

## Employer-Led Leadership Upskilling for High-Potential Craft Professionals

### WHAT IT IS

The **SCALE High Potential Leadership Program** is a structured, employer-driven upskilling pathway that prepares high-performing craft professionals for frontline and project leadership roles—while optionally enabling associate degree completion.

Employers deploy the program to **retain, advance, and credential** their next generation of foremen, superintendents, and FE/PE-track talent.



### WHO IT'S FOR

- High-potential craft professionals nominated by employers
- Emerging foremen, crew leaders, and supervisors
- Field professionals transitioning to hybrid or office-based leadership roles



### EMPLOYER VALUE

- Accelerates readiness for leadership roles
- Strengthens internal promotion pipelines
- Signals a clear investment in top talent
- This is **applied leadership upskilling**, not abstract management training.



### PROGRAM STRUCTURE

- **15-credit program** delivered across **6 courses**
- Designed for working professionals (evening, hybrid, remote formats)
- Courses run **one at a time**, with typical completion in about **11 months** on the accelerated one-year path
- Employers nominate participants; SCALE manages coordination and delivery



### TIMING & SCALE

- First cohort: April 2026
- Initial cohort: 25+ learners
- Scales with employer demand

### WHY EMPLOYERS PARTICIPATE

- Leadership development without pulling people off the jobsite
- Clear advancement signal tied to retention and promotion
- Optional degree completion without academic friction

# CAREER MAP

## LEADERSHIP OUTCOMES

Participants build practical capability in:

- Planning and scheduling
- Project and cost management
- Supervisory communication
- Transitioning from individual contributor to leader



### COURSES TO COMPLETE DEGREE



Construction Estimating

Project Management

Construction Scheduling

Oral/Written Communication for Supervisors

Understanding & Managing Project Costs

Planning & Scheduling for Supervisors

3 Credits

4 Credits

2 Credits

2 Credits

2 Credits

2 Credits

## DEGREE COMPLETION (OPTIONAL)

For eligible participants:

- Prior Registered Apprenticeship completion may provide **up to 45 credits**, depending on trade
- The SCALE 15-credit certificate completes a **60-credit Associate Degree**
- The degree is issued by the **community college partner** (e.g. Emily Griffith Technical College)

## CURRENT STATUS

The 4-year Electrical Registered Apprenticeship Program is the first pathway fully crosswalked and pre-approved for credit toward the associate degree (additional trades to come)

## EMPLOYER INVESTMENT

- \$2,500 per learner for the full six-course certificate sequence
- Employers select the number of seats based on workforce need
- Tuition support or incentives may be layered at the employer's discretion

## EMPLOYER NEXT STEPS

- Nominate high-potential employees
- Confirm seat commitments
- Email participant names to [bgerig@coloradosucceeds.org](mailto:bgerig@coloradosucceeds.org)