

https://jeffcopublicschools.org/about/jeffco_thrives_2025



Why GROW Jeffco?

GROW Jeffco is a system solution with equitable engagement of partners across the education-to-employment pipeline. Together, we will implement 20 high school career hubs across Jeffco resulting in a year-over-year impact reaching ~30,000 students and 2,500 employers. This initiative addresses the misalignment of school-to-career preparation, particularly for our highest-need students, and increases the diversity and pipeline of local talent. Within Colorado, Jeffco represents 9% of the population, 11% of the labor force, 9% of K-12 students, and 19% of businesses. GROW Jeffco addresses the emerging gaps described below.

What problem are we trying to solve?

- The disconnect and inequity between school-to-career awareness and opportunities
- Lack of educator career awareness and industry expertise
- Hard-to-navigate entry points for employers and capacity issues which are barriers to engagement
- Lack of understanding of school-to-career relevance and misconceptions about college-only tracks
- System barriers that lead to breakdowns in the talent pipeline

What makes this integrated solution different?

- This is an equitable solution for ALL public high school students across the district to **access critical education and career information through Career Hubs** ensuring a clear understanding of high-demand career options, pathways to support their goals, and opportunities for work-based learning.
- **Partners** from the K-12 system, community college system, economic development, chambers, non-profits, and workforce development are committed to working together to optimize resources and move faster toward our end goal.
- GROW Jeffco is **data-informed** and will use labor market information from Emsi/Burning Glass to ensure pathways are clearly defined, resourced, and promoted.
- A focus on **skill readiness** for students and **skills-based hiring** for employers to ensure the job “match” is effective is a top priority.
 - Noteworthy: A robust employer training program is already underway in partnership with ReWork America Alliance
- As the end-user of our talent system **businesses MUST play an expanded leadership role** in career awareness and exploration by engaging in new and different ways that increase career awareness and exploration in typically underrepresented industries and opportunities.
- Recognition that the students at each school will have different needs and that we must consider **appropriate resource allocation** such as scholarships, paid internships, etc.
- Long-term and sustainable change will require a **focus on policy changes and resource allocation**.