

# BootUp Camps

In Partnership with Community College of Denver



Colorado Community College System  
Innovation Grant

## Final Grant Report

Grant Timeline  
April 2017 - September 2018

# CHANGING

# LIVES

# FASTER

# 27

Multi-Week & One-Day  
Workshops

# TOTAL REACH

## 500+

Directly participated in  
BootUp Camps Events

## 10,000+

Reached via web ads,  
social media, print ads

## Certifications Earned

## 40+

BootUp Camps provide high quality, high demand workplace skills training to help students obtain industry recognized certifications. Through our community partners, we also seamlessly connect our students with resources for academic and career navigation, childcare & family assistance, and financial support.

Our instruction is accelerated and career-focused with a curriculum tailored to project-based learning and work-based learning. All courses are facilitated by either college instructors or successful subject matter experts in their respective industries.

Our strategic goal is to improve and diversify the access and opportunities to high-growth, high-wage STEM (science, technology, engineering, and math) careers, particularly for underserved populations like first-generation college students and minorities.

Our target audience are students and non-students alike from ages 16 - 60+ who want to overcome obstacles to upward mobility.



## our mission

Our Mission is to attract, empower, and equip students and non-students alike from underserved, underrepresented communities enter STEM fields like Information Technology, Entrepreneurship, and Manufacturing.

**W**e are in an economic boom in Metro Denver with \$5 billion of new construction and infrastructure on deck. Mayor Michael Hancock explained it as a "cadence" of development opportunities for the next 10 years. Yet, Colorado is increasingly becoming a multiracial state with a persistent race-based economic divide. By 2050, 48 percent of states labor force will be people of color, primarily Latino. Today, however, communities of color in Colorado are disproportionately low-income, face higher unemployment and poverty rates, and are more likely to live in affordable neighborhoods that are rapidly dissipating due to gentrification.

These outcomes are not inevitable. Growing diversity in professional workplaces and up skilling our labor force can be an asset provided all Coloradans have access to the resources and opportunities they need to thrive. At the community college level, we do our best to level the playing field by giving the under-served and the underrepresented access to higher education and opportunities to enter the workforce sooner. However, with BootUp Camps, we were able to leverage that reach by providing non-credit accelerated training (up to eight-weeks) at a low cost thanks to the grant funding. This made our events & opportunities more attractive to existing students and non-students, alike.

Statistics show that STEM-based industry-endorsed certifications are valued in the workplace, and they offer an advantage over other job candidates. By taking our camps, along with gainful employment, as well as the attainment of post-secondary certificates and degrees. You can rest assured that we are not just changing lives, we're changing lives faster!

**GRANT MANAGER**  
**Professor Lynn S. Wilson**




# community supporters

I want to thank the many individuals, organizations, and companies that have joined me in the calling, cause, and crusade of social justice and equity by creating pipelines of prosperity for our communities. I could not have done this without any of your help!

- Lynn Wilson

*Thank You!*

## Gold Level Partners

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- |   |                                     |
|---|-------------------------------------|
| Community College of Denver                     | DPS CareerConnect                   |
| Strengthening Working Families Institute (SWFI) | Lenovo                              |
| Foundational Skills Institute                   | Project Purpose                     |
| Workforce Initiative Now                        | Avatar Solutions, LLC               |
| CCD Office of Admissions & Outreach             | CCD Information Technology Services |

## Community Partners

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- |  |   |
|--|---|
| Rishi Shah, Cap G Consulting                       | Sierra Hutchinson, SWFI                     |
| Ron Fontenot, Sr., Colorado Futuretek              | Donna Kapp, Foundational Skills Institute   |
| Kenneth Crowley, Sr., The Crowley Foundation       | Marsea Wynne, Foundational Skills Institute |
| Olivia Barraza-Kee, DPS CareerConnect              | Voletha Bradley, SWFI                       |
| Kelly Wilson, Goodwill Industries of Denver        | Brenda Garrison, STEM Sirviendo             |
| Katrina Wert, Center for Workforce Initiatives     | Claudia Bustillos, Stout Street Social      |
| Elizabeth Schroeder, Foundational Skills Institute | Kacy Leyba, Denver Street School            |

## Special Thanks

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- |   |  |
|---|--|
| <b>Everette Freeman</b><br>President, Community College of Denver   | <b>Rhonda Epper</b><br>Vice President for Academic Affairs & Provost |
| <b>James Kynor</b><br>Dean, Center for Career & Technical Education | <b>Marsha Mattingly</b><br>Director, Grant Development & Compliance  |
| <b>Matthew Hickson</b><br>Sr. Marketing & Design Intern             | <b>Oliver Martinez-Reyes</b><br>Internship Coordinator               |
| <b>Deyanira Garcia</b><br>BootUp Coordinator                        | <b>Sean Quayle</b><br>Internship Coordinator                         |

# advisory board

## CCD Advisory Board

### Andrew Garcia

Director of Admissions, Recruitment and Outreach

### Frances Robles

Office Manager

### Matthew Sweeney,

Advanced Manufacturing Center Director

### Sarah Scott

Web Support & Content Specialist

### Stephanie Woodruff

Staff Accountant

### Delma Valdez

HR Specialist

### Mary Murphy

IT Co-Chair

### Jackie Carpio

BTE Professor

### Mark Broyles

Architectural Technology Chair & Assistant Professor

### Janet Colvin

Manufacturing Pathways Coordinator

### Chris Arcarese

Director, IT Services IT Services

### Claudia Forbes

IT Service Manager IT Services

### Dwight Clasby

Executive Director CCD Foundation

### William Hudak

Cashier Office Manager/Accountant II

### Stacey Maillet

Contract & Budget Coordinator

### Jennifer Matthews

HR Assistant Director

## Guest Speakers

*John Wenner - Advanced Manufacturing Center*

*Jessica Schechter - Advanced Manufacturing Center*

*Shari Hartz - Community College of Denver*

*Jamal Bowen - Empowering Entrepreneurs*

*Vince Martin - Pama Properties*

*Nick Natt - Natt Fitness*

## Facilitators

### Mohammad Alsaffar

BootUp Camp Facilitator - A+, Network+

### Christine Bohnsak

BootUp Camp Facilitator - MOS

### Dee Garcia

BootUp Camp Facilitator - ESB

### Donald Murphy

BootUp Camp Facilitator - ESB

### Casper Stockham

BootUp Camp Facilitator - ESB

### Jesse Brannen

BootUp Camp Facilitator - IC3, A+

### Douglas Ekstrand

BootUp Camp Facilitator - ACA (Photoshop)

### Elena Maly

A+ & Network+ Tutor

### Nick Gagliardi

A+ & Network+ Tutor

### Tokkuma Addisu

A+ & Network+ Tutor

### Greg Davis

A+ & Network+ Tutor

## Site Sponsors

### SparqU

### InnoFinancial

### WeWork

### Denver Street School

### Urban League of Metropolitan Denver

### Hostel Fish

*Steven Weigler - Emerge Counsel*

*Heidi Naples - Heidi's Brooklyn Deli*

*Brooke Chesnut - BC Consulting*

*Samantha Kowalski - SumInnovation*

*Nicole Huguenin - Walk2Connect*

*LeRita Cavness - Adolescents Know Your Rights*

# grant outcomes

## ✓ Enrollment of 17-20 students per camp (6 camps)

Instead of only 6 camps with 20 people each, we expanded to 27 events with an average 9 participants each. By changing our format to include both multi-week and one-day workshops, we were able to have much more engagement and thus improved recruitment & retention.

## ✓ 87.5% Average retention & completion rate

Originally projected an 80% Retention & Completion rate.

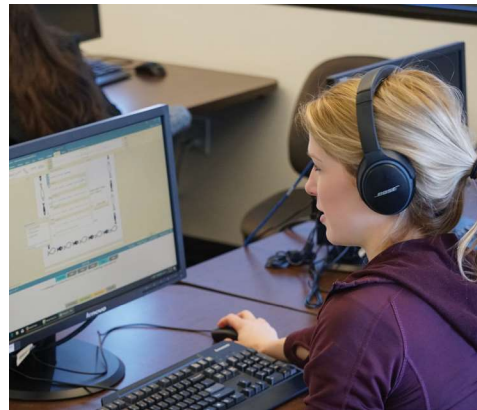
## ✓ Increased comprehension shown in pre and post assessment tests.

## ✓ Administered surveys to measure validation of STEM training services & career preparedness of participants

## ✓ Video interviews from facilitators and participants.

## ✗✓ Career readiness workshops

We were successful at running a resume writing workshop, however we were unable to conduct internal mock interviews.



# workshops

## Multi-Week

### A+

Earning A+ certification demonstrates that you possess the skills necessary to support enterprise IT infrastructures. This training provides a hands-on lab giving you the skills to install, configure, and optimize personal computer hardware and operating systems. You'll gain foundational knowledge of today's most relevant technologies, so you can confidently conduct the tasks necessary to maintain your organization's IT environment.

### NET+

CompTIA Network+ covers the configuration, management, and troubleshooting of common wired and wireless network devices. Also included are emerging technologies such as unified communications, mobile, cloud, and virtualization technologies.

### ESB

Entrepreneur BootUp, aimed at entrepreneurial-minded participants, is an eight-week program that combines interactive classroom sessions and exercises with a variety of resources, expert guest speakers, and peer-based networking. Participants will learn how to put together a strategic plan for starting, sustaining, and showcasing a service-based business alongside like-minded entrepreneurs.

### ACA

Adobe Photoshop™ is the cornerstone product for Adobe. It is also the beginning certification to acquire if you choose to move further in your design or marketing career. This class will help you learn everything you need to know to pass the Adobe Certified Associate exam for Photoshop Creative Cloud.

### MOS

Attendees will receive training and support for preparation and completion of Microsoft Office Specialist (MOS) certification exams. Successful candidates will demonstrate the correct application of the principle features of Word, Excel, PowerPoint, Outlook, or Access 2016 for a variety of purposes and situations.

### PP

A great foundation is needed as the ingredients of life come together to improve living conditions in the home and serve as a road map as you maneuver through life's obstacles. In this course work we examine essential skills that are not taught in school, but provide a bridge to understanding that you can't have one without the other.

## One-Day

### PC

PC Troubleshooting

### PS

Intro to Photoshop

### NET+

Network Troubleshooting

### FAB

Fabrication Friday

### PP

Project Purpose (1-day)

### MOS

Microsoft Office Specialist

### IC3

Digital Literacy

# headcount

Contact Hours

## Total Attendees per Event

Numbers in () represent number of times an event was run

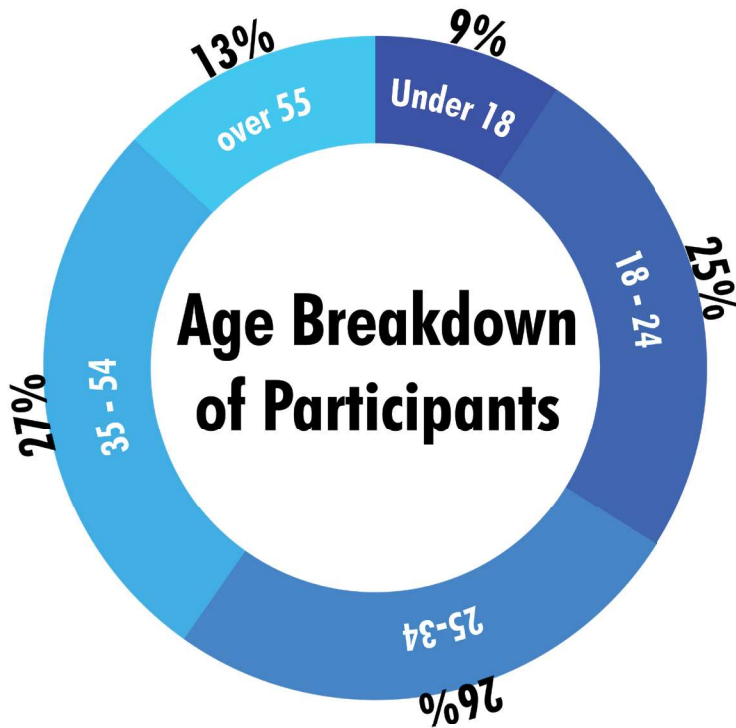
Contact Hours	Multi-Week Bootcamps	# of Participants
24	Purpose Path (1) - - - - -	50
30	Adobe Certified Associate in Photoshop (1) - - - - -	2
30	Microsoft Office (2) - - - - -	28
30	Entrepreneur BootUp (3) - - - - -	33
60	CompTIA A+ Prep (2) - - - - -	21
80	CompTIA Network + Prep (1) - - - - -	11
	<b>1 Day Intensive Workshops</b>	
3	Intro to Photoshop (1) - - - - -	14
3	Entrepreneurship L&L (1) - - - - -	18
6	PC Troubleshooting (5) - - - - -	52
6	Fabrication Friday (3) - - - - -	16
6	Network Troubleshooting (1) - - - - -	10
6	Microsoft Office (2) - - - - -	36
6	IC3 Digital Literacy (2) - - - - -	31
	<b>Events</b>	
	Sponsored Mixers - - - - -	97



## stats

### Participant Gender Ratio

Female 53% (265)  
Male 47% (235)

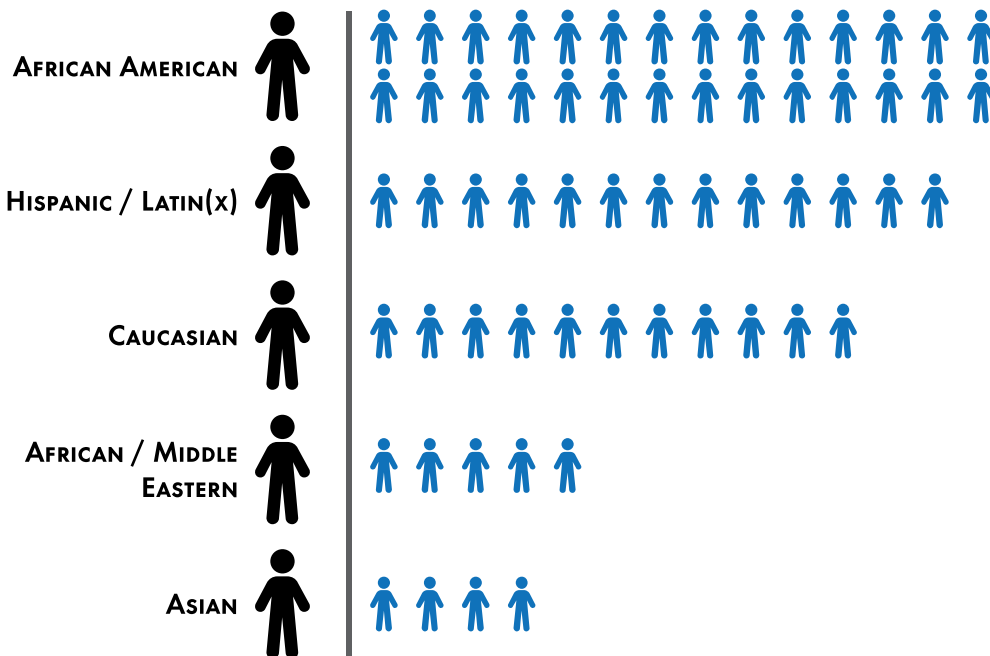


# 20%

## Conversion to CCD students

From non-CCD, Multi-Week participants

### BootUp Camps Ethnicity Impact



# Internship Experience

Overall, I had a very positive internship experience at BootUps and would recommend this program to soon to be and college students. The other interns I worked with were very friendly, helpful, and knowledgeable. The staff worked hard to incorporate us into the projects by allowing us to attend meetings, workshops, and put our creativity to work. The staff were very invested in us and wanted all of us to get the best experience possible.

This internship was eye opening. It is a very unique experience to see how the government is run, and especially to see how the SEC is intertwined with other government agencies. The work I did this summer strengthened my accounting, IT, and communication skills, which I know I will be able to transfer into future internships and full time job offers!

-Warren Stokes, Summer 2017 Intern

- 2017 - 2018 INTERNS
- Matthew Hickson
- Antony Mburu
- Mahder Ferede
- Sean Quayle
- Ruth Swaim
- Zackary Wilkerson
- Morrhsey Benz
- Victor Delucio
- Trevell "Tre" O'Neal
- Christian Glassignon
- Jeremy Roach
- Oliver Martinez-Reyes
- Ana Righi
- Tyla Bryant
- Warren Stokes
- Frank Douglas Jr.
- Elijah Hawat
- Manzer Montgomery
- Tashan Montgomery



Left to Right: Victor Delucio, Morrhysey Benz, Ruth Swaim, Zackary Wilkerson