

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

**REREVISED**

*This Version Includes All Amendments  
Adopted in the Second House*

LLS NO. 23-0461.01 Josh Schultz x5486

**SENATE BILL 23-146**

**SENATE SPONSORSHIP**

**Danielson**, Bridges, Buckner, Cutter, Exum, Fields, Ginal, Gonzales, Hinrichsen, Jaquez  
Lewis, Kolker, Marchman, Moreno, Mullica, Priola, Sullivan, Winter F.

**HOUSE SPONSORSHIP**

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Gonzales-Gutierrez, Hamrick, Herod, Jodeh, Joseph, Lindsay, Lukens, Mabrey, McCluskie,  
McLachlan, Ricks, Sirota, Story, Titone, Valdez, Velasco, Young

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**Senate Committees**

Business, Labor, & Technology

**House Committees**

Business Affairs & Labor

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**A BILL FOR AN ACT**

101 **CONCERNING UPDATES TO THE COLORADO STATE APPRENTICESHIP**  
102 **RESOURCE DIRECTORY.**

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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>.)*

In 2019, the general assembly created the Colorado state apprenticeship resource directory (directory), which is a directory established by the department of labor and employment (department) that lists registered apprenticeship program sponsors that operate programs in Colorado. The bill amends the information the department requires apprenticeship programs to submit for the purpose of eliminating

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  
March 27, 2023

HOUSE  
Amended 2nd Reading  
March 23, 2023

SENATE  
3rd Reading Unamended  
March 6, 2023

SENATE  
2nd Reading Unamended  
March 03, 2023

confusion and gathering concise information to share with individuals considering apprenticeships.

The bill also requires the department to include information regarding each program's registration information and registered apprenticeship program standards in the directory.

The bill requires the department, in its efforts to promote awareness of the directory, to conduct annual outreach that includes providing technical assistance and resources to promote apprenticeship openings.

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

2           **SECTION 1.** In Colorado Revised Statutes, 8-83-308, **amend** (1)  
3 introductory portion, (1)(d), (1)(g), and (1)(h); and **add** (2)(e), (3)(c),  
4 (3)(d), and (4) as follows:

5           **8-83-308. Colorado state apprenticeship resource directory -**  
6 **collection of apprenticeship program information - promotion of**  
7 **public awareness - definitions.** (1) ~~On or before January 1, 2020,~~ The  
8 department shall ~~create~~ MAINTAIN the Colorado state apprenticeship  
9 resource directory, referred to in this section as the "directory". The  
10 directory must include, for each apprenticeship program listed in the  
11 directory, the information collected by the department pursuant to this  
12 subsection (1). At least annually, the department shall update the  
13 information in the directory. The department shall require apprenticeship  
14 programs to provide the following information to the department for  
15 inclusion in the directory:

16           (d) A statement describing: ~~the professional license, certification,~~  
17 ~~or other qualification an enrollee would receive upon successful~~  
18 ~~completion of the program;~~

19           (I) THE NAME OF THE OCCUPATION AND CERTIFICATE OF  
20 COMPLETION AS ISSUED BY THE UNITED STATES DEPARTMENT OF LABOR

1 OR THE STATE APPRENTICESHIP AGENCY;

2 (II) IF APPLICABLE, ADDITIONAL CREDITS, DIPLOMAS, DEGREES,  
3 CERTIFICATIONS, INDUSTRY CERTIFICATES, INTERIM CREDENTIALS, OR  
4 LICENSES THAT ALL PARTICIPANTS RECEIVE UPON THE SUCCESSFUL  
5 COMPLETION OF THE PROGRAM; AND

6 (III) IF APPLICABLE, OTHER OPTIONAL CREDITS, DIPLOMAS,  
7 DEGREES, CERTIFICATIONS, INDUSTRY CERTIFICATES, INTERIM  
8 CREDENTIALS, OR LICENSES THAT PARTICIPANTS MAY BE PREPARED FOR OR  
9 EARN AS PART OF THE PROGRAM.

10 (g) The percentage of enrollees who completed the program in the  
11 previous year; THE PERCENTAGE OF ENROLLEES WHO COMPLETED THE  
12 PROGRAM IN THE PREVIOUS YEAR AND who are currently working in the  
13 industry for which the program provides workforce training; and, if  
14 known, ~~the percentage for each year~~ THESE PERCENTAGES FOR EACH OF  
15 THE PREVIOUS FIVE YEARS the program has been offered;

16 (h) ~~The average current annual, monthly, weekly, or hourly~~  
17 ~~compensation of enrollees who completed the program~~ LOWEST  
18 JOURNEYWORKER WAGE AND HIGHEST JOURNEYWORKER WAGE; and

19 (2) The department shall promote public awareness of the  
20 directory by, at a minimum:

21 (e) CONDUCTING ANNUAL OUTREACH, INCLUDING PROVIDING:

22 (I) TECHNICAL ASSISTANCE ON HOW TO UPDATE PROGRAM  
23 INFORMATION AND STANDARDS FOR ACCURACY OF INFORMATION; AND

24 (II) RESOURCES TO PROMOTE APPRENTICESHIP OPENINGS TO THE  
25 PUBLIC.

26 (3) As used in this section, unless the context otherwise requires:

27 (c) "JOURNEYWORKER" MEANS EITHER:

1 (I) A WORKER WHO HAS ATTAINED A LEVEL OF SKILL, ABILITIES,  
2 AND COMPETENCIES RECOGNIZED WITHIN AN INDUSTRY AS HAVING  
3 MASTERED THE SKILLS AND COMPETENCIES REQUIRED FOR THE  
4 OCCUPATION; OR

5 (II) A MENTOR, TECHNICIAN, SPECIALIST, OR OTHER SKILLED  
6 WORKER WHO HAS DOCUMENTED SUFFICIENT SKILLS AND KNOWLEDGE OF  
7 AN OCCUPATION, EITHER THROUGH FORMAL APPRENTICESHIP OR THROUGH  
8 PRACTICAL ON-THE-JOB EXPERIENCE AND FORMAL TRAINING.

9 (d) "STATE APPRENTICESHIP AGENCY" MEANS THE STATE  
10 APPRENTICESHIP AGENCY CREATED IN SECTION 8-15.7-102.

11 (4) THE DIRECTORY MUST INCLUDE INFORMATION FROM THE  
12 PROGRAM'S REGISTRATION INFORMATION AND REGISTERED  
13 APPRENTICESHIP PROGRAM STANDARDS.

14 **SECTION 2. 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.