



The Cherry Creek Innovation Campus (CCIC)

Cherry Creek School District, Englewood, CO

Superintendent:
Scott Siegfried

District Enrollment:
55,000

VIDEO LINK



AASA Cherry Creek Youth Apprenticeships

The Cherry Creek Innovation Campus (CCIC) is a unique district facility housing an array of career pathway programs closely aligned with the employment and priority needs of local, state, and national businesses and corporations. It is designed to expand the district’s commitment to preparing students for the academic and professional demands of the 21st century. The CCIC powerfully exemplifies an integrated cross-functional youth apprenticeship program that school districts can develop, implement, sustain, and scale. Apprentices split their time between traditional high school coursework and on-the-job professional experience. The CCIC also reflects the importance of state-wide coordination and partnerships with local districts to enhance the apprenticeship experience and result in positive outcomes for youth.

Benefits for Students

- ▶ Youth apprenticeship can be an options multiplier as both a powerful enhancement to their education and a fast track to an in-demand career. Students participating in the district’s apprenticeship program derive the following benefits:
 - ▶ Nationally recognized industry certification/credential
 - ▶ Debt-free college credits
 - ▶ Skill sets that will give them a competitive edge as they enter the workforce
 - ▶ Students develop independence and self-confidence through their ability to perform difficult tasks
 - ▶ Strong connections between learning in school and learning on the job
 - ▶ Multiple pathways that enable students to evolve into workplace leaders and entrepreneurs
 - ▶ Deeply meaningful work experience
 - ▶ Mentorship and an extended professional network
- ▶ Community and family involvement with high school education is expanded.
- ▶ The needs of current and emerging career pathways and related requirements is fostered.
- ▶ Customized training that meets industry standards, tailored to the specific needs of businesses results in highly skilled employees.
- ▶ Employer needs and demands are addressed.
- ▶ There is a positive return-on-investment on the value of apprentices’ work.
- ▶ Businesses experience reduced turnover rates among staff.
- ▶ Companies help grow and groom a talent pipeline of skilled and loyal workers.

The Apprenticeship Ecosystem

CareerWise Colorado works with school districts, businesses, and colleges in the state statewide and incorporates the following elements of the eco-system elements into its design.

A template for design of the program so that the experience represents an alignment between students’ academic experience and industry workforce needs. learning pathways, skills, and competencies that are clear, coherent, and validated by the school district, high schools and colleges, and participating partners.

Benefits for Education and Industry

- ▶ Applied learning and hands-on experience may enhance school retention and graduation rates.



highly skilled personnel, including a coordinator, guidance counselor, and a principal and administrative staff responsible for ensuring implementation. meaningful on-the-job learning designed to orient students to the organizational/industry culture, mentor them and reinforce their mastery of skills.

involvement of key partners – corporate partners, college and university partners, parents, and students. and range of other supports including educator awareness and commitment, effective recruitment and orientation practices, and industry-recognized credentialing.

Programs

All high schools within the district offer a wide range of CTE programs outside of CCIC. CCIC is not a “comprehensive” home high school. Instead, it serves as a program that students attend part-time while continuing to take classes at their home high school. Cherry Creek district officials aligned their program focus with the Colorado Workforce Development Council and Colorado’s Career Clusters to identify the following seven in-demand and growing career pathways offered to students:

- ▶ **Advanced Manufacturing**
- ▶ **Business Services**
- ▶ **Health and Wellness**
- ▶ **Hospitality and Tourism**
- ▶ **Infrastructure Engineering (Building Trades)**
- ▶ **Information Technology and STEAM (Science, Technology, Engineering, Arts, and Mathematics), and**
- ▶ **Transportation (Automotive and Aviation)**

Leadership

Scott Siegfried, Superintendent, Cherry Creek School District:

We developed this building, this process, this new approach to education through really engaging with our community. We spent a year interacting with them

and talking about what their hopes, dreams, and desires are for their kids. We talked with industry leaders, graduates, alumni, and others to really determine what we needed to do differently to prepare students for their future to make it different from my future. From that conversation, we really came up with this concept of innovation and then developed what it needs to look like to prepare kids to be successful in the pathway they choose as they progress to their future.

Sarah Grobbel, Assistant Superintendent for Career and Innovation, Cherry Creek School District:

It is exciting for me to see a student that I really knew—and see the doors that this apprenticeship could open for him or her. Now, I have bought in 100% to the apprenticeship process. I see parents and how excited they are. Probably more than anything else, I recognize how many mature and amazing young adults we are now graduating from this program—and recognizing the impact that it could have on our economy here in Metro Denver.

Meaghan Sullivan, Chief Program Officer, CareerWise Colorado:

In Colorado we have high percentages of students going out and pursuing post-secondary education, pursuing traditional college pathways, and they’re not getting through to college graduation in the timeline we would hope they would. There are a lot of reasons for that, but what youth apprenticeships offer to students is a way to start working, figure out what you’re good at, and see the value the education can have for you at the completion of an apprenticeship. The student can then decide to go right to work or to go back to college and get that higher education, but they do so with so much more knowledge about what they want out of their career and what it’s going to take to get there.

“Youth apprenticeships are a critical part of my leadership agenda. It’s about moving away from the idea that everybody needs to go to college. Every student needs to find their own individual pathway for their future. That could be a four-year college, a two-year college, an apprenticeship, an internship, a certificate, or the military—or go straight to work. An apprenticeship is important because it gives students real-world work experience before they leave us.”

SCOTT SIEGFRIED
SUPERINTENDENT, CHERRY
CREEK SCHOOL DISTRICT