

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

**PREAMENDED**

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

LLS NO. 24-1124.01 Josh Schultz x5486

**HOUSE BILL 24-1439**

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**HOUSE SPONSORSHIP**

**Willford,**

**SENATE SPONSORSHIP**

**Coleman,**

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**House Committees**

Finance  
Appropriations

**Senate Committees**

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**A BILL FOR AN ACT**

101      **CONCERNING FINANCIAL INCENTIVES RELATED TO APPRENTICESHIP**  
102              **PROGRAMS, AND, IN CONNECTION THEREWITH, MAKING AN**  
103              **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>.)*

For income tax years commencing on or after January 1, 2025, but before January 1, 2035, **section 1** of the bill creates a refundable state income tax credit (tax credit) that an employer may claim if the employer employs an apprentice for at least 6 months during an income tax year and either has a registered apprenticeship program or is an

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.*

employer-partner of a registered apprenticeship program. The amount of the tax credit is up to \$6,300 for 6 months of employment plus up to \$1,050 for each consecutive additional month of employment, for a maximum of up to \$12,600 per apprentice per income tax year. An employer may not claim a credit for:

- More than 10 apprentices per income tax year;
- The same apprentice for more than 24 consecutive months; and
- An apprentice for months when the apprentice did not receive wages from the employer.

To claim a tax credit, an employer must submit an application for the reservation of the tax credit and an application to receive an income tax credit certificate to the state apprenticeship agency (SAA) in the department of labor and employment (department). The SAA shall review the applications for specified criteria to determine whether the employer qualifies for the tax credit and tax credit certificate.

**Section 2** ends the state income tax credit for qualified investments made in a qualified school-to-career program for income tax years after December 31, 2024.

**Section 4** creates the scale-up grant program in the department to start new registered apprenticeship programs or expand existing programs in Colorado. The scale-up grant program awards grants from the money in the scale-up grant fund, which is created in the bill. Eligible grant recipients include employers or entities operating an apprenticeship program and that:

- Plan to develop and register a new registered apprenticeship program; or
- Currently offer a registered apprenticeship program and plan to expand it.

The bill requires the department to collect specified data regarding the scale-up grant program and submit a report to specified committees of the general assembly.

**Section 5** creates the qualified apprenticeship intermediary grant program in the department to support entities that demonstrate expertise in connecting employers or apprenticeship program participants to registered apprenticeship programs or in convening stakeholders to develop registered apprenticeship programs. The qualified apprenticeship intermediary grant program awards grants from the money in the qualified apprenticeship intermediary grant fund, which is created in the bill. An eligible grant recipient must be a qualified apprenticeship intermediary.

The bill requires the department to collect specified data regarding the qualified apprenticeship intermediary grant program and submit a report to specified committees of the general assembly.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** 39-22-560 as  
3 follows:

4 **39-22-560. Apprenticeship tax credit - tax preference**  
5 **performance statement - legislative declaration - definitions - rules -**  
6 **repeal.** (1) (a) THE GENERAL ASSEMBLY FINDS AND DECLARES THAT:

7 (I) COLORADO IS COMMITTED TO ACCELERATING NEW  
8 APPRENTICESHIP PROGRAM GROWTH ON A DIVERSE BASIS, ESPECIALLY IN  
9 NEW AND EMERGING INDUSTRIES THAT HAVE BEEN TRADITIONALLY  
10 UNDERREPRESENTED IN REGISTERED APPRENTICESHIPS; AND

11 (II) MANY EMPLOYERS ARE INTERESTED IN PROVIDING  
12 HIGH-QUALITY REGISTERED APPRENTICESHIPS TO ADDRESS THEIR SKILLED  
13 WORKER SHORTAGES BUT FACE FINANCIAL BARRIERS.

14 (b) IN ACCORDANCE WITH SECTION 39-21-304 (1), WHICH  
15 REQUIRES EACH BILL THAT CREATES A NEW TAX EXPENDITURE TO INCLUDE  
16 A TAX PREFERENCE PERFORMANCE STATEMENT AS PART OF A STATUTORY  
17 LEGISLATIVE DECLARATION, THE GENERAL ASSEMBLY FINDS AND  
18 DECLARES THAT THE PURPOSE OF THE TAX CREDIT PROVIDED FOR IN THIS  
19 SECTION IS TO INDUCE CERTAIN DESIGNATED BEHAVIOR BY TAXPAYERS  
20 AND TO PROVIDE A REDUCTION IN INCOME TAX LIABILITY FOR CERTAIN  
21 BUSINESSES THAT HIRE APPRENTICES. SPECIFICALLY, THIS TAX  
22 EXPENDITURE IS INTENDED TO INCENTIVIZE THE HIRING OF APPRENTICES  
23 AND GROWTH OF REGISTERED APPRENTICESHIP PROGRAMS IN NEW AND  
24 EMERGING INDUSTRIES.

25 (c) THE GENERAL ASSEMBLY AND THE STATE AUDITOR SHALL  
26 MEASURE THE EFFECTIVENESS OF THE TAX CREDIT IN ACHIEVING THE  
27 PURPOSES SPECIFIED IN SUBSECTION (1)(b) OF THIS SECTION BASED ON THE

1 NUMBER AND VALUE OF THE CREDITS CLAIMED.

2 (2) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE  
3 REQUIRES:

4 (a) "APPRENTICE" HAS THE SAME MEANING AS SET FORTH IN  
5 SECTION 8-15.7-101 (1).

6 (b) "CERTIFICATE OF REGISTRATION" HAS THE SAME MEANING AS  
7 SET FORTH IN SECTION 8-15.7-101 (6).

8 (c) "CREDIT" MEANS THE CREDIT AGAINST INCOME TAX CREATED  
9 IN THIS SECTION.

10 (d) "DEPARTMENT" MEANS THE DEPARTMENT OF REVENUE.

11 (e) "EMPLOYEE" HAS THE SAME MEANING AS SET FORTH IN  
12 SECTION 39-22-604 (2)(a); EXCEPT THAT "EMPLOYEE" INCLUDES ONLY  
13 THOSE INDIVIDUALS WHO PERFORM SERVICES FOR THE TAXPAYER FOR AT  
14 LEAST ONE THOUSAND FORTY HOURS PER INCOME TAX YEAR.

15 (f) "NEW AND EMERGING INDUSTRY" DOES NOT INCLUDE THE  
16 BUILDING AND CONSTRUCTION TRADES AS DESCRIBED IN SECTION  
17 8-15.7-105 (4).

18 (g) "QUALIFIED TAXPAYER" OR "TAXPAYER" MEANS A PERSON  
19 SUBJECT TO TAX PURSUANT TO THIS ARTICLE 22 THAT IS DOING BUSINESS  
20 IN THIS STATE AND THAT EMPLOYS AN APPRENTICE IN THE RELEVANT TAX  
21 YEAR.

22 (h) "REGISTERED APPRENTICESHIP PROGRAM" HAS THE SAME  
23 MEANING AS SET FORTH IN SECTION 8-15.7-101 (13).

24 (i) "STATE APPRENTICESHIP AGENCY" OR "SAA" HAS THE SAME  
25 MEANING AS SET FORTH IN SECTION 8-15.7-101 (16).

26 (3) (a) SUBJECT TO THE LIMITATIONS SET FORTH IN SUBSECTION  
27 (3)(b) OF THIS SECTION, FOR INCOME TAX YEARS COMMENCING ON OR

1 AFTER JANUARY 1, 2025, BUT BEFORE JANUARY 1, 2035, A QUALIFIED  
2 TAXPAYER IN A NEW AND EMERGING INDUSTRY IS ALLOWED AN  
3 APPRENTICESHIP TAX CREDIT AGAINST THE INCOME TAX IMPOSED BY THIS  
4 ARTICLE 22 FOR EACH APPRENTICE WHO IS AN EMPLOYEE OF THE  
5 TAXPAYER IN THIS STATE FOR NO LESS THAN SIX MONTHS DURING THE  
6 TAXPAYER'S INCOME TAX YEAR. THE CREDIT IS EQUAL TO UP TO SIX  
7 THOUSAND THREE HUNDRED DOLLARS FOR SIX MONTHS OF EMPLOYMENT  
8 PLUS UP TO ONE THOUSAND FIFTY DOLLARS FOR EACH ADDITIONAL MONTH  
9 OF EMPLOYMENT, FOR A MAXIMUM OF TWELVE THOUSAND SIX HUNDRED  
10 DOLLARS PER APPRENTICE PER INCOME TAX YEAR; EXCEPT THAT THE  
11 TAXPAYER SHALL NOT CLAIM A CREDIT FOR:

12 (I) MORE THAN TEN APPRENTICES PER INCOME TAX YEAR;

13 (II) THE SAME APPRENTICE FOR MORE THAN TWO CONSECUTIVE  
14 INCOME TAX YEARS; AND

15 (III) AN APPRENTICE FOR MONTHS WHEN THE APPRENTICE DID NOT  
16 RECEIVE WAGES FROM THE TAXPAYER.

17 (b) A QUALIFIED TAXPAYER MUST EITHER:

18 (I) HAVE ESTABLISHED A REGISTERED APPRENTICESHIP PROGRAM  
19 AND RECEIVED A CERTIFICATE OF REGISTRATION FROM THE STATE  
20 APPRENTICESHIP AGENCY; OR

21 (II) BE AN EMPLOYER-PARTNER OF A REGISTERED APPRENTICESHIP  
22 PROGRAM AS VERIFIED BY THE QUALIFIED TAXPAYER'S INCLUSION ON THE  
23 COLORADO STATE APPRENTICESHIP RESOURCE DIRECTORY PURSUANT TO  
24 SECTION 8-83-308.

25 (c) TO CLAIM THE CREDIT, THE TAXPAYER MUST RESERVE THE  
26 CREDIT AS SET FORTH IN SUBSECTION (4) OF THIS SECTION AND ANNUALLY  
27 APPLY FOR AND RECEIVE AN INCOME TAX CREDIT CERTIFICATE FROM THE

1 STATE APPRENTICESHIP AGENCY PURSUANT TO SUBSECTION (5) OF THIS  
2 SECTION.

3 (4) (a) TO CLAIM A CREDIT PURSUANT TO THIS SECTION, A  
4 TAXPAYER MUST SUBMIT AN APPLICATION FOR THE RESERVATION OF A TAX  
5 CREDIT TO THE SAA IN THE FORM AND MANNER PRESCRIBED BY THE SAA.

6 (b) THE SAA SHALL REVIEW ALL SUBMITTED APPLICATIONS TO:

7 (I) DETERMINE WHETHER THE APPLICANT IS A QUALIFIED  
8 TAXPAYER;

9 (II) DETERMINE WHETHER THE APPLICANT HAS COMPLIED WITH  
10 THE REQUIREMENTS OF SUBSECTION (3)(b) OF THIS SECTION;

11 (III) DETERMINE WHETHER THE INDIVIDUAL FOR WHOM THE  
12 APPLICATION IS SUBMITTED IS AN APPRENTICE, IS AN EMPLOYEE, AND  
13 COMPLIES WITH ANY STANDARDS SET FORTH IN ARTICLE 15.7 OF TITLE 8;  
14 AND

15 (IV) CALCULATE THE NUMBER OF MONTHS EACH PROSPECTIVE  
16 APPRENTICE IS EXPECTED TO BE EMPLOYED.

17 (c) (I) BASED UPON THE NUMBER OF APPRENTICES THE QUALIFIED  
18 TAXPAYER EXPECTS TO EMPLOY, AND THE NUMBER OF MONTHS EACH  
19 APPRENTICE IS EXPECTED TO BE EMPLOYED, THE SAA MAY RESERVE FOR  
20 THE BENEFIT OF EACH QUALIFIED TAXPAYER ALL OR PART OF THE CREDIT  
21 AMOUNT REQUESTED BY THE QUALIFIED TAXPAYER; EXCEPT THAT THE  
22 SAA SHALL NOT RESERVE AN AMOUNT IN EXCESS OF THE CREDIT  
23 ALLOWED BY SUBSECTION (3)(a) OF THIS SECTION.

24 (II) THE AGGREGATE AMOUNT OF CREDITS RESERVED FOR ALL  
25 QUALIFIED TAXPAYERS MUST NOT EXCEED TWENTY-FIVE MILLION  
26 DOLLARS PER CALENDAR YEAR. THE SAA MAY RESERVE CREDITS FOR THE  
27 CURRENT OR ANY FUTURE CALENDAR YEAR BASED UPON THE EXPECTED

1 EMPLOYMENT DATES INDICATED IN A QUALIFIED TAXPAYER'S  
2 APPLICATION. FOR A QUALIFIED TAXPAYER WHOSE INCOME TAX YEAR IS  
3 NOT A CALENDAR YEAR, THE RESERVATION IS EFFECTIVE FOR THE INCOME  
4 TAX YEAR THAT BEGINS DURING THE CALENDAR YEAR FOR THE  
5 RESERVATION.

6 (III) IF, FOR ANY CALENDAR YEAR, THE AGGREGATE AMOUNT OF  
7 RESERVATIONS FOR TAX CREDITS THE SAA HAS APPROVED IS EQUAL TO  
8 THE TOTAL AMOUNT OF TAX CREDITS AVAILABLE FOR RESERVATION FOR  
9 A CURRENT OR FUTURE CALENDAR YEAR, THE SAA SHALL NOTIFY ALL  
10 QUALIFIED TAXPAYERS THAT HAVE SUBMITTED APPLICATIONS THEN  
11 AWAITING APPROVAL OR THAT HAVE SUBMITTED APPLICATIONS FOR  
12 APPROVAL AFTER THE CALCULATION IS MADE THAT ADDITIONAL  
13 APPROVALS OF APPLICATIONS FOR RESERVATIONS OF TAX CREDITS SHALL  
14 NOT BE GRANTED FOR THE CALENDAR YEAR. THE PENDING APPLICATIONS  
15 MUST REMAIN PENDING IN THE ORDER RECEIVED FOR UP TO TWO YEARS  
16 AFTER THE DATE THE ORIGINAL APPLICATION IS RECEIVED BY THE SAA  
17 AND SHALL BE CONSIDERED FOR RESERVATIONS OF TAX CREDITS IN THE  
18 EVENT THAT ADDITIONAL CREDITS BECOME AVAILABLE PURSUANT TO  
19 SUBSECTION (5)(b) OF THIS SECTION.

20 (d) (I) IF THE SAA RESERVES CREDITS FOR THE BENEFIT OF A  
21 QUALIFIED TAXPAYER, THE SAA SHALL NOTIFY THE QUALIFIED TAXPAYER  
22 OF THE RESERVATION AND THE AMOUNT RESERVED. THE RESERVATION OF  
23 TAX CREDITS DOES NOT ENTITLE THE QUALIFIED TAXPAYER TO AN  
24 ISSUANCE OF A TAX CREDIT CERTIFICATE UNTIL THE QUALIFIED TAXPAYER  
25 COMPLIES WITH ALL OF THE REQUIREMENTS OF THIS SECTION OR  
26 STANDARDS OF THE SAA FOR THE ISSUANCE OF A TAX CREDIT  
27 CERTIFICATE.

1           (II) THE SAA SHALL NOTIFY ANY QUALIFIED TAXPAYER FOR  
2 WHICH THE SAA DID NOT RESERVE A CREDIT UNDER SUBSECTION (4)(c) OF  
3 THIS SECTION OF ITS DECISION IN WRITING. IF THE SAA DETERMINES THAT  
4 A QUALIFIED TAXPAYER'S APPLICATION IS INCOMPLETE OR THAT THE  
5 APPLICATION DOES NOT COMPLY WITH THE REQUIREMENTS OF THIS  
6 SECTION OR THE STANDARDS ESTABLISHED BY THE SAA, THE SAA SHALL  
7 REMOVE THE APPLICATION FROM THE REVIEW PROCESS AND NOTIFY THE  
8 QUALIFIED TAXPAYER IN WRITING OF ITS DECISION.

9           (5) (a) (I) A QUALIFIED TAXPAYER SHALL SUBMIT AN APPLICATION  
10 TO THE SAA FOR AN INCOME TAX CREDIT CERTIFICATE TO CLAIM THE  
11 CREDIT ALLOWED BY THIS SECTION ON A FORM AND IN A MANNER  
12 PRESCRIBED BY THE SAA. THE APPLICATION MUST INCLUDE IDENTIFYING  
13 INFORMATION FOR EACH APPRENTICE EMPLOYED IN THE STATE FOR WHICH  
14 THE QUALIFIED TAXPAYER IS SUBMITTING AN APPLICATION FOR A TAX  
15 CREDIT, THE AMOUNT OF CREDIT REQUESTED, AND SUFFICIENT  
16 INFORMATION TO ALLOW THE SAA TO MAKE A DETERMINATION THAT:

17           (A) THE TAXPAYER MEETS THE REQUIREMENTS SET FORTH IN THIS  
18 SECTION;

19           (B) THE APPRENTICE FOR WHOM THE APPLICATION IS SUBMITTED  
20 MEETS THE STANDARDS SET FORTH IN ARTICLE 15.7 OF TITLE 8; AND

21           (C) THE APPRENTICE FOR WHOM THE APPLICATION IS SUBMITTED  
22 HAS NOT BEEN THE SUBJECT OF A TAXPAYER'S APPLICATION FOR MORE  
23 THAN TWO INCOME TAX YEARS.

24           (II) EXCEPT AS PROVIDED IN SUBSECTION (5)(b)(II) OF THIS  
25 SECTION, THE SAA:

26           (A) MAY ISSUE ONE INCOME TAX CREDIT CERTIFICATE PER INCOME  
27 TAX YEAR TO EACH QUALIFIED TAXPAYER THAT, AT A MINIMUM, SPECIFIES




1 THE TAXPAYER'S IDENTIFYING INFORMATION AND THE TOTAL AMOUNT OF  
2 THE CREDIT ALLOWED; AND

3 (B) SHALL NOT ISSUE AN INCOME TAX CREDIT CERTIFICATE IN  
4 EXCESS OF THE AMOUNT RESERVED FOR THE QUALIFIED TAXPAYER FOR  
5 THE CALENDAR YEAR PURSUANT TO SUBSECTION (4) OF THIS SECTION.

6 (b) IF THE ACTUAL AGGREGATE AMOUNT OF INCOME TAX CREDIT  
7 CERTIFICATES ISSUED FOR A CALENDAR YEAR IS LESS THAN THE MAXIMUM  
8 AGGREGATE AMOUNT OF CREDITS ALLOWED TO BE RESERVED FOR ALL  
9 QUALIFIED TAXPAYERS, THE SAA SHALL APPLY THE REMAINING BALANCE  
10 IN THE FOLLOWING ORDER:

11 (I) RESERVE THE REMAINING BALANCE FOR ANY APPLICATIONS  
12 PENDING IN ORDER OF PRIORITY PURSUANT TO SUBSECTION (4)(c)(III) OF  
13 THIS SECTION; AND

14 (II) ISSUE AN ADDITIONAL TAX CREDIT CERTIFICATE UP TO THE  
15 AMOUNT ALLOWED PURSUANT TO SUBSECTION (3)(a) OF THIS SECTION TO  
16 ANY QUALIFIED TAXPAYER WHOSE ACTUAL CREDIT EARNED EXCEEDED THE  
17 AMOUNT RESERVED PURSUANT TO SUBSECTION (4) OF THIS SECTION.

18 

19 (c) (I) THE SAA SHALL MAINTAIN A DATABASE OF ANY  
20 INFORMATION DETERMINED NECESSARY BY THE SAA TO EVALUATE THE  
21 EFFECTIVENESS OF THE INCOME TAX CREDIT ALLOWED IN THIS SECTION IN  
22 MEETING THE PURPOSE SET FORTH IN SUBSECTION (1)(b) OF THIS SECTION  
23 AND SHALL PROVIDE SUCH INFORMATION, AND ANY OTHER INFORMATION  
24 THAT MAY BE NEEDED, IF AVAILABLE, TO THE STATE AUDITOR AS PART OF  
25 THE STATE AUDITOR'S EVALUATION OF THE TAX EXPENDITURE REQUIRED  
26 BY SECTION 39-21-305.

27 (II) THE SAA SHALL, IN A SUFFICIENTLY TIMELY MANNER TO

1 ALLOW THE DEPARTMENT TO PROCESS RETURNS CLAIMING THE INCOME  
2 TAX CREDIT ALLOWED IN THIS SECTION, PROVIDE THE DEPARTMENT WITH  
3 AN ELECTRONIC REPORT FOR THE PRECEDING TAX YEAR LISTING EACH  
4 QUALIFIED TAXPAYER TO WHICH THE SAA ISSUED AN INCOME TAX CREDIT  
5 CERTIFICATE AND THAT INCLUDES THE FOLLOWING INFORMATION:

6 (A) THE TAXPAYER'S NAME;

7 (B) THE AMOUNT OF THE INCOME TAX CREDIT THAT THE TAX  
8 CREDIT CERTIFICATE INDICATES THE TAXPAYER IS ELIGIBLE TO CLAIM; AND

9 (C) THE TAXPAYER'S SOCIAL SECURITY NUMBER OR THE  
10 TAXPAYER'S COLORADO ACCOUNT NUMBER AND FEDERAL EMPLOYER  
11 IDENTIFICATION NUMBER.

12 (III) THE SAA SHALL PRESCRIBE FORMS AND PROMULGATE RULES  
13 PURSUANT TO ARTICLE 4 OF TITLE 24 ESTABLISHING THE STANDARDS FOR  
14 WHICH AN INCOME TAX CREDIT CERTIFICATE UNDER THIS SUBSECTION (5)  
15 IS ISSUED.

16 (6) TO CLAIM THE CREDIT AUTHORIZED BY THIS SECTION, A  
17 TAXPAYER SHALL FILE THE INCOME TAX CREDIT CERTIFICATE WITH THE  
18 TAXPAYER'S STATE INCOME TAX RETURN. THE AMOUNT OF THE CREDIT  
19 THAT THE TAXPAYER MAY CLAIM PURSUANT TO THIS SECTION IS THE  
20 AMOUNT STATED ON THE INCOME TAX CREDIT CERTIFICATE.

21 (7) IF A TAXPAYER CLAIMS THE CREDIT ALLOWED IN THIS SECTION,  
22 THE TAXPAYER SHALL NOT CLAIM A CREDIT FOR THE SAME APPRENTICE  
23 PURSUANT TO SECTION 39-22-531, 39-30-105.1, OR 39-30.5-105.

24 (8) IF AN INCOME TAX CREDIT AUTHORIZED IN THIS SECTION  
25 EXCEEDS THE INCOME TAX DUE ON THE INCOME OF THE TAXPAYER FOR  
26 THE TAXABLE YEAR, THE EXCESS CREDIT SHALL NOT BE CARRIED  
27 FORWARD AND MUST BE REFUNDED TO THE TAXPAYER.

1 (9) THIS SECTION IS REPEALED, EFFECTIVE DECEMBER 31, 2037.

2 **SECTION 2.** In Colorado Revised Statutes, 39-22-520, **amend**  
3 (2)(a); and **add** (4) as follows:

4 **39-22-520. Credit against tax - investment in school-to-career**  
5 **program - definitions - repeal.** (2) (a) For income tax years beginning  
6 on or after January 1, 1997, **AND PRIOR TO JANUARY 1, 2025**, there shall  
7 be allowed to any person as a credit against the tax imposed by this **article**  
8 **ARTICLE 22** an amount equal to ten percent of the total qualified  
9 investment made in a qualified school-to-career program.

10 (4) THIS SECTION IS REPEALED, EFFECTIVE DECEMBER 31, **2034**.

11 **SECTION 3.** In Colorado Revised Statutes, 8-15.7-102, **add**  
12 (1)(s) as follows:

13 **8-15.7-102. State apprenticeship agency - created - director -**  
14 **powers and duties - rules - repeal.** (1) There is created in the  
15 department the state apprenticeship agency. The executive director shall  
16 appoint a director of the SAA. The SAA shall:

17 (s) (I) REVIEW APPLICATIONS FOR AND ISSUE INCOME TAX CREDIT  
18 CERTIFICATES AS SPECIFIED IN SECTION 39-22-560 AND PROMULGATE  
19 RULES TO ESTABLISH STANDARDS FOR THE CERTIFICATES.

20 (II) THIS SUBSECTION (1)(s) IS REPEALED, EFFECTIVE DECEMBER  
21 31, 2037.

22 **SECTION 4.** In Colorado Revised Statutes, **add** parts 2 and 3 to  
23 article 15.7 of title 8 as follows:

24 **PART 2**

25 **SCALE-UP GRANT PROGRAM**

26 **8-15.7-201. Definitions.** AS USED IN THIS PART 2:

27 (1) "APPLICANT" MEANS A PERSON THAT APPLIES TO RECEIVE A

1 GRANT FROM THE SCALE-UP GRANT PROGRAM.

2 (2) "SCALE-UP GRANT FUND" OR "FUND" MEANS THE SCALE-UP  
3 GRANT FUND CREATED IN SECTION 8-15.7-205.

4 (3) "SCALE-UP GRANT PROGRAM" OR "GRANT PROGRAM" MEANS  
5 THE SCALE-UP GRANT PROGRAM CREATED IN SECTION 8-15.7-202.

6 **8-15.7-202. Scale-up grant program - creation - application**  
7 **process - data.** (1) ON OR BEFORE JANUARY 1, 2025, THE DEPARTMENT  
8 SHALL ESTABLISH THE SCALE-UP GRANT PROGRAM TO ESTABLISH NEW  
9 REGISTERED APPRENTICESHIP PROGRAMS OR EXPAND EXISTING PROGRAMS  
10 IN COLORADO.

11 (2) THE DEPARTMENT SHALL:

12 (a) CREATE AN APPLICATION PROCESS THROUGH WHICH IT SELECTS  
13 GRANT RECIPIENTS TO PARTICIPATE IN THE GRANT PROGRAM, WITH THE  
14 GOAL OF ACCELERATING NEW APPRENTICESHIP PROGRAM GROWTH,  
15 DIVERSIFYING PARTICIPANTS IN APPRENTICESHIP PROGRAMS, AND  
16 DIVERSIFYING THE GEOGRAPHIC DISTRIBUTION OF APPRENTICESHIP  
17 PROGRAMS, ESPECIALLY IN HIGH-PRIORITY, HIGH-DEMAND INDUSTRIES,  
18 WHILE ENSURING QUALITY STANDARDS;

19 (b) SELECT GRANT RECIPIENTS THAT ARE EMPLOYERS OR SPONSORS  
20 THAT:

21 (I) PLAN TO DEVELOP AND REGISTER A NEW REGISTERED  
22 APPRENTICESHIP PROGRAM; OR

23 (II) CURRENTLY OFFER A REGISTERED APPRENTICESHIP PROGRAM  
24 AND PLAN TO EXPAND IT;

25 (c) OUTLINE PERFORMANCE EXPECTATIONS FOR GRANT RECIPIENTS  
26 PARTICIPATING IN THE GRANT PROGRAM, INCLUDING MAINTAINING  
27 ACCURATE AND TIMELY DATA IN THE FEDERAL REGISTERED

1 APPRENTICESHIP PARTNERS INFORMATION DATABASE SYSTEM, OR A  
2 SUCCESSOR DATABASE; AND

3 (d) COLLECT DATA CONCERNING THE GRANT PROGRAM,  
4 INCLUDING:

5 (I) THE NUMBER OF EMPLOYERS BENEFITING FROM THE GRANT  
6 PROGRAM;

7 (II) THE NUMBER OF APPRENTICES BENEFITING FROM THE GRANT  
8 PROGRAM;

9 (III) THE DEMOGRAPHICS OF THE APPRENTICES SERVED BY THE  
10 GRANT RECIPIENTS; AND

11 (IV) ANY OTHER INFORMATION DEEMED APPROPRIATE BY THE  
12 DEPARTMENT.

13 **8-15.7-203. Applicants.** (1) AN APPLICANT SHALL SUBMIT AN  
14 APPLICATION TO THE DEPARTMENT IN A FORM AND MANNER ESTABLISHED  
15 BY THE DEPARTMENT THAT IS DESIGNED TO MAXIMIZE PARTICIPATION. IN  
16 THE APPLICATION, THE APPLICANT SHALL:

17 (a) PROVIDE A DETAILED PROPOSAL AND OPERATIONS PLAN FOR  
18 THE GROWTH OR DEVELOPMENT OF A REGISTERED APPRENTICESHIP  
19 PROGRAM; AND

20 (b) SUBMIT ANY OTHER INFORMATION DEEMED APPROPRIATE BY  
21 THE DEPARTMENT.

22 (2) APPLICANTS MUST NOT HAVE RECEIVED OR HAVE BEEN  
23 SELECTED TO RECEIVE FUNDING FROM THE QUALIFIED APPRENTICESHIP  
24 INTERMEDIARY GRANT PROGRAM PURSUANT TO SECTION 8-15.7-302.

25 **8-15.7-204. Report.** ON OR BEFORE DECEMBER 31, 2026, THE  
26 DEPARTMENT SHALL SUBMIT A REPORT COMPILING THE INFORMATION  
27 COLLECTED PURSUANT TO SECTION 8-15.7-202 (2)(d) TO THE HOUSE OF

1 REPRESENTATIVES BUSINESS AFFAIRS AND LABOR COMMITTEE AND THE  
2 SENATE BUSINESS, LABOR, AND TECHNOLOGY COMMITTEE, OR THEIR  
3 SUCCESSOR COMMITTEES.

4 **8-15.7-205. Scale-up grant fund - creation - gifts, grants, or**  
5 **donations - transfer.** (1) THERE IS CREATED IN THE STATE TREASURY  
6 THE SCALE-UP GRANT FUND. MONEY IN THE FUND IS ANNUALLY  
7 APPROPRIATED TO THE DEPARTMENT TO IMPLEMENT THE GRANT PROGRAM  
8 AND PAY FOR THE DEPARTMENT'S DIRECT AND INDIRECT COSTS IN  
9 ADMINISTERING THE GRANT PROGRAM.

10 (2) ON JULY 1, 2024, THE STATE TREASURER SHALL TRANSFER TWO  
11 MILLION DOLLARS FROM THE GENERAL FUND TO THE SCALE-UP GRANT  
12 FUND.

13 (3) THE DEPARTMENT MAY SEEK, ACCEPT, AND EXPEND GIFTS,  
14 GRANTS, AND DONATIONS FROM PRIVATE OR PUBLIC SOURCES FOR THE  
15 PURPOSES OF THIS PART 2.

16 (4) THE STATE TREASURER SHALL TRANSFER ALL UNEXPENDED  
17 AND UNENCUMBERED MONEY REMAINING IN THE FUND AT THE END OF  
18 STATE FISCAL YEAR 2026-27 TO THE GENERAL FUND.

19 **8-15.7-206. Repeal of part.** THIS PART 2 IS REPEALED, EFFECTIVE  
20 JULY 1, 2027.

21 PART 3

22 QUALIFIED APPRENTICESHIP INTERMEDIARY

23 GRANT PROGRAM

24 **8-15.7-301. Definitions.** AS USED IN THIS PART 3:

25 (1) "APPLICANT" MEANS A PERSON THAT APPLIES TO RECEIVE A  
26 GRANT FROM THE QUALIFIED APPRENTICESHIP INTERMEDIARY GRANT  
27 PROGRAM.

1 (2) "QUALIFIED APPRENTICESHIP INTERMEDIARY" HAS THE SAME  
2 MEANING AS "QUALIFIED INTERMEDIARY" AS SET FORTH IN SECTION  
3 8-15.7-101 (11).

4 (3) "QUALIFIED APPRENTICESHIP INTERMEDIARY GRANT FUND" OR  
5 "FUND" MEANS THE QUALIFIED APPRENTICESHIP INTERMEDIARY GRANT  
6 FUND CREATED IN SECTION 8-15.7-305.

7 (4) "QUALIFIED APPRENTICESHIP INTERMEDIARY GRANT PROGRAM"  
8 OR "GRANT PROGRAM" MEANS THE QUALIFIED APPRENTICESHIP  
9 INTERMEDIARY GRANT PROGRAM CREATED IN SECTION 8-15.7-302.

10 **8-15.7-302. Qualified apprenticeship intermediary grant**  
11 **program - creation - application process - data.** (1) ON OR BEFORE  
12 JANUARY 1, 2025, THE DEPARTMENT SHALL ESTABLISH THE QUALIFIED  
13 APPRENTICESHIP INTERMEDIARY GRANT PROGRAM TO SUPPORT ENTITIES  
14 THAT DEMONSTRATE EXPERTISE IN CONNECTING EMPLOYERS OR  
15 APPRENTICESHIP PROGRAM PARTICIPANTS TO REGISTERED APPRENTICESHIP  
16 PROGRAMS OR IN CONVENING STAKEHOLDERS TO DEVELOP REGISTERED  
17 APPRENTICESHIP PROGRAMS.

18 (2) THE DEPARTMENT SHALL:

19 (a) CREATE AN APPLICATION PROCESS THROUGH WHICH IT SELECTS  
20 GRANT RECIPIENTS TO PARTICIPATE IN THE GRANT PROGRAM, WITH THE  
21 GOAL OF EXPANDING APPRENTICESHIP PROGRAMS, DIVERSIFYING  
22 PARTICIPANTS IN APPRENTICESHIP PROGRAMS, AND DIVERSIFYING  
23 GEOGRAPHIC DISTRIBUTION OF APPRENTICESHIP PROGRAMS, ESPECIALLY  
24 IN HIGH-PRIORITY, HIGH-DEMAND INDUSTRIES, WHILE ENSURING QUALITY  
25 STANDARDS;

26 (b) SELECT AND PRIORITIZE GRANT PROGRAM RECIPIENTS BASED  
27 ON:

1 (I) AN APPLICANT'S RECORD OF SUCCESS IN SUPPORTING JOB  
2 SEEKERS, APPRENTICES, EMPLOYERS, AND SPONSORS;

3 (II) THE REGIONAL DIVERSITY OF THE AREAS SERVED BY AN  
4 APPLICANT;

5 (III) THE DIVERSITY OF POPULATIONS SERVED BY AN APPLICANT;  
6 AND

7 (IV) HOW THE REGISTERED APPRENTICESHIP PROGRAMS SERVED  
8 BY THE APPLICANT MEET TALENT NEEDS IN HIGH-PRIORITY, HIGH-DEMAND  
9 INDUSTRIES;

10 (c) OUTLINE PERFORMANCE EXPECTATIONS FOR GRANT RECIPIENTS  
11 PARTICIPATING IN THE GRANT PROGRAM; AND

12 (d) COLLECT DATA CONCERNING THE GRANT PROGRAM THAT  
13 INCLUDES:

14 (I) THE NUMBER OF EMPLOYERS BENEFITING FROM THE GRANT  
15 PROGRAM;

16 (II) THE NUMBER OF APPRENTICES BENEFITING FROM THE GRANT  
17 PROGRAM;

18 (III) THE DEMOGRAPHICS OF THE APPRENTICES SERVED BY THE  
19 GRANT RECIPIENTS;

20 (IV) A DESCRIPTION OF THE SERVICES PROVIDED BY THE GRANT  
21 RECIPIENT;

22 (V) THE NAMES OF THE REGISTERED APPRENTICESHIP PROGRAMS  
23 AND OCCUPATIONS IMPACTED BY THE SERVICES PROVIDED BY THE GRANT  
24 RECIPIENT; AND

25 (VI) ANY OTHER INFORMATION DEEMED APPROPRIATE BY THE  
26 DEPARTMENT.

27 (3) GRANT RECIPIENTS SHALL NOT USE MONEY FROM THE GRANT



1 PROGRAM FOR APPRENTICE WAGES.

2 **8-15.7-303. Application.** (1) AN APPLICANT SHALL SUBMIT AN  
3 APPLICATION TO THE DEPARTMENT IN A FORM AND MANNER ESTABLISHED  
4 BY THE DEPARTMENT THAT IS DESIGNED TO MAXIMIZE PARTICIPATION. IN  
5 THE APPLICATION, THE APPLICANT SHALL:

6 (a) DESCRIBE HOW THE GRANT WILL BE USED TO EXPAND OR  
7 DIVERSIFY REGISTERED APPRENTICESHIP PROGRAMS IN COLORADO; AND

8 (b) SUBMIT ANY OTHER INFORMATION DEEMED APPROPRIATE BY  
9 THE DEPARTMENT.

10 (2) AN APPLICANT MUST:

11 (a) BE A QUALIFIED APPRENTICESHIP INTERMEDIARY; AND

12 (b) APPLICANTS MUST NOT HAVE RECEIVED OR HAVE BEEN  
13 SELECTED TO RECEIVE FUNDING FROM THE SCALE-UP GRANT PROGRAM  
14 PURSUANT TO SECTION 8-15.7-202.

15 **8-15.7-304. Report.** ON OR BEFORE DECEMBER 31, 2026, THE  
16 DEPARTMENT SHALL SUBMIT A REPORT COMPILING THE INFORMATION  
17 COLLECTED PURSUANT TO SECTION 8-15.7-302 (2)(d) TO THE HOUSE OF  
18 REPRESENTATIVES BUSINESS AFFAIRS AND LABOR COMMITTEE AND THE  
19 SENATE BUSINESS, LABOR, AND TECHNOLOGY COMMITTEE, OR THEIR  
20 SUCCESSOR COMMITTEES.

21 **8-15.7-305. Qualified apprenticeship intermediary grant fund**  
22 **- creation - transfer - gifts, grants, or donations.** (1) THERE IS  
23 CREATED IN THE STATE TREASURY THE QUALIFIED APPRENTICESHIP  
24 INTERMEDIARY GRANT FUND. MONEY IN THE FUND IS CONTINUOUSLY  
25 APPROPRIATED TO THE DEPARTMENT TO IMPLEMENT THE GRANT PROGRAM  
26 AND PAY FOR THE DEPARTMENT'S DIRECT AND INDIRECT COSTS IN  
27 ADMINISTERING THE GRANT PROGRAM.

1 (2) ON JULY 1, 2024, THE STATE TREASURER SHALL TRANSFER TWO  
2 MILLION DOLLARS FROM THE GENERAL FUND TO THE FUND.

3 (3) THE DEPARTMENT MAY SEEK, ACCEPT, AND EXPEND GIFTS,  
4 GRANTS, AND DONATIONS FROM PRIVATE OR PUBLIC SOURCES FOR THE  
5 PURPOSES OF THIS PART 3.

6 (4) THE STATE TREASURER SHALL TRANSFER ALL UNEXPENDED  
7 AND UNENCUMBERED MONEY REMAINING IN THE FUND AT THE END OF  
8 STATE FISCAL YEAR 2026-27 TO THE GENERAL FUND.

9 **8-15.7-306. Repeal of part.** THIS PART 3 IS REPEALED, EFFECTIVE  
10 JULY 1, 2027.

11 **SECTION 5. Appropriation.** (1) For the 2024-25 state fiscal  
12 year, \$103,515 is appropriated to the department of labor and employment  
13 for use by the office of future of work. This appropriation is from the  
14 general fund and is based on an assumption that the office will require an  
15 additional 0.8 FTE. To implement this act, the office may use this  
16 appropriation for program costs.

17 (2) For the 2024-25 state fiscal year, \$1,333,333 is appropriated  
18 to the department of labor and employment for use by the office of future  
19 of work. Of this appropriation, \$666,666 is from the scale-up grant fund  
20 created in section 8-15.7-205 (1), C.R.S., and \$666,667 is from the  
21 qualified apprenticeship intermediary grant fund created in section  
22 8-15.7-305 (1), C.R.S, and is based on an assumption that the office will  
23 require an additional 2.5 FTE. To implement this act, the office may use  
24 this appropriation for program costs.

25 **SECTION 6. Safety clause.** The general assembly finds,  
26 determines, and declares that this act is necessary for the immediate  
27 preservation of the public peace, health, or safety or for appropriations for

- 1 the support and maintenance of the departments of the state and state
- 2 institutions.