



COLORADO
Department of Education

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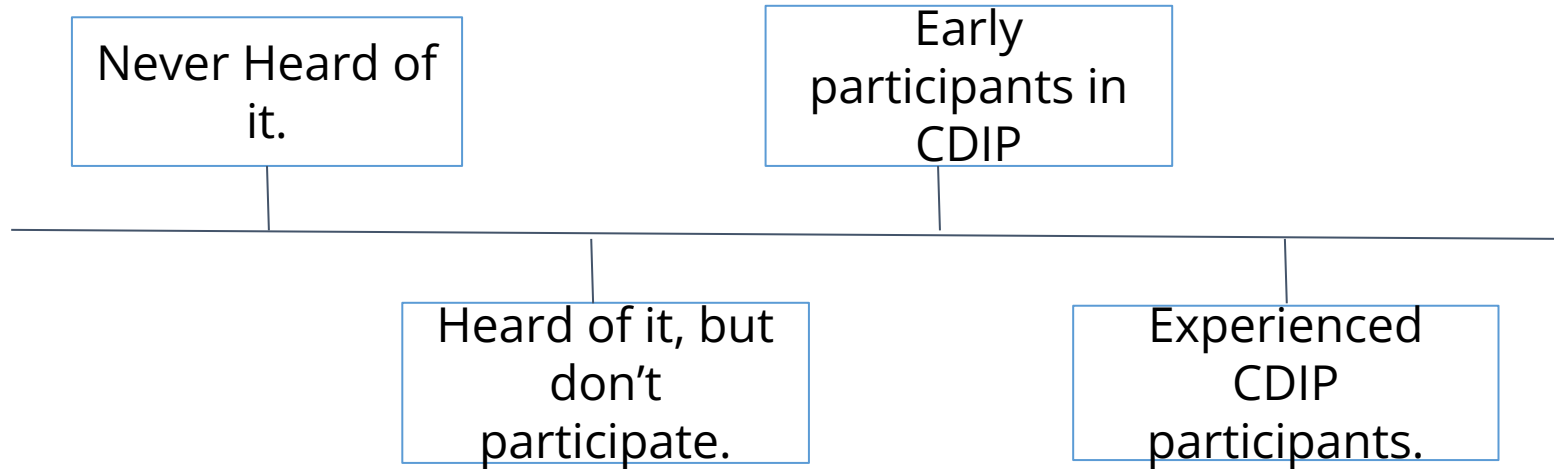
Career Development Incentive Program Introduction and Updates

Marina Kokotovic and Kelly Mitchell

Objective

- To **learn** more about the importance of credential attainment.
- To **provide** non-participating attendees with CDIP/Credential Overview
- To **provide** participating attendees with CDIP Program Updates and changes
- To **learn** more about a pilot opportunity coming in January 2022.

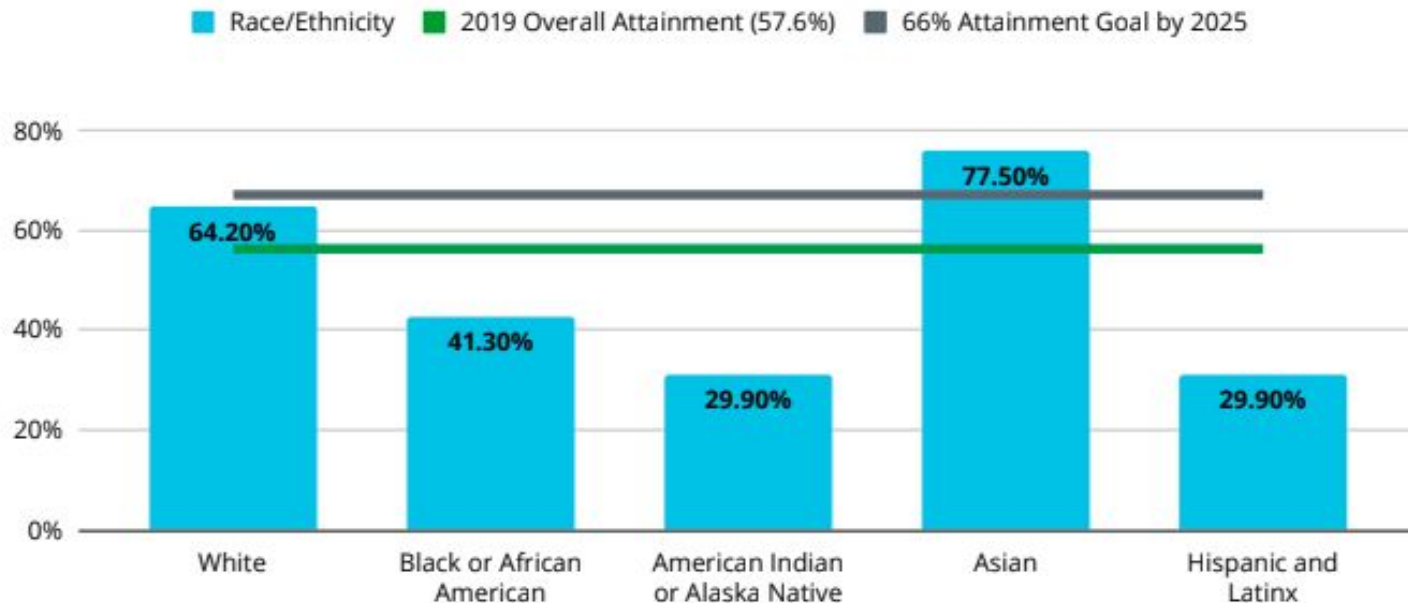
Where are you in the pool?



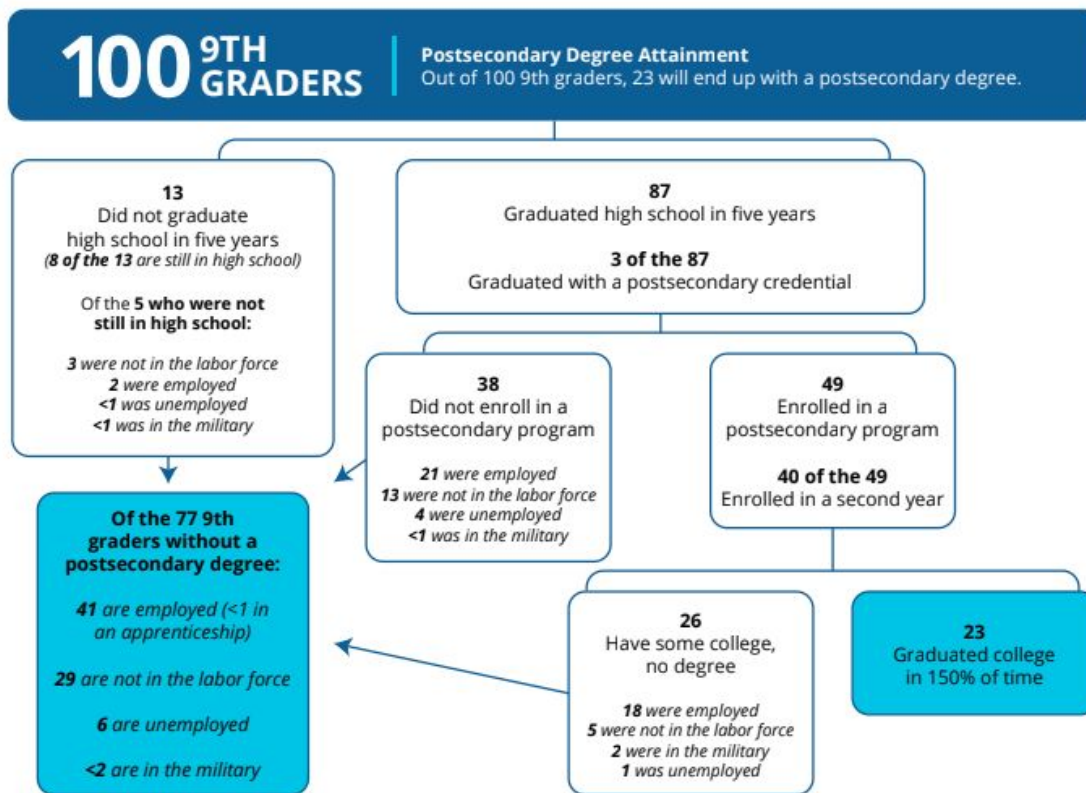
Talent Pipeline Info

Figure 9

Colorado's 2019 Postsecondary Credential Attainment



K-12 Through College Pipeline in Colorado



Source: Colorado Department of Higher Education. Numbers are approximate based on available data."



Other Credential Facts

- **19% of credentials...**
earned by K-12 students are oversupplied
- **Of the top 15 credentials earned...**
10 are oversupplied
- **There are middle skill jobs that require certifications or training beyond high school** but no an associate's, bachelor's or graduate degree.
- **42 of the 47 Top Jobs** that require at least a HS Diploma or equivalent require additional training.
- **Credentials are valuable** but it is critical that they are aligned with industry needs and are shown to demonstrate the competencies identified by industry

Career Development Incentive Program

- Financial incentives for districts and charter schools that have students who complete approved programs for qualified:
 - **Tier 1**
 - Approved Certifications -
 - **Tier 2**
 - Internships, Pre-Apprenticeships, Apprenticeships
 - **Tier 3**
 - AP Computer Science
- Participating districts and charter schools could receive up to \$1000 for each completed credential, distributed in tiered order

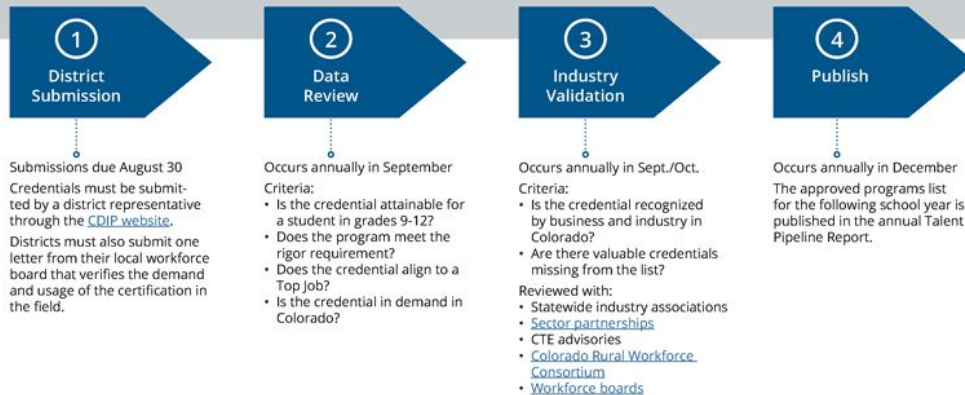
Changes to the approved programs

- Top Ten
- Tier 2

Credential Selection Criteria and Process

CDIP Approved Programs: Selection Criteria and Review Process

The Career Development Incentive Program (CDIP) list is updated and published annually by the Colorado Workforce Development Council and its business and industry partners to ensure content is demand driven. During this time, both existing programs and district requested credentials are reviewed for inclusion in the approved programs list for the following school year.



What is a Top Job?

Colorado's economy features Top Jobs that cross a variety of industries and geographies across the state. Top Jobs in Colorado meet three criteria:

- High annual openings
- Above average growth
- A good wage

[View Colorado Top Jobs as published in the annual Talent Pipeline Report.](#)

What else is involved in the industry review process?

- Each credential is reviewed by the appropriate industry to ensure it is in demand and aligned with an employment opportunity. To evaluate this criteria, partners consider the credential's hiring value and utilization in the industry.
- Industry partners also evaluate whether there are valuable credentials missing from the list that should be added.

POWERED BY talent FOUND



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Reporting Changes

- Districts must identify:
 - Whether students entered the workforce, enrolled in a postsecondary institution or joined the military.
 - How CDIP funds were used promote and expand the program.
 - Criteria for choosing reported programs and credentials.

Independent Study Pilot



PURPOSE

This pilot project is meant to give students access to high-quality, low-cost industry exam preparation coursework.

- Leverages inexpensive existing *proven* online learning courses though provides like Udemy and Coursera
- Provides high structure, support and accountability

- Expands student options
- Reduces cost
- Reduces barriers
- Sets students up for success

Course Format

Independent Study

- Offered as a class within the existing bell schedule
- Proctored by a teacher or other school staff member
- Each student receives a custom syllabus for their courses and industry exam
- Each day, each student logs into their subscribed online coursework, with oversight



Assigned Courses Syllabus

Six Industry Certificates*

1. CompTIA A+
2. Autodesk Certified Professional
3. Certified Associate in Project Management
4. Salesforce Administrator Certification
5. Microsoft Office Certification
6. Adobe Certified Professional

**Tentative, subject to change*



CUSTOMIZABLE SYLLABUS

COURSE SELECTION

Courses vetted for prerequisites, rigor, student reviews and exam success rates

In low-cost, asynchronous platforms like Udemy, Coursera, LinkedIn Learning, Trailhead, etc.

SCHEDULE

Modules are mapped out day-by-day, week-by-week, with “catch up” time allocated to keep students on-track.

Students know exactly what they are required to complete each day to stay on track.

The syllabus is customizable to account for your specific master calendar, days off, etc.

COURSE PROGRESSION & ASSIGNMENTS

Expectations for progress are calibrated based on anticipated time to complete, building in time for practice exams, and review.

Students submit weekly screenshots of course progress to class instructor, which can easily be checked against the syllabus.


Students also send weekly reflections, providing important insight into student experience

Staffing Structure

A “proctor” assigned to oversee the class, provides the following:

- Customizes the syllabus template to school schedule, distributes to students
- Enrolls students in their online courses
- Actively monitors attendance, engagement, and progression through training course
- Assignment checks (grading) and direct student support
- Exam/practice exam enrollment

Student Support & Accountability

- Daily attendance, check-ins and supervision
 - Clearly outlined deliverables and expectations
 - Weekly reflection assignment
 - Weekly screenshots demonstrating progress
 - Practice exams
 - Pass/fail elective credit
 - Optional: informational interviews with industry professionals
- 

MARKETING TOOLKIT

1

Course description

2

Sample posts for social and website text

3

Student and family fliers and letters

Pilot Structure

- 4 - 2 hour sessions January - April
- 3 - 2 hour sessions August - October

[Interest Form](#)



Q&A



We want your input

Let us know how we can
improve this program!

Join our Google Group!

career-development-incentive-program@googlegroups.com

Program Contact

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Thank you!