

Career Development Incentive Program

Fact Sheet



PROGRAM OVERVIEW

The Career Development Incentive Program, or [Career Development Success Pilot Program in House Bill 16-1289](#), provides financial incentives for school districts and charter schools that encourage high school students, grades 9-12, to complete qualified industry credential programs, internships, residencies, construction pre-apprenticeship or construction apprenticeship programs or qualified Advanced Placement courses.

[A list of qualifying programs/courses](#) can be found on the Colorado Workforce Development Council (CWDC) website. This list is developed based on Colorado labor market data, existing secondary programs that correspond with high growth, high demand occupations and business/industry feedback.

FUNDING

Participating districts or charter schools receive up to \$1,000 in incentive funds for each high school student who successfully completes qualified industry credential programs, internships, residencies, construction pre-apprenticeship or construction apprenticeship programs, or qualified Advanced Placement (AP) courses. In its first two years, the program has received requests for completion of nearly 9,000 industry credentials earned by students and distributed incentives for 3,000 credentials, one-third of the credentials earned. Current funding is \$2 million per year, which is an increase from \$1 million in 2017. The \$3 million of funding over two years has covered one-third of all eligible credentials earned (requests total \$9,000,000). We anticipate receiving at least \$6 million in requests for 2018-19.

The specific dollar amount of each incentive depends on the total number of completed programs in the state and the number and type of completed programs reported by districts. The total funding amount for the 2017-18 school year is \$2 million. The funding is distributed in tiers (see below), with industry credentials funded before all other qualified programs. We have never fully funded the industry credential tier and therefore none of the other categories of construction apprenticeship, internships or AP courses have received funding.

1. Industry certification programs,
2. Internships, residencies, construction industry pre-apprenticeships or construction industry apprenticeships
3. Computer science Advanced Placement courses.

2017-18 PROGRAM PARTICIPATION

- 37 school districts (35% rural and 10% charter) in Colorado reported students who completed qualified industry credential programs or Advanced Placement computer science courses.
- 5,689 total qualifying credentials/courses were reported.
- Students at all high school grade levels received various qualified industry credentials or completed AP courses; the majority in 11th and 12th grades.

Program highlights

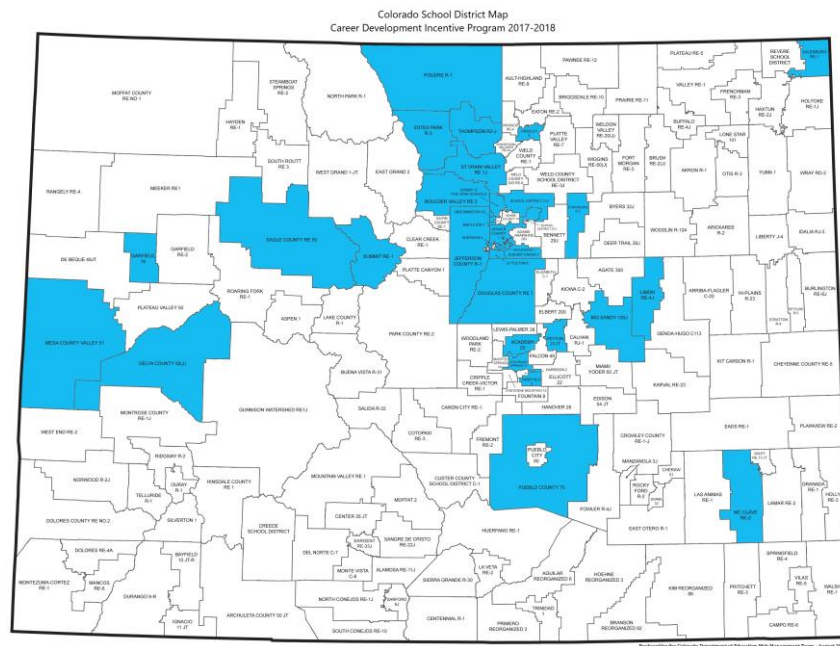
- Statewide credentials have grown from a few hundred to thousands over the past three years. This program has contributed significantly to industry credential attainment while in high school.
- For this program, the majority of credentials are earned in Skilled Trades & Technical Services (31%), STEM & IT (26%), Health Care & Criminal Justice (25%) and Hospitality, Human Services & Education (16%).



- Due to the high number of industry-identified certificates reported, only the first tier of credentials was funded.

2016-17 REPORTED CREDENTIALS BREAKDOWN

Qualified Programs	# Reported by Districts	# Funded	\$ Amount Funded
Industry-Recognized Certificates	3,655	3,655	\$2M
Internships	921	0	\$0
Residency Programs	38	0	\$0
Construction Industry Pre-Apprenticeships	184	0	\$0
Construction Industry Apprenticeships	0	0	\$0
Advanced Placement Computer Science Courses	891	0	\$0



Where can I learn more?

- [Visit the Office of Postsecondary Readiness, Career Success Pilot Program Resources.](#)
- [View all CDE fact sheets.](#)