CHAPTER 172

LABOR AND INDUSTRY

SENATE BILL 23-005

BY SENATOR(S) Jaquez Lewis and Cutter, Ginal, Simpson, Danielson, Buckner, Exum, Fields, Hansen, Hinrichsen, Marchman, Moreno, Priola, Roberts, Rodriguez, Sullivan, Will, Winter F., Fenberg;

also REPRESENTATIVE(S) Lynch and Snyder, Story, Amabile, Bird, Brown, Dickson, Duran, English, Froelich, Hamrick, Jodeh, Joseph, Lieder, Lindsay, Lukens, McLachlan, Michaelson Jenet, Titone, Valdez, Velasco, Weinberg, Willford, Young, McCluskie.

AN ACT

CONCERNING MEASURES TO EXPAND THE FORESTRY WORKFORCE, AND, IN CONNECTION THEREWITH, DIRECTING THE COLORADO STATE FOREST SERVICE TO DEVELOP EDUCATIONAL MATERIALS FOR HIGH SCHOOL STUDENTS ABOUT CAREER OPPORTUNITIES IN FORESTRY AND WILDFIRE MITIGATION; CREATING A TIMBER, FOREST HEALTH, AND WILDFIRE MITIGATION INDUSTRIES WORKFORCE DEVELOPMENT PROGRAM TO HELP FUND INTERNSHIPS IN THOSE INDUSTRIES; ALLOCATING GENERAL FUND MONEY TO THE WILDFIRE MITIGATION CAPACITY DEVELOPMENT FUND; AUTHORIZING THE EXPANSION AND CREATION OF FORESTRY PROGRAMS; DIRECTING THE STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION TO ADMINISTER A PROGRAM TO RECRUIT WILDLAND FIRE PREVENTION AND MITIGATION EDUCATORS; AND MAKING AN APPROPRIATION.

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

SECTION 1. In Colorado Revised Statutes, 23-31-313, add (9.2) as follows:

23-31-313. Healthy forests - vibrant communities - funds created - outreach working group - legislative declaration - definitions - repeal. (9.2) Outreach to high school students. The forest service, in consultation with the department of natural resources, the division of fire prevention and control in the department of public safety, the state board for community colleges and occupational education, and timber industry representatives, shall develop educational materials relating to career opportunities in forestry and wildfire risk mitigation to distribute to high school guidance counselors to provide to high school students.

SECTION 2. In Colorado Revised Statutes, add 23-31-320 as follows:

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.

23-31-320. Timber, forest health, and wildfire mitigation industries workforce development program - creation - policies and procedures - legislative declaration - definitions. (1) THE GENERAL ASSEMBLY FINDS, DETERMINES, AND DECLARES THAT:

(a) FINDING QUALIFIED AND TRAINED EMPLOYEES IS A SIGNIFICANT CHALLENGE FOR THE STATE'S TIMBER, FOREST HEALTH, AND WILDFIRE MITIGATION INDUSTRIES, AND IT IS ESPECIALLY DIFFICULT TO PROVIDE TRAINING TO AND OPPORTUNITIES TO GAIN EXPERIENCE FOR YOUNGER WORKERS WHO ARE INTERESTED IN BEGINNING CAREERS IN THE TIMBER, FOREST HEALTH, AND WILDFIRE MITIGATION INDUSTRIES;

(b) The barriers to entry for younger workers who are interested in beginning a career in the timber, forest health, and wildfire mitigation industries are significant, including access to training programs that provide real-world work experience;

(c) INTERNSHIPS ARE A RECOGNIZED WAY TO BUILD A TALENT PIPELINE AND CAREER PATHWAY TO ALIGN EDUCATION, TRAINING, AND WORK-BASED LEARNING; AND

(d) By offering incentives to timber businesses and forest health and wildfire mitigation entities to create internships, there will be more opportunities for students to obtain work experience with timber businesses or with forest health or wildfire mitigation entities.

(2) As used in this section:

(a) "Forest health or wildfire mitigation entity" means a for-profit or nonprofit entity located or operating in Colorado that engages in or focuses resources on forest health or wildfire mitigation activities, including prescribed burning as defined in section 24-33.5-1202, or other science-based forest management practices.

(b) "Forest service" means the Colorado state forest service identified in section 23-31-302 and the division of forestry created in section 24-33-104.

(c) "PROGRAM" MEANS THE TIMBER, FOREST HEALTH, AND WILDFIRE MITIGATION INDUSTRIES WORKFORCE DEVELOPMENT PROGRAM CREATED IN SUBSECTION (3) OF THIS SECTION.

(d) "TIMBER BUSINESS" MEANS A FOR-PROFIT BUSINESS ENTITY INCORPORATED OR LOCATED IN COLORADO THAT ENGAGES IN OR FOCUSES RESOURCES ON FORESTRY; LOGGING; THE TIMBER TRADE; OR THE PRODUCTION OF WOOD PRODUCTS, SUCH AS FURNITURE OR SECONDARY PRODUCTS, INCLUDING WOOD PULP FOR THE PULP AND PAPER INDUSTRY.

(3) The timber, forest health, and wildfire mitigation industries workforce development program is hereby created in the forest service to provide incentives to timber businesses and forest health or wildfire mitigation entities to hire interns through partial reimbursement of the

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COSTS TO SUCH BUSINESSES AND ENTITIES FOR HIRING AND EMPLOYING INTERNS. NOT LATER THAN JANUARY 1, 2024, THE FOREST SERVICE SHALL ADOPT POLICIES AND PROCEDURES FOR ADMINISTERING THE PROGRAM. THE POLICIES AND PROCEDURES MUST SPECIFY, AT A MINIMUM:

(a) The criteria for selecting a timber business or forest health or Wildfire mitigation entity for participation in the program, including the Ability of the business or entity to effectively supervise an intern and the OPPORTUNITY FOR AN INTERN TO GAIN MEANINGFUL WORK EXPERIENCE;

(b) The criteria for an internship to qualify under the program, including the following:

(I) THAT THE INTERNSHIP MUST PROVIDE AN INTERN AT LEAST ONE HUNDRED THIRTY HOURS OF WORK EXPERIENCE; AND

(II) THAT THE INTERNSHIP CANNOT EXCEED SIX MONTHS IN DURATION PER INTERN;

(c) Best practices for a timber business or forest health or wildfire mitigation entity to use in recruiting and selecting interns to participate in internships who represent historically underrepresented communities in the timber, forest health, and wildfire mitigation industries. In developing best practices, the forest service shall specifically consider how to extend opportunities to individuals who have acquired experience in wildland fire services through the inmate disaster relief program created in section 17-24-124 (3).

(d) The criteria for a timber business or forest health or wildfire mitigation entity to use in selecting interns to participate in its internship, including the educational experience required of an intern and the ability of the intern to perform meaningful work for the business or entity;

(e) The process and timeline for selecting timber businesses and forest Health or wildfire mitigation entities to participate in the program and for participating businesses and entities to select interns to participate in their internships;

(f) THE ACCOUNTING REQUIREMENTS FOR TRACKING INTERNSHIP COSTS; AND

(g) The process a timber business or forest health or wildfire mitigation entity must use when applying to the program for reimbursement for a portion of its costs incurred in employing an intern.

(4) SUBJECT TO AVAILABLE APPROPRIATIONS, THE FOREST SERVICE MAY REIMBURSE A PARTICIPATING TIMBER BUSINESS OR FOREST HEALTH OR WILDFIRE MITIGATION ENTITY AN AMOUNT NOT TO EXCEED FIFTY PERCENT OF THE ACTUAL COST TO THE BUSINESS OR ENTITY TO EMPLOY AN INTERN. THE ACTUAL COST INCLUDES THE WAGES PAID TO THE INTERN, A REASONABLE ALLOCATION OF FIXED OVERHEAD EXPENSES, AND ALL INCIDENTAL COSTS DIRECTLY RELATED TO THE Labor and Industry

INTERNSHIP. BASED ON THE ANNUAL APPROPRIATION FOR THE PROGRAM, THE FOREST SERVICE SHALL DETERMINE HOW MANY INTERNSHIPS MAY BE APPROVED, THE AMOUNT OF REIMBURSEMENT PER INTERNSHIP, AND WHETHER A TIMBER BUSINESS OR FOREST HEALTH OR WILDFIRE MITIGATION ENTITY MAY BE REIMBURSED FOR MORE THAN ONE INTERN IN A SINGLE STATE FISCAL YEAR. HOWEVER, A TIMBER BUSINESS OR FOREST HEALTH OR WILDFIRE MITIGATION ENTITY SHALL NOT BE REIMBURSED FOR MORE THAN THREE INTERNSHIPS IN A SINGLE STATE FISCAL YEAR.

SECTION 3. In Colorado Revised Statutes, 24-33-117, add (6.2) as follows:

24-33-117. Wildfire mitigation capacity development fund - established - financing - legislative intent - repeal. (6.2) ON JUNE 30, 2023, AND ON JUNE 30 EACH YEAR THEREAFTER, THE STATE TREASURER SHALL TRANSFER ONE MILLION DOLLARS FROM THE GENERAL FUND TO THE WILDFIRE MITIGATION CAPACITY DEVELOPMENT FUND. THE MONEY TRANSFERRED PURSUANT TO THIS SUBSECTION (6.2) MUST BE USED FOR PURPOSES SET FORTH IN SUBSECTION (3) OF THIS SECTION.

SECTION 4. In Colorado Revised Statutes, 23-18-308, **amend** (2); and **add** (1)(k) 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:

(k) The recruitment of wildland fire prevention and mitigation educators program pursuant to section 23-81-102.

(2) Notwithstanding any provision of this part 3 to the contrary, the amount of a fee-for-service contract entered into OR GRANT pursuant to this section is not included in the calculation of "total state appropriation" or "total governing board appropriation" made pursuant to this part 3.

SECTION 5. In Colorado Revised Statutes, add 23-1-142 as follows:

23-1-142. Commission directive - expansion of forestry and wildfire mitigation degree and certificate programs - simulator - legislative declaration - definitions - repeal. (1) (a) THE GENERAL ASSEMBLY FINDS THAT:

(I) COLORADO COMMUNITIES AND FORESTS HAVE SUFFERED SIGNIFICANT LOSSES DUE TO THE INCREASING NUMBER AND SEVERITY OF WILDFIRE EVENTS; AND

(II) COLORADO LACKS SUFFICIENT UNDERGRADUATE DEGREE AND CERTIFICATE PROGRAMS IN FORESTRY, INCLUDING WILDFIRE MITIGATION, TO MEET THE SIGNIFICANT WORKFORCE NEEDS OF THE STATE.

(b) THEREFORE, THE GENERAL ASSEMBLY DECLARES THAT ADDITIONAL INVESTMENT IS NECESSARY TO EXPAND EXISTING PROGRAMS AND CREATE ADDITIONAL UNDERGRADUATE DEGREE AND CERTIFICATE PROGRAMS ACROSS THE STATE IN FORESTRY, INCLUDING WILDFIRE MITIGATION, TO PROVIDE A VITAL WORKFORCE FOR COLORADO AND TO KEEP THE STATE'S FORESTS AND COMMUNITIES HEALTHY AND SAFE.

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

(a) "FORESTRY PROGRAM" MEANS AN UNDERGRADUATE DEGREE OR CERTIFICATE PROGRAM THAT WILL MEET FORESTRY WORKFORCE NEEDS, INCLUDING FOREST HEALTH AND MANAGEMENT AND WILDFIRE MITIGATION.

(b) "Public institution of higher education" means a state institution of higher education as identified in section 23-18-102(10)(a), a local district college, or an area technical college.

(c) "Simulator" means a harvesting simulator used to train students in operations relating to forest management.

(3) (a) Subject to available appropriations, the commission may approve the expansion of existing forestry programs and the creation of new forestry programs at public institutions of higher education. The initial cost for the creation and expansion of forestry programs may be funded through grants approved by the commission. The department may use money appropriated for the 2023-24 and 2024-25 state fiscal years for grants pursuant to this section.

(b) The grant may be used for:

(I) PROGRAM DESIGN AND ADMINISTRATIVE EXPENSES NECESSARY TO EXPAND OR CREATE THE FORESTRY PROGRAMS;

(II) The acquisition of a simulator for the forestry program once the program is established, which may be shared with forestry programs at other public institutions of higher education; and

(III) ANY OTHER COSTS ASSOCIATED WITH EXPANDING EXISTING FORESTRY PROGRAMS OR CREATING A NEW FORESTRY PROGRAM.

(4) IF MORE THAN ONE PUBLIC INSTITUTION OF HIGHER EDUCATION WISHES TO EXPAND AN EXISTING FORESTRY PROGRAM OR CREATE A NEW FORESTRY PROGRAM, THE COMMISSION, IN CONSULTATION WITH THE COLORADO STATE FOREST SERVICE, SHALL DETERMINE THE LOCATION OF THE PROGRAMS, PRIORITIZING PROGRAMS AND PUBLIC INSTITUTIONS OF HIGHER EDUCATION THAT CAN PROVIDE A TRAINED WORKFORCE EXPEDITIOUSLY. IN ADDITION TO OTHER RELEVANT FACTORS, THE COMMISSION SHALL CONSIDER:

(a) THE DISTRIBUTION OF FORESTRY PROGRAMS ACROSS THE STATE;

(b) The need for a forestry workforce in the surrounding community or region of the state;

(c) The projected student interest in the forestry programs at the competing locations; and

(d) ACCESSIBILITY AND EQUITY.

(5) This section is repealed, effective July 1, 2027.

SECTION 6. In Colorado Revised Statutes, add article 81 to title 23 as follows:

ARTICLE 81 Wildland Fire Prevention and Mitigation Educators

23-81-101. Definitions. As used in this article 81, unless the context otherwise requires:

(1) "Area technical college" has the meaning set forth in section 23-60-103(1).

(2) "BOARD" MEANS THE STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION CREATED IN SECTION 23-60-104.

(3) "Committee" means the wildfire matters review committee created in section 2-3-1602, or any successor committee.

(4) "Community college" means a community college described in section 23-60-205 that is governed by the board.

(5) "DEPARTMENT" MEANS THE DEPARTMENT OF HIGHER EDUCATION.

(6) "INSTITUTION" MEANS A COMMUNITY COLLEGE, AREA TECHNICAL COLLEGE, OR LOCAL DISTRICT COLLEGE.

(7) "Local district college" has the meaning set forth in section 23-71-102(1).

(8) "PROGRAM" MEANS THE RECRUITMENT OF WILDLAND FIRE PREVENTION AND MITIGATION EDUCATORS PROGRAM DESCRIBED IN SECTION 23-81-102.

(9) "QUALIFIED WILDLAND FIRE PREVENTION AND MITIGATION EDUCATOR" MEANS A PERSON WITH THE NECESSARY EXPERIENCE AND EDUCATION, AND WHO SATISFIES ALL REQUIREMENTS OF STATE AND FEDERAL LAW OR THE INSTITUTION'S POLICY, TO BE AN EDUCATOR AT THE INSTITUTION.

23-81-102. Recruitment of wildland fire prevention and mitigation educators program - report - definition. (1) Subject to available appropriations, the board shall administer the recruitment of wildland fire prevention and mitigation educators program to increase the number of available qualified wildland fire prevention and mitigation educators.

(2) The board shall allocate grants, pursuant to section 23-18-308 (1)(k), to institutions that deliver a wildland fire prevention and mitigation degree or certificate program or course. The institutions may use the money to:

(a) PROVIDE THE COMPENSATION AND BENEFITS NECESSARY TO ATTRACT AND RETAIN QUALIFIED WILDLAND FIRE PREVENTION AND MITIGATION EDUCATORS; AND

(b) TRAIN PERSONS TO BECOME QUALIFIED WILDLAND FIRE PREVENTION AND MITIGATION EDUCATORS.

(3) (a) For the 2023-24 and the 2024-25 state fiscal years, the general assembly shall appropriate to the department for allocation by the board for use in accordance with subsection (2) of this section two hundred fifty thousand dollars from the general fund in each state fiscal year, of which one percent may be used for administration of the program. Any amount of the appropriation that is unencumbered or unexpended at the end of either the 2023-24 state fiscal year or the 2024-25 state fiscal year:

(I) DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER FUND;

(II) MAY BE USED BY THE BOARD IN THE SUBSEQUENT STATE FISCAL YEAR WITHOUT FURTHER APPROPRIATION; AND

(III) MUST NOT BE USED FOR ANY OTHER PURPOSE OTHER THAN THE PURPOSES SET FORTH IN THIS SECTION.

(b) IN ADDITION TO THE APPROPRIATION IN THIS SECTION, THE BOARD MAY SEEK, ACCEPT, AND EXPEND GIFTS, GRANTS, AND DONATIONS FROM PRIVATE OR PUBLIC SOURCES FOR THE PROGRAM.

(4) On or before January 1, 2024, and on or before January 1 of each year thereafter in which the committee meets, the department shall provide a summarized report regarding the program to the committee. Notwithstanding section 24-1-136 (11)(a)(I), the reporting requirement in this subsection (4) continues indefinitely.

SECTION 7. In Colorado Revised Statutes, 23-3.3-103, **amend** (5); and **add** (12), (13), and (14) as follows:

23-3.3-103. Annual appropriations - repeal. (5) The provisions of subsection (1) of this section concerning appropriations for student financial assistance under this article 3.3 shall not apply to appropriations made to the forest restoration and wildfire risk mitigation grant program cash fund created in section 23-31-301 (8.5)(a) OR THE HEALTHY FORESTS AND VIBRANT COMMUNITIES FUND CREATED IN SECTION 23-31-313 (10).

(12) The provisions of subsection (1) of this section concerning appropriations for student financial assistance under this article 3.3 shall not apply to appropriations made for the timber, forest health, and wildfire mitigation industries workforce development program pursuant to section 23-31-320.

(13) (a) The provisions of subsection (1) of this section concerning appropriations for student financial assistance under this article 3.3 shall not apply to appropriations made for the expansion of forestry and wildfire mitigation degree and certificate programs pursuant to section 23-1-142.

(b) This subsection (13) is repealed, effective July 1, 2027.

(14) The provisions of subsection (1) of this section concerning appropriations for student financial assistance under this article 3.3 shall not apply to appropriations made for the recruitment of wildland fire prevention and mitigation educators program pursuant to section 23-81-102.

SECTION 8. Appropriation. (1) For the 2023-24 state fiscal year, \$15,000 is appropriated to the healthy forests and vibrant communities fund created in section 23-31-313 (10), C.R.S. This appropriation is from the general fund. The department of higher education is responsible for the accounting related to this appropriation.

(2) For the 2023-24 state fiscal year, \$1,545,034 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 as follows:

(a) \$114,384 for the Colorado state forest service at Colorado state university

(b) \$1,180,650 for use by the Colorado commission on higher education for new and expanded forestry programs; and

(c) \$250,000 for the college opportunity fund program to be used for limited purpose fee-for-service contracts with state institutions.

(3) For the 2023-24 state fiscal year, \$250,000 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)(c) 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 colleges.

SECTION 9. Safety clause. The general assembly hereby finds, determines, and declares that this act is necessary for the immediate preservation of the public peace, health, or safety.

Approved: May 12, 2023