



# LEARNER PATHWAYS

## Return on Investment Analysis

*Conduct a biennial return on investment (ROI) analysis of CTE programs to assess whether all learners have access to high-demand, high-skill and high-wage pathways. Collect school- and student-level data to evaluate outcomes of CTE programs against established shared metrics for quality and equity.*



### Colorado

Colorado does not have a robust state-level audit in formal policy or in practice that spans both secondary and postsecondary CTE programs and focuses on equitable access and outcomes. However, it does have vital components that could be integrated into an audit. The Colorado Department of Higher Education (CDHE) publishes an annual legislative report that features the postsecondary access and success of high school graduates. It also publishes a return on investment report for postsecondary attainment related to wage earnings. Finally, the Colorado Workforce Development Council publishes an annual Talent Pipeline Report that highlights in-demand occupations and strategies to improve economic mobility.

#### OPPORTUNITY TO STRENGTHEN

Colorado can implement the CDHE's recommendation to develop an annual equity report for student outcomes by different populations. However, it can go further and incorporate relevant information from its other reports into a broader annual or biennial effort to understand which students are accessing and/or completing CTE programs aligned to high-demand, high-skill and high-wage credentials and occupations.

#### RESOURCES

- [Reducing Cost and Maximizing Value for Students and Our State](#)
- [Postsecondary Access and Success for Colorado's High School Graduates](#)
- [Colorado Talent Pipeline Report](#)

#### POLICIES

N/A





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### Florida

In 2019 Governor Ron DeSantis issued Executive Order 19-31 directing the education commissioner to audit CTE offerings in the state and develop a methodology to audit and review offerings annually. The audit is required to include (1) an analysis of alignment with certificate or degree programs offered at the K–12 and postsecondary levels; (2) an analysis of alignment with professional-level industry certifications; (3) an analysis of alignment with high-growth, high-demand and high-wage employment opportunities; and (4) a review of student outcomes such as academic achievement, college readiness, postsecondary enrollment, credential attainment and attainment of industry certifications. The audit occurs collaboratively with CareerSource Florida, the Department of Economic Opportunity, the Board of Governors, the Florida College System, school districts, and business and industry leaders.

#### OPPORTUNITY TO STRENGTHEN

The state can expand the audit to include data on student participation, performance and completion gaps by student groups, school/postsecondary institution and program of study as part of a focus on measuring student access to and completion of programs of study that lead to high-demand, high-skill, high-wage occupations. In addition, the state can make audit results available to learners and families so that they can make informed decisions about program offerings.

#### RESOURCES

- [Florida's CTE Audit: A Statewide Review of Programs](#)
- [Career Pathways](#)

#### POLICIES

- [FL Executive Order 19-31](#). Charting a Course for Florida to Become Number 1 in the Nation in Workforce Education by 2030 and Ensuring Florida Students are Prepared for the Jobs of the Future
- [FL Statutes 445.004](#). CareerSource Florida, Inc.





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### Mississippi

As part of the 2022 Mississippi Comprehensive Career and Technical Education Reform Act, the Office of Workforce Development, Accelerate MS has been tasked with conducting a return on investment analysis for both K-12 and postsecondary CTE programs. The goals of the ROI analysis are to

- (1) ensure that existing CTE programs of study are aligned with workforce needs, informed by labor market demand, linked to occupations that are middle to high wage and vertically aligned to postsecondary programs;
- (2) know where H3 CTE programs are offered across all recognized local education agencies; and
- (3) understand student access, participation and completion data by student groups to determine potential inequities.

#### OPPORTUNITY TO STRENGTHEN

Mississippi's return on investment analysis legislation is one of the most comprehensive in the nation. Due to the current state of early implementation no opportunity to strengthen is identified. AccelerateMS can continue to consider stakeholder engagement throughout the process to help ensure the robustness of the recommendations and ability to implement change once the first-year ROI has been completed.

#### RESOURCES

- [AccelerateMS](#)

#### POLICIES

- [HB 1388](#) – Mississippi Comprehensive Career and Technical Education Reform Act

