# 2017-18
# Career Success Pilot Program
## House Bill 16-1289

# Agenda

- **Introduction**

- **Promising practices from Colorado (Video)**

- **Overview – 2016-17 program results**

- **Qualified Programs**

- **Program Appeal**

- **Resources & technical assistance**

- **Participation & Reporting**

# Who is on the Webinar?

- CTE Educator/Administrator

- Administrator

- Counselor

- Teacher

- Other

# How Much Do You Know About HB 16-1289?

- 5  Expert

- 4  Knowledgeable

- 3  I've read over the legislation, but unsure

- 2  I've heard about it

- 1  Completely Clueless

# Did your district/school participate in the 2016-17 year program?

- Yes

- No

# Program Overview

- Districts & Charter Schools (9-12 graders)

- Encourage successful completion of <u>qualified</u> programs/courses

- $1M appropriation = up to $1,000 per credential

- Use of Incentive Funds  - continue providing career success opportunities aligned with the qualified programs/courses as stated in the law
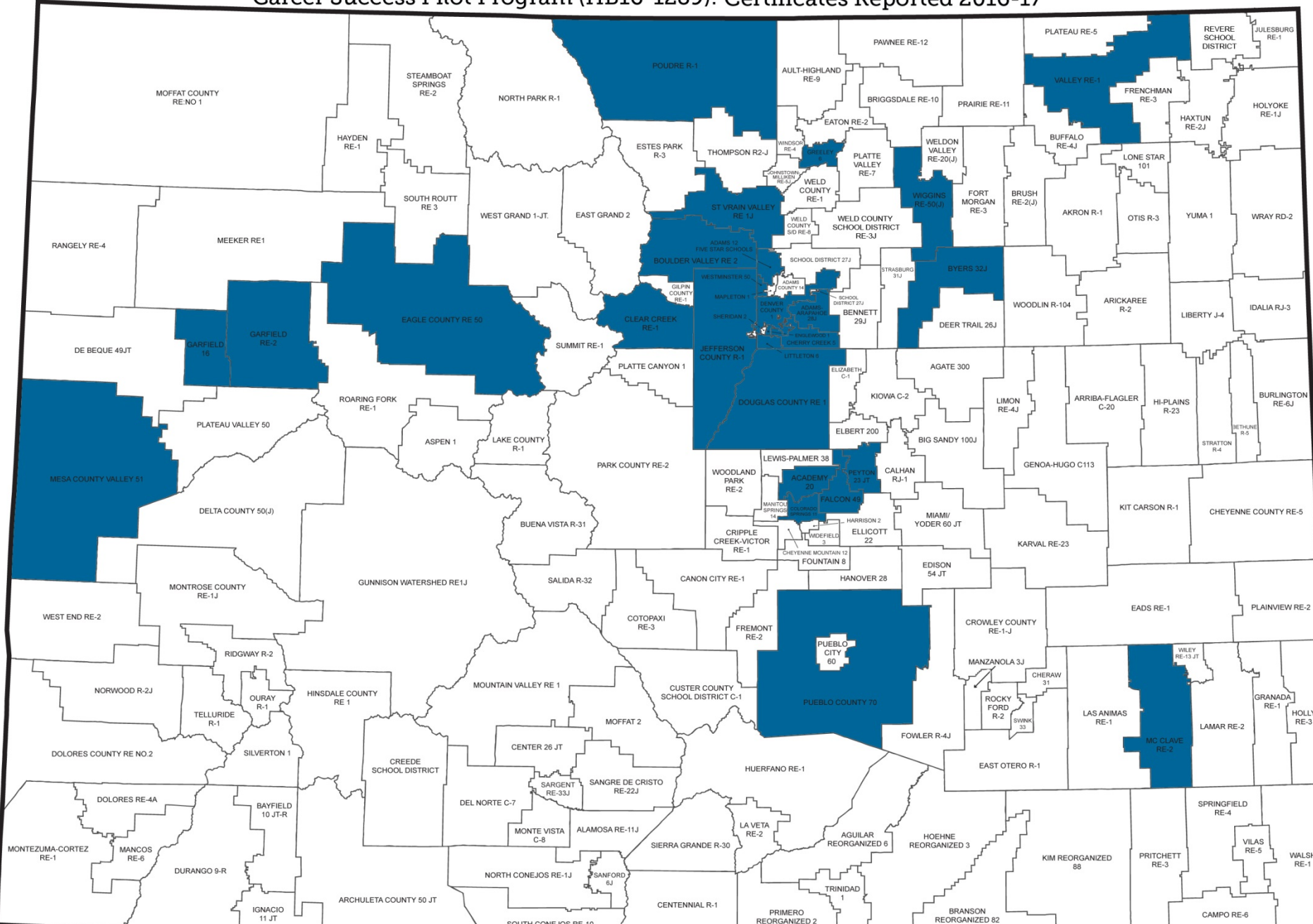
# 2016-17 Program Results

Participation

- 27 school districts

- 3,106 total qualifying credentials/courses reported

- 1,807 certificates funded

- 1,299 credentials/courses not funded

# Reported Credentials Breakdown

| Qualified Programs | # Reported by Districts | # Funded | $ Amount Funded |
|---|---|---|---|
| Industry-Recognized Certificates | 1,807 | 1,807 | $1M |
| Internships | 470 | 0 | $0 |
| Residency Programs | 0 | 0 | $0 |
| Construction Pre-Apprenticeships | 86 | 0 | $0 |
| Construction Apprenticeships | 0 | 0 | $0 |
| Advanced Placement Computer Science Courses | 743 | 0 | $0 |

# Colorado School District Map
## Career Success Pilot Program (HB16-1289): Certificates Reported 2016-17

# Colorado Skill Gap

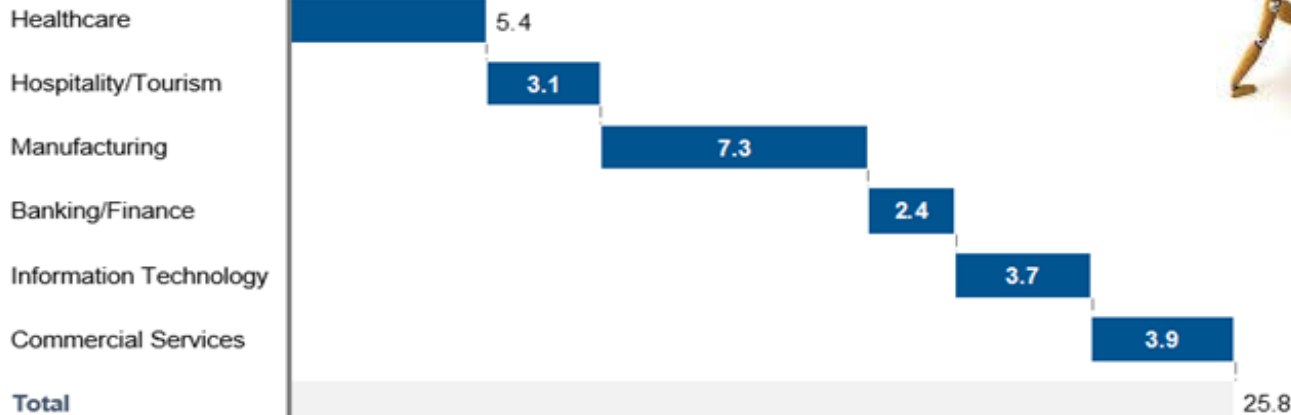**Colorado's businesses face an ongoing shortage of skilled workers**

- Colorado faces 25,000 unfilled weekly vacancies, resulting in $300M annual GDP loss

**Colorado's current education and training systems are not aligned to the competencies needed by business to close the growing talent gap**

- The traditional secondary and post-secondary systems provide the academic "theory" for job readiness, but rarely the real-world "practice" to develop job skills

Colorado currently has 25,000+ unfilled jobs a week

Colorado unfilled jobs 000s

| | |
|---|---|
| Healthcare | 5.4 |
| Hospitality/Tourism | 3.1 |
| Manufacturing | 7.3 |
| Banking/Finance | 2.4 |
| Information Technology | 3.7 |
| Commercial Services | 3.9 |
| Total | 25.8 |

# Perception Gap

According to a Gallup study:

*96% of Chief Academic Officers*
*"extremely or somewhat confident"*
*their institutions prepare students*
*for success in the workforce.*

*11% of Employers*
*said they believe graduates have the*
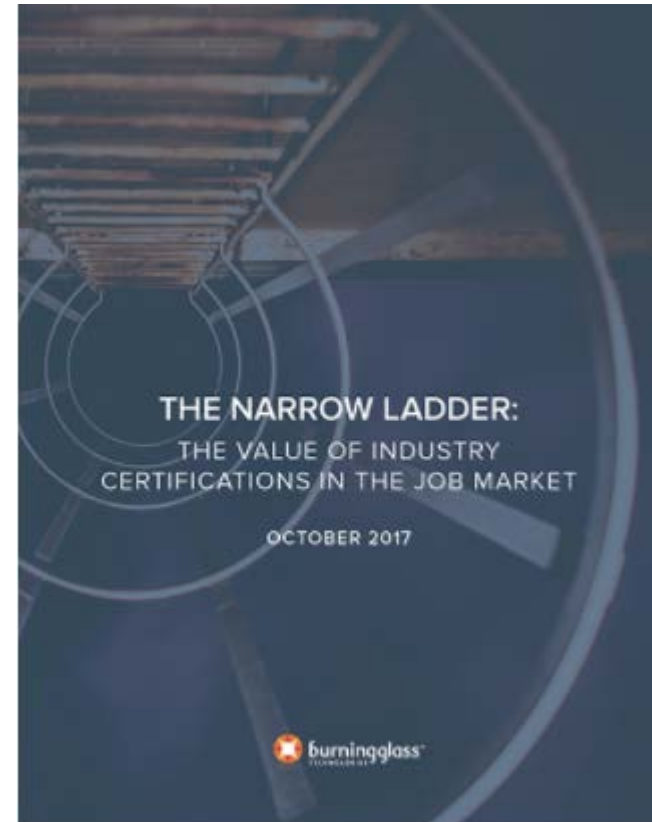*skills and competencies needed by*
*their business.*

# Attributes of Career Enhancing Credentials

- Accredited (quality)

- Industry recognized

- Labor market value

- Liveable wage

- Stackable

- Portable

# All Credentials Are Not Created Equal

- All credentials are not created equal: door openers, career escalators...fluff

- Top 50 certifications account for 2/3's of all job postings

- Does certification make it easier for an employer to make a hiring decision?

- Certifications gain labor market acceptance when they validate hard to fill skills or readiness for hard to fill jobs

- Certifications focused on soft skills have been a struggle because there is no common agreement and many skills are best assessed withing the context of a particular occupation (rather than in isolation)

THE NARROW LADDER:
THE VALUE OF INDUSTRY
CERTIFICATIONS IN THE JOB MARKET

OCTOBER 2017

burningglass

# Approved Programs List



2017 Appendices:

Appendix A1 - Top Jobs—Tier 1 by Occupation Cluster
Appendix A2 - Top Jobs - Tier 2 by Occupation Cluster
Appendix B1 - Top Jobs—Tier 1 by Education
Appendix B2 -Top Jobs—Tier 2 by Education
Appendix C - Top Jobs by Region
Appendix D - All Top Jobs Spreadsheet
Appendix E - Changes in Top Jobs from Last Year to this Year
Appendix F - Follow-up Activities from 2016 Recommendations
Appendix G - 2017 Sector Partnership Impact Survey
Appendix H – The Role of Gender Equity in Mobilizing Colorado's Untapped Talent
Appendix I - 2Gen Work: Learn more.
Appendix J – Annual Reports on Recent State Legislation

- Appendix J1 - 15-1274 Annual Report  2017 (Healthcare and Construction)
- Appendix J2 - 15-1274 Annual Report 2016 (IT)
- Appendix J3 - 15-1230 Innovative Industries Internship Program
- Appendix J4 - 16-1289 List of approved industry recognized credentials
- Appendix J5 - 16-1288 Industry Infrastructure Grant

Appendix K - PY16 WIOA Annual Report

Appendix L - Employment First Advisory Partnership Strategic Plan

- Appendix L1 - EFAP Cover Letter
- Appendix L2 - EFAP Strategies
- Appendix L3 - EFAP Terms
- Appendix L4 - EFAP Annotated Bibliography
- Appendix L5 - Senate Bill 16-077
- Appendix L6 - EFAP Recommendations

Appendix N - WORK Act Annual Report

# QUALIFIED Programs/Courses

- <u>Industry-Recognized Certificates</u> ― career and technical ed ― credits apply to high school graduation ― may be earned thru Concurrent Enrollment― multiple exams = only report <u>actual certificate</u>

- <u>Residency Program</u> ― provides well-defined occupational skills/abilities = teaching theoretical/practical concepts thru on-the-job training/related instruction ― ensures students receives form of compensation for on-the-job training

- <u>Internship Program</u> ― aligned w/postsecondary ed or employment opportunity ― employs sufficient # case managers to monitor students ― provides pre-internship training/coursework to prepare for internship ― adequate safety/supervisory safeguards
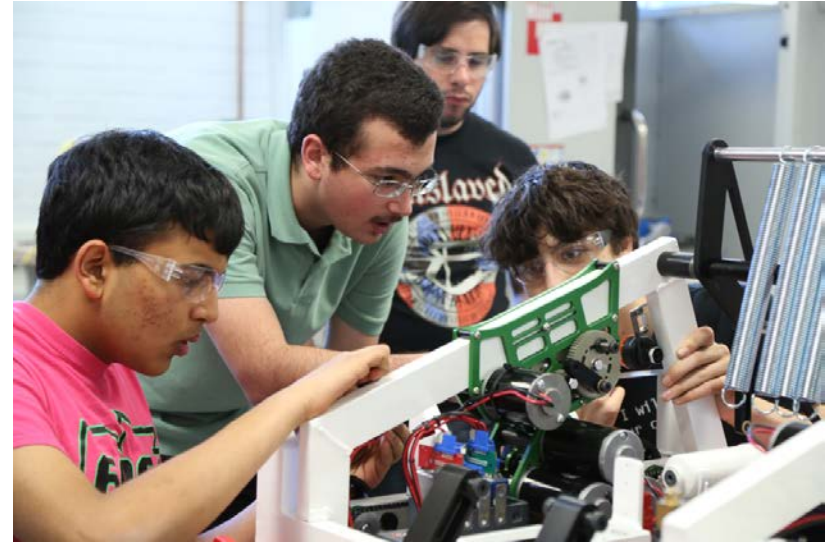
# QUALIFIED Programs/Courses

- <u>Construction industry Pre-apprenticeship Program</u> ̶ facilitate entry into registered construction industry apprenticeship program ̶ documented relationship w/at least 1 apprenticeship program registered w/DOL Office of Apprenticeship ̶ students complete program requirements w/passing grade + be accepted into construction industry apprenticeship as a registered apprentice

- <u>Construction industry Apprenticeship Program</u> ̶registered w/DOL Office of Apprenticeship ̶ students must be accepted as registered apprentice in construction industry apprenticeship program + employed by construction industry contractor

- *<u>Advanced Placement Course</u>* ̶ *AP Computer Science A or AP Computer Science* Principles ̶ awards postsecondary course credit ̶ minimum score = 3

# Characteristics of Successful Program Appeals

- Meet the requirements of the legislation

- Demonstrate industry demand

- Clearly identify what job/job(s) training leads to

# Questions?

# Participation

# &

# Reporting

# Step 1 – submit **Intent to Participate**

- By Feb. 28, 2018 via **SurveyGizmo** *(link on webpage)*

## 2017-18 Career Success Pilot Program Intent to Participate

The purpose of this document is to outline the requirements for districts, district charter school and Institute charter schools to participate in the Career Success Pilot Program.

The Career Success Pilot Program (HB16-1289) provides financial incentives for participating school districts and charter schools (both district and Institute authorized) that encourage high school students (grades 9-12) to complete qualified industry-recognized certificate programs, internships, residencies, construction pre-apprenticeship or construction apprenticeship programs, or qualified Advanced Placement courses between July 1, 2017 and June 30, 2018.

Please fill in all information request boxes, type your initials in each applicable Assurance box, and provide an electronic signature in the form below.

1. Name of District/Charter School *

2. District/Fiscal Agent Code *

3. District/Charter School Contact Person's Name *

# Assurances

**APPENDIX A**

**Career Success Pilot Program**

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QUALIFIED PROGRAMS/COURSES

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The standards that are set forth in each qualified program type defined by statute include:

1. **Qualified Industry-recognized Certificate Program** - career and technical education program that results in an industry-recognized credential; **with** credits that apply to high school graduation (which may be earned through concurrent enrollment); **and** is designated as a qualified program by the Colorado Workforce Development Council (CWDC).

2. **Qualified Residency program** - provides students with a set of well-defined occupational skills and abilities by teaching both theoretical and practical concepts primarily through on-the-job training and related instruction; **and** ensures that students receive a form of compensation for the on-the-job training; **and** is designated as a qualified program by the CWDC. Successful completion is determined by the residency program.

6. I understand the Program definition of qualified programs/courses as outlined in Appendix A and will effectively communicate them to our students. *

7. I understand the district/charter school reporting requirements as outlined in Appendix A and will complete and submit this Intent to Submit form and accurately report the required student data to the Colorado Department of Education (CDE) by June 30th of each year following the school year for which we are requesting incentive funding. *

8. I understand the incentive distribution formula as outlined in Appendix A and that submission of this Intent to Submit form and required student data does not guarantee full funding of all reported qualifying students in my district/charter school. *

# eSign

14. Eligible signatory's phone number *

15. Today's date *

16. Eligible signatory's email address *

17. E-signature *

Clear

Sign name using mouse or touch pad

Signature of

Submit

## Credentials Reporting Document

➢ Due by June 30, 2018

➢ Download from <u>webpage</u>

➢ Excel worksheet

➢ Submit via *Syncplicity* – secure platform

➢ Do not upload scanned or PDF copy

# Credentials Reporting Document

Step 1: Type District name & code

Step 2: Report **aggregate totals only** in every box of the student data grid for your students who successfully completed any of the qualified programs/courses listed.

Step 3: Detailed Lists of Completed Approved Programs - **Select** appropriate programs from drop-down lists, or type name as instructed; **and** enter number of students recipients.

Step 4: Submit this document in its original completed format **via Syncplicity by June 30th.** *Do not upload this as a PDF or scanned document* .

Step 5: Complete, sign, and submit the data reporting document Signature Page via Syncplicity by June 30th.

**Step 1: DISTRICT NAME:**
**DISTRICT CODE:**

**Step 2: AGGREGATE DATA - ALL PROGRAMS**

| Qualified Programs & Courses | Total Students | Male | Female | 9th Grade | 10th Grade | 11th Grade | 12th Grade | 01 American Indian/ Alaska Native | 02 Asian | 03 Black or African America | 04 Hispani c or Latino | 05 White | 06 Native Hawaiia n/ Other Pacific Islander | 07 Two or more Races |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Industry Certificate | | | | | | | | | | | | | | |
| Internship Program | | | | | | | | | | | | | | |
| Residency Program | | | | | | | | | | | | | | |
| Construction Pre-Apprenticeship | | | | | | | | | | | | | | |
| Construction Apprenticeship | | | | | | | | | | | | | | |
| Computer Science AP course | | | | | | | | | | | | | | |

# New Dropdown Boxes

Step 3: DETAILED LISTS OF COMPLETED APPROVED PROGRAMS/COURSES and STUDENT COUNTS *(insert rows when necessary)*

**Industry Certificates**

| Select certificate name in drop-down list *(insert rows when necessary)* | Total number of students that received certificate |
|---|---|
| A+ - Comp TIA - Comp TIA | |
| ACA - Adobe - Adobe | |
| Access Cert Examiner - AccessDataLMS | |
| ACE - Adobe - Adobe | |
| ACE certification - ACE | |
| ACI - Adobe | |
| ACMT - Apple | |
| ACSP - Apple | |

# No Dropdown – Type in

| Internship & Residency Programs | |
|---|---|
| List name & location of program | Total number of students that completed |
| | |
| | |
| | |
| | |
| | |
| | |

| AP Computer Science | |
|---|---|
| Qualified AP Course | Total number of students that received certificate |
| AP Computer Science A - College Board | |
| AP Comp Sci Principles - College Board | |

# Signature Page

➢ **Due by June 30, 2018**

➢ CDE will email to participating districts/schools in early May
- With *Syncplicity* instructions to upload /submit Credentials Reporting Document and Signature page

➢ Eligible signatory

➢ Wet signature

➢ O.K. to upload scanned copy

**COLORADO**
Department of Education

**CAREER SUCCESS PILOT PROGRAM DATA REPORTING DOCUMENT**
**SIGNATURE PAGE**
**2017-18**

**DISTRICT NAME:**

**DISTRICT CODE:**

By signing below, I attest that all information reported by this district in the 2017-18 Career Success Pilot Program Data Reporting Document is correct and in compliance with the law and guidelines set forth for the Career Success Pilot Program. Our district/charter school will collect and maintain appropriate documentation for each reported student to show that the qualified program meets funding requirements. These documents may be requested by the Colorado Department of Education as verification of student eligibility and/or confirmation of regulatory compliance.

**District/Charter School eligible signatory:**

**Signature:** _____

**Printed Name:** _____

**Title:** _____

**Date:** _____

*Submit to CDE via Syncplicity by June 30, 2018.*

# Tiered Distribution

- Tier #1: **industry** certificates

- Tier #2 **internship**, residency or **construction industry** pre-apprenticeship or **apprenticeship** program

- Tier #3 **Computer Science** Advanced Placement courses

Charter schools receive 100% of program funds received by their students

**Incentives distribution sent to district/fiscal agent Fiscal Office - late summer**

# Promising Practices



[Work-based Learning in Colorado: A Guide for Educators](#)

- Align with the unique needs of YOUR students and YOUR community

- Engage businesses & industry associations

- Look for win-win opportunities with business; how can you close the gap between education & workforce needs?

- Build district leadership buy-in

- Respond to scheduling needs

- Communicate regularly, keep feedback loops with industry and community partners tight

# Resources

- [Career Success Pilot](#)

- [Colorado Talent Pipeline Report](#)

- [Certification finder](#)

- Statewide and National Industry Associations

- [Sector Partnerships](#)

- [Burning Glass Report-The Narrow Ladder: The Value of Industry Certifications in the Job Market](#)

# CDE Contacts

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# Questions

# Thank you!