

**IED13**

## **CO-CREATING A PATHWAY FOR CAREERS IN HR**

Christopher Stewart

Metropolitan State University of Denver, Denver, CO, USA

### **Abstract**

Over the course of the next decade employment for Human Resource (HR) Specialists is expected to grow 8%, double the projected growth (4%) for all occupations (Bureau of Labor Statistics, 2024). A recent look at related job postings in the Metropolitan Denver area revealed that there are nearly 3000 openings. This analysis served to further determine that while some entry level jobs do not require a bachelor's degree, most HR jobs do. To mitigate post-secondary educational disparities faced by minority and low-income students who may be interested in a career in HR, Metropolitan State University of Denver's College of Business entered into a partnership with an organization whose mission is to improve economic prosperity within the Hispanic community. The partnership resulted in the creation of an innovative educational program aimed at supporting underrepresented students as they earn stackable credentials that can be leveraged to advance their economic prosperity and professional success.

This presentation and the surrounding discussion will detail the origins of the partnership, the process of program design, delivery strategies and outcomes. It will also highlight challenges encountered and solutions devised, while offering valuable insights for workforce and educational intermediaries who may wish to replicate the program or implement similar career pathways initiatives.

### **Conference Track**

Innovative Education