Colorado
Skills & Training
Is there a Shortage of Skilled Workers?

**Slowed Growth**
- 80% of CO firms say skills shortages slow their growth.

**Hiring Problems**
- Skilled vacancies stay open for 7.4 weeks on average.
- New hires’ skills are 69% of what companies need.

CO companies have jobs for skilled people, but can’t find what they need. CO has a gap between workers’ skills and companies’ needs.

**Can Schools Fill the Gap?**

According to CO companies, schools cannot fill the skill gap. Work is the best place to learn the most important skills.

Find the complete study at [www.cemets.ethz.ch](http://www.cemets.ethz.ch)
New Programs for Colorado

Making Training Work

What do Companies Want from Training Programs?

- **Earning more profits than costs** is the biggest appeal of new training programs in CO.
- **Lack of time and people** is the biggest barrier to starting or increasing training programs.

When do Both Companies and Trainees Profit?

**Content Balance:**
Mixing job-specific skills with transferrable content balances trainee and company incentives. Training is usually job-specific in CO.

**Educational Cooperation:**
Companies can work with educational institutions to provide transferrable content efficiently. 16% of CO companies cooperate with schools and/or colleges.

**Intermediaries:**
Intermediaries like sector and regional associations can reduce time and personnel investment. 7% of CO companies train with intermediaries.

**Time Division:**
Time at work is productive; time in class increases productivity in the return period. CO companies prefer >50% of trainees' time to be spent at work.

**Certification:**
Recognizing training with certification attracts better trainees, who are more productive. Most current CO training programs are not certified.

**Skilled Work:**
Spending time on skilled work is more productive. In CO, trainees currently spend 51% of their time on skilled work, 39% unskilled work, and 10% training.

**Program Duration:**
In longer programs, the profit period outweighs the investment period; 3-4 years is ideal. CO companies prefer programs between 1 and 2 years.

**Trainee Age:**
Younger trainees can afford to accept lower wages in exchange for training, partly because they usually live at home. CO companies’ ideal age is 18.

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Colorado High School CTE

Linkage to Employment

Are CO CTE programs linked to employment?

Highly linked CTE programs help young people enter the labor market, but CO CTE scores low compared to international programs.

Where does CO CTE fall behind the benchmark?

Although CO CTE programs try to link education and employment, they are not connected to employment where it matters.

Find the complete study at www.cemets.ethz.ch
Apprenticeships in Switzerland

Status & Choice

Are apprenticeships about stigma or status? Tracking or choice?

Apprenticeships have **status** when higher-ability students choose them. When there is **stigma**, everyone with options chooses baccalaureates.

A clear cutoff in the ability distribution between baccalaureate school and apprenticeship means **tracking**. When students have **choice**, the distributions overlap.

**STATUS**

NOT STIGMA

Students who could choose either an apprenticeship or baccalaureate frequently opt for apprenticeship

**Distribution of pupils according to:**

Baccalaureate school

(40% of pupils)

Apprenticeship

(60% of pupils)

This area is the top PISA quartile. Many of Switzerland’s best and brightest are apprentices.

There is no tracking-style cutoff. Ability levels in the two pathways overlap significantly

**CHOICE**

NOT TRACKING

Find the complete study at www.cemets.ethz.ch

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