

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 three years, the program has received requests for completion of nearly 16,000 eligible incentives earned by students and distributed incentives for 11,000 credentials. The \$7.8 million of funding over three years has covered two thirds of all eligible credentials earned.

The specific dollar amount of each incentive depends on the total number of completed programs in the state, the number and type of completed programs reported by districts, and the legislative appropriation. The total appropriation amount for the 2018-19 school year is \$4.8 million. The funding is distributed in tiers (see below), with industry credentials funded before all other qualified programs.

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

This year, due to the increased appropriations, CDE was able to fully fund incentives for industry certification programs, and partially fund, for the first time, internships, residencies, construction industry pre-apprenticeships or construction industry apprenticeships, and incentives for participation in AP computer science courses.

2018-2019 Program Participation

- 42 school districts and 3 charter schools (50% rural) in Colorado reported students who completed qualified industry credential programs, internships, residencies, construction pre-apprenticeship or construction apprenticeship programs or qualified AP courses
- 6,764 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.
- 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 476 certificates, rather than the amount reported, thus reducing the number of credentials funded.

2018-2019 Reported Credentials Breakdown

*Personally-identifiable information has been removed to protect student privacy

Qualified Programs	# Reported by Districts	# Funded	\$ Amount Funded
Industry-Recognized Certificates	4765	4164	\$4,164,000.00
Internships	498	498	\$326,860.59
Residency Programs	0	0	\$0.00
Construction Industry Pre-Apprenticeships	470	470	\$308,483.07
Construction Industry Apprenticeships	*	*	*
Advanced Placement Computer Science Courses	1030	0	\$0.00
Total	6764	5,133	\$4,800,000.00

2018-2019 Reported Demographics

Category	White	American Indian/ Alaska Native	Asian	Black	Hispanic	Native Hawaiian/ Pacific Islander	Two or More
Industry Certificate	66%	Less than 1%	3%	2%	24%	Less than 1%	3%
Internship	56%	Less than 1%	6%	3%	29%	Less than 1%	4%
Pre-Apprenticeship	53%	3%	Less than 1%	1%	40%	Less than 1%	Less than 1%
Apprenticeship	100%	0%	0%	0%	0%	0%	0%
Computer Science	59%	Less than 1%	19%	3%	12%	Less than 1%	6%



Incentive Distribution by District/Charter School

Total incentives dollars were distributed for tier one and two only.

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District	Certificates	Internships	Pre-Apprenticeship	Apprenticeship	Computer Science AP	Total Credentials Reported	Total Credentials Tier 1	Total Funding
Academy School District 20	93	0	0	0	29	122	93	93000
Adams 12 Five Star Schools	431	0	0	0	0	431	431	431000
Adams-Arapahoe School District 28J	63	0	0	0	0	63	63	63000
Boulder Valley School District RE-2	210*		0*		229	442	210	211969.02
Brush School District RE-2J	*	0	0	0	0*	*	*	*
Buffalo School District RE-4	*	0	0	0	0*	*	*	*
Calhan School District RJ-1	*	0	0	0	0*	*	*	*
Canon City School District RE-1	179	0	0	0	0	179	179	179000
Charter School Institute	102	0	0	0*		111	102	102000
Cherry Creek School District 5	421	79	0	0	244	744	421	472850.86
Colorado Springs School District 11	593	60	130	0	31	814	476	600704.6
Crowley County School District RE-1J	45	0	0	0	0	45	45	45000
Delta County School District 50J	143	0	0	0	65	208	143	143000
Denver County School District 1	43	0	0	0	0	43	43	43000
District 49	35	0*		0	0	40	35	38281.7
Douglas County School District RE-1	451*		0	0	84	541	451	454938.04
Eagle County School District RE 50	25	152	0	0*		192	25	124763.68
Ellicott School District 22	*	0	0	0	0*	*	*	*
Englewood School District 1	17	0	0	0*		28	17	17000
Garfield School District 16	*	0	0	0	0*	*	*	*
Harrison School District 2	0	0	30	0	60	90		19690.2
Jefferson County School District R-1	960	107	234	0*		1310	476	699811.94
Julesburg School District RE-1	*	0	0	0	0*	*	*	*
Littleton School District 6	84	0	0	0	38	122	84	84000
Mapleton School District 1	0	0*		0	0*			7876.08
McClave	*	0	0	0	0*	*	*	*
Mesa County Valley School District 51	64	0	0	0	40	104	64	64000
Montezuma-Cortez School District RE-1	*	0	0	0	0*	*	*	*
Norwood School District R-2J	*	0	0	0	0*	*	*	*
Peyton School District 23 JT	25	0	0	0	0	25	25	25000
Platte Valley School District RE-7	*	0	0	0	0*	*	*	*
Poudre R-1	157	61	0	0	59	277	157	197036.74
Pueblo City Schools #60	*	0	0	0	0*	*	*	*
Pueblo County School District 70	*	27	0	0*		49*	*	*
School District 27J	104	0	0	0	0	104	104	104000
St. Vrain Valley School District RE-1J	269	0	0	0	0	269	269	269000
Summit School District RE-1	*	0	0	0	25	31*	*	*
Thompson School District R-2J	56*		0	0	73	133	56	58625.36
Valley School District RE-1	7	0	0	0	0	7	7	7000
Westminster Public Schools	53	0	0	0	0	53	53	53000
Widefield School District 3	32	0	59	0	0	91	32	70724.06
Wiggins School District RE-50J	*	0	0	0*		*	*	*
Total	4765	498	470*	*	1030	6764	4164	4,800,000



General Categories of Industry Certificates Reported by Districts/Charter Schools

District	Agriculture	Business	Family and Consumer Science	Skilled Trade	STEM	Information Technology	Healthcare Science
Academy School District 20						X	
Adams 12 Five Star Schools		X	X	X		X	X
Adams-Arapahoe School District 28J			X				X
Boulder Valley School District RE-2		X	X	X			X
Brush School District RE-2J		X					X
Buffalo School District RE-4		X					
Calhan School District RJ-1				X			
Canon City School District RE-1		X		X	X	X	X
Charter School Institute			X	X	X	X	X
Cherry Creek School District 5			X	X	X	X	X
Colorado Springs School District 11			X	X		X	X
Crowley County School District RE-1J						X	
Delta County School District 50J			X	X			X
Denver County School District 1		X		X			X
District 49				X			X
Douglas County School District RE-1	X	X	X	X	X	X	X
Eagle County School District RE 50			X				
Ellicott School District 22				X			
Englewood School District 1				X			X
Garfield School District 16				X			X
Jefferson County School District R-1			X	X		X	X
Julesberg School District RE-1						X	
Littleton School District 6			X	X			X
McClave	X						
Mesa County Valley School District 51		X		X			X
Montezuma-Cortez School District RE-1							X
Norwood School District R-2J			X				X
Peyton School District 23 JT				X			
Platte Valley School District RE-7		X					X
Poudre R-1			X	X		X	X
Pueblo City Schools #60			X				X
Pueblo County School District 70				X			X
School District 27J			X				X
St. Vrain Valley School District RE-1J			X	X		X	X
Summit School District RE-1			X				
Thompson School District R-2J				X			X
Valley School District RE-1						X	
Westminster Public Schools			X			X	
Widefield School District 3				X			
Wiggins School District RE-50J				X			X