

Second Regular Session  
Seventy-fourth General Assembly  
STATE OF COLORADO

INTRODUCED

LLS NO. 24-0899.02 Kristen Forrestal x4217

HOUSE BILL 24-1317

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HOUSE SPONSORSHIP

Young and Lieder,

SENATE SPONSORSHIP

(None),

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**House Committees**  
Business Affairs & Labor

**Senate Committees**

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A BILL FOR AN ACT

101 CONCERNING THE EXPANSION OF EMPLOYMENT OPPORTUNITIES  
102 THROUGH STATE WORKFORCE DATA REPORTING.

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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 requires the director of the division of employment and training (director) in the department of labor and employment to annually collect, analyze, and make recommendations to the general assembly based on data from workforce centers; the state, in relation to data it has collected concerning workers in specific age categories, beginning at age 50; and individuals with disabilities.

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.*

The bill also requires the director, every 3 years, to conduct, or contract with an another entity to conduct, a survey to better understand the experiences and needed tools and resources of individuals in Colorado who are 55 years of age or older and are considering entering or reentering the workforce, are unemployed, underemployed, or are looking for a career change.

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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 10 to article  
3 83 of title 8 as follows:

4 **PART 10**

5 **WORKFORCE DATA AND REPORTING**

6 **FOR OLDER WORKERS AND PERSONS WITH DISABILITIES**

7 **8-83-1001. Legislative declaration.** (1) THE GENERAL ASSEMBLY  
8 FINDS AND DECLARES:

9 (a) COLORADO IS EXPERIENCING A WORKFORCE SHORTAGE, AS  
10 BIRTH RATES HAVE BEEN DECLINING FOR NEARLY FORTY YEARS AND  
11 MIGRATION INTO THE STATE IS WANING;

12 (b) OLDER ADULTS AND INDIVIDUALS WITH DISABILITIES ARE  
13 VALUABLE TO THE COMMUNITY AND ESSENTIAL COMPONENTS OF THE  
14 WORKFORCE, AND OLDER ADULTS ARE ONE OF THE FASTEST GROWING  
15 SEGMENTS OF THE WORKFORCE;

16 (c) THE SOCIETY FOR HUMAN RESOURCE MANAGEMENT REPORTS  
17 THAT THE PERCENTAGE OF INDIVIDUALS WITH DISABILITIES PARTICIPATING  
18 IN THE WORKFORCE HAS REACHED RECORD HIGHS;

19 (d) INTERGENERATIONAL AND DIVERSE WORKPLACES HAVE BEEN  
20 SHOWN TO BE MORE INNOVATIVE AND PRODUCTIVE, AS OLDER WORKERS  
21 AND INDIVIDUALS WITH DISABILITIES BRING TREMENDOUS SKILLS AND  
22 DIVERSE PERSPECTIVES THAT BENEFIT EMPLOYERS AND BUSINESSES;

1 (e) AT THE SAME TIME THAT THEIR SKILLS AND TALENTS ARE  
2 NEEDED, OLDER WORKERS AND INDIVIDUALS WITH DISABILITIES OFTEN  
3 FACE BARRIERS IN FINDING AND MAINTAINING EMPLOYMENT, AND DATA  
4 SHOWS THAT THESE WORKERS ARE AMONGST THOSE WITH THE HIGHEST  
5 LONG-TERM UNEMPLOYMENT RATES; AND

6 (f) EMPLOYING OLDER ADULTS AND INDIVIDUALS WITH  
7 DISABILITIES IS ESSENTIAL FOR THE STATE TO ACHIEVE ECONOMIC  
8 GROWTH.

9 (2) THE GENERAL ASSEMBLY FURTHER FINDS AND DECLARES:

10 (a) THERE IS A SIGNIFICANT LACK OF DETAILED AND  
11 DISAGGREGATED DATA RELATED TO OLDER WORKERS AND INDIVIDUALS  
12 WITH DISABILITIES;

13 (b) INCREASED INFORMATION ABOUT THE CHARACTERISTICS AND  
14 NEEDS OF THESE WORKERS CAN HELP ENSURE THAT THEY RECEIVE NEEDED  
15 WORKFORCE-RELATED RESOURCES, TRAINING, AND UPSKILLING, AS WELL  
16 AS RELATED SERVICES AND SUPPORTS THAT BENEFIT THEM AND THEIR  
17 FAMILIES; AND

18 (c) WITH THE STATE'S EMPHASIS IN DRIVING POLICY,  
19 PROGRAMMING, AND LEGISLATION BASED ON DATA, IT IS ESSENTIAL TO  
20 FUTURE POLICY DEVELOPMENT TO INCREASE AND IMPROVE THE DATA SETS  
21 RELATIVE TO THESE TWO POPULATIONS.

22 **8-83-1002. Director - workforce data collection - outreach**  
23 **strategies overview - survey - report.** (1) (a) THE DIRECTOR SHALL  
24 COLLECT ANNUALLY THE FOLLOWING DATA FROM ALL STATE WORKFORCE  
25 CENTERS CONCERNING INDIVIDUALS WITH DISABILITIES AND INDIVIDUALS  
26 WHO ARE FIFTY TO FIFTY-FIVE YEARS OF AGE, FIFTY-SIX TO SIXTY YEARS  
27 OF AGE, SIXTY-ONE TO SIXTY-FIVE YEARS OF AGE, SIXTY-SIX TO SEVENTY

1 YEARS OF AGE, SEVENTY-ONE TO SEVENTY-FIVE YEARS OF AGE,  
2 SEVENTY-SIX TO EIGHTY YEARS OF AGE, AND EIGHTY-ONE YEARS OF AGE  
3 OR OLDER:

- 4 (I) THE NUMBER OF INDIVIDUALS SERVED;
- 5 (II) THE EDUCATIONAL ATTAINMENT OF EACH INDIVIDUAL SERVED;
- 6 (III) TRAINING AND PLACEMENT OUTCOMES, INCLUDING  
7 APPRENTICESHIP, EMPLOYMENT, AND EARNINGS SIX MONTHS AFTER  
8 RECEIVING SERVICES;
- 9 (IV) SKILLS GAINED THAT ARE MEASURABLE;
- 10 (V) THE SATISFACTION OF THE INDIVIDUALS SERVED;
- 11 (VI) REFERRALS TO OTHER PROGRAMS, INCLUDING TECHNICAL  
12 TRAINING, ENTREPRENEURSHIP PROGRAMS, AND APPRENTICESHIPS; AND
- 13 (VII) THE NUMBER AND PERCENTAGES OF WORKFORCE STAFF THAT  
14 HAVE RECEIVED TRAINING IN AGE-INCLUSIVE AND DISABILITY-INCLUSIVE  
15 TRAINING.

16 (b) THE DIRECTOR SHALL ANNUALLY INCORPORATE AND SHARE  
17 THE DATA COLLECTED PURSUANT TO SUBSECTIONS (1)(a) AND (1)(c) OF  
18 THIS SECTION IN THE COLORADO TALENT PIPELINE REPORT PREPARED  
19 PURSUANT TO SECTION 24-46.3-103. IN REPORTING THIS DATA, THE  
20 DIRECTOR MAY ALSO INCLUDE ADDITIONAL INFORMATION COLLECTED BY  
21 THE DEPARTMENT RELATED TO THE LABOR FORCE PARTICIPATION OF  
22 OLDER COLORADANS AND COLORADANS WITH DISABILITIES.

23 (c) THE DIRECTOR SHALL COMPILE INFORMATION REGARDING  
24 OUTREACH STRATEGIES USED IN THE PAST TO CONNECT WITH OLDER  
25 ADULTS AND INDIVIDUALS WITH DISABILITIES. THE INFORMATION MUST  
26 INCLUDE A DELINEATION OF SPECIFIC STRATEGIES, FUNDING, AND  
27 RESOURCES AVAILABLE FOR OUTREACH TO COMMUNITIES THAT SERVE

1 OLDER ADULTS AND INDIVIDUALS WITH DISABILITIES.

2 (2) (a) ON OR BEFORE JANUARY 1, 2025, AND ON OR BEFORE  
3 JANUARY 1 EVERY THREE YEARS THEREAFTER, THE DIRECTOR SHALL  
4 CONDUCT, OR CONTRACT WITH ANOTHER ENTITY TO CONDUCT, A SURVEY  
5 TO BETTER UNDERSTAND THE EXPERIENCES OF INDIVIDUALS IN COLORADO  
6 WHO ARE FIFTY YEARS OF AGE OR OLDER AND ARE CONSIDERING ENTERING  
7 THE WORKFORCE, ARE UNEMPLOYED OR UNDEREMPLOYED, OR ARE  
8 LOOKING FOR A CAREER CHANGE. THE DESIGN OF THE SURVEY MUST BE  
9 DONE IN CONSULTATION WITH AGING STAKEHOLDERS IN COLORADO,  
10 INCLUDING THE COLORADO COMMISSION ON THE AGING CREATED IN  
11 SECTION 26-11-101. THE SURVEY MUST GATHER INFORMATION THAT  
12 INCLUDES THE FOLLOWING:

13 (I) THE NUMBER OF OLDER WORKERS LOOKING OR WHO MAY BE  
14 LOOKING FOR WORK;

15 (II) THE TYPE OF WORK OLDER WORKERS ARE LOOKING FOR;

16 (III) WHY OLDER WORKERS ARE OR MAY BE LOOKING FOR WORK;

17 (IV) WHERE OLDER WORKERS ARE LOOKING FOR WORK;

18 (V) WHAT COMMUNITY RESOURCES OLDER WORKERS ARE USING  
19 TO FIND WORK AND TO BUILD NEEDED SKILLS;

20 (VI) THE DEMOGRAPHIC CHARACTERISTICS OF OLDER WORKERS;

21 AND

22 (VII) RETRAINING AND UPSKILLING INFORMATION THAT OLDER  
23 WORKERS NEED.

24 (b) THE DIRECTOR SHALL, UPON COMPLETION ONCE EVERY THREE  
25 YEARS, SHARE THE RESULTS OF THE SURVEY CONDUCTED PURSUANT TO  
26 SUBSECTION (2)(a) OF THIS SECTION AND OTHER RELEVANT INFORMATION  
27 COLLECTED BY THE DEPARTMENT REGARDING WORKERS FIFTY-FIVE YEARS

1 OF AGE OR OLDER IN THE COLORADO TALENT PIPELINE REPORT PREPARED  
2 PURSUANT TO SECTION 24-46.3-103.

3 (3) (a) WITH THE OFFICE OF FUTURE OF WORK CREATED IN SECTION  
4 8-15.8-103, THE COLORADO COMMISSION ON HIGHER EDUCATION, AND  
5 OTHER STATE AGENCIES ENGAGED IN WORKFORCE ACTIVITIES, THE  
6 DIRECTOR SHALL MEET WITH THE COLORADO COMMISSION ON THE AGING,  
7 CREATED IN SECTION 26-11-101, AT LEAST TWICE PER CALENDAR YEAR TO  
8 IDENTIFY WORKFORCE DATA RELATED TO OLDER WORKERS TRACKED  
9 PURSUANT TO SECTION 26-11-203 (1) AND TO IDENTIFY GAPS,  
10 PROGRAMMING NEEDS, AND POLICY CHANGES THAT RELATE TO OLDER  
11 ADULTS AND INDIVIDUALS WITH DISABILITIES IN ORDER TO HELP THE  
12 INDIVIDUALS SECURE AND RETAIN EMPLOYMENT. THE DEPARTMENT SHALL  
13 INCORPORATE THE DATA GATHERED PURSUANT TO THIS SUBSECTION (3)(a)  
14 INTO REPORTS AND STRATEGIC PLANS, INCLUDING STATE, REGIONAL, AND  
15 SECTOR WORKFORCE PLANS GENERATED BY THE DEPARTMENT AFTER THE  
16 EFFECTIVE DATE OF THIS SUBSECTION (3)(a), THAT ARE RELATED TO  
17 UNDERUTILIZED AND OFTEN OVERLOOKED WORKFORCE POPULATIONS.

18 (b) (I) MEETINGS CONDUCTED PURSUANT TO THIS SUBSECTION (3)  
19 ARE OPEN TO THE PUBLIC AND MUST PROVIDE AN OPPORTUNITY FOR  
20 MEMBERS OF THE PUBLIC TO PROVIDE FEEDBACK CONCERNING FEDERAL,  
21 STATE, AND LOCAL POLICIES, PROGRAMS, AND POTENTIAL LEGISLATION  
22 REGARDING OLDER WORKERS AND INDIVIDUALS OR WORKERS WITH  
23 DISABILITIES.

24 (II) MEETINGS MUST BE PUBLICLY NOTICED AT LEAST TWO WEEKS  
25 IN ADVANCE OF THE DATE OF THE MEETING SO THAT STAKEHOLDERS WHO  
26 ARE AGING OR WHO HAVE A DISABILITY AND THE ORGANIZATIONS THAT  
27 REPRESENT THEM ARE AWARE OF AND CAN ATTEND THE MEETINGS.

1           (c) BASED ON THE MEETINGS REQUIRED BY THIS SUBSECTION (3),  
2 THE DIRECTOR SHALL MAKE RECOMMENDATIONS TO THE GENERAL  
3 ASSEMBLY, AS PART OF THE DEPARTMENT'S ANNUAL PRESENTATION AT  
4 THE "SMART ACT" HEARING HELD PURSUANT TO SECTION 2-7-203,  
5 REGARDING LEGISLATIVE, POLICY, AND PROGRAM RECOMMENDATIONS  
6 THAT BEST SUPPORT OLDER ADULTS AND INDIVIDUALS WITH DISABILITIES  
7 AND HOW THE RECOMMENDATIONS MAY BE IMPLEMENTED INTO FEDERAL,  
8 STATE, AND LOCAL PLANS.

9           **SECTION 2. Act subject to petition - effective date.** This act  
10 takes effect at 12:01 a.m. on the day following the expiration of the  
11 ninety-day period after final adjournment of the general assembly; except  
12 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
13 of the state constitution against this act or an item, section, or part of this  
14 act within such period, then the act, item, section, or part will not take  
15 effect unless approved by the people at the general election to be held in  
16 November 2024 and, in such case, will take effect on the date of the  
17 official declaration of the vote thereon by the governor.