

CHAPTER 299

LABOR AND INDUSTRY

SENATE BILL 24-104

BY SENATOR(S) Danielson, Bridges, Buckner, Coleman, Cutter, Exum, Fields, Ginal, Gonzales, Hansen, Hinrichsen, Jaquez Lewis, Kolker, Marchman, Michaelson Jenet, Mullica, Priola, Roberts, Rodriguez, Sullivan, Winter F., Fenberg; also REPRESENTATIVE(S) Hamrick, Amabile, Bird, Boesenecker, Duran, English, Epps, Froelich, Hernandez, Jodeh, Joseph, Kipp, Lieder, Lindsay, Lukens, Marvin, Mauro, McLachlan, Ortiz, Parenti, Rutinel, Titone, Velasco, Young, McCluskie.

AN ACT

CONCERNING THE ALIGNMENT OF EDUCATIONAL PROGRAMS WITH REGISTERED APPRENTICESHIPS, AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.

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

SECTION 1. Legislative declaration. (1) The general assembly finds and declares that:

(a) As the economy continues to evolve and workforce shortages threaten businesses, employers need strategies to build their talent pipelines and workers need opportunities to earn while they learn, transition to new industries, and build valuable skills;

(b) Registered apprenticeships are a powerful model that meets each of these needs;

(c) Registered apprenticeships are industry-driven, high-quality career pathways where employers can develop and prepare their future workforce and individuals can obtain paid work experience, related instruction, and a portable, nationally recognized credential;

(d) Colorado has made significant progress in advancing registered apprenticeships over the last several years; however, apprentices still make up only 0.1% of Colorado's labor force, with just over 6,000 active apprentices;

(e) Evidence from multiple sources shows that students benefit from experiential

Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.

learning opportunities, leading to higher grade point averages, greater engagement, and stronger postsecondary outcomes and career readiness after high school;

(f) Colorado career and technical education data shows that students graduate from high school at an increased rate when participating in career and technical education that is aligned to industry- and work-based learning; and

(g) Colorado has a robust career and technical education system in high schools that could better serve businesses and learners through connections and pathways into registered apprenticeships.

(2) Therefore, the general assembly:

(a) Declares its interest in aligning education and workforce systems in order to increase adoption of registered apprenticeships across employers and to increase access for more Coloradans;

(b) Finds value in aligning high school career and technical education policies and programs with registered apprenticeships; and

(c) Intends for the state to ensure that programs are coordinated in a way that maximizes benefits and improves access to registered apprenticeship pathways for high school students and engages employers to ensure they get the talent they need.

SECTION 2. In Colorado Revised Statutes, 8-15.7-101, **add** (18) as follows:

8-15.7-101. Definitions. As used in this article 15.7, unless the context otherwise requires:

(18) "STATE-APPROVED PROGRAM" MEANS A HIGH SCHOOL CAREER AND TECHNICAL EDUCATION PROGRAM ESTABLISHED BY A STATE-LEVEL ADVISORY BOARD DESCRIBED IN SECTION 8-15.7-201 (2).

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

PART 2
CAREER AND TECHNICAL EDUCATION
AND REGISTERED APPRENTICESHIPS

8-15.7-201. State apprenticeship agency - community college system - career and technical education - apprenticeship programs - alignment. (1) THE STATE APPRENTICESHIP AGENCY, IN COORDINATION WITH THE CAREER AND TECHNICAL EDUCATION DIVISION OF THE COLORADO COMMUNITY COLLEGE SYSTEM, SHALL ALIGN THE HIGH SCHOOL CAREER AND TECHNICAL EDUCATION SYSTEM AND THE REGISTERED APPRENTICESHIP SYSTEM FOR PROGRAMS AND OCCUPATIONS RELATED TO INFRASTRUCTURE, ADVANCED MANUFACTURING, EDUCATION, OR HEALTH CARE. ON OR BEFORE JULY 1, 2026, THE STATE APPRENTICESHIP AGENCY AND THE CAREER AND TECHNICAL EDUCATION DIVISION MUST:

(a) ESTABLISH AT LEAST ONE STATE-LEVEL ADVISORY BOARD THAT WILL CREATE

STATE-APPROVED PROGRAMS THAT ALIGN WITH REGISTERED APPRENTICESHIP PROGRAMS;

(b) USE EACH STATE-LEVEL ADVISORY BOARD TO ALIGN THE COMPETENCIES OF HIGH SCHOOL CAREER AND TECHNICAL EDUCATION DIVISION PROGRAMS WITH REGISTERED APPRENTICESHIP PROGRAMS; AND

(c) EDUCATE REGISTERED APPRENTICESHIP SPONSORS ON HOW TO INCLUDE CREDIT FOR PREVIOUS EXPERIENCE FROM CAREER AND TECHNICAL EDUCATION IN PROGRAM STANDARDS.

(2) THE STATE-LEVEL ADVISORY BOARDS SHALL SELECT WHICH HIGH SCHOOL CAREER AND TECHNICAL EDUCATION DIVISION PROGRAMS TO ALIGN WITH REGISTERED APPRENTICESHIP PROGRAMS BASED ON AVAILABLE REGISTERED APPRENTICESHIP PROGRAMS IN THE RELEVANT OCCUPATIONS AND OTHER CRITERIA AS ESTABLISHED BY THE STATE APPRENTICESHIP AGENCY IN COLLABORATION WITH THE CAREER AND TECHNICAL EDUCATION DIVISION.

(3) ON AND AFTER JULY 1, 2026, THE STATE APPRENTICESHIP AGENCY, IN COORDINATION WITH THE CAREER AND TECHNICAL EDUCATION DIVISION OF THE COLORADO COMMUNITY COLLEGE SYSTEM, SHALL EXPAND THE NUMBER OF ALIGNED PROGRAMS IN INFRASTRUCTURE, ADVANCED MANUFACTURING, EDUCATION, AND HEALTH CARE OR RELATED OCCUPATIONS IDENTIFIED AS TOP JOBS BY THE ANNUAL COLORADO TALENT PIPELINE REPORT PRODUCED PURSUANT TO SECTION 24-46.3-103 (3)(a). THE STATE-APPROVED PROGRAMS DO NOT INVALIDATE EXISTING OR FUTURE CAREER AND TECHNICAL EDUCATION DIVISION PROGRAMS THAT HAVE DEMONSTRATED ALIGNMENT TO HIGH WAGE, HIGH SKILLS, OR IN-DEMAND INDUSTRIES.

(4) THE OFFICE OF THE FUTURE OF WORK IN THE DEPARTMENT SHALL ENGAGE IN PROACTIVE OUTREACH TO FOSTER COLLABORATION BETWEEN REGISTERED APPRENTICESHIP PROGRAMS, THE COLORADO COMMUNITY COLLEGE SYSTEM, CAREER AND TECHNICAL EDUCATION PROGRAMS, INSTITUTIONS OF HIGHER EDUCATION, AND OTHER TRAINING PROVIDERS IN THE RELATED PROGRAMS AND OCCUPATIONS TO FACILITATE AWARENESS OF OPPORTUNITIES FOR CURRENT AND PROSPECTIVE PARTICIPANTS.

(5) THE COMMUNITY COLLEGE SYSTEM MAY RECEIVE FUNDING FOR THE SERVICES DESCRIBED IN THIS SECTION THROUGH A LIMITED PURPOSE FEE-FOR-SERVICE CONTRACT PURSUANT TO SECTION 23-18-308 (1)(m).

SECTION 4. In Colorado Revised Statutes, 23-18-308, **add** (1)(m) as follows:

23-18-308. Fee-for-service contracts - grants to local district colleges - limited purpose - repeal. (1) Subject to available appropriations, the department shall enter into fee-for-service contracts for the following purposes:

(m) THE CREATION OF EDUCATION PROGRAMS PURSUANT TO SECTION 8-15.7-201.

SECTION 5. Appropriation. (1) For the 2024-25 state fiscal year, \$87,326 is appropriated to the department of labor and employment for use by the executive

director's office. This appropriation is from the general fund and is based on an assumption that the office will require an additional 0.8 FTE. To implement this act, the office may use this appropriation for the state apprenticeship agency.

(2) For the 2024-25 state fiscal year, \$95,245 is appropriated to the department of higher education. This appropriation is from the general fund. To implement this act, the department may use this appropriation for the college opportunity fund program to be used for limited purpose fee-for-service contracts with state institutions.

(3) For the 2024-25 state fiscal year, \$95,245 is appropriated to the department of higher education. This appropriation is from reappropriated funds received from the limited purpose fee-for-service contracts with state institutions under subsection (2) of this section. To implement this act, the department may use this appropriation for the state board for community colleges and occupational education state system community colleges.

SECTION 6. Act subject to petition - effective date. This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly; except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect unless approved by the people at the general election to be held in November 2024 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.

Approved: May 31, 2024