



Why GROW Jeffco?

GROW Jeffco is a system solution with the 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 practical is a top priority.
- 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**.

Who is involved and how?

- **Jeffco Public Schools** will coordinate all school-based efforts including student, teacher, and administrator engagement and support.
- **Arvada Chamber of Commerce** will serve as the programmatic partner engaging employers and supporting the scale of GROW Jeffco to other Economic Development organizations.

- **Jeffco Schools Foundation** will serve as the fiscal sponsor.
- **Red Rocks Community College (RRCC)** will serve as the lead postsecondary partner and will advance efforts to align with district and employer partner efforts.
- **Jefferson County Business and Workforce Center** will support identifying funding resources, training opportunities, and scale potential.

How does GROW Jeffco connect to the Jeffco Public Schools Strategic Plan?

GROW Jeffco is connected to Priority #1 (Our Learners, Our Future) and #4 (Our Community, Our Legacy) of the Jeffco Thrives 2025 Strategic Plan. Within priority #1, goal #2 recognizes that all Jeffco students have extraordinary experiences that challenge them to recognize their strengths, challenge them to improve, and support them to succeed. By increasing the quantity and quality of information about career pathways and experiences - all students will have the opportunity to ensure long-term success after graduation. Within priority #4 it is recognized that the district should actively collaborate with community partners to ensure mutually beneficial and respectful partnerships to serve student success. The heart of GROW Jeffco is that when community partners work together with school districts through aligned interests we will quickly increase capacity and see better outcomes.

What is a Career Hub?

A Career Hub is a physical location inside of Jeffco Highschools that is dedicated to increasing career awareness, exploration, and preparation by increasing how career pathway information and work-based learning opportunities are accessed by students.

Career Hubs will include the following elements:

- Physical displays that highlight top careers across the region.
- Printed materials that can be taken home by students to discuss their opportunities with family.
- Technology-enabled solutions that allow for career awareness and exploration for students.
- Dedicated staff that is qualified to support the activation of the career hub through guest speakers, mentors, connections to WBL, and more.



How is GROW Jeffco Funded?

Currently, GROW Jeffco has received pilot funding from ZOMA, Beacon, and Community First Foundation to build the critical infrastructure for 4 high schools in Jefferson County. Additionally, the Arvada Chamber of Commerce has raised private sector funding through the B.O.L.D. 2026 that will support increased employer engagement and capacity building across the region.