

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

**PREAMENDED**

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

LLS NO. 23-0621.01 Josh Schultz x5486

**HOUSE BILL 23-1212**

**HOUSE SPONSORSHIP**

**Hamrick and Lieder**, Bacon, Bird, Boesenecker, deGruy Kennedy, Dickson, Duran, English, Froelich, Garcia, Gonzales-Gutierrez, Herod, Joseph, Kipp, Lindsay, Lindstedt, Lukens, Mabrey, Marshall, Martinez, McCluskie, McLachlan, Michaelson Jenet, Parenti, Sharbini, Sirota, Snyder, Story, Titone, Velasco, Vigil, Weissman, Woodrow, Young

**SENATE SPONSORSHIP**

**Kolker and Danielson**,

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**House Committees**

Education  
Appropriations

**Senate Committees**

Education  
Appropriations

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**A BILL FOR AN ACT**

101 **CONCERNING THE CREATION OF A NAVIGATOR PROGRAM TO PROMOTE**  
102 **APPRENTICESHIPS TO HIGH SCHOOL STUDENTS, 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 directs the office of future of work (office) in the department of labor and employment to create an apprenticeship navigator pilot program (program) with 2 full-time apprenticeship navigators, with each apprenticeship navigator assigned to a different school district selected by the office. The purpose of the program is to

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

HOUSE  
3rd Reading Unamended  
April 15, 2023

HOUSE  
Amended 2nd Reading  
April 14, 2023

increase awareness of registered apprenticeship programs among graduating high school students in the selected school districts.

The bill also directs the office to promote apprenticeship programs to high school students by creating and maintaining a web-based job board of apprenticeships and incorporating apprenticeships in the state's career planning tools.

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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** part 7 to article  
3 83 of title 8 as follows:

4 **PART 7**

5 **APPRENTICESHIP NAVIGATOR PILOT PROGRAM**

6 **8-83-701. Definitions.** AS USED IN THIS PART 7, UNLESS THE  
7 CONTEXT OTHERWISE REQUIRES:

8 (1) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND  
9 EMPLOYMENT CREATED IN SECTION 24-1-121.

10 (2) "OFFICE" MEANS THE OFFICE OF FUTURE OF WORK CREATED IN  
11 SECTION 8-15.8-103.

12 (3) "PROGRAM" MEANS THE APPRENTICESHIP NAVIGATOR PILOT  
13 PROGRAM CREATED BY THE OFFICE OF FUTURE OF WORK IN SECTION  
14 8-83-702.

15 (4) "RURAL SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT THAT  
16 THE DEPARTMENT OF EDUCATION DETERMINES IS RURAL, BASED ON THE  
17 GEOGRAPHIC SIZE OF THE SCHOOL DISTRICT AND THE DISTANCE OF THE  
18 SCHOOL DISTRICT FROM THE NEAREST LARGE, URBANIZED AREA.

19 (5) "SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT AUTHORIZED  
20 BY SECTION 15 OF ARTICLE IX OF THE STATE CONSTITUTION AND  
21 ORGANIZED PURSUANT TO ARTICLE 30 OF TITLE 22. "SCHOOL DISTRICT"  
22 ALSO INCLUDES A BOARD OF COOPERATIVE SERVICES CREATED PURSUANT

1 TO ARTICLE 5 OF TITLE 22 IF IT IS OPERATING A PUBLIC HIGH SCHOOL AND  
2 INCLUDES THE STATE CHARTER SCHOOL INSTITUTE ESTABLISHED IN  
3 SECTION 22-30.5-503.

4 **8-83-702. Apprenticeship navigator pilot program - navigator**  
5 **positions - report.** (1) ON OR BEFORE JANUARY 1, 2024, THE OFFICE  
6 SHALL CREATE A TWO-YEAR APPRENTICESHIP NAVIGATOR PILOT PROGRAM.  
7 THE PURPOSE OF THE PROGRAM IS TO INCREASE AWARENESS OF  
8 REGISTERED APPRENTICESHIP PROGRAMS AMONG GRADUATING HIGH  
9 SCHOOL STUDENTS AND TO INCREASE PARTICIPATION BY INDIVIDUALS WHO  
10 ARE EIGHTEEN YEARS OF AGE AND OLDER BUT UNDER TWENTY-SIX YEARS  
11 OF AGE IN REGISTERED APPRENTICESHIP PROGRAMS.

12 (2) (a) THE OFFICE SHALL CREATE TWO APPRENTICESHIP  
13 NAVIGATOR POSITIONS WITHIN THE PROGRAM AS FOLLOWS:

14 (I) ONE APPRENTICESHIP NAVIGATOR MUST BE ASSIGNED TO A  
15 RURAL SCHOOL DISTRICT, TO BE SELECTED BY THE OFFICE, THAT DOES NOT  
16 HAVE AN ESTABLISHED PUBLIC OR PRIVATE APPRENTICESHIP NAVIGATOR  
17 POSITION; AND

18 (II) ONE APPRENTICESHIP NAVIGATOR MUST BE ASSIGNED TO A  
19 SCHOOL DISTRICT THAT IS NOT A RURAL SCHOOL DISTRICT, TO BE  
20 SELECTED BY THE OFFICE, THAT DOES NOT HAVE AN ESTABLISHED PUBLIC  
21 OR PRIVATE APPRENTICESHIP NAVIGATOR POSITION.

22 (b) EACH APPRENTICESHIP NAVIGATOR IS A FULL-TIME EMPLOYEE  
23 OF THE OFFICE.

24 (3) THE NAVIGATORS SHALL:

25 (a) DEVELOP INFORMATIONAL MATERIALS REGARDING REGISTERED  
26 APPRENTICESHIP PROGRAMS TO DISTRIBUTE TO STUDENTS, PARENTS, AND  
27 SCHOOL STAFF;

1 (b) HOLD EVENTS FOR PARENTS AND HIGH SCHOOL STUDENTS IN  
2 THE NAVIGATOR'S ASSIGNED SCHOOL DISTRICT TO RAISE AWARENESS  
3 ABOUT REGISTERED APPRENTICESHIP PROGRAM OPPORTUNITIES.

4 (4) TO FURTHER THE PURPOSE OF THE PROGRAM, THE OFFICE  
5 SHALL:

6 (a) UTILIZING THE COLORADO STATE APPRENTICESHIP RESOURCE  
7 DIRECTORY ESTABLISHED PURSUANT TO SECTION 8-83-308, CREATE AND  
8 MAINTAIN ON THE OFFICE'S PUBLIC WEBSITE A JOB BOARD FOR  
9 APPRENTICESHIPS AND QUALITY PREAPPRENTICESHIPS THAT IS MARKETED  
10 TOWARD AND ACCESSIBLE TO HIGH SCHOOL STUDENTS; AND

11 (b) EXPLORE WAYS TO INCORPORATE REGISTERED APPRENTICESHIP  
12 PROGRAMS INTO THE STATE'S CAREER PLANNING TOOLS, INCLUDING THE  
13 DEPARTMENT OF EDUCATION'S INDIVIDUAL CAREER AND ACADEMIC PLANS  
14 GOVERNED BY RULES ESTABLISHED BY THE STATE BOARD OF EDUCATION  
15 CREATED AND EXISTING PURSUANT TO SECTION 1 OF ARTICLE IX OF THE  
16 STATE CONSTITUTION AND THE MY COLORADO JOURNEY PLATFORM  
17 ADMINISTERED BY THE STATE WORK FORCE DEVELOPMENT COUNCIL  
18 CREATED IN SECTION 24-46.3-101.

19 (5) UPON COMPLETION OF THE PROGRAM, THE DEPARTMENT SHALL  
20 PROVIDE A DETAILED REPORT OF THE DIRECT AND INDIRECT COSTS FOR THE  
21 OPERATION AND ADMINISTRATION OF THE PROGRAM TO THE HOUSE OF  
22 REPRESENTATIVES EDUCATION COMMITTEE AND THE SENATE EDUCATION  
23 COMMITTEE, OR THEIR SUCCESSOR COMMITTEES, TO ALLOW THE GENERAL  
24 ASSEMBLY TO EVALUATE THE EFFICACY OF THE PROGRAM AND ITS  
25 POTENTIAL FOR BROADER APPLICATION IN THE STATE.

26 **8-83-703. Rules.** THE DEPARTMENT MAY PROMULGATE RULES AS  
27 NECESSARY TO IMPLEMENT THIS PART 7.

1           **8-83-704. Repeal of part.** THIS PART 7 IS REPEALED, EFFECTIVE  
2 JANUARY 1, 2027.

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4           **SECTION 2.** In Colorado Revised Statutes, 22-2-136, **amend** (1)  
5 as follows:

6           **22-2-136. Additional duty - state board - individual career and**  
7 **academic plans - standards - rules.** (1) (a) ~~On or before February 1,~~  
8 ~~2010,~~ The state board shall promulgate rules pursuant to the "State  
9 Administrative Procedure Act", article 4 of title 24, to establish standards  
10 for individual career and academic plans for students enrolled in the  
11 public schools in the state.

12           (b) An individual career and academic plan must be designed to  
13 assist a student and the student's parent or legal guardian in exploring the  
14 postsecondary career and educational opportunities available to the  
15 student, INCLUDING APPRENTICESHIP PROGRAMS REGISTERED THROUGH  
16 THE UNITED STATES DEPARTMENT OF LABOR'S OFFICE OF APPRENTICESHIP  
17 OR A STATE APPRENTICESHIP AGENCY RECOGNIZED BY THAT OFFICE;  
18 aligning course work and curriculum; applying to postsecondary  
19 education institutions; securing financial aid; and ultimately entering the  
20 workforce. As part of the process of establishing the individual career and  
21 academic plan, the student and the student's parents must be made aware  
22 of the importance of completing the free application for federal student  
23 aid or the Colorado application for state financial aid, or successor forms  
24 for accessing federal and state financial aid, and be provided help in  
25 completing the forms, if requested.

26           **SECTION 3. Appropriation.** (1) For the 2023-24 state fiscal  
27 year, \$342,638 is appropriated to the department of labor and employment

1 for use by the executive director's office. This appropriation is from the  
2 general fund. To implement this act, the department may use this  
3 appropriation for the office of future work, which amount is based on an  
4 assumption that the office will require an additional 1.9 FTE. Any money  
5 appropriated in this section not expended prior to July 1, 2024, is further  
6 appropriated to the department for the 2024-25 state fiscal year for the  
7 same purpose.

8 (2) For the 2023-24 state fiscal year, \$44,000 is appropriated to  
9 the department of education. This appropriation is from the general fund.  
10 To implement this act, the department may use this appropriation for  
11 preschool to postsecondary education alignment. Any money appropriated  
12 in this section not expended prior to July 1, 2024, is further appropriated  
13 to the department for the 2024-25 state fiscal year for the same purpose.

14 **SECTION 4. Act subject to petition - effective date.** This act  
15 takes effect at 12:01 a.m. on the day following the expiration of the  
16 ninety-day period after final adjournment of the general assembly; except  
17 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
18 of the state constitution against this act or an item, section, or part of this  
19 act within such period, then the act, item, section, or part will not take  
20 effect unless approved by the people at the general election to be held in  
21 November 2024 and, in such case, will take effect on the date of the  
22 official declaration of the vote thereon by the governor.