

**First Regular Session  
Seventy-third General Assembly  
STATE OF COLORADO**

**PREAMENDED**

*This Unofficial Version Includes Committee  
Amendments Not Yet Adopted on Second Reading*

LLS NO. 21-0486.03 Kristen Forrestal x4217

**HOUSE BILL 21-1007**

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**HOUSE SPONSORSHIP**

**Sullivan and Ortiz,**

**SENATE SPONSORSHIP**

**Danielson and Rodriguez,**

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**House Committees**

Business Affairs & Labor  
Appropriations

**Senate Committees**

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**A BILL FOR AN ACT**

101    **CONCERNING A STATE APPRENTICESHIP REGISTRATION PROGRAM IN**  
102            **THE DEPARTMENT OF LABOR AND EMPLOYMENT, AND, IN**  
103            **CONNECTION THEREWITH, MAKING AN APPROPRIATION.**

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**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

The bill creates the state apprenticeship agency (SAA) in the department of labor and employment (department) as a **type 1** agency. The executive director of the department is required to appoint a director of the SAA (director). The purpose of the SAA is to:

- Serve as the primary point of contact with the United States

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
Capital letters or bold & italic numbers indicate new material to be added to existing statute.  
Dashes through the words indicate deletions from existing statute.

- department of labor's office of apprenticeship concerning apprentices and registered apprenticeship programs; and  
• Oversee apprenticeship programs, including registration, required standards for registration, quality assurance, the promotion of apprenticeships, and the provision of technical assistance.

The director shall establish the state apprenticeship council (SAC) and an interagency advisory committee on apprenticeship (IAC). The governor and the director appoint the members of the SAC and the IAC. The SAC is charged with overseeing registered apprenticeship programs for the building and construction trades in this state and ensuring compliance with state and federal laws and standards. The IAC is charged with the same responsibilities for all other apprenticeships not in the building and construction trades.

The bill requires the SAA to accept applications for registration of apprenticeship programs beginning July 1, 2023. The SAA may deregister an apprenticeship program for noncompliance with the requirements in the bill. The SAA shall conduct a hearing upon request of the SAC or the IAC regarding issues of noncompliance and deregistration.

The director of the SAA is authorized to promulgate rules to implement the state apprenticeship registration program.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2           **SECTION 1.** In Colorado Revised Statutes, **add** article 15.7 to  
3 title 8 as follows:

4   **ARTICLE 15.7**

5   **Apprenticeships**

6           **8-15.7-101. Definitions.** AS USED IN THIS ARTICLE 15.7, UNLESS  
7 THE CONTEXT OTHERWISE REQUIRES:

8           (1) "APPRENTICE" MEANS AN INDIVIDUAL WHO IS SIXTEEN YEARS  
9 OF AGE OR OLDER, EXCEPT WHEN A HIGHER MINIMUM AGE STANDARD IS  
10 OTHERWISE FIXED BY LAW, AND WHO IS EMPLOYED TO LEARN AN  
11 APPRENTICEABLE OCCUPATION UNDER THE STANDARDS OF  
12 APPRENTICESHIP ESTABLISHED BY THIS ARTICLE 15.7.

13           (2) "APPRENTICEABLE OCCUPATION" MEANS AN OCCUPATION

1 SPECIFIED BY AN INDUSTRY THAT INVOLVES THE PROGRESSIVE  
2 ATTAINMENT OF SKILLS, COMPETENCIES, AND KNOWLEDGE THAT ARE:

3 (a) CLEARLY IDENTIFIED AND COMMONLY RECOGNIZED  
4 THROUGHOUT THE RELEVANT INDUSTRY OR OCCUPATION;

5 (b) CUSTOMARILY LEARNED OR ENHANCED IN A PRACTICAL WAY  
6 THROUGH A STRUCTURED, SYSTEMATIC PROGRAM OF ON-THE-JOB,  
7 SUPERVISED LEARNING AND RELATED INSTRUCTION TO SUPPLEMENT THE  
8 LEARNING; AND

9 (c) OFFERED THROUGH A TIME-BASED, COMPETENCY-BASED, OR  
10 HYBRID MODEL THAT THE DIRECTOR HAS DETERMINED MEETS THE  
11 REQUIREMENTS OF THIS ARTICLE 15.7 AND 29 CFR 29 AND 30.

12 (3) "APPRENTICESHIP AGREEMENT" MEANS A WRITTEN  
13 AGREEMENT BETWEEN AN APPRENTICE AND A SPONSOR.

14 (4) "APPRENTICESHIP PROGRAM" MEANS A PROGRAM THAT:

15 (a) IS ESTABLISHED BY A SPONSOR FOR TRAINING INDIVIDUALS FOR  
16 ONE OR MORE APPRENTICEABLE OCCUPATIONS;

17 (b) COMBINES ON-THE-JOB TRAINING AND RELATED INSTRUCTION  
18 ACCORDING TO THE SPECIFICATIONS ESTABLISHED BY FEDERAL LAW AND  
19 THIS ARTICLE 15.7.

20 (5) "CERTIFICATE OF COMPLETION" MEANS A CERTIFICATE  
21 AWARDED TO AN APPRENTICE IN RECOGNITION OF THE SUCCESSFUL  
22 COMPLETION OF AN APPRENTICESHIP PROGRAM.

23 (6) "CERTIFICATE OF REGISTRATION" MEANS A DOCUMENT ISSUED  
24 BY THE SAA TO A SPONSOR THAT INDICATES THAT THE SPONSOR'S  
25 APPRENTICESHIP PROGRAM IS REGISTERED PURSUANT TO THIS ARTICLE  
26 15.7.

27 (7) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND

1 EMPLOYMENT.

2 (8) "DIRECTOR" MEANS THE DIRECTOR OF THE SAA.

3 (9) "EXECUTIVE DIRECTOR" MEANS THE EXECUTIVE DIRECTOR OF  
4 THE DEPARTMENT.

5 (10) "INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP"  
6 OR "IAC" MEANS THE INTERAGENCY ADVISORY COMMITTEE ON  
7 APPRENTICESHIP CREATED IN SECTION 8-15.7-104.

8 (11) QUALIFIED INTERMEDIARY" MEANS AN ENTITY THAT  
9 DEMONSTRATES EXPERTISE IN CONNECTING EMPLOYERS OR  
10 APPRENTICESHIP PROGRAM PARTICIPANTS TO REGISTERED APPRENTICESHIP  
11 PROGRAMS OR IN CONVENING STAKEHOLDERS TO DEVELOP REGISTERED  
12 APPRENTICESHIP PROGRAMS AND SERVES EMPLOYERS AND  
13 APPRENTICESHIP PROGRAM PARTICIPANTS BY:

14 (a) CONNECTING EMPLOYERS TO PROGRAMS UNDER THE NATIONAL  
15 APPRENTICESHIP SYSTEM;

16 (b) ASSISTING IN THE DESIGN AND IMPLEMENTATION OF  
17 APPRENTICESHIP PROGRAMS, INCLUDING CURRICULUM DEVELOPMENT AND  
18 DELIVERY FOR RELATED INSTRUCTION;

19 (c) SUPPORTING ENTITIES, SPONSORS, OR APPRENTICESHIP  
20 PROGRAM ADMINISTRATORS IN MEETING AND REPORTING THE  
21 REQUIREMENTS OF THIS ARTICLE 15.7;

22 (d) PROVIDING PROFESSIONAL DEVELOPMENT ACTIVITIES, SUCH AS  
23 TRAINING TO MENTORS;

24 (e) SUPPORTING THE RECRUITMENT, RETENTION, AND  
25 APPRENTICESHIP PROGRAM COMPLETION OF POTENTIAL APPRENTICESHIP  
26 PROGRAM PARTICIPANTS, INCLUDING NONTRADITIONAL PARTICIPANTS AND  
27 APPRENTICESHIP POPULATIONS AND INDIVIDUALS WITH BARRIERS TO

1 EMPLOYMENT;

2 (f) DEVELOPING AND PROVIDING PERSONALIZED APPRENTICESHIP  
3 PROGRAM PARTICIPANT SUPPORTS, INCLUDING PARTNERING WITH  
4 ORGANIZATIONS TO PROVIDE ACCESS TO OR REFERRALS FOR SUPPORTIVE  
5 SERVICES AND FINANCIAL ADVISING;

6 (g) PROVIDING SERVICES, RESOURCES, AND SUPPORTS FOR THE  
7 DEVELOPMENT, DELIVERY, EXPANSION, OR IMPROVEMENT OF  
8 APPRENTICESHIP PROGRAMS UNDER THE NATIONAL APPRENTICESHIP  
9 SYSTEM; OR

10 (h) SERVING AS AN APPRENTICESHIP PROGRAM SPONSOR

11 (12) "QUALITY ASSURANCE ASSESSMENT" MEANS A  
12 COMPREHENSIVE REVIEW CONDUCTED BY THE SAA REGARDING ALL  
13 ASPECTS OF AN APPRENTICESHIP PROGRAM'S PERFORMANCE, INCLUDING  
14 DETERMINING WHETHER:

15 (a) THE APPRENTICES ARE RECEIVING ON-THE-JOB TRAINING  
16 CONSISTENT WITH THE SCHEDULE OUTLINED IN THE REGISTERED  
17 APPRENTICESHIP PROGRAM STANDARDS;

18 (b) SCHEDULED WAGE INCREASES ARE CONSISTENT WITH THE  
19 REGISTERED APPRENTICESHIP PROGRAM STANDARDS;

20 (c) RELATED INSTRUCTION THROUGH THE APPROPRIATE  
21 CURRICULUM AND DELIVERY SYSTEMS IS COMPLIANT WITH FEDERAL AND  
22 STATE STANDARDS; AND

23 (d) THE SAA IS RECEIVING NOTIFICATION OF ALL NEW  
24 APPRENTICES IN A REGISTERED APPRENTICESHIP PROGRAM, APPRENTICES  
25 WHO LEAVE A REGISTERED APPRENTICESHIP PROGRAM, AND APPRENTICES  
26 WHO COMPLETE A REGISTERED APPRENTICESHIP PROGRAM.

27 (13) "REGISTERED APPRENTICESHIP PROGRAM" MEANS AN

1 APPRENTICESHIP PROGRAM THAT IS REGISTERED BY THE SAA PURSUANT  
2 TO THIS ARTICLE 15.7.

3 (14) "REGISTRATION OF AN APPRENTICESHIP PROGRAM" OR  
4 "REGISTRATION OF APPRENTICESHIP PROGRAMS" MEANS THE  
5 REGISTRATION BY THE SAA OF AN APPRENTICE PROGRAM THAT MEETS THE  
6 BASIC STANDARDS AND REQUIREMENTS ESTABLISHED PURSUANT TO THIS  
7 ARTICLE 15.7 FOR PURPOSES OF MEETING FEDERAL REQUIREMENTS, AS  
8 EVIDENCED BY A CERTIFICATE OF REGISTRATION.

9 (15) "SPONSOR" MEANS AN EMPLOYER, A JOINT  
10 LABOR-MANAGEMENT ORGANIZATION, A TRADE ASSOCIATION, A  
11 PROFESSIONAL ASSOCIATION, A LABOR ORGANIZATION, AN EDUCATION  
12 AND TRAINING PROVIDER, OR A QUALIFIED INTERMEDIARY THAT IS  
13 APPLYING TO REGISTER AN APPRENTICESHIP PROGRAM.

14 (16) "STATE APPRENTICESHIP AGENCY" OR "SAA" MEANS THE  
15 STATE APPRENTICESHIP AGENCY CREATED IN SECTION 8-15.7-102.

16 (17) "STATE APPRENTICESHIP COUNCIL" OR "SAC" MEANS THE  
17 STATE APPRENTICESHIP COUNCIL CREATED IN SECTION 8-15.7-103.

18 **8-15.7-102. State apprenticeship agency - created - director -**  
19 **powers and duties - rules.** (1) THERE IS HEREBY CREATED IN THE  
20 DEPARTMENT THE STATE APPRENTICESHIP AGENCY. THE EXECUTIVE  
21 DIRECTOR SHALL APPOINT A DIRECTOR OF THE SAA. THE SAA SHALL:

22 (a) SERVE AS THE PRIMARY POINT OF CONTACT WITH THE UNITED  
23 STATES DEPARTMENT OF LABOR'S OFFICE OF APPRENTICESHIP;

24 (b) ACCELERATE NEW APPRENTICESHIP PROGRAM GROWTH ON A  
25 GEOGRAPHICALLY DIVERSE BASIS, ESPECIALLY IN HIGH-DEMAND  
26 OCCUPATIONS, WHILE ENSURING QUALITY STANDARDS;

27 (c) ENCOURAGE THE DEVELOPMENT OF AND ASSIST IN THE

1 ESTABLISHMENT OF APPRENTICESHIP PROGRAMS AND PROMOTE  
2 ENROLLMENT IN APPRENTICESHIP PROGRAMS BY PROVIDING TECHNICAL  
3 AND COMPLIANCE ASSISTANCE TO SPONSORS, APPRENTICES, AND  
4 APPRENTICESHIP PROGRAMS AND ENSURING PROGRAM COMPLIANCE WITH  
5 APPRENTICESHIP STANDARDS;

6 (d) REGISTER AND OVERSEE APPRENTICESHIP PROGRAMS AND  
7 APPRENTICESHIP AGREEMENTS;

8 (e) ISSUE CERTIFICATES OF REGISTRATION TO EXISTING  
9 APPRENTICESHIP PROGRAMS;

10 (f) ISSUE CERTIFICATES OF REGISTRATION TO SPONSORS OF  
11 APPRENTICESHIP PROGRAMS;

12 (g) DETERMINE REQUIRED STANDARDS FOR REGISTRATION OF AN  
13 APPRENTICESHIP PROGRAM;

14 (h) PERFORM QUALITY ASSURANCE ASSESSMENTS;

15 (i) APPROVE THE APPROPRIATE IMPLEMENTATION OF AN  
16 APPRENTICESHIP PROGRAM;

17 (j) MAINTAIN ADEQUATE RECORDS CONCERNING REGISTRATION  
18 REQUIREMENTS, APPROVED PROGRAM STANDARDS, THE APPRENTICES IN  
19 EACH REGISTERED APPRENTICESHIP PROGRAM, DEREGISTRATION ACTIONS,  
20 COMPLIANCE REVIEWS AND INVESTIGATIONS, AND ANY OTHER MATTERS  
21 STIPULATED BY THE UNITED STATES DEPARTMENT OF LABOR'S OFFICE OF  
22 APPRENTICESHIP THAT ARE PERTINENT TO COMPLIANCE BY  
23 APPRENTICESHIP PROGRAMS WITH THE REQUIREMENTS OF THIS ARTICLE  
24 15.7;

25 (k) MONITOR AND EVALUATE APPRENTICESHIP PROGRAMS'  
26 PERFORMANCE AND COMPLIANCE WITH FEDERAL AND STATE STANDARDS  
27 AND REPORT TO THE SAC AND THE IAC ON THE OUTCOME OF QUALITY

1 ASSURANCE ASSESSMENTS;

2 (l) COMPLETE DEREGISTRATION OF APPRENTICESHIP PROGRAMS  
3 THAT DO NOT MEET THE REQUIREMENTS OF THIS ARTICLE 15.7;

4 (m) REVIEW APPRENTICESHIP PROGRAMS FOR REINSTATEMENT OF  
5 REGISTRATION;

6 (n) SUBMIT AN EQUAL EMPLOYMENT OPPORTUNITY IN  
7 APPRENTICESHIP STATE PLAN TO THE UNITED STATES DEPARTMENT OF  
8 LABOR'S OFFICE OF APPRENTICESHIP;

9

10 (o) CREATE A POLICY OF RECIPROCITY WITH OTHER STATES TO  
11 ENSURE THE REGISTRATION OF APPRENTICESHIP PROGRAMS;

12 (p) AWARD CERTIFICATES OF COMPLETION AND MONITOR  
13 APPRENTICES WITH ACTIVE STATUS, APPRENTICESHIP COMPLETIONS, AND  
14 THE ONGOING OPERATION OF REGISTERED APPRENTICESHIP PROGRAMS;  
15 AND

16 (q) PROVIDE ADMINISTRATIVE SUPPORT TO THE SAC AND THE IAC  
17 IN CARRYING OUT THEIR DUTIES.

18 (2) THE SAA SHALL EXERCISE ITS POWERS AND PERFORM ITS  
19 DUTIES AND FUNCTIONS UNDER THE DEPARTMENT AS IF IT WERE  
20 TRANSFERRED TO THE DEPARTMENT BY A **TYPE 1** TRANSFER, AS DESCRIBED  
21 IN SECTION 24-1-105.

22 (3) THE SAA MUST FOLLOW ALL GUIDANCE DOCUMENTS ISSUED  
23 BY THE UNITED STATES DEPARTMENT OF LABOR'S OFFICE OF  
24 APPRENTICESHIP.

25 (4) THE DIRECTOR MAY PROMULGATE RULES AS NECESSARY TO  
26 IMPLEMENT THIS ARTICLE 15.7, INCLUDING RULES AFFECTING THE  
27 REGISTRATION, PERFORMANCE, AND LEGAL COMPLIANCE OF



1 APPRENTICESHIP PROGRAMS.

2 **8-15.7-103. State apprenticeship council - created - members**

3 **- powers and duties.** (1) THE DIRECTOR SHALL ESTABLISH THE STATE  
4 APPRENTICESHIP COUNCIL TO OVERSEE REGISTERED APPRENTICESHIP  
5 PROGRAMS FOR THE BUILDING AND CONSTRUCTION TRADES IN THE STATE.

6 (2) (a) THE SAC CONSISTS OF SIXTEEN MEMBERS APPOINTED AS  
7 FOLLOWS:

8 (I) THE DIRECTOR SHALL APPOINT TEN VOTING MEMBERS FAMILIAR  
9 WITH APPRENTICEABLE OCCUPATIONS AS FOLLOWS:

10 (A) FOUR REPRESENTATIVES FROM EMPLOYER ORGANIZATIONS,  
11 ONE OF WHOM REPRESENTS A STATEWIDE EMPLOYER ORGANIZATION, ONE  
12 OF WHOM REPRESENTS AN EMPLOYER INVOLVED WITH AN APPRENTICESHIP  
13 PROGRAM TARGETING POPULATIONS WITH BARRIERS TO EMPLOYMENT,  
14 AND ONE OF WHOM REPRESENTS A STATEWIDE ORGANIZATION OF GENERAL  
15 AND SPECIALTY COMMERCIAL CONSTRUCTION CONTRACTORS THAT IS  
16 KNOWLEDGEABLE ABOUT REGISTERED APPRENTICESHIP PROGRAMS;

17 (B) FOUR REPRESENTATIVES FROM EMPLOYEE ORGANIZATIONS,  
18 ONE OF WHOM REPRESENTS A STATEWIDE EMPLOYEE ORGANIZATION; AND

19 (C) TWO REPRESENTATIVES OF THE PUBLIC; AND

20 (II) THE GOVERNOR SHALL APPOINT SIX NONVOTING, EX OFFICIO  
21 MEMBERS TO SERVE ON THE SAC AND THE IAC AS FOLLOWS:

22 (A) ONE REPRESENTATIVE FROM THE DEPARTMENT;

23 (B) ONE REPRESENTATIVE OF CAREER AND TECHNICAL EDUCATION  
24 PROGRAMS;

25 (C) ONE REPRESENTATIVE WITH EXPERIENCE IN ECONOMIC  
26 DEVELOPMENT;

27 (D) ONE REPRESENTATIVE OF TRAINING PROVIDERS;

1 (E) ONE REPRESENTATIVE OF THE STATE WORK FORCE  
2 DEVELOPMENT COUNCIL CREATED IN SECTION 24-46.3-101; AND

3 (F) ONE MEMBER WHO IS INTERESTED IN PROMOTING EQUAL  
4 OPPORTUNITY IN APPRENTICESHIP.

5 (b) (I) OF THE MEMBERS APPOINTED BY THE DIRECTOR, THE INITIAL  
6 TERM OF OFFICE OF THREE MEMBERS FROM EMPLOYER ORGANIZATIONS,  
7 TWO MEMBERS FROM EMPLOYEE ORGANIZATIONS, AND ONE  
8 REPRESENTATIVE OF THE PUBLIC IS THREE YEARS, AND THE INITIAL TERM  
9 OF OFFICE OF THE REMAINING FOUR MEMBERS IS FOUR YEARS.  
10 THEREAFTER, THE TERMS OF THE MEMBERS APPOINTED BY THE DIRECTOR  
11 ARE FOUR YEARS.

12 (II) OF THE MEMBERS APPOINTED BY THE GOVERNOR, THE INITIAL  
13 TERM OF OFFICE OF THE THREE MEMBERS APPOINTED PURSUANT TO  
14 SUBSECTIONS (2)(a)(II)(A), (2)(a)(II)(B), AND (2)(a)(II)(C) OF THIS  
15 SECTION IS THREE YEARS AND THE INITIAL TERM OF OFFICE OF THE THREE  
16 MEMBERS APPOINTED PURSUANT TO SUBSECTIONS (2)(a)(II)(D),  
17 (2)(a)(II)(E), AND (2)(a)(II)(F) OF THIS SECTION IS FOUR YEARS.  
18 THEREAFTER, THE TERMS OF THE MEMBERS APPOINTED BY THE GOVERNOR  
19 ARE FOUR YEARS.

20 (c) THE DIRECTOR SHALL APPOINT ONE MEMBER OF THE SAC TO  
21 SERVE AS THE CHAIR FOR A TERM OF TWO YEARS. A CHAIR MAY BE  
22 APPOINTED TO SERVE NO MORE THAN TWO FULL TERMS.

23 (d) IF A MEMBER FAILS TO COMPLETE THE MEMBER'S TERM, THE  
24 APPOINTING AUTHORITY SHALL APPOINT A NEW MEMBER TO COMPLETE  
25 THE REMAINDER OF THE TERM.

26 (e) MEMBERS SHALL SERVE WITHOUT COMPENSATION FOR THEIR  
27 SERVICE; EXCEPT THAT MEMBERS MAY RECEIVE A PER DIEM AS

1 ESTABLISHED BY THE DIRECTOR AND REIMBURSEMENT FOR TRAVEL AND  
2 OTHER NECESSARY EXPENSES INCURRED IN THE PERFORMANCE OF THEIR  
3 OFFICIAL DUTIES.

4 (f) THE SAC:

5 (I) SHALL MEET AT LEAST QUARTERLY AND AT THE REQUEST OF  
6 THE DIRECTOR AS NEEDED TO ACCOMPLISH THE OBJECTIVES OF THE SAC;

7 (II) SHALL PROVIDE TIMELY WRITTEN NOTICE OF ALL MEETINGS TO  
8 THE DEPARTMENT;

9 (III) MAY DETERMINE ITS OWN PROCEDURAL RULES; AND

10 (IV) IS SUBJECT TO ARTICLE 6 OF TITLE 24.

11 (g) NO MEMBER OF THE SAC MAY RECEIVE ANY COMPENSATION  
12 FROM AN APPRENTICESHIP PROGRAM.

13 (3) FOR THE BUILDING AND CONSTRUCTION TRADES, THE SAC  
14 SHALL:

15 (a) REGISTER WITH AND MAINTAIN THE STANDARDS OF THE  
16 UNITED STATES DEPARTMENT OF LABOR'S OFFICE OF APPRENTICESHIP AND  
17 DEVELOP MINIMUM STANDARDS FOR REGISTRATION OF APPRENTICESHIP  
18 PROGRAMS;

19 (b) RESOLVE CONFLICTS AND COMPLAINTS THAT ARISE BETWEEN  
20 PARTIES TO AN APPRENTICESHIP AGREEMENT WHEN A CONFLICT EXISTS,  
21 AFTER THE CONFLICT HAS BEEN ADDRESSED BY LOCAL ENTITIES CHARGED  
22 WITH THIS FUNCTION UNDER THE RELEVANT APPRENTICESHIP PROGRAM  
23 STANDARDS AND THE SAA;

24 (c) REVIEW PROGRAM PERFORMANCE STANDARDS AND MAKE  
25 FINDINGS OF FACT AND DECISIONS ON ENFORCEMENT ACTIONS BASED ON  
26 EACH REVIEW;

27 (d) RECOMMEND ADDITIONS AND CHANGES CONCERNING RULES

1 ABOUT APPRENTICESHIP PROGRAMS TO THE DIRECTOR;

2 (e) PROVIDE TECHNICAL AND PROFESSIONAL GUIDANCE FOR  
3 IDENTIFYING AND PROMOTING BEST PRACTICES IN REGISTERED  
4 APPRENTICESHIP PROGRAMS;

5 (f) DEVELOP ADMINISTRATIVE POLICIES THAT ENSURE THE SAFETY  
6 AND QUALITY OF REGISTERED APPRENTICESHIP PROGRAMS AND ADDRESS,  
7 AS WARRANTED, THE RELATED NEEDS OF COLORADO'S BUSINESSES, THE  
8 LABOR WORKFORCE, AND COMMUNITIES;

9 (g) ADVISE THE SAA REGARDING EFFECTIVE PERFORMANCE OF  
10 THE SAC'S ASSIGNED FUNCTIONS; AND

11 (h) FORMULATE POLICIES FOR THE BUILDING AND CONSTRUCTION  
12 TRADES AS MAY BE NECESSARY TO CARRY OUT THE PURPOSES OF THIS  
13 ARTICLE 15.7.

14

15 **8-15.7-104. Interagency advisory committee on apprenticeship**  
16 **- created - members - powers and duties.** (1) THE DIRECTOR SHALL  
17 ESTABLISH THE INTERAGENCY ADVISORY COMMITTEE ON APPRENTICESHIP  
18 TO OVERSEE APPRENTICESHIP PROGRAMS THAT ARE NOT WITHIN THE  
19 JURISDICTION OF THE SAC.

20 (2) (a) THE IAC CONSISTS OF FOURTEEN MEMBERS APPOINTED AS  
21 FOLLOWS:

22 (I) THE DIRECTOR SHALL APPOINT EIGHT VOTING MEMBERS WHO  
23 REPRESENT, AND ARE REGULARLY EVALUATED TO ENSURE THAT THE  
24 REPRESENTATION ALIGNS WITH, HIGH-DEMAND JOBS, AS STATED IN THE  
25 ANNUAL COLORADO TALENT REPORT PREPARED PURSUANT TO SECTION  
26 24-46.3-103 (3), AS FOLLOWS:

27 (A) THREE REPRESENTATIVES OF EMPLOYER ORGANIZATIONS THAT

1 ARE NOT WITHIN THE BUILDING AND CONSTRUCTION TRADES; AT LEAST  
2 ONE OF WHOM REPRESENTS AN EMPLOYER INVOLVED WITH A PROGRAM  
3 EXPLICITLY TARGETING POPULATIONS WITH BARRIERS TO EMPLOYMENT,  
4 INCLUDING WOMEN, PEOPLE OF COLOR, EX-OFFENDERS, AND PERSONS WITH  
5 DISABILITIES; ONE OF WHOM REPRESENTS YOUTH WITH BARRIERS TO  
6 EMPLOYMENT; AND ONE OF WHOM REPRESENTS OUT-OF-SCHOOL YOUTH;

7 (B) THREE REPRESENTATIVES FROM EMPLOYEE ORGANIZATIONS  
8 THAT ARE NOT WITHIN THE BUILDING AND CONSTRUCTION TRADES;

9 (C) ONE REPRESENTATIVE FROM A QUALIFIED INTERMEDIARY; AND

10 (D) ONE MEMBER OF THE PUBLIC.

11 (II) THE GOVERNOR SHALL APPOINT THE SIX NONVOTING, EX  
12 OFFICIO MEMBERS APPOINTED PURSUANT TO SECTION 8-15.7-103 (2)(a)(II)  
13 TO THE IAC.

14 (b) (I) OF THE MEMBERS APPOINTED BY THE DIRECTOR, THE INITIAL  
15 TERM OF OFFICE OF ONE EMPLOYER MEMBER, ONE EMPLOYEE MEMBER,  
16 AND ONE REPRESENTATIVE OF THE PUBLIC IS THREE YEARS AND THE  
17 INITIAL TERM OF OFFICE OF THE REMAINING FIVE MEMBERS IS FOUR YEARS.  
18 THEREAFTER, THE TERMS OF THE MEMBERS ARE FOUR YEARS.

19 (II) THE TERMS OF OFFICE OF THE NONVOTING, EX OFFICIO  
20 MEMBERS APPOINTED PURSUANT TO SUBSECTION (2)(a)(II) OF THIS  
21 SECTION ARE THE SAME AS THE TERMS OF OFFICE OF THOSE MEMBERS AS  
22 SPECIFIED IN SECTION 8-15.7-103 (2)(b)(II).

23 (III) THE DIRECTOR SHALL APPOINT ONE MEMBER OF THE IAC TO  
24 SERVE AS THE CHAIR FOR A TERM OF TWO YEARS. A CHAIR MAY BE  
25 APPOINTED TO SERVE NO MORE THAN TWO FULL TERMS.

26 (c) IF A MEMBER FAILS TO COMPLETE THE MEMBER'S TERM, THE  
27 APPOINTING AUTHORITY SHALL APPOINT A NEW MEMBER TO COMPLETE

1 THE REMAINDER OF THE TERM.

2 (d) MEMBERS SHALL SERVE WITHOUT COMPENSATION FOR THEIR  
3 SERVICE; EXCEPT THAT MEMBERS MAY RECEIVE A PER DIEM AS  
4 ESTABLISHED BY THE DIRECTOR AND REIMBURSEMENT FOR TRAVEL AND  
5 OTHER NECESSARY EXPENSES INCURRED IN THE PERFORMANCE OF THEIR  
6 OFFICIAL DUTIES.

7 (e) THE IAC:

8 (I) SHALL MEET AT LEAST QUARTERLY AND AT THE REQUEST OF  
9 THE DIRECTOR AS NEEDED TO ACCOMPLISH THE OBJECTIVES OF THE IAC;

10 (II) SHALL PROVIDE TIMELY WRITTEN NOTICE OF ALL MEETINGS TO  
11 THE DEPARTMENT;

12 (III) MAY DETERMINE ITS OWN PROCEDURAL RULES; AND

13 (IV) IS SUBJECT TO ARTICLE 6 OF TITLE 24.

14 (f) NO MEMBER OF THE IAC MAY RECEIVE ANY COMPENSATION  
15 FROM AN APPRENTICESHIP PROGRAM.

16 (3) FOR ALL APPRENTICESHIPS THAT ARE NOT WITHIN THE  
17 BUILDING AND CONSTRUCTION TRADES AND NOT UNDER THE JURISDICTION  
18 OF THE SAC, THE IAC SHALL:

19 (a) REGISTER WITH AND MAINTAIN THE STANDARDS OF THE  
20 UNITED STATES DEPARTMENT OF LABOR'S OFFICE OF APPRENTICESHIP AND  
21 DEVELOP MINIMUM STANDARDS FOR REGISTRATION OF APPRENTICESHIP  
22 PROGRAMS;

23 (b) RESOLVE CONFLICTS AND COMPLAINTS THAT ARISE BETWEEN  
24 PARTIES TO AN APPRENTICESHIP AGREEMENT WHEN A CONFLICT EXISTS,  
25 AFTER THE CONFLICT HAS BEEN ADDRESSED BY LOCAL ENTITIES CHARGED  
26 WITH THIS FUNCTION UNDER THE RELEVANT APPRENTICESHIP PROGRAM  
27 STANDARDS AND THE SAA;

1 (c) REVIEW PROGRAM PERFORMANCE STANDARDS AND MAKE  
2 FINDINGS OF FACT AND DECISIONS ON ENFORCEMENT ACTIONS BASED ON  
3 EACH REVIEW;

4 (d) RECOMMEND ADDITIONS AND CHANGES CONCERNING RULES  
5 ABOUT APPRENTICESHIP PROGRAMS TO THE DIRECTOR;

6 (e) PROVIDE TECHNICAL AND PROFESSIONAL GUIDANCE FOR  
7 IDENTIFYING AND PROMOTING BEST PRACTICES IN REGISTERED  
8 APPRENTICESHIP PROGRAMS;

9 (f) DEVELOP ADMINISTRATIVE POLICIES THAT ENSURE THE SAFETY  
10 AND QUALITY OF REGISTERED APPRENTICESHIP PROGRAMS AND ADDRESS,  
11 AS WARRANTED, THE RELATED NEEDS OF COLORADO'S BUSINESSES, THE  
12 LABOR WORKFORCE, AND COMMUNITIES;

13 (g) ADVISE THE SAA REGARDING EFFECTIVE PERFORMANCE OF  
14 THE IAC'S ASSIGNED FUNCTIONS; AND

15 (h) FORMULATE POLICIES FOR THE INDUSTRIES WITHIN THE IAC'S  
16 JURISDICTION AS MAY BE NECESSARY TO CARRY OUT THE PURPOSES OF  
17 THIS ARTICLE 15.7.

18 **18-15.7-105. Joint resolution committee of the SAC and IAC-**  
19 **created - members powers - duties.** (1) THE CHAIRS OF THE SAC AND  
20 THE IAC SHALL ESTABLISH AN AD HOC JOINT RESOLUTION COMMITTEE OF  
21 THE SAC AND IAC, REFERRED TO IN THIS SECTION AS THE "AD HOC  
22 COMMITTEE". THE AD HOC COMMITTEE CONSISTS OF TWO MEMBERS FROM  
23 BOTH THE IAC AND THE SAC APPOINTED BY THE DIRECTOR. THE AD HOC  
24 COMMITTEE SHALL RESOLVE CONFLICTS THAT ARISE BETWEEN THE SAC  
25 AND THE IAC AND SHALL DEFINE THE JURISDICTION OF THE SAC AND THE  
26 IAC.

27 (2) THE AD HOC COMMITTEE OF THE SAC AND THE IAC SHALL:

1 (a) PUBLISH A STATEMENT DEFINING THE SAC'S JURISDICTION OF  
2 THE BUILDING AND CONSTRUCTION TRADES, AND UPDATE THE STATEMENT  
3 PERIODICALLY AS NECESSARY AS DETERMINED BY THE AD HOC  
4 COMMITTEE; AND

5 (b) RESOLVE CONFLICTS AND COMPLAINTS THAT ARISE BETWEEN  
6 THE SAC AND THE IAC AS DETERMINED BY THE AD HOC COMMITTEE.

7 (3) IF THERE IS A TIE AMONG THE AD HOC COMMITTEE MEMBERS IN  
8 DETERMINING A RESOLUTION TO A CONFLICT, THE DIRECTOR SHALL BREAK  
9 THE TIE. A DECISION OF THE AD HOC COMMITTEE IS FINAL.

10 (4) THE SAC HAS JURISDICTION OVER APPRENTICESHIP PROGRAMS  
11 FOR OCCUPATIONS IN THE BUILDING AND CONSTRUCTION TRADES. FOR  
12 PURPOSES OF THIS SECTION, OCCUPATIONS ARE IN THE BUILDING AND  
13 CONSTRUCTION TRADES IF EITHER:

14 (a) WORKERS IN THE OCCUPATION PERFORM CONSTRUCTION,  
15 RECONSTRUCTION, RENOVATION, ALTERATION, DEMOLITION, PAINTING,  
16 REPAIR, OR MAINTENANCE WORK FOR ROADS, HIGHWAYS, BUILDINGS,  
17 STRUCTURES, INDUSTRIAL FACILITIES, OR IMPROVEMENTS OF ANY TYPE; OR

18 (b) APPRENTICES IN THE APPRENTICESHIP PROGRAM WILL BE  
19 EMPLOYED BY LICENSED CONTRACTORS.

20

21 **8-15.7-106. Application for registration of apprenticeship**  
22 **programs - diversity initiatives - deregistration - rules.** (1) ON AND  
23 AFTER JULY 1, 2023, THE SAA SHALL ACCEPT APPLICATIONS FOR THE  
24 REGISTRATION OF APPRENTICESHIP PROGRAMS PURSUANT TO 29 CFR 29  
25 AND 30.

26 (2) EACH APPRENTICESHIP PROGRAM THAT REGISTERS WITH THE  
27 SAA SHALL ADOPT A WRITTEN DIVERSITY RECRUITMENT PLAN THAT



1 ENSURES EQUAL OPPORTUNITY IN THE RECRUITMENT, SELECTION,  
2 EMPLOYMENT, AND TRAINING OF APPRENTICES. THE RECRUITMENT PLAN  
3 MUST INCLUDE THE ADOPTION OF FEDERAL REGULATIONS CONCERNING  
4 EQUAL EMPLOYMENT UNDER 29 CFR 29 AND 30. THE SAA SHALL ENSURE  
5 COMPLIANCE WITH THE FEDERAL REGULATIONS BY FILING THE EQUAL  
6 EMPLOYMENT OPPORTUNITY IN APPRENTICESHIP STATE PLAN PURSUANT TO  
7 SECTION 8-15.7-102 (1)(n).

8 (3) (a) THE SAA MAY DEREGISTER AN APPRENTICESHIP PROGRAM  
9 AT THE REQUEST OF THE SPONSOR OR, AFTER A HEARING PURSUANT TO  
10 SECTION 8-15.7-107, FOR NONCOMPLIANCE WITH THIS ARTICLE 15.7  
11 PURSUANT TO CONDITIONS AND RULES ESTABLISHED BY THE SAA.

12 (b) ANY APPRENTICESHIP PROGRAM DEREGISTERED FOR  
13 NONCOMPLIANCE WITH THIS ARTICLE 15.7 OR ANY RULES PROMULGATED  
14 PURSUANT TO THIS ARTICLE 15.7 MAY PRESENT EVIDENCE TO THE SAA  
15 THAT THE PROGRAM IS COMPLIANT. THE APPRENTICESHIP PROGRAM'S  
16 REGISTRATION MAY BE REINSTATED:

17 (I) NO EARLIER THAN ONE YEAR AFTER ISSUANCE OF THE  
18 DEREGISTRATION ORDER;

19 (II) IF THE SAA DETERMINES THAT THE APPRENTICESHIP PROGRAM  
20 HAS AN ACCEPTABLE SET OF STANDARDS AND IS IN COMPLIANCE WITH ALL  
21 REQUIREMENTS FOR REGISTERED APPRENTICESHIP PROGRAMS UNDER THIS  
22 ARTICLE 15.7; AND

23 (III) IF THE APPRENTICESHIP PROGRAM IS PREPARED TO  
24 IMMEDIATELY ENROLL ONE OR MORE APPRENTICES.

25 (4) UPON REQUEST TO THE SAA, A SPONSOR MAY REVERSE A  
26 VOLUNTARY DEREGISTRATION WITHIN SIX MONTHS AFTER ITS EFFECTIVE  
27 DATE IF ON THAT DATE THE SAA HAD NO CURRENT GROUNDS TO INITIATE

1 INVOLUNTARY DEREGISTRATION PROCEEDINGS.

2 **8-15.7-107. Hearings.** (1) UPON REQUEST OF A HEARING BY THE  
3 SAC OR THE IAC, THE SAA SHALL CONDUCT HEARINGS FOR THE PURPOSE  
4 OF RESOLVING COMPLIANCE ISSUES OR DEREGISTRATION ISSUES WITH A  
5 REGISTERED APPRENTICESHIP PROGRAM. WITHIN TEN DAYS AFTER  
6 RECEIVING A REQUEST FOR A HEARING, THE SAA SHALL DESIGNATE A  
7 HEARING OFFICER TO CONDUCT THE HEARING. THE HEARING OFFICER  
8 SHALL GIVE REASONABLE NOTICE OF THE HEARING BY REGISTERED OR  
9 CERTIFIED MAIL, RETURN RECEIPT REQUESTED, TO THE SPONSOR OF THE  
10 REGISTERED APPRENTICESHIP PROGRAM THAT IS THE SUBJECT OF THE  
11 HEARING. THE NOTICE SHALL INCLUDE THE FOLLOWING:

- 12 (a) A TIME AND PLACE OF THE HEARING;
- 13 (b) A STATEMENT OF THE PROVISIONS WITH WHICH THE  
14 REGISTERED APPRENTICESHIP PROGRAM IS ALLEGED NOT TO COMPLY; AND
- 15 (c) A CONCISE STATEMENT OF ALLEGED INSTANCES OF  
16 NONCOMPLIANCE BASED ON WHICH THE HEARING WAS REQUESTED.

17 (2) THE HEARING OFFICER SHALL CONDUCT THE HEARING IN  
18 ACCORDANCE WITH THE "STATE ADMINISTRATIVE PROCEDURE ACT",  
19 ARTICLE 4 OF TITLE 24. EACH PARTY HAS THE RIGHT TO COUNSEL AND A  
20 FAIR OPPORTUNITY TO PRESENT THE CASE, INCLUDING  
21 CROSS-EXAMINATION AS MAY BE APPROPRIATE IN THE CIRCUMSTANCES.  
22 THE HEARING OFFICER SHALL:

- 23 (a) DEVELOP FINDINGS AND A RECOMMENDED DECISION ON THE  
24 BASIS OF THE RECORD OF THE HEARING AND ANY RECORDS AVAILABLE TO  
25 THE PARTIES AT THE TIME OF THE HEARING; AND
- 26 (b) PRESENT THE FINDINGS AND RECOMMENDED DECISION TO THE  
27 PARTIES AND TO THE SAA WITHIN THIRTY CALENDAR DAYS AFTER THE

1 CONCLUSION OF THE HEARING. THE SAA SHALL MAKE A DETERMINATION  
2 BASED ON THE FINDINGS OF THE HEARING OFFICER WHETHER TO CONTINUE  
3 THE REGISTRATION OF THE APPRENTICESHIP PROGRAM, TO DEREGISTER  
4 THE APPRENTICESHIP PROGRAM, OR TO IMPOSE CONDITIONS ON THE  
5 APPRENTICESHIP PROGRAM IN ORDER TO CONTINUE REGISTRATION OF THE  
6 PROGRAM. THE DETERMINATION OF THE SAA IS A FINAL AGENCY ACTION  
7 THAT IS SUBJECT TO JUDICIAL REVIEW PURSUANT TO SECTION 24-4-106.

8 **8-15.7-108. Rules.** (1) THE DIRECTOR MAY PROMULGATE RULES  
9 TO IMPLEMENT THIS ARTICLE 15.7, INCLUDING RULES THAT ADDRESS:

10 (a) THE ELIGIBILITY REQUIREMENTS FOR APPRENTICESHIP  
11 PROGRAMS TO BE REGISTERED BY THE SAA;

12 (b) THE REQUIREMENTS FOR A PERSON OR ENTITY TO BE A  
13 SPONSOR;

14 (c) THE CONDITIONS AND PROCEEDINGS FOR CURING  
15 NONCOMPLIANCE WITH THIS ARTICLE 15.7 AND FOR THE DEREGISTRATION  
16 OF A REGISTERED APPRENTICESHIP PROGRAM; AND

17 (d) GRIEVANCE PROCEDURES FOR COMPLAINTS NOT UNDER THE  
18 JURISDICTION OF THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY  
19 COMMISSION, INCLUDING COMPLAINTS CONCERNING APPRENTICES NOT  
20 MOVING THROUGH AN APPRENTICESHIP PROGRAM IN A TIMELY MANNER  
21 AND INSUFFICIENT ON-THE-JOB TRAINING OR CLASSROOM TIME.

22 **8-15.7-109. Repeal of article.** THIS ARTICLE 15.7 IS REPEALED,  
23 EFFECTIVE SEPTEMBER 1, 2029. BEFORE THE REPEAL, THE FUNCTIONS OF  
24 THE DIRECTOR ARE SCHEDULED FOR REVIEW IN ACCORDANCE WITH  
25 SECTION 24-34-104.

26 **SECTION 2.** In Colorado Revised Statutes, 24-1-121, **add** (3)(k)  
27 as follows:

1           **24-1-121. Department of labor and employment - creation.**

2           (3) The department of labor and employment consists of the following  
3           divisions and programs:

4           (k) THE STATE APPRENTICESHIP AGENCY CREATED IN SECTION  
5           8-15.7-102, WHICH SHALL EXERCISE ITS POWERS AND PERFORM THE  
6           DUTIES AND FUNCTIONS SPECIFIED BY ARTICLE 15.7 OF TITLE 8 UNDER THE  
7           DEPARTMENT OF LABOR AND EMPLOYMENT AND THE EXECUTIVE DIRECTOR  
8           OF THE DEPARTMENT AS IF THE SAME WERE TRANSFERRED TO THE  
9           DEPARTMENT BY A **TYPE 1** TRANSFER.

10           **SECTION 3.** In Colorado Revised Statutes, 24-34-104, **add**  
11           (30)(a)(VII) as follows:

12           **24-34-104. General assembly review of regulatory agencies**  
13           **and functions for repeal, continuation, or reestablishment - legislative**  
14           **declaration - repeal.** (30) (a) The following agencies, functions, or both,  
15           are scheduled for repeal on September 1, 2029:

16           (VII) THE STATE APPRENTICESHIP AGENCY CREATED IN ARTICLE  
17           15.7 OF TITLE 8.

18           **SECTION 4. Appropriation.** (1) For the 2021-22 state fiscal  
19           year, \$485,249 is appropriated to the department of labor and  
20           employment. This appropriation is from the general fund. To implement  
21           this act, the department may use this appropriation as follows:

22           (a) \$321,579 for use by the state apprenticeship agency for  
23           program costs, which amount is based on an assumption that the agency  
24           will require an additional 3.1 FTE;

25           (b) \$85,072 for the purchase of legal services; and

26           (c) \$78,598 for the purchase of information technology services.

27           (2) For the 2021-22 state fiscal year, \$85,072 is appropriated to

1 the department of law. This appropriation is from reappropriated funds  
2 received from the department of labor and employment under subsection  
3 (1)(b) of this section and is based on an assumption that the department  
4 of law will require an additional 0.4 FTE. To implement this act, the  
5 department of law may use this appropriation to provide legal services for  
6 the department of labor and employment.

7 (3) For the 2021-22 state fiscal year, \$78,598 is appropriated to  
8 the office of the governor for use by the office of information technology.  
9 This appropriation is from reappropriated funds received from the  
10 department of labor and employment under subsection (1)(c) of this  
11 section and is based on an assumption that the office will require an  
12 additional 0.1 FTE. To implement this act, the office may use this  
13 appropriation to provide information technology services for the  
14 department of labor and employment.

15 **SECTION 5. Effective date.** This act takes effect July 1, 2021.

16 **SECTION 6. Safety clause.** The general assembly hereby finds,  
17 determines, and declares that this act is necessary for the immediate  
18 preservation of the public peace, health, or safety.