricula recognized and approved by the U.S. Department of Labor and several States Departments of Education
- Spanish translation available

### ***Get the resources you need to deliver PACT:***

- PACT Instructor Training and Certification provided
- Industry-recognized certifications for students
- 9 Trade Specific Disciplines, Plus Core: Carpentry, Electrical, Plumbing, Brick Masonry, Landscaping, Painting & Finishing, Building Construction Technology, Weatherization, and HVAC
- Access to HBI's Learning Management System (LMS), a web-based platform of training tools and content to assist the instructor and student with the curriculum

## Pre-Apprenticeship Certificate Training (PACT)

Year 1: PACT Core Training	
Unit 1	Introduction to the Building Trades
Unit 2	Construction Math
Unit 3	Tool Identification & Construction Materials
Unit 4	Employability Skills
Year 2+: Trade specific training, Choose from 9 trades:	
Unit 5	Green Building
Unit 6	Carpentry
Unit 7	Electrical
Unit 8	Plumbing
Unit 9	Brick Masonry
Unit 10	Landscaping
Unit 11	Painting & Finishing
Unit 12	Building Construction Technology
Unit 13	Weatherization
Unit 14	Heating, Ventilation & Air Conditioning



## Career Development Incentive Program (CDIP)

The Home Builders Institute (HBI) Pre-Apprenticeship Certificate Training Curriculum is an approved industry credential program, and the leading CDIP certificate!

The Career Development Incentive Program (CDIP), or Career Development Success Pilot Program in House Bill 18-1266, provides financial incentives for school districts and charter schools that encourage high school students, grades 9-12, to complete qualified industry credential programs, internships, residencies, construction pre-apprenticeship or construction apprenticeship programs or qualified Advanced Placement (AP) courses.

Tier 1: Qualified industry credential programs;

Tier 2: Workplace training programs; or

Tier 3: Computer Science Advanced Placement (AP) courses.

Participating districts or charter schools could receive up to \$1,000 for each completed credential, distributed in tiered order.





# JOB PLACEMENT OVERVIEW

## Overview

### Job Placement Initiative

CICC is focused on job placement and works to combat the employment gap in the construction industry by increasing awareness, generating interest, and connecting students to opportunities in construction.

### **FURTHER INFORMATION:**

Chapter member companies have the opportunity to employ students via internships, part-time, and full-time employment. 15, 16, 17, and 18 year olds are granted an exemption from the Colorado youth law that otherwise prohibits students this age from:

- Operating power tools and power equipment consistent with the curriculum;
- Working from elevated places ten feet or more above the ground, in conjunction with the safe use of ladders, scaffolding, and fall protection procedures and equipment;
- Engaging in roofing and roofing-related activities; and
- Engaging in trenching or excavating activities.

Employers hiring these students will need to obtain verification that the student is enrolled in or has completed the PACT Core curriculum and OSHA 10 training. For detailed steps in executing the student hiring process, refer to the Student Hiring Process section.

## Student Resources

All students participating in the Careers in Construction program are eligible to receive personalized job placement and internship placement assistance through the CIC chapter. To initiate 1:1 coaching, students should indicate their interest by completing the Careers in Construction Semester Survey or by reaching out directly to the Chapter Sponsor.

Each chapter works with students individually on the following:

- Creating or updating resumes.
- Developing interview skills.
- Conducting mock interviews.
- Preparing students to stand out at job & career fairs.
- Matching students to job opportunities based on grade, skill level, interests, and availability.

CICC prioritizes long-term student success by coordinating directly with industry partner employers to ensure employment opportunities for students and to leverage the construction skills taught throughout the program.



## Employer Outreach & Matching

### ***INDUSTRY SPONSORED | STUDENT-ORIENTED***

CIC Chapters are focused on building a vast network of employment partners. These industry partners collaborate with each chapter to host student employment opportunities to foster early experience working in the trades.

CIC Chapter job placement efforts go beyond establishing employer connections. Chapter representatives and school instructors work personally with each student to customize opportunities that benefit them. Custom internship and employment matches may be made based on student interest, skills, availability, and career goals to help to ensure the student is fully engaged in the opportunity and leads to higher success rates and retention.



# GETTING STARTED

CICC is dedicated to partner closely with every school to support, fund, and employ to guarantee the success of the program in their area.

To effectively launch this program and ensure long-term success, securing program buy-in and sustained support from administration is a top priority. Refer to the following sections for the steps and details for getting started.

## Prerequisites

- Eligible schools must secure full support and buy-in from the school district to host the program.
- Eligible schools must identify at least 1 qualified full-time instructor. This instructor must be a school staff member.
- Eligible schools must have adequate classroom (shop) space to teach HBI PACT curriculum.

## Program Establishment Checklist

TASK	Complete?
1. Complete a site consultation with CICC or Chapter Sponsor	<input type="checkbox"/>
2. Sign Memorandum of Understanding (MOU) and return to CICC or Chapter Sponsor	<input type="checkbox"/>
3. Receive HBI Curriculum License	<input type="checkbox"/>
4. Sign and send HBI license back to CICC	<input type="checkbox"/>
5. Ensure instructors complete HBI Training	<input type="checkbox"/>
6. Receive tool list from CICC	<input type="checkbox"/>

## School Responsibilities

To successfully host the Careers in Construction program, schools are expected to provide the classroom space to conduct the program as well as the instructor(s) to lead the curriculum. Chapters provides and fund HBI Curriculum License agreements for each school hosting the CIC program. School district and admin support is essential to successfully recruit students to enroll in the CIC program.

## Instructor Responsibilities

School instructors for the Careers in Construction program are responsible for the following:

- Attend training.
- Utilize HBI curriculum and ensure students acquire PACT certificates.
- Attend instructor meetings as they arise.
- Work directly with chapter staff in the classroom to teach students employability skills.
- Ensure students complete surveys to gauge student interest and employability information.
- Evaluate students and make recommendations for internships and/or employment.
- Clearly communicate student interests, strengths, and barriers to performance with the chapter staff.



# INSTRUCTOR SUPPORT

## We Believe Instructors Are Key To Success

Support for our program instructors does not stop after instructor training. Each chapter will provide support throughout the entire program and provide instructors with the resources they need to be successful.

Examples of support may include:

- Connect instructors with industry experts who can facilitate learning in specific areas and provide hands-on demos.
  - My class is really interested in learning about electricians...
  - I am not prepared to teach the roofing curriculum, I need support...
- Connect instructors from various partner schools to discuss and share tips & tricks for program success.
- The Home Builders Institute (HBI) regularly posts instruction videos to compliment curriculum.



# HOME BUILD PROGRAM

In the 2018-2019 school year, CICC introduced a new Home Build Program as part of the Careers In Construction curriculum. This program enables students to construct a 1,200 square foot modular home on school district property as part of their Career Technical Education (CTE) classes. Students are able to use the skills they have learned in their classroom settings - carpentry, plumbing, electrical, and OSHA 10 safety - to construct a new home.

Industry professionals will provide on-site support through Builder Captains as well as licensed trade partners. Through industry donations at the local, regional, and national level, this program provides each school with the materials needed for students to build a small home. Proceeds from the sale of the completed home will be reinvested in CICC, assuring visibility, viability, and sustainability. For more information or to apply for the Home Build program, please reach out to the CICC staff.











**CAREERS IN CONSTRUCTION COLORADO**

# **PROGRAM OVERVIEW FOR SCHOOLS**

**CICColorado.org**