



DENVER INTERNATIONAL AIRPORT NEW HEIGHTS PROGRAM

NOVEMBER 8, 2023

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CHIEF EXECUTIVE OFFICER

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- Opening Remarks
- Requested Council Action
- CEEA Overview
- Program Overview
- Program Timeline, Procurement Process & Benefits
- Program Success to Date
- Conclusion



100 MILLION ANNUAL PASSENGERS

- SUSTAINABILITY & RESILIENCY • EQUITY, DIVERSITY, INCLUSION & ACCESSIBILITY
- OPERATIONAL EXCELLENCE • ENHANCING THE CUSTOMER EXPERIENCE

PILLAR 1



EMPOWERING OUR PEOPLE

- Develop Workforce Leadership Strategy
- Establish Center of Equity and Excellence in Aviation
- Enable Employee Innovation

PILLAR 2



GROWING OUR INFRASTRUCTURE

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

PILLAR 3



MAINTAINING WHAT WE HAVE

- Upgrade and Improve the Existing Facility
- Update Strategic Asset Management Plan
- Implement Customer-Focused Initiatives
- Develop Greenhouse Gas Emissions Reduction Plan

PILLAR 4



EXPANDING OUR GLOBAL CONNECTIONS

- Identify Air Cargo Opportunities
- Expand to Disconnected Destinations (e.g. Africa)
- Grow our Domestic Network

REQUESTED COUNCIL ACTION



- Approve a contract amendment for Bayaud Enterprises, Inc. (Bayaud) to expand the scope and length of time for the contract for the New Heights Program.
 - Contract number: Contract number: PLANE 202265817 (legacy), PLANE-202370344 (new)
 - Amount \$9,200,000 for a term of three years with two one-year extension options
- Purpose: Current contract with Bayaud Enterprises, Inc. expires March 31, 2024



CEEA PROGRAM FUNCTIONS



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.

CEEA CAREER PATHWAYS – FIVE TIERS



NEW HEIGHTS PROGRAM OVERVIEW



- Pilot Launched: April 2023
- Operator: Bayaud Enterprises, Inc.



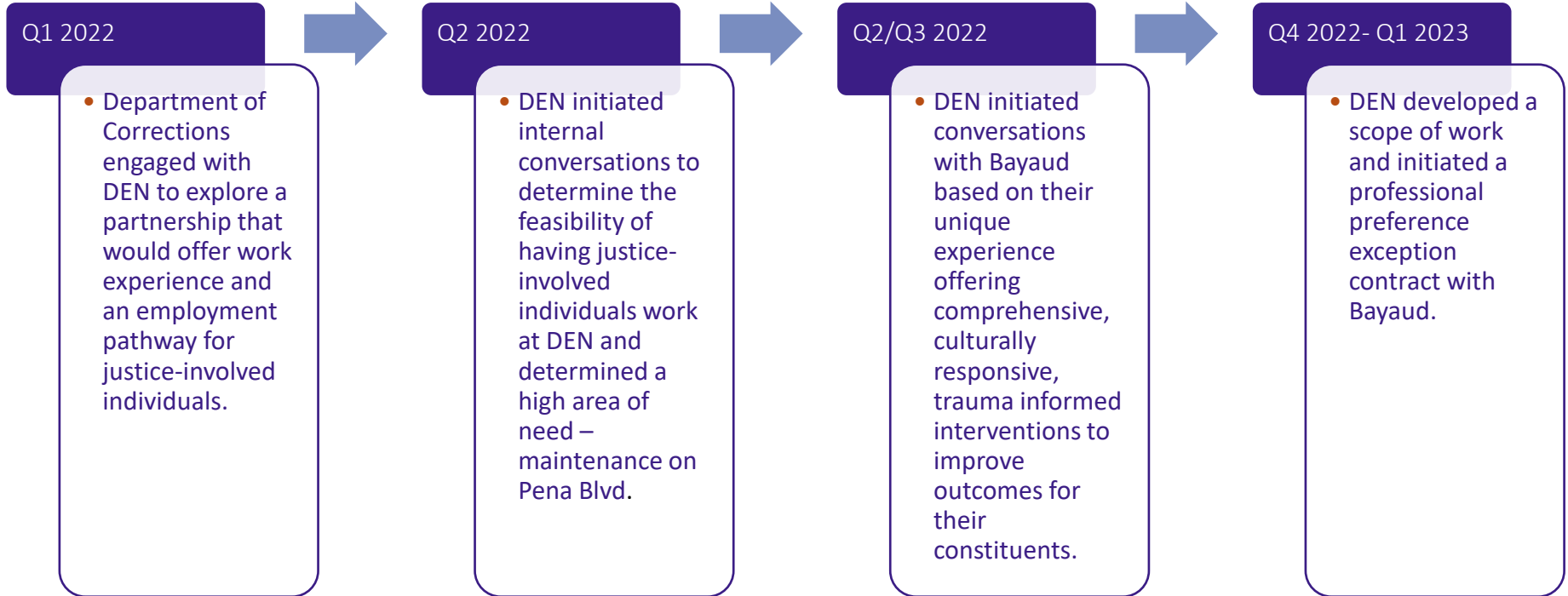
NEW HEIGHTS PROGRAM OVERVIEW



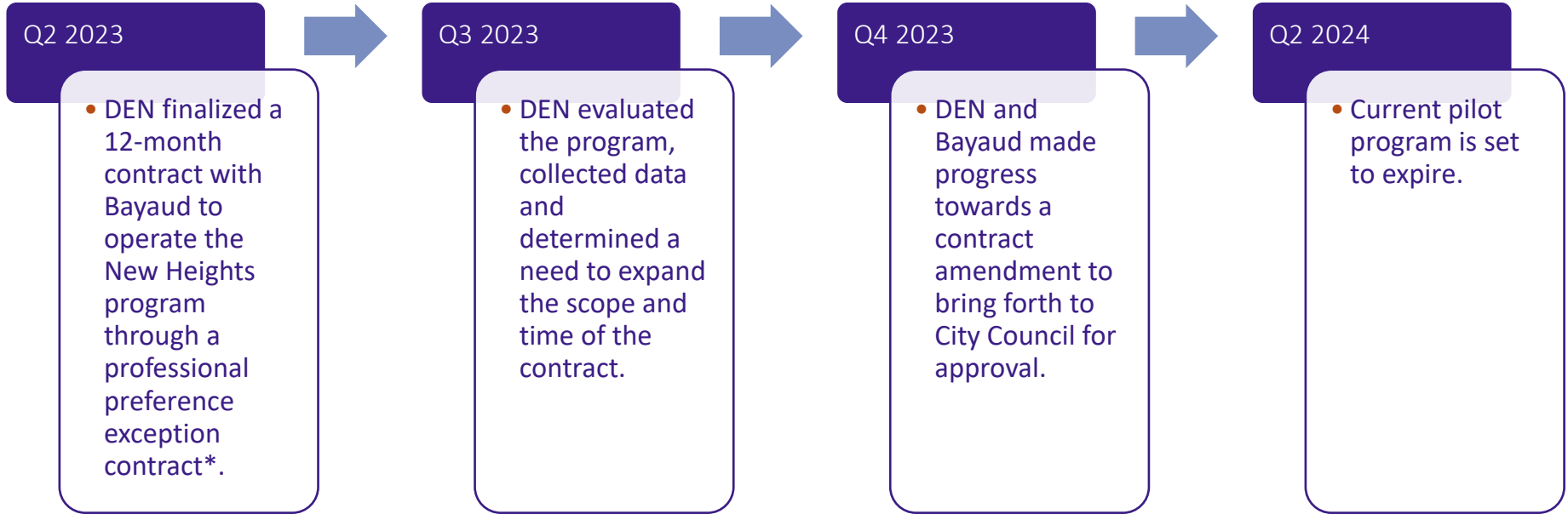
- Participants: Individuals exiting the justice system
- Length of program: up to 14 weeks, 2 -4 days/week of work
- Where: Landside property at DEN
- Program Data through October 2023: 14 job placements, 24 individuals served



NEW HEIGHTS PROGRAM TIMELINE



PROCUREMENT PROCESS

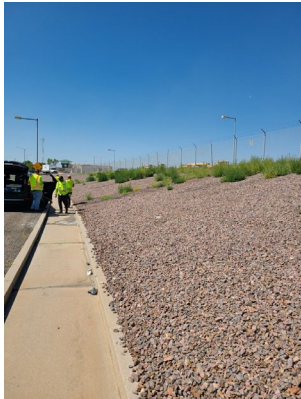


*DEN followed the parameters of Executive Order No. 8, Memorandum B and the professional preference exception for the contracting process and selected Bayaud Enterprises Inc. based on their extensive particular expertise and track record delivering successful outcomes.

OPERATIONAL PROGRAM BENEFITS



- DEN's Maintenance Needs:
 - Pena Blvd. - 11.1-mile roadway that needs regular maintenance including:
 - Litter abatement, debris removal & cleanup, vegetation control, structures, best management practices erosion control, facility snow removal, facility post storm cleanup.
 - DEN operates at a better level of efficiency because of this program, we can place resources into high priority workloads.



BEFORE



AFTER



BEFORE



AFTER

NEW HEIGHTS PROGRAM SUCCESS TO DATE



Participant Data Metrics:

Contract Period:	4/1/2023-4/1/2024		Dashboard Creator:	Bayaud Enterprises
Reporting Period:	4/1/23-9/30/23		Dashboard Date:	10/12/2023
Program Outcome/Indicator	Contract Goal	Target YTD	Actual	% of Target Metrics
Contract Outcomes				
Individuals Served	40	20	24	120%
# of Permanent Job Placements	24	12	14	117%
Permanent Placements Retained 30 Days (60%)	15	7.5	8	107%
Permanent Placements Retained 60 Days (50%)	12	4	6	150%
Permanent Placements Retained 90 Days (40%)	10	2.5	3	120%
Total # of Work Experience Hours	8,320	3,467	2,480	72%
Total Participant Wages Earned	\$197,600	\$82,333	\$58,900	72%

NEW HEIGHTS PROGRAM SUCCESS TO DATE



Maintenance Data Metrics (April 17 – October 26, 2023):

Program outcome	Actual metric
55-gallon trash bags filled with trash	2,269 gallons
Truckloads of large item trash	55 truckloads
Hours of weed mitigation and trimming	803 hours
Bags of weeds pulled	28 bags
Dump truck full of weeds	4
Total labor hours	2,856 hours

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QUESTIONS?

