

# 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 (AP) 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 AP courses. In its first two years, the program has received requests for completion of nearly 9,000 eligible incentives 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. CDE has never fully funded the industry credential tier and therefore none of the other categories of construction apprenticeship, internships or AP courses has 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 and 3 charter schools (35% rural) in Colorado reported students who completed qualified industry credential programs, internships, residencies, construction pre-apprenticeship or construction apprenticeship programs or qualified AP courses
- 5,767 total qualifying credentials/courses were reported.
- Students at all high school grade levels received various qualified industry credential programs, internships, residencies, construction pre-apprenticeship or construction apprenticeship programs or qualified AP courses; the majority in 11th and 12th grades.
- Due to the high number of industry-identified certificates reported, only the first tier of credentials was funded.



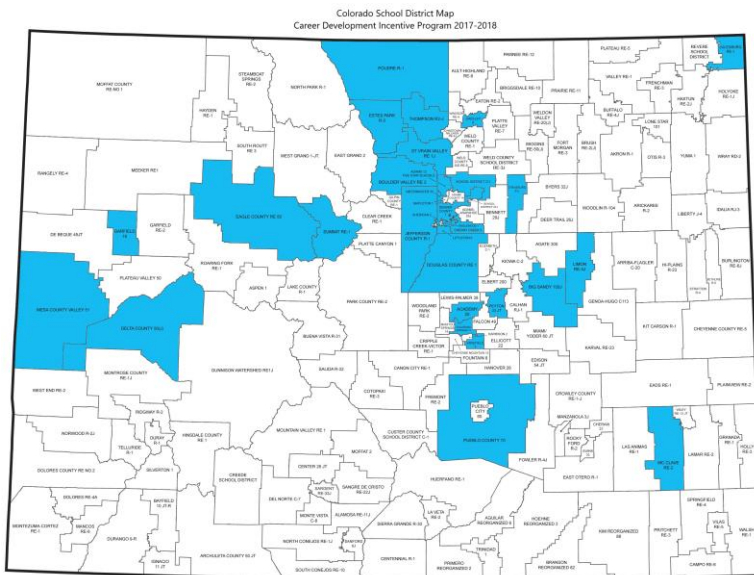
- For this program, the majority of credentials are earned in Skilled Trades & Technical Services (31%), STEM & IT (26%), Health Care & Criminal Justice (25%) and Hospitality, Human Services & Education (16%).
- Pursuant to the [Colorado Revised Statute 22-54-138](#), participating districts or participating charter schools shall not receive a distribution for more than ten percent of the total number of completed industry certificates reported by districts and the institute. Therefore, two districts received funding for only 365 certificates, rather than the amount reported, thus reducing the number of credentials funded.

## 2017-18 REPORTED CREDENTIALS BREAKDOWN

Qualified Programs	# Reported by Districts	# Funded	\$ Amount Funded
Industry-Recognized Certificates	3,655	3,168	\$2M
Internships	921	0	\$0
Residency Programs	38	0	\$0
Construction Industry Pre-Apprenticeships	262	0	\$0
Construction Industry Apprenticeships	0	0	\$0
Advanced Placement Computer Science Courses	891	0	\$0
<b>Total</b>	<b>5,767</b>	<b>3,168</b>	<b>\$2M</b>

Demographic Breakdown of Total Reported Credentials

Demographic Category	% of Total Reported Credentials
<b>Male</b>	62%
<b>Female</b>	38%
<b>9th Grade</b>	8%
<b>10th Grade</b>	17%
<b>11th Grade</b>	28%
<b>12th Grade</b>	47%
<b>American Indian/ Alaska Native</b>	1%<
<b>Asian</b>	6%
<b>Black/African American</b>	3%
<b>Hispanic/Latino</b>	27%
<b>White</b>	58%
<b>Native Hawaiian/other Pacific Islander</b>	0%
<b>Two or more Races</b>	1%<
<b>No Response</b>	4%





## Incentive Distribution by District/Charter School

Total Incentives Dollars were distributed for industry-recognized certificates only.

<i>District/School</i>	<i>Certificates</i>	<i>Internships</i>	<i>Residency</i>	<i>Pre-Apprentice</i>	<i>AP</i>	<i>Total Credentials reported</i>	<i>Total Credentials Funded</i>	<i>TOTAL INCENTIVE \$</i>
Academy 20	80				14	94	80	\$50,504.80
Adams 12	576					576	365	\$230,428.15
Big Sandy	3					3	3	\$1,893.93
Boulder Valley	190	1			154	345	190	\$119,948.90
Career Readiness Academy	0			37		37	0	0
Cherry Creek	358	74			192	624	358	\$226,008.98
Colorado Springs D11	250	43		97	36	426	250	\$157,827.50
CSI- Pinnacle Charter School	45					45	45	\$28,408.95
CSI-Colorado Springs Early College	7					7	7	\$4,419.17
Delta County	20					20	20	\$12,626.20
Denver Public Schools	104	427	38			569	104	\$65,656.24
Douglas County Public Schools	216				86	302	216	\$136,362.96
Durango	0			7	91	98	0	0
Eagle County	30	108			14	152	30	\$18,939.30
El Paso County	61			30		91	61	\$38,509.91
Englewood	3					3	3	\$1,893.93
Estes Park	5				7	12	5	\$3,156.55
Garfield 16	4	2				6	4	\$2,525.24
Jefferson County	641	12		13	7	673	365	\$230,428.15
Julesburg School District	7					7	7	\$4,419.17
Limon	5					5	5	\$3,156.55
Littleton Public Schools	90	106			48	244	90	\$56,817.90
McClave School District	33					33	33	\$20,833.23
Mesa District 51	12				31	43	12	\$7,575.72
Peyton School District	27					27	27	17,045.37
Poudre School District	244	83		66	50	443	244	\$154,039.64
Pueblo School District	19	25				44	19	\$11,994.89
Ridgeview Classical School	0				16	16	0	0
Roaring Fork	0				15	15	0	0
School District 27J	38					38	38	\$23,989.78
St. Vrain School District	241					241	241	\$152,145.71
STEM School Highlands Ranch	110	40			48	198	110	\$69,444.10
Strasburg	1					1	1	\$641.23*
Summit School District	9				15	24	9	\$5,681.79
Thompson School District	58				67	125	58	\$36,615.98
Weld County 6	133					133	133	\$83,964.23
Westminster Public Schools	21					21	21	\$13,257.51
Widefield 3	14	83		12	50	26	14	\$8,838.34



**General categories of industry-recognized certificates reported by districts and charter schools**

<i>District/School</i>	Business	Hospitality and Human Services	Agriculture and Energy	IT	Skilled Trades & Services	Healthcare
Academy 20				X	X	
Adams 12		X		X	X	X
Big Sandy				X		
Boulder Valley	X			X	X	
Cherry Creek		X		X	X	X
Colorado Springs D11				X	X	X
CSI- Pinnacle Charter School		X		X	X	X
CSI-Colorado Springs Early College				X		
Delta County					X	X
Denver Public Schools	X			X	X	X
Douglas County Public Schools	X				X	X
Eagle County		X				
El Paso County					X	X
Englewood					X	X
Estes Park		X				
Garfield 16					X	X
Jefferson County		X		X	X	X
Julesburg School District				X		
Limon					X	X
Littleton Public Schools			X			
McClave School District			X			
Mesa District 51					X	X
Peyton School District					X	X
Poudre School District		X		X	X	X
Pueblo School District						X
School District 27J						X
St. Vrain School District				X	X	
STEM School Highlands Ranch						X
Strasburg		X		X	X	X
Summit School District		X				X
Thompson School District		X			X	X
Weld County 6		X			X	X
Westminster Public Schools					X	
Widefield 3					X	