

Career Development Incentive Program

Fact Sheet



COLORADO
Department of Education

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
TOTAL	24,757	14,069	\$12,079,837

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 Advanced Placement (AP) courses.

2019-20 program participation

- 54 School districts and six charter schools reported students who completed qualified industry credential programs. 50 percent of these local education providers were categorized as rural or small rural.
- 9110 total qualifying credentials/courses were reported. Only 6441 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 ten percent of the total number of completed industry certificates reported by districts and charter schools. Therefore, one district received funding for only 692 certificates, rather than the amount reported, thus reducing the number of credentials funded.



2019-20 reported credentials breakdown

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

Qualified Programs	# Reported by Districts	# Funded	\$ Amount Funded
Industry-Recognized Certificates	6915	6441	\$4,279,837
Internships	1078	0	\$0.00
Residency Programs	0	0	\$0.00
Construction Industry Pre-Apprenticeships	326	0	\$0.00
Construction Industry Apprenticeships	*	0	\$0.00
Advanced Placement Computer Science Courses	785	0	\$0.00
Total	9110	6441	\$4,279,837

2019-20 reported demographics

	American Indian/ Alaska Native	Asian	Black or African American	Hispanic or Latino	Two or more Races	Native Hawaiian/ Pacific Islander	White	Free or Reduced-Priced Lunch Eligible
Industry Certificates	Less than 1%	4%	3%	25%	1%	6%	60%	22%
Internships	Less than 1%	7%	6%	23%	Less than 1%	14%	49%	4%
Pre-Apprenticeships	Less than 1%	3%	Less than 1%	18%	Less than 1%	2%	74%	1%
Apprenticeships	Less than 1%	0%	0%	33%	0%	0%	67%	0%
AP Computer Science Courses	2%	16%	1%	8%	Less than 1%	5%	67%	1%

Incentive distribution by district/charter school

Only tier one was funded for the 2019-2020 year

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

	Certificates	Internships	Pre-Apprenticeship	Apprenticeship	Computer Science AP	Total Credentials Reported	Total Funding
Academy School District 20	335				62	397	\$222,595.12
Adams 12 Five Star Schools	584	51				635	\$388,045.66
Adams County School District 14	88					88	\$58,473.50
Adams-Arapahoe 28J	322	226				548	\$213,957.14
Akron School District R-1	*					*	*
Boulder Valley School District RE-2	441	*		*	139	584	\$293,027.88

Career Development Incentive Program 2019-2020



Brush School District RE-2J	*					*	*
Canon City School District RE-1	189					189	\$125,583.96
Charter School Institute	172	45				217	\$114,288.14
Cherry Creek School District 5	639	83			104	826	\$424,590.96
Colorado Springs School District 11	321	66			26	413	\$213,292.68
Crowley County School District RE-1J	26					26	\$17,276.98
Delta County School District 50J	56	*			28	89	\$37,210.78
Denver County School District 1	82	138			40	260	\$54,486.74
District 49	77	*				84	\$51,164.44
Douglas County School District RE-1	430	19			16	465	\$285,718.82
Durango School District 9-R	25	53	*		53	140	\$16,612.52
Eagle County School District RE 50	61	102				163	\$40,533.08
Ellicott School District 22	*					*	*
Englewood School District 1	*					*	*
Fort Morgan School District RE-3	37	*		*		45	\$24,586.04
Fountain School District 8	54	*			10	71	\$35,881.86
Fremont RE-2 School District	*					*	*
Greeley School District 6	42					42	\$27,908.34
Harrison School District 2	26				*	32	\$17,276.98
Haxtun School District	*					*	*
Jefferson County School District R-1	1,166	78	215		*	1,468	\$459,806.32
Julesberg School District RE-1	*					*	*
Lamar School District RE-2	*					*	*
Lewis-Palmer School District 38	19	*			54	76	\$12,625.76
Littleton Public Schools	67		*			68	\$44,519.84
Manitou Springs School District 14	118		*		*	132	\$78,407.30
Mc Clave School District RE-2	*					*	*
Mesa County Valley School District 51	556		16		78	650	\$369,440.78

Montezuma-Cortez School District RE-1	31				*	35	\$20,599.28
Norwood School District R-2J	*					*	*
Peyton School District 23 JT	56					56	\$37,210.78
Platte Valley School District RE-7	*					*	*
Poudre School District R-1	177	64	*	*		244	\$117,610.44
Pueblo City School District 60	19				*	28	\$12,625.76
Pueblo County School District 70	23	27				50	\$15,283.60
Sangre de Cristo School District RE-22J	*					*	*
School District 27J	145				39	184	\$96,347.72
South Routt School District RE-3					*		\$0.00
St. Vrain Valley School District RE-1J	167	49			100	316	\$110,965.84
Summit School District RE-1					*		\$0.00
Thompson School District R-2J	131	26				157	\$87,045.28
Weld County School District RE-8					*		\$0.00
Westminster Public Schools	69					69	\$45,848.76
Widefield School District 3	73		77			150	\$48,506.60
Wiggins School District RE-50J	*					*	*
Windsor School District RE-4	17	*				20	\$11,296.84
Woodland Park School District RE-2	*					*	*
Grand Total	6,915	1,078	326	*	785	9,110	\$4,279,837