

HB16-1289: CAREER DEVELOPMENT SUCCESS PILOT PROGRAM

In May 2016, the Governor signed into law [HB16-1289](#), the **Career Development Success Pilot Program**. The bill provides financial incentives for participating districts and charters that encourage high school students to complete qualified industry credential programs, internships, residencies, apprenticeships, or qualified Advanced Placement courses. Participating districts or charters could receive up to \$1,000 for each pupil who successfully completes one of the qualified programs. 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 the district. The incentives will be distributed in tiered order: 1) industry certification programs, 2) internships, residencies, or apprenticeships, and 3) Advanced Placement courses.

A list of qualified programs can be found on CWDC's [website](#), which was developed based on Colorado labor market data, and existing secondary programs that correspond with high growth, high demand occupations and business feedback. This list will continue to be vetted based on data and business/industry feedback.

Understanding that there are regional nuances in workforce demand, participating school districts and charters can petition for the addition of other programs, as long as the program is regionally in-demand and meets the standards set forth in [HB16-1289](#) (C.R.S. 22-54-138). Please contact Mary Anne Hunter at the Colorado Department of Education for further assistance: Hunter_Mary@cde.state.co.us

In general, the standards that are set forth in each qualified program type defined by statute include:

- **Industry-Credentials**—student earns credits and a qualified industry recognized credential;
- **Residency program**—student learns defined occupational skills through paid on-the-job training and instruction;
- **Internship**—student participates in a program that is: aligned with postsecondary education or employment; provides students with pre-internship training/coursework; implements adequate safety and supervision; has enough case managers to monitor student participation;
- **Pre-apprenticeship**—student completes construction industry pre-apprenticeship program requirements with a passing grade and is accepted into a Registered Apprenticeship program that has a documented relationship with at least one Registered Apprenticeship program in the state and meets program standards set forth by the U.S. Department of Labor;
- **Apprenticeship**—student must be accepted as a Registered Apprentice in a construction industry and employed by a construction industry contractor;

- **Advanced Placement course**—students must complete an AP Computer Science course and pass the AP end-of-course exam with a score that is eligible for college credit.