

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, pre-apprenticeship or 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	3,106	1,807	\$1M
2017-18	5,777	3,688	\$2M
2018-19	6,764	5,133	\$4.8M
2019-20	9,110	6,441	\$4,279,837
2020-21	6,709	6,147	\$6,033,089 *
2021-22	12,573	9,130	\$4,286,089
TOTAL	44,039	32,346	\$22,398,954

*An additional \$1.5 million dollars were allocated to the 20-21 year from recovery funds, which allowed the funding of eligible programs in tiers 1, 2, and 3.

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, pre-apprenticeships, or apprenticeships
3. Computer science AP courses.

2021-22 program participation

- 61 school districts and nine charter schools (six in 2020-21) reported students who completed qualified industry credential programs. 22 were categorized as small rural and 13 were categorized as rural.
- There was an 87% increase in programs reported from 2020-21. A total of 12,573 qualifying credentials/courses were reported. Only 9,130 in tier 1 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, one district received funding for only 913 certificates, rather than the amount reported, thus reducing the number of credentials funded.

Career Development Incentive Program 2021-22

2021-22 reported credentials breakdown

Qualified Programs	# Reported by Districts	# Funded	\$ Amount Funded
Industry-Recognized Certificates	9,969	9,130	\$4,286,089
Internships	1,616	0	0
Pre-Apprenticeships	46	0	\$0.00
Apprenticeships	103	0	\$0.00
Advanced Placement Computer Science Courses	839	0	\$0.00
Total	12,573	9,130	\$4,286,089

2021-22 reported demographics

Race/Ethnicity		
American Indian/Alaska Native	43	0%
Asian	476	4%
Black/African American	244	2%
Hispanic/Latino	3,142	27%
Native Hawaiian /Other Pacific	23	0%
Two or More Races	761	7%
White	7,087	60%

Gender		
Female	4,083	35%
Male	7,693	65%