

Career Development Incentive Program

Fact Sheet



Program Overview

The Career Development Incentive Program, or [Career Development Success Pilot Program in House Bill 18-1266](#), provides financial incentives for school districts and charter schools to encourage high school students to complete qualified industry credential programs, internships, residencies, construction pre-apprenticeship or construction apprenticeship programs or qualified Advanced Placement (AP) courses.

[A list of qualifying programs/courses](#) can be found on the Colorado Workforce Development Council 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

Year	Number of Requests	Amount Funded	Dollar Amount
2016-17	3106	1807	\$1M
2017-18	5777	3688	\$2M
2018-19	6764	5133	\$4.8M
2019-20	9110	6441	\$4,279,837
2020-21	6709	4685	\$4,483,081.34
TOTAL	31,466	21,754	\$16,562,918.34

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 funding is distributed in tiers, see below, with industry credentials funded before all other qualified programs. The three Career Development Incentive Program tiers are:

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

2020-21 program participation

- 49 school districts and six charter schools reported students who completed qualified industry credential programs. A total of 63% of these local education providers were categorized as rural or small rural.
- A total of 6,709 qualifying credentials/courses were reported. Only 4,685 were funded due to available appropriations.
- As required by state law, [Colorado Revised Statute 22-54-138](#), participating districts or charter schools cannot receive a distribution of more than 10% of the total number of completed industry certificates reported by districts and charter schools. Therefore, three district received funding for only 483 certificates, rather than the amount reported, thus reducing the number of credentials funded.

2020-21 reported credentials breakdown

*Personally-identifiable numbers were removed to protect student privacy.

Qualified Programs	# Reported by Districts	# Funded	\$ Amount Funded
Industry-Recognized Certificates	4831	4685	\$4,483,081.34
Internships	700	0	\$0.00
Residency Programs	0	0	\$0.00
Construction Industry Pre-Apprenticeships	172	0	\$0.00
Construction Industry Apprenticeships	*	0	\$0.00
Advanced Placement Computer Science Courses	1005	0	\$0.00
Total	6709	4685	\$4,483,081.34

2020-21 reported demographics

	American Indian/Alaska Native	Asian	Black or African American	Hispanic or Latino	White	Native Hawaiian/Pacific Islander	Two or More Races
Industry Certificates	133	182	82	840	2965	412	217
Internships	21	22	*	175	406	43	21
Pre-Apprenticeships	*	*	*	44	113	0	10
Apprenticeships	0	0	0	0	*	0	0
AP Computer Science Courses	*	196	18	85	653	*	49