



CENTER OF EXCELLENCE AND EQUITY IN AVIATION (CEEAA)

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MAY 4, 2022





100 MILLION ANNUAL PASSENGERS

- SUSTAINABILITY & RESILIENCY • EQUITY, DIVERSITY & INCLUSION
- CONTINUOUS STAKEHOLDER INPUT/FEEDBACK • ENHANCING THE CUSTOMER EXPERIENCE

PILLAR 1



POWERING OUR PEOPLE

- Develop Workforce Leadership Strategy
- Establish Center of Excellence and Equity in Aviation
- Implement Career Pathways Program

PILLAR 2



GROWING OUR INFRASTRUCTURE

- Complete Major Infrastructure Projects
- Update Airport Master Plan
- Develop Infrastructure Plan for DEN Real Estate

PILLAR 3



MAINTAINING WHAT WE HAVE

- Complete Concourse Renewal Program
- Update Strategic Asset Management Plan
- Develop Science-Based Greenhouse Gas Emissions Target

PILLAR 4



EXPANDING OUR GLOBAL CONNECTIONS

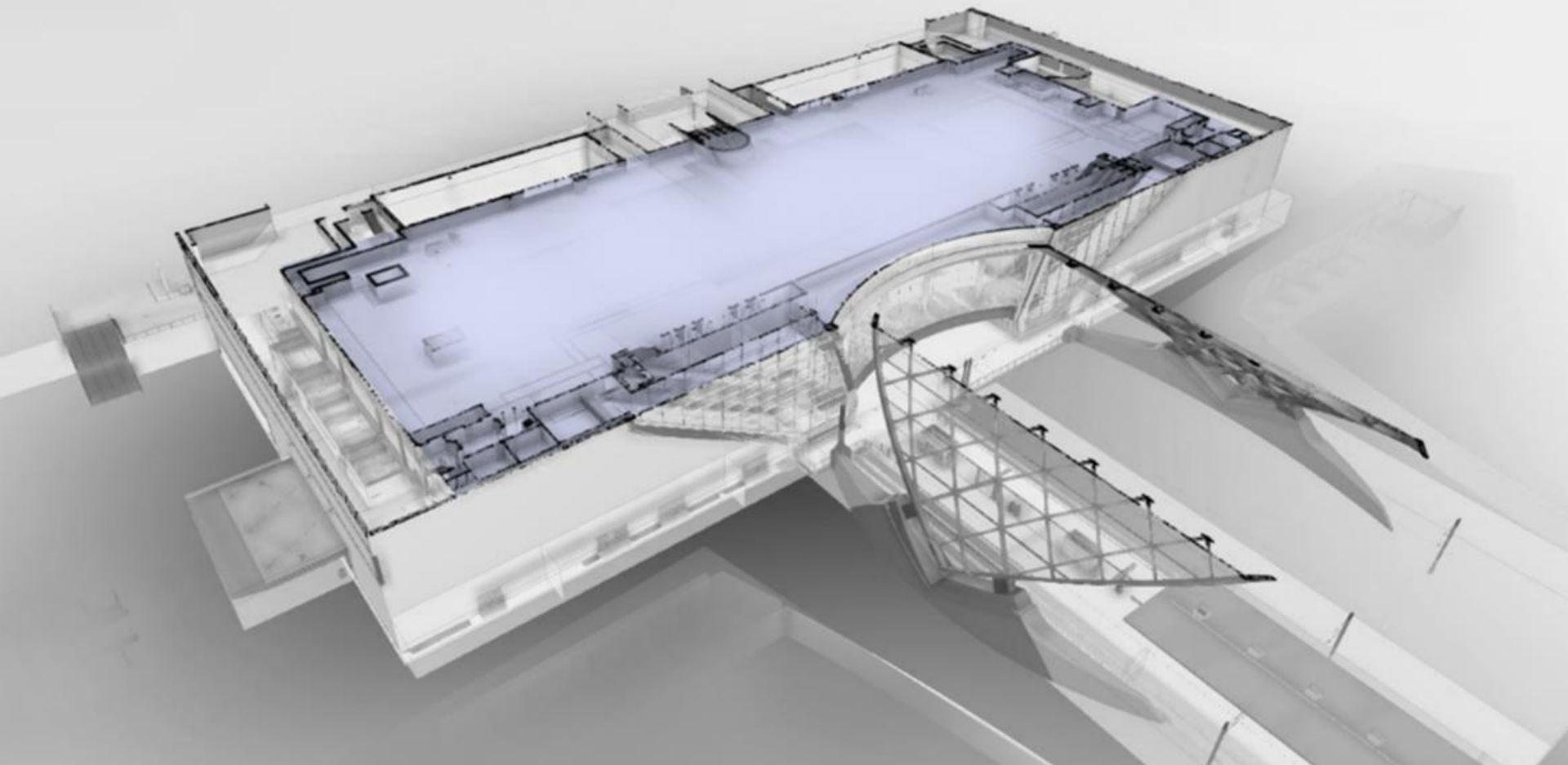
- Identify Air Cargo Opportunities
- Expand to Disconnected Destinations
- Grow Domestic Network

- Will be constructed as part of the Great Hall Completion Phase
 - Located on Level 4 of the Westin with easy access to the commuter rail
- First of its kind with an equity focus
- Serving underserved communities
- Technology incubator
- Testing in a real-world airport environment
- Lecture venue
- Design has started with a minority-owned firm

Studio Completiva (certified Minority Business Enterprise)

- M/WBE participation:
 - Goal: 35%; Anticipated Participation: 75%
 - Certified sub-consultants:
 - KLOK Group
 - Smokey Hill Eng.
 - Entitlement & Engineering Solutions
 - Group 14 Engineering
 - K2 Audio
 - SynEnergy
 - Zann & Associates
- Q4 2022 DEN will share design renderings and more about the construction

CONCEPTUAL DESIGN





Business Development

The Training Academy seeks to support small businesses during the lifecycle of its business at Denver International Airport (DEN) by providing trainings at all transitional points of the business.



Career Pathways

Program that creates an aviation talent pipeline through a progressive training model that will attract and retain the current and future workforce.



Research & Innovation

Identification of best practices for the aviation industry, partnering with local universities to conduct research, and adapting new/existing technology systems to innovate aviation industry.

- Program goals
 - Create the training academy in a phased approach that is inclusive of planning with small businesses, industry partners, project managers, and community stakeholders
 - Educate underutilized small businesses on how to successfully obtain work at DEN:
 - How do find opportunities at DEN
 - Network with prime contractors and concessionaires
 - Understand policies and regulations that must be followed while working at the airport
 - Cultivate an environment for small businesses to scale up efficiently and effectively in knowledge, skills, and DEN experience so that it can be shared with other underutilized small businesses

COURSE OFFERING DRAFT



CONCOURSE 100

Entry Level

Qualifications

Business has never worked at DEN
First time conducting work at DEN

Timeframe

8-week series of courses

Facilitators

DEN

Classes to Include

- Navigating DEN
- Contract Templates 101/Yellow Book Overview
- DEN's Payment Cycling
- Intro to DEN Contract Documents
- DEN Procurement Process
- DEN Prime Partnerships
- Navigating Funding: Intro to Community Resources
- Graduation with Testimonials and Business Development

CONCOURSE 200

Intermediate

Completed 1-3 contracts at DEN
Must complete Concourse 100 series or seek waiver

1-8 week series of courses
A la carte classes

DEN and Community Partners

- Contracts 200
- Navigating the Change Order Process
- Understanding Retainage
- High-level overview of the Yellow Book and DEN
- Understanding DEN's Contract Closeout process
- *Contractor Academy Program (offered by HCC Contractors Academy)*

CONCOURSE 300

DEN and Beyond

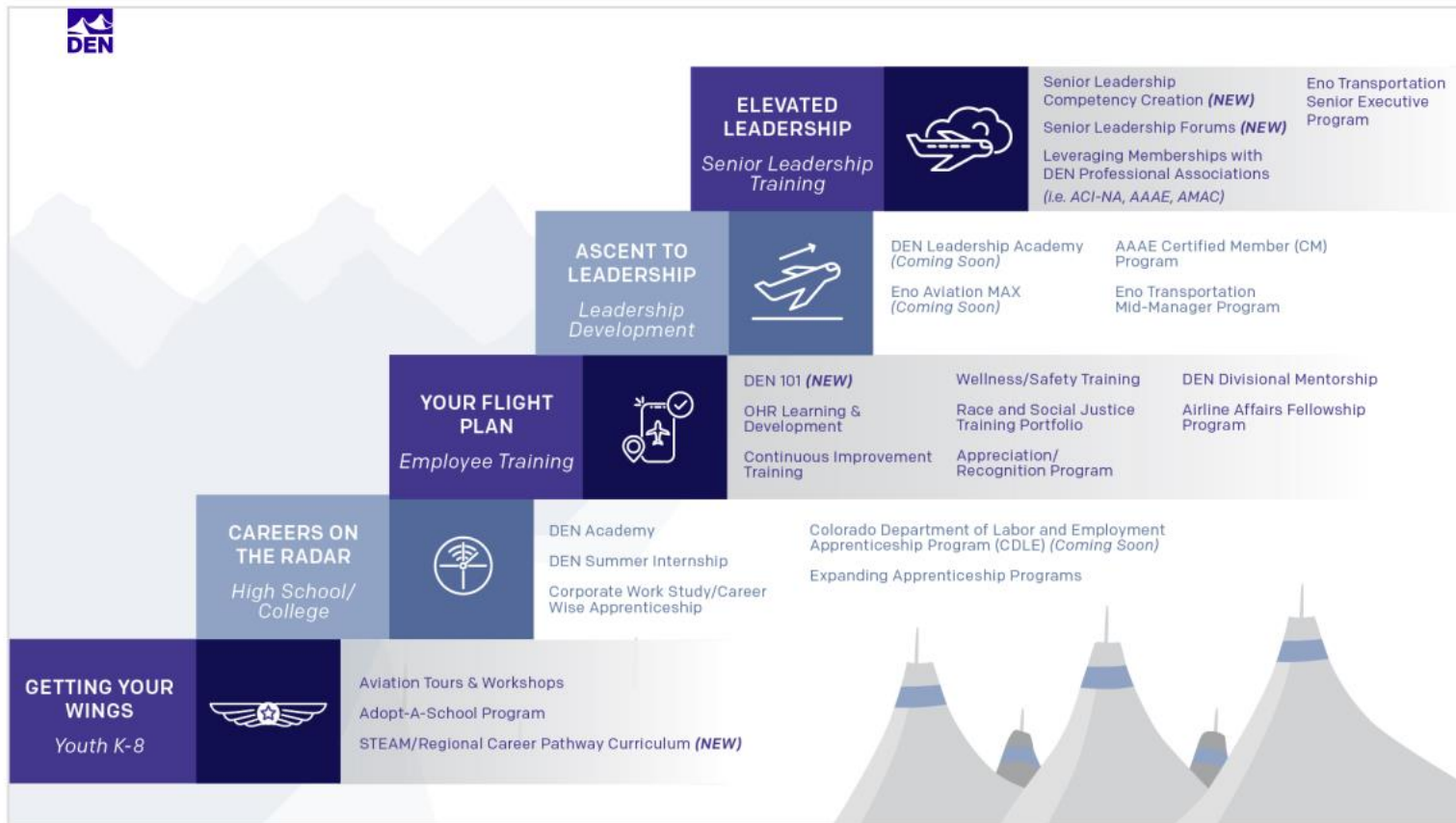
Completed 5 or more contracts at DEN
Preparing to do work outside of DEN

1-8 week series of courses
A la carte classes

DEN, Community Partners,
and City Agencies

- Contracts 300
- Networking with partner agencies
- *Scaling Program (offered by HCC Contractors Academy)*

CAREER PATHWAYS



RESEARCH & INNOVATION LAB



Research

This space seeks to serve employees, students, industry professionals and community members in researching best practices in the aviation industry.

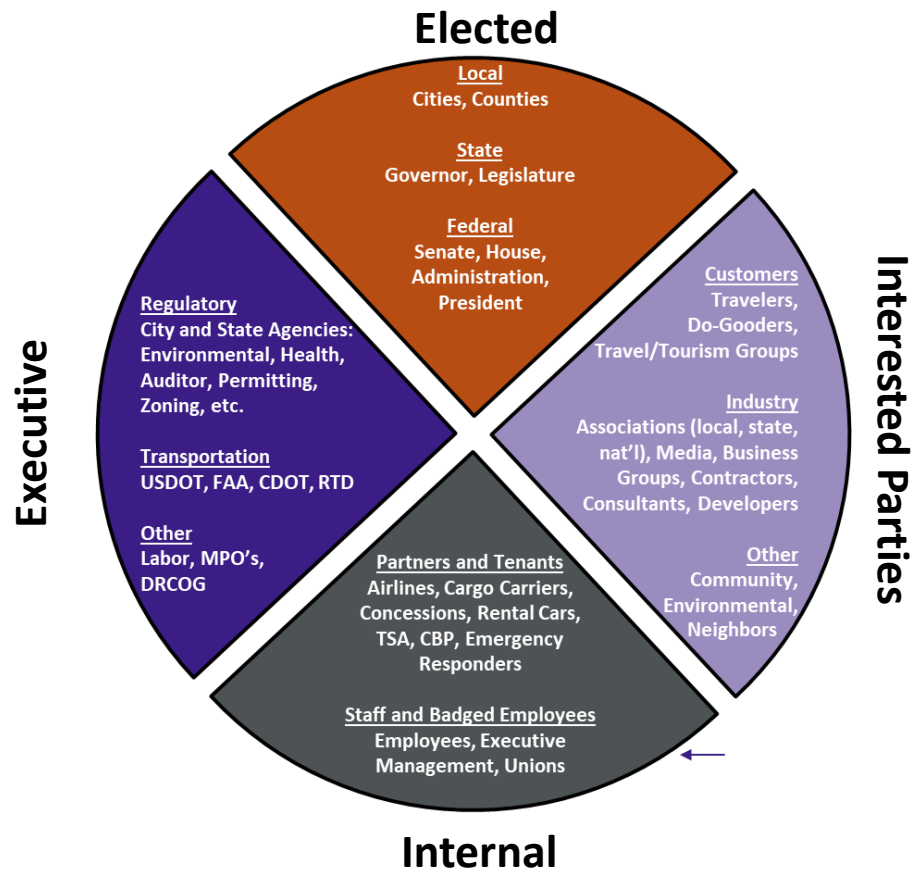


Innovation Lab

DEN is seeking to build an innovation lab that will be an incubator for testing new technologies, a maker space for student and youth to engage and learn, a lecture venue and much more.



STAKEHOLDER MATRIX



Executive:

- FAA, US Department of Education, US Department of Transportation
- Colorado Department of Labor and Employment, and Department of Corrections
- Academic Partners (K-12, College)

Interested Parties:

- Community based organizations, Professional Associations

Internal:

- DEDO, DHS, Denver Public Library, DOTI, OHR, HOST

CEEA TIMELINE

CEEA Functions	Major Program Milestones	Quarter 2 (22)			Quarter 3 (22)			Quarter 4 (22)			Quarter 1 (23)			Quarter 2 (23)		
		APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Business Development Training Academy	Phase 1 - Discovery & Charter Development															
	Phase 2 - Design															
	Phase 3 - Pilot Planning															
	Phase 4 - Pilot Implementation															
	Phase 5 - Evaluation and Long-term Planning															
Career Pathways	Student/Youth Programming (Internships/Apprenticeships/Adopt-a-School)															
	DEN 101															
	Leadership Academy Program Launch															
	Eno Aviation MAX Program Launch															
	Senior Leadership Training Program Launch															
Research & Innovation Lab	Phase 1 - Research Best Practices															
	Phase 2 - Program Feasibility & Design															
	Phase 3 - Implementation of Programming															

QUESTIONS?

