



**EMILY
GRIFFITH**
TECHNICAL COLLEGE

President

Emily Griffith Technical College

Denver, Colorado

Opportunities for all who wish to learn.

THE SEARCH

Emily Griffith Technical College (EGTC), the public, post-secondary, and adult education arm of the Denver Public School system (DPS), seeks an entrepreneurial and visionary leader to serve as its President. Founded in 1916 by education pioneer Emily Griffith, EGTC has become a leader in career and technical education and workforce training programs in Colorado, supporting nearly 10,000 students annually in earning industry-relevant certificates, licenses, and credentials. EGTC's President will have the unique opportunity to lead one of the nation's only technical colleges integrated within a public school system and one of the most beloved and respected institutions in the city of Denver.

EGTC prepares students for today's workforce and tomorrow's opportunities across its three campuses in Denver through its numerous workforce education programs. EGTC proudly maintains some of the highest completion, placement, and licensure rates of postsecondary institutions in Colorado; 2024-2025 school year rates were 84 percent, 86 percent, and 99 percent, respectively. Most students earn their certificate within a year, many transfer credits to community or four-year colleges, and several are concurrently enrolled at the College while completing high school. Notably, EGTC is the largest apprenticeship provider in Colorado and is valued by its industry partners for the hands-on, high-quality, and relevant education it provides. The College is exceedingly well-prepared to capitalize on increased federal and state attention to and investment in career, technical, and workforce education.

The President will join EGTC at a transformative moment: the College is poised to introduce a groundbreaking Associate of Applied Science (AAS) degree, the first of its kind for a public school district in Colorado, creating new pathways for apprentices to access high-wage careers. In the near future, the College is also set to expand to a new campus, launch new programs, and benefit from emerging public funding sources that could be transformational. The new President will craft an inclusive strategy that builds on EGTC's ongoing innovations, positioning the College at the forefront of workforce education and ensuring it continues to respond strategically and nimbly as technological and other advances continue to impact the Colorado job market. The President will form meaningful external partnerships across industry and post-secondary institutions, from which stronger programming, better job placement, funding, and

other benefits will emerge.

EGTC has an annual budget of approximately \$30 million derived from various public and private sources, as well as tuition revenue. EGTC benefits from the generous support of the Emily Griffith Foundation, an independent nonprofit providing strategic partnership and charitable funding for students and programs at the College. The President role at EGTC, newly elevated from its prior configuration as an Executive Director, will report to the Superintendent of DPS. The President's leadership team consists of the Vice Presidents of Education, Finance & Operations, and Student Services.

The President will be a visible, engaging, and credible thought leader who will stimulate innovation, foster collaboration, and champion EGTC's role as a hub for creativity and problem-solving. The next leader will work closely with colleagues at the College and other district and external partners to advance strategic initiatives, create meaningful partnerships, and ensure excellent student outcomes. The ideal candidate will bring a passion for career and technical education and demonstrated success in a leadership position at an educational institution that approaches the magnitude and complexity of EGTC. They will bring a proven ability to build diverse partnerships and move the needle on leading-edge workforce programs, and will demonstrate a commitment to EGTC's mission of equity and educational accessibility. This is an extraordinary opportunity to shape the future of Colorado's workforce.

EMILY GRIFFITH TECHNICAL COLLEGE

Emily Griffith Technical College, embedded within Denver Public Schools, is one of three area technical colleges in the Colorado Community College System. In 1916, founder Emily Griffith, a DPS employee, envisioned a school where anyone, regardless of age or background, could receive the education they needed. That year, she established the Opportunity School, one of the nation's first trade schools, which has steadfastly carried on her mission and now bears her name. In the 109 years since then, more than two million people have accessed education and real-world opportunities at EGTC, benefiting from its founder's progressive idea that education should be available to all.

Today, EGTC continues to honor this legacy while embracing innovation. It operates three state-of-the-art campuses throughout Denver, all of which are accessible via public transportation. The College's main campus is located at DPS headquarters in downtown Denver. Faculty, students, and staff take advantage of the city's vibrant cultural institutions, bustling business district, and educational partners, including Metropolitan State University of Denver (MSU Denver). Supplementing the main campus are the Branch Campus, which houses the skilled trades programs, and the Community Media Center, which houses the Multimedia and Video Production program.

In 2021, the Denver-based nonprofit Urban Land Conservancy (ULC), the Denver Housing Authority (DHA), and DPS purchased the former Johnson & Wales University Denver campus. Since the completion of this transaction, DPS has maintained ownership of the west side of the campus. EGTC currently offers

programming in one building, and planning is underway to configure the space in preparation for the installation of several other EGTC programs.

Programs

As the state of Colorado and the city of Denver continue to evolve rapidly, there is a growing demand for accessible and affordable workforce training across various skills and industries. EGTC supports regional economic development by educating students in four primary instructional areas: Adult Education and English Language Learning; Health Science; Hospitality, Services, and Multimedia; and Trades, Business, and Technology, each overseen by its own Dean. In addition, a dedicated Dean of Apprenticeships manages EGTC's statewide apprenticeship programs and industry partnerships.

Students enrolled in the College's Career and Technical Education (CTE) programs have access to over twenty certificate-based courses that blend core academic subjects with practical, industry-specific skills needed for various technical and trade jobs. Offerings range from accounting to cosmetology, practical nursing, and water quality management. Additionally, EGTC operates more than a dozen high-quality Registered Apprenticeship Programs in partnership with industry employers and unions across Colorado, offering a robust career pathway. This integrated training model ensures apprentices earn a living wage while receiving paid, on-the-job training and related classroom instruction, thus guaranteeing a seamless blend of theory and practice that addresses critical workforce needs. Credits earned at EGTC are fully transferable, applicable toward degrees at partner community colleges and four-year institutions like MSU Denver and Colorado State University Global, and, through recent legislation, can now be applied to an Associate of Applied Science (A.A.S.) degree offered directly by EGTC for apprentices. Upon completion, apprentices receive a portable, nationally recognized credential from the U.S. Department of Labor, and this effective model provides employers with significant benefits, including a consistent pipeline of skilled workers and improved retention.

EGTC offers Continuing Education courses that serve as a supplement for individuals who already hold a professional credential and allow community members to gain new skills. Additionally, the College provides English Language Acquisition (ELA) courses, targeted career services for immigrants and refugees, and CTE Prep courses that help underserved populations transition into certificate programs. High School Equivalency (HSE)/GED preparation courses are available to support learners pursuing their educational goals, and EGTC will launch an Adult High School in 2026.

Faculty at EGTC employ a multitude of learning modalities to ensure students complete their programs successfully. Programs are delivered on-the-job, in-person, online, or in a combination of these formats. The College's student-run businesses are a unique feature of the student learning experience at EGTC, where all can participate in the educational development of those enrolled in culinary arts, massage therapy, cosmetology, barbering, and esthetician programs.

EGTC collaborates closely with industry, local school districts, community colleges, and four-year colleges to develop educational pathways that enable seamless transitions for students into credit-bearing college programs, degree-granting programs, and the workforce. Students can transfer up to 45 credit hours to Colorado community colleges and select four-year universities. Through its CTE programs, EGTC offers concurrent enrollment to high school students. While completing their high school diplomas, students can earn transferable college credits as well as industry-based certificates.

Students, Faculty, and Staff

In the 2024-2025 year, EGTC served nearly 1,500 students in its Career and Technical Education programs, nearly 5,700 in its Apprenticeship programs, nearly 2,500 in its English language programs, almost 350 in its Continuing Education programs, and more than 200 in its Adult Basic Education (ABE)/GED programs. The demographics of the CTE program are as follows: The average student age was 29, reflecting a mix of traditional and adult learners, and 61 percent of the student body is female. With 59 percent of CTE students identifying as Hispanic/Latino, EGTC is a designated Hispanic Serving Institution (HSI). Approximately 17 percent of students identify as white, 15 percent as Black/African American, four percent as Asian, and much of the remaining five percent as multiracial, Native Hawaiian/Pacific Islander, and Native American/Indigenous/Alaska Native. Forty-seven percent are first-generation college students, and more than a third are parents. Many students qualify for federal Pell Grants or other forms of financial aid.

The Student Success Center at EGTC supports the diversity of the student experience by offering a range of services, including wraparound support, disability services, mentoring, educational coaching, tutoring, and more. Career Services are also available to all enrolled students, with specialized support provided for refugees and immigrants.

EGTC has a dedicated cadre of 155 faculty and staff (73 percent full-time and 27 percent part-time) who are deeply committed to students' academic and professional success. Sixty-three percent of faculty and staff are women, and 46 percent identify with a race or ethnicity other than white. Sixty-two percent of instructors are in the Vocational Teachers Federation, and 31 percent of all staff, which includes all employee groups, are represented by a union group (Denver Association of Education Office Professionals, Communications Workers of America). In addition, more than 20 percent of EGTC staff are alumni.

Organizational Details

EGTC is under the jurisdiction of [Denver Public Schools](#), the largest school district in the state of Colorado. DPS enrolls over 90,000 students across 198 schools, of which EGTC is one. Sixty-two percent of DPS students are eligible for free/reduced-price lunch, and over 31 percent are English language learners. The Denver Board of Education is the official governing body of the DPS district. DPS provides numerous

shared services to EGTC, including legal services, information technology, and human resources.

EGTC receives an annual Governor's budget, known as the Long Bill. In FY2025, the Long Bill allocation for the CTE program full-time equivalencies was \$15.5 million, representing 53 percent of the College's revenue. An additional \$13.7 million in revenue is collected from student tuition and fees. The cost of attendance varies by program and personal financial plan.

EGTC is accredited at the Gainful Employment programs level by the Commission of the Council on Occupational Education, which provides assurances to faculty and staff, as well as external business and industry partners, of rigorous instructional practices, access to high-quality classrooms, shops, and labs, and a commitment to strong completion and placement rates. Additional accreditations have been secured relevant to the specific instructional area, certificate, diploma, and degree offerings, as recommended or required by state examination and licensing rules.

Program approval and oversight, based on the population served and the credential offered, are managed by several state agencies. EGTC maintains strong communication and partnerships with the Colorado Community College System, the Department of Labor and Employment (including the State Apprenticeship Agency), as well as the Colorado Departments of Education and Higher Education.

EMILY GRIFFITH FOUNDATION

In FY25–26, Emily Griffith Foundation (EGF) will invest approximately \$1.8 million directly into EGTC to support program growth, scholarships, and comprehensive wraparound financial assistance, including the Student Essentials & Emergencies Fund. Each year, 500 to 1,000 students receive direct financial support, either through tuition scholarships or cash stipends that help them cover basic needs while staying enrolled. This year, EGF also made a significant investment in research to better understand student economic mobility and long-term stability. The findings uncovered powerful insights—including that 60 percent of students graduate debt-free, with no student loans or family or credit card debt. The full report is available [here](#). EGF's support ensures students can stay focused on their education while balancing work, family responsibilities, and their lives outside the classroom.

A new opportunity to deepen support for Emily Griffith students and programs has come from the Foundation's ability to manage an annual tax reimbursement through the Prosperity Denver Fund (PDF)—a voter-approved initiative that reimburses nonprofits providing scholarships to Denver students. This annual reimbursement will enable a reduction in the cost of attendance for a large share of EGTC students and expanded access to scholarships. This support is strengthened by EGF's valuable partnerships with community and corporate donors, individual supporters, private foundations, and EGF's annual signature event—*Women at Work: Celebrating Women in Trades and Technical Careers*, held every April.

THE CURRENT MOMENT

The new President of EGTC will succeed Executive Director Randy Johnson, who will transition to a new role leading career and technical education innovation projects for DPS after a successful five-year tenure at the College. Randy's leadership was marked by strengthened guided pathways, robust industry partnerships, cooperative agreements with university and college partners, and increased retention and completion rates. Randy will be an invaluable partner for the President and will facilitate synergy between DPS and the College.

Workforce education in Colorado is gaining significant momentum, fueled by strong federal and state support. Industries are making unprecedented investments to secure a highly skilled workforce, and postsecondary institutions, like EGTC, play a vital role in sustaining and strengthening this talent pipeline. In Spring 2025, Governor Jared Polis signed House Bill 1221 into law, authorizing Denver Public Schools to grant college degrees—a historic first for a Colorado public school district. EGTC is actively preparing to launch this groundbreaking Associate of Applied Science (AAS) degree, with a pilot program scheduled for Spring 2026. In parallel, EGTC is preparing to meet the demand of the anticipated quantum technology expansion in Colorado through the introduction of an Accelerated Hands-On Quantum Technician program and will more effectively prepare adult learners for continuing education through the establishment of an Adult High School program.

KEY OPPORTUNITIES AND CHALLENGES

The inaugural President will lead Emily Griffith Technical College at a critical moment in its history and will collaborate with colleagues within the College, as well as with DPS's executive cabinet and the Emily Griffith Foundation, to address the following opportunities and challenges:

Craft an innovative and galvanizing vision that strengthens EGTC and prepares Colorado for ongoing workforce transformation.

The President will outline a clear vision for EGTC's future as a preeminent post-secondary education option for students from all backgrounds. This leader will be decisive and forward-thinking, empowering faculty and staff to collaborate beyond EGTC and positioning the College at the forefront of novel career pathways and educational programming. By articulating a bold and inclusive vision, the President will ensure EGTC remains a trusted partner in shaping Colorado's workforce and a national model for technical education. The President will leverage EGTC's unique structure within DPS, keep abreast of emerging technologies, expand workforce education opportunities, and ensure EGTC remains responsive to evolving industry needs.

Expand cross-sector partnerships with industry and post-secondary institutions to bolster the EGTC workforce education experience.

The President will serve as EGTC's most visible ambassador, elevating the College's profile across Colorado and beyond. This includes building and sustaining relationships with industry leaders, elected officials, and community organizations, as well as increasing representation of workforce development at panels, conferences, and other events. By clearly articulating EGTC's distinctive strengths—such as its hands-on training and strong employer partnerships—the President will position the College as the premier choice for students and the trusted partner for businesses seeking skilled talent.

Evaluate and enhance programmatic offerings to ensure excellence, relevance, and strong enrollment.

Balancing innovation with market realities and enrollment trends will be a critical task for the President. This vision will require a data-driven approach to program development, resource allocation, and long-term planning. The President will lead a comprehensive review of existing programs and champion the creation of new offerings—degree programs, certificates, apprenticeships, and online learning—that align with student interests, community needs, and workforce demands. The President will bring to fruition ongoing efforts to fully launch the College's first associate's degree; begin work on a pre-apprenticeship program for DPS students; expand high technology, health care, teaching, hospitality, and skilled trades programs; and work assiduously to more closely align DPS and the College through an investment in concurrent enrollment opportunities and connections with DPS's Innovation Zones. DPS itself will benefit from students educated at EGTC who choose to return to DPS as employees.

Grow and expertly steward financial resources to support the College's mission.

To maintain affordability and expand access, the President must secure funding from a diverse range of sources. This includes advocating for state and municipal support, promoting funding models that benefit EGTC and career and technical education more broadly, and devising creative strategies to maximize existing funding. The President will work with the Emily Griffith Foundation to expand and leverage coordinated partnerships with funders, industry, the community, and alum networks.

Attend to the student experience and achieve strong student outcomes.

The President will build a seamless student experience by providing support and flexibility for all students to persist through scheduling and time constraints, as well as financial and other challenges. They will improve upon already stellar student success rates (enrollment, retention, and persistence), certificate and licensure rates, and workforce placement, and ensure positive student experiences. They will advance student services and institutional infrastructure to support a growing student body with complex needs.

Attract, retain, and develop knowledgeable, skilled, and committed faculty and staff and invest in internal infrastructure and systems.

The President will ensure that faculty and staff at all levels receive the resources, empowerment, advocacy, and professional development they require to best serve the College's students and

communities. They will promote trust, transparency, and positive relationships with the instructor union and will appropriately align staffing priorities and structures with strategic needs. The President will employ a collaborative approach, fostering a safe, respectful, and positive environment that promotes robust employee satisfaction, engagement, and retention. The President will identify opportunities to optimize internal systems, technologies, and budgets, ensuring resources are allocated strategically to advance student success and institutional resilience. This will be especially important as EGTC transitions some of its programs to a new campus.

QUALIFICATIONS AND CHARACTERISTICS

While no individual will possess every quality, the successful candidate will bring many of the following qualifications, professional experiences, and personal attributes:

- A passion for the founding mission of EGTC and the conviction that accessible education is essential to a healthy society.
- Experience as an innovative, purposeful, and forward-thinking leader with substantial experience in a senior leadership position within an institution focused on career and technical education, trades, and workforce development.
- Proven ability to bring about complex change in a thoughtful manner, to implement solutions, and establish best practices that are tailored to the unique needs of an institution. The flexibility and courage to test new ideas and take risks.
- Deep knowledge of current and emerging issues related to workforce education and training, including first-hand experience working in the field with students and frontline educators.
- Demonstrated success in building mutually beneficial relationships with and generating substantial funding from government sources, businesses, individuals, and others.
- Knowledge of academic program and enrollment strategies, including curriculum and program development, outreach, and branding.
- Strategic and inclusive leadership, with the ability to cultivate strong management teams and delegate responsibility and authority appropriately.
- Demonstrated ability to guide, support, and leverage instructor and staff expertise and capacity. Experience fostering positive and productive relationships with unions.
- Eagerness to play an active role in college and community activities. Described by others as visible, approachable, and accessible.
- Proven ability to manage complex institutional budgets and a thorough understanding of public and private funding streams.
- Exceptional communication skills, including public speaking and interpersonal skills, to persuasively convey the value of EGTC's mission to a diverse audience of students and families, policymakers, legislators, industry stakeholders, alums, donors, and others.
- Politically adept and persuasive, with the ability to energize and build consensus around priorities and goals by engaging diverse perspectives.

- Track record of building authentic, mutually beneficial relationships with racially, ethnically, and socioeconomically diverse communities. Experience working alongside low-income, BIPOC, immigrant, and LGBTQ+ students.
- Integrity, curiosity, collegiality, emotional intelligence, and a collaborative and transparent yet decisive approach to leadership.
- Experience with facilities oversight and capital planning is desirable.
- Master's degree required. A PhD, EdD, or other terminal degree is preferred.

COMPENSATION AND LOCATION

Salary Range: \$200,000-\$260,000. In addition to competitive compensation, DPS has other Total Reward offerings such as time off, health and wellness benefits, and PERA Retirement.

Location and Commitment: The President role requires consistent presence at the College, as well as intermittent travel.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Nominations, inquiries, and applications, including resumes/CVs with cover letters responding to the opportunities and challenges outlined above, should be submitted to the search team via the hyperlink below. Screening of applications will begin immediately and continue until the search process is completed. If you require reasonable accommodation to complete an application, interview, or otherwise participate in the candidate selection process, we welcome you to submit an inquiry to the team.

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Emily Griffith Technical College President Search

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