

HOUSE COMMITTEE OF REFERENCE REPORT

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Chair of Committee

March 5, 2025  
Date

Committee on Education.

After consideration on the merits, the Committee recommends the following:

HB25-1186 be amended as follows, and as so amended, be referred to the Committee on Appropriations with favorable recommendation:

1 Amend printed bill, strike everything below the enacting clause and  
2 substitute:

3           **"SECTION 1. Legislative declaration.** (1) The general  
4 assembly finds and declares that:

5           (a) Colorado has continued to improve access to high-quality  
6 work-based learning through the creation of tools like the work-based  
7 learning continuum, work-based learning quality expectations, and the  
8 talent development glossary;

9           (b) The Colorado department of higher education and the  
10 Colorado commission on higher education find that work-based learning  
11 opportunities significantly enhance a student's exposure to the workforce  
12 and empower students with the skills necessary to succeed in a rapidly  
13 evolving economy; and

14           (c) The Colorado department of higher education and the  
15 Colorado commission on higher education find that work-based learning  
16 opportunities are a critical element of postsecondary success and blur the  
17 lines between K-12 education, postsecondary education, and the  
18 workplace in all fields;

19           (2) The general assembly finds, therefore, that Colorado's learners  
20 and earners will be well-served by the expansion of work-based learning  
21 opportunities that are strategically developed, monitored, and  
22 continuously improved, and function as a part of an intentionally designed  
23 and managed effort among institutions of higher education, program  
24 design experts, workforce development and economic experts, and  
25 industry leaders, particularly industry leader employers in high-demand  
26 fields.

27           **SECTION 2.** In Colorado Revised Statutes, **add** article 82 to title

1 23 as follows:

2 **ARTICLE 82**  
3 **Work-based Learning Consortium**  
4 **Pilot Program**

5 **23-82-101. Definitions.** AS USED IN THIS ARTICLE 82, UNLESS THE  
6 CONTEXT OTHERWISE REQUIRES:

7 (1) "CONSORTIUM" MEANS THE WORK-BASED LEARNING  
8 CONSORTIUM CONVENED PURSUANT TO SECTION 23-82-102 (2)(a).

9 (2) "DEPARTMENT" MEANS THE DEPARTMENT OF HIGHER  
10 EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 24-1-114.

11 (3) "FUND" MEANS THE HIGHER EDUCATION WORK-BASED  
12 LEARNING CONSORTIUM FUND.

13 (4) "INSTITUTION OF HIGHER EDUCATION" MEANS:

14 (a) A STATE INSTITUTION OF HIGHER EDUCATION, AS DEFINED IN  
15 SECTION 23-18-102, OR AN ACCREDITED CAMPUS OF A STATE INSTITUTION  
16 OF HIGHER EDUCATION;

17 (b) A PARTICIPATING PRIVATE INSTITUTION OF HIGHER EDUCATION,  
18 AS DEFINED IN SECTION 23-18-102;

19 (c) A LOCAL DISTRICT COLLEGE, AS DEFINED IN SECTION  
20 23-71-102; AND

21 (d) AN AREA TECHNICAL COLLEGE, AS DEFINED IN SECTION  
22 23-60-103.

23 (5) "INDUSTRY-SPONSORED PROJECTS" MEANS PROJECTS THAT  
24 CREATE A HIGH-QUALITY OPPORTUNITY FOR STUDENTS IN WHICH THE  
25 WORK-BASED LEARNING CONTENT WILL ENHANCE EDUCATIONAL  
26 LEARNING OBJECTS OF THE PROJECT AND COURSES TO WHICH THE PROJECT  
27 IS APPLIED. "INDUSTRY-SPONSORED PROJECTS" ARE A TYPE OF  
28 WORK-BASED LEARNING.

29 (6) "PILOT PROGRAM" MEANS THE WORK-BASED LEARNING  
30 CONSORTIUM PILOT PROGRAM CREATED IN SECTION 23-82-102 (1).

31 (7) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET  
32 FORTH IN SECTION 8-83-601.

33 **23-82-102. Work-based learning consortium pilot program -**  
34 **created - duties - repeal.** (1) THE WORK-BASED LEARNING CONSORTIUM  
35 PILOT PROGRAM IS CREATED IN THE DEPARTMENT. UPON RECEIVING  
36 SUFFICIENT FUNDS AS DESCRIBED IN SECTION 23-82-104 (1), THE  
37 DEPARTMENT SHALL ESTABLISH, IMPLEMENT, MANAGE, AND MAINTAIN  
38 THE WORK-BASED LEARNING CONSORTIUM PILOT PROGRAM.

39 (2) THE PURPOSE OF THE PILOT PROGRAM IS TO:

40 (a) DEMONSTRATE THE VALUE OF WORK-BASED LEARNING IN  
41 POSTSECONDARY CURRICULA BY STUDYING THE IMPACT OF  
42 INDUSTRY-SPONSORED PROJECTS ON COURSE OBJECTIVES AND LEARNING  
43 OUTCOMES;

1 (b) PROMOTE THE ADOPTION OF WORK-BASED LEARNING IN HIGHER  
2 EDUCATION BY WORKING WITH FACULTY AT PARTICIPATING INSTITUTIONS  
3 OF HIGHER EDUCATION TO EMBED PROJECT-BASED LEARNING  
4 OPPORTUNITIES INTO CREDIT-BEARING PROGRAMS;

5 (c) PROVIDE BROADER ACCESS TO COLLEGIATE WORK-BASED  
6 LEARNING FOR STUDENTS;

7 (d) MEASURE THE IMPACT OF WORK-BASED LEARNING ON  
8 PARTICIPATING STUDENTS; AND

9 (e) LEARN HOW INSTITUTIONS OF HIGHER EDUCATION CAN  
10 INCREASE THE VALUE OF POSTSECONDARY EDUCATION THROUGH CAREER  
11 EXPOSURE AND PREPAREDNESS.

12 (3) (a) PENDING THE RECEIPT OF SUFFICIENT FUNDS, THE  
13 DEPARTMENT SHALL CONVENE A CONSORTIUM OF THE FOLLOWING  
14 REPRESENTATIVES AFTER THE EFFECTIVE DATE OF THIS SECTION:

15 (I) AT LEAST THREE REPRESENTATIVES FROM EACH PARTICIPATING  
16 INSTITUTION OF HIGHER EDUCATION, WHO MAY BE PARTICIPATING  
17 FACULTY MEMBERS, LEADERS FROM A CAREER CENTER, CHIEF ACADEMIC  
18 OFFICERS, OR PROVOSTS;

19 (II) A MEMBER FROM THE COLORADO COMMISSION ON HIGHER  
20 EDUCATION;

21 (III) MEMBERS OF THE COLORADO DEPARTMENT OF LABOR AND  
22 EMPLOYMENT;

23 (IV) A MEMBER OF THE COLORADO DEPARTMENT OF EDUCATION;  
24 AND

25 (V) A LOCAL OR NATIONAL SUBJECT MATTER EXPERT WITH  
26 EXPERIENCE IMPLEMENTING WORK-BASED LEARNING.

27 (b) THE CONSORTIUM SHALL MEET FOR THREE YEARS AFTER THE  
28 EFFECTIVE DATE OF THIS SECTION.

29 (c) THE DEPARTMENT SHALL SELECT THE PARTICIPATING  
30 INSTITUTIONS OF HIGHER EDUCATION DESCRIBED IN SUBSECTION (3)(a) OF  
31 THIS SECTION BASED ON AVAILABLE FUNDING AND OTHER CRITERIA  
32 ESTABLISHED BY THE DEPARTMENT.

33 (d) THE DEPARTMENT SHALL WORK WITH THE COLORADO  
34 DEPARTMENT OF LABOR AND EMPLOYMENT AND THE OFFICE OF ECONOMIC  
35 DEVELOPMENT, AS RELEVANT SUBJECT MATTER EXPERTS, TO FACILITATE  
36 EMPLOYER ENGAGEMENT AND TO PROMOTE INDUSTRY-SPONSORED  
37 PROJECTS.

38 (e) THE MEMBERS OF THE CONSORTIUM SERVE WITHOUT  
39 COMPENSATION AND WITHOUT REIMBURSEMENT FOR EXPENSES.

40 (f) SUBJECT TO AVAILABLE FUNDING, FACULTY PARTICIPANTS  
41 FROM PARTICIPATING INSTITUTIONS OF HIGHER EDUCATION MAY RECEIVE  
42 A STIPEND FROM THE FUND.

43 (4) THE CONSORTIUM SHALL:

- 1 (a) WORK WITH EACH PARTICIPATING INSTITUTION OF HIGHER  
2 EDUCATION'S FACULTY TO EMBED INDUSTRY-SPONSORED PROJECTS IN  
3 COURSE CURRICULUM THAT MEET THE WORK-BASED LEARNING QUALITY  
4 STANDARDS ESTABLISHED PURSUANT TO SECTION 8-83-602 (5);
- 5 (b) WORK WITH THE DEPARTMENT TO DETERMINE THE IMPACT OF  
6 INDUSTRY-SPONSORED PROJECTS;
- 7 (c) WORK WITH A THIRD-PARTY PLATFORM TO CONNECT FACULTY  
8 FROM PARTICIPATING INSTITUTIONS TO EMPLOYERS FOR THE PURPOSE OF  
9 DEVELOPING HIGH-QUALITY PROJECT-BASED LEARNING OPPORTUNITIES  
10 FOR CLASSROOM INSTRUCTION;
- 11 (d) ADVISE THE COLORADO COMMISSION ON HIGHER EDUCATION  
12 ON STRATEGIES TO IMPROVE STUDENT ACCESS TO HIGH-QUALITY,  
13 WORK-BASED LEARNING OPPORTUNITIES FOR STUDENTS BASED ON  
14 PARTICIPATING FACULTY MEMBERS' EXPERIENCE EMBEDDING  
15 INDUSTRY-SPONSORED PROJECTS INTO CURRICULUM;
- 16 (e) DEVELOP BEST PRACTICES FOR INSTITUTIONS OF HIGHER  
17 EDUCATION TO EXPAND ACCESS TO WORK-BASED LEARNING IN THE  
18 CLASSROOM THROUGH INDUSTRY-SPONSORED PROJECTS; AND
- 19 (f) DEVELOP FINDINGS AND RECOMMENDATIONS BASED ON THE  
20 CONSORTIUM'S DUTIES DESCRIBED IN THIS SUBSECTION (4).
- 21 (5) THE THIRD-PARTY PLATFORM DESCRIBED IN SUBSECTION (4)(c)  
22 OF THIS SECTION MUST:
- 23 (a) WORK, AS NECESSARY, WITH THE DEPARTMENT OF LABOR AND  
24 EMPLOYMENT, INSTITUTIONS OF HIGHER EDUCATIONS' CAREER SERVICES  
25 AND WORKFORCE DEVELOPMENT TEAMS, THE OFFICE OF ECONOMIC  
26 DEVELOPMENT, AND THE DEPARTMENT TO RECRUIT INDUSTRIES TO  
27 PARTICIPATE IN INDUSTRY-SPONSORED PROJECTS;
- 28 (b) WORK WITH EACH PARTICIPATING INSTITUTION OF HIGHER  
29 EDUCATION'S FACULTY TO SUPPORT THEIR WORK ALIGNING  
30 INDUSTRY-SPONSORED PROJECTS WITH EXISTING CONTENT AND  
31 CURRICULA, INCLUDING, BUT NOT LIMITED TO:
- 32 (I) USING MODELS TAILORED TO DIFFERENT DISCIPLINES,  
33 STUDENT-TEAM COLLABORATION FRAMEWORKS, INCLUDING PROJECT  
34 GUIDELINES AND EXPECTATIONS AND FACULTY-INTEGRATED  
35 EXPERIENTIAL LEARNING MODELS;
- 36 (II) PARTNERING WITH EACH PARTICIPATING INSTITUTION OF  
37 HIGHER EDUCATION'S CAREER SERVICES OR WORKFORCE DEVELOPMENT  
38 TEAM AND FACULTY AND STAFF TO DEVELOP A STRATEGY TO GROW THEIR  
39 INDUSTRY AND EMPLOYER NETWORKS;
- 40 (III) WORKING WITH PARTICIPATING INSTITUTIONS OF HIGHER  
41 EDUCATION TO DEVELOP NEW EMPLOYER ENGAGEMENT STRATEGIES TO  
42 EXPAND INDUSTRY COLLABORATION;
- 43 (IV) PROVIDING AN ONLINE PLATFORM FOR STRUCTURED

1 WORK-BASED LEARNING OPPORTUNITIES, INCLUDING  
2 INDUSTRY-SPONSORED PROJECTS THAT ARE SHARED WITH PARTICIPATING  
3 INSTITUTIONS OF HIGHER EDUCATION;

4 (V) PROVIDING PROJECT-BASED LEARNING MODELS TO SUPPORT  
5 PROGRAM DEVELOPMENT;

6 (VI) PROVIDING DATA AND IMPACT REPORTS; AND

7 (VII) PROVIDING INSTITUTIONAL SUPPORT AND TRAINING,  
8 INCLUDING SUPPORT FOR FACULTY THROUGH TRAINING WORKSHOPS ON  
9 INTEGRATING EXPERIENTIAL LEARNING INTO CURRICULA; A CUSTOM  
10 CONSORTIUM DASHBOARD FOR TRACKING PROJECTS, STUDENT PROGRESS,  
11 AND INSTITUTIONAL ENGAGEMENT; BEST PRACTICE GUIDES FOR SCALING  
12 ACROSS PROGRAMS AND DEPARTMENTS; AND A RESOURCE HUB WITH CASE  
13 STUDIES.

14 (6) (a) NO LATER THAN THREE YEARS AFTER THE EFFECTIVE DATE  
15 OF THIS SECTION, THE CONSORTIUM SHALL COMPLETE AND SUBMIT A  
16 REPORT TO THE EDUCATION COMMITTEES OF THE HOUSE OF  
17 REPRESENTATIVES AND THE SENATE, OR THEIR SUCCESSOR COMMITTEES,  
18 ON THE FOLLOWING:

19 (I) A DESCRIPTION OF THE CONSORTIUM'S FINDINGS AND  
20 RECOMMENDATIONS DESCRIBED IN SUBSECTION (4)(f) OF THIS SECTION;

21 (II) THE DETAILS OF THE CONSORTIUM'S IMPACTS ON  
22 PARTICIPATING INSTITUTIONS OF HIGHER EDUCATION AND THE EFFECTS OF  
23 CREATING ADDITIONAL WORK-BASED LEARNING ACTIVITIES ON STUDENTS,  
24 FACULTY, AND EMPLOYERS; AND

25 (III) RECOMMENDATIONS FOR STATUTORY CHANGES, FINANCIAL  
26 RESOURCES, DEPARTMENT POLICY CHANGES, AND INSTITUTIONS OF HIGHER  
27 EDUCATION POLICY CHANGES NECESSARY TO IMPROVE SUCCESSFUL  
28 WORK-BASED LEARNING OPPORTUNITIES FOR STUDENTS ENROLLED IN  
29 INSTITUTIONS OF HIGHER EDUCATION.

30 (b) THIS SUBSECTION (6) IS REPEALED, EFFECTIVE JUNE 30, 2031.

31 **23-82-103. Higher education work-based consortium fund -**  
32 **gifts, grants, and donations.** (1) THE DEPARTMENT MAY SEEK, ACCEPT,  
33 AND EXPEND GIFTS, GRANTS, OR DONATIONS FROM PRIVATE OR PUBLIC  
34 SOURCES FOR THE PURPOSES OF THIS ARTICLE 82. THE DEPARTMENT SHALL  
35 TRANSMIT ALL MONEY RECEIVED THROUGH GIFTS, GRANTS, OR DONATIONS  
36 TO THE STATE TREASURER, WHO SHALL CREDIT THE MONEY TO THE HIGHER  
37 EDUCATION WORK-BASED LEARNING CONSORTIUM FUND CREATED IN THIS  
38 SECTION.

39 (2) THE DEPARTMENT MAY ACCEPT DONATIONS OF IN-KIND  
40 SERVICES FOR THE PURPOSES OF THIS SECTION, INCLUDING FOR TECHNICAL  
41 ASSISTANCE.

42 (3) THE HIGHER EDUCATION WORK-BASED LEARNING CONSORTIUM  
43 FUND IS CREATED IN THE STATE TREASURY. THE FUND CONSISTS OF GIFTS,

1 GRANTS, AND DONATIONS CREDITED TO THE FUND PURSUANT TO  
2 SUBSECTION (1) OF THIS SECTION AND ANY OTHER MONEY THAT THE  
3 GENERAL ASSEMBLY MAY APPROPRIATE OR TRANSFER TO THE FUND. THE  
4 STATE TREASURER SHALL CREDIT ALL INTEREST AND INCOME DERIVED  
5 FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE FUND TO THE  
6 FUND.

7 (4) MONEY IN THE FUND IS CONTINUOUSLY APPROPRIATED TO THE  
8 DEPARTMENT FOR PURPOSES OF THIS ARTICLE 82.

9 (5) (a) IF, BY JUNE 30, 2028, THE MONEY IN THE FUND HAS NEVER  
10 REACHED OR EXCEEDED TWO MILLION DOLLARS, THE STATE TREASURER  
11 SHALL RETURN EACH GRANTOR'S OR DONOR'S GIFT, GRANT, OR DONATION.

12 (b) IF SECTION 23-82-102 TAKES EFFECT PURSUANT TO SECTION  
13 23-82-104 (1), ON THE DAY PRIOR TO THE REPEAL OF THE FUND THREE  
14 YEARS LATER PURSUANT TO SECTION 23-82-104 (2), THE STATE  
15 TREASURER SHALL RETURN FROM THE FUND TO EACH GRANTOR OR DONOR  
16 THE MONEY REMAINING IN THE FUND IN AN AMOUNT THAT IS  
17 PROPORTIONAL TO THE GRANTOR'S OR DONOR'S SHARE OF THE TOTAL  
18 AMOUNT OF GIFTS, GRANTS, OR DONATIONS DEPOSITED TO THE FUND.

19 (c) IF ANY MONEY REMAINS IN THE FUND AFTER THE STATE  
20 TREASURER RETURNS MONEY TO DONORS OR GRANTORS AS DESCRIBED IN  
21 SUBSECTION (5)(a) OR (5)(b) OF THIS SECTION, AS APPLICABLE, THE STATE  
22 TREASURER SHALL, PRIOR TO THE REPEAL OF THE FUND, TRANSFER ALL  
23 UNEXPENDED AND UNENCUMBERED MONEY IN THE FUND TO THE GENERAL  
24 FUND.

25 **23-82-104. Effective dates - repeal of part - notice to revisor of**  
26 **statutes.** (1) SECTION 23-82-102 WILL TAKE EFFECT IF THE FUND  
27 RECEIVES TWO MILLION DOLLARS IN GIFTS, GRANTS, OR DONATIONS FOR  
28 PURPOSES OF THIS ARTICLE 82. THE EXECUTIVE DIRECTOR OF THE  
29 DEPARTMENT OF HIGHER EDUCATION SHALL NOTIFY THE REVISOR OF  
30 STATUTES IN WRITING OF THE DATE WHEN THE CONDITION SPECIFIED IN  
31 THIS SECTION HAS OCCURRED BY EMAILING THE NOTICE TO  
32 REVISOROFSTATUTES.GA@COLEG.GOV. SECTION 23-82-102 TAKES EFFECT  
33 UPON THE DATE IDENTIFIED IN THE NOTICE THAT THE DEPARTMENT  
34 RECEIVES TWO MILLION DOLLARS IN GIFTS, GRANTS, OR DONATIONS FOR  
35 PURPOSES OF THIS SECTION OR, IF THE NOTICE DOES NOT SPECIFY THAT  
36 DATE, UPON THE DATE OF THE NOTICE TO THE REVISOR OF STATUTES.

37 (2) THIS ARTICLE 82 IS REPEALED, EFFECTIVE JULY 1, 2031;  
38 EXCEPT THAT, IF THE REVISOR OF STATUTES RECEIVES NOTICE PURSUANT  
39 TO THIS SECTION, THEN THIS ARTICLE 82 IS REPEALED, EFFECTIVE THREE  
40 YEARS AFTER SECTION 23-82-102 TAKES EFFECT.

41 **SECTION 3.** In Colorado Revised Statutes, **add** article 83 to title  
42 23 as follows:

1 **ARTICLE 83**

2 **Collegiate Work-based Learning**

3 **23-83-101. Definitions.** AS USED IN THIS ARTICLE 83, UNLESS THE  
4 CONTEXT OTHERWISE REQUIRES:

5 (1) "COMMISSION" HAS THE SAME MEANING AS SET FORTH IN  
6 SECTION 23-1-101.1.

7 (2) "DEPARTMENT" MEANS THE DEPARTMENT OF HIGHER  
8 EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 24-1-114.

9 (3) "INSTITUTION OF HIGHER EDUCATION" MEANS:

10 (a) A STATE INSTITUTION OF HIGHER EDUCATION, AS DEFINED IN  
11 SECTION 23-18-102, OR AN ACCREDITED CAMPUS OF A STATE INSTITUTION  
12 OF HIGHER EDUCATION;

13 (b) A PARTICIPATING PRIVATE INSTITUTION OF HIGHER EDUCATION,  
14 AS DEFINED IN SECTION 23-18-102;

15 (c) A LOCAL DISTRICT COLLEGE, AS DEFINED IN SECTION  
16 23-71-102; AND

17 (d) AN AREA TECHNICAL COLLEGE, AS DEFINED IN SECTION  
18 23-60-103.

19 (4) "TALENT DEVELOPMENT GLOSSARY" MEANS A TOOL CREATED  
20 AND MAINTAINED BY THE COLORADO WORKFORCE DEVELOPMENT  
21 COUNCIL TO DEFINE TERMS RELATED TO TALENT DEVELOPMENT.

22 (5) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET  
23 FORTH IN SECTION 8-83-601.

24 (6) "WORK-BASED LEARNING QUALITY EXPECTATIONS" MEANS THE  
25 TOOL CREATED PURSUANT TO SECTION 8-83-602 (5) THAT DESCRIBES A  
26 VARIETY OF STRATEGIES TO OFFER LEARNERS EXPERIENTIAL,  
27 CAREER-CONNECTED OPPORTUNITIES. THE ACTIVITIES PROMOTE LEARNING  
28 ABOUT WORK, LEARNING THROUGH WORK, AND LEARNING AT WORK.

29 **23-83-102. Collegiate work-based learning - talent**  
30 **development glossary.** (1) ON OR BEFORE NOVEMBER 1, 2026, THE  
31 COMMISSION SHALL RECOMMEND A LIST OF TERMS USED BY INSTITUTIONS  
32 OF HIGHER EDUCATION RELATED TO WORK-BASED LEARNING TO THE  
33 COLORADO WORKFORCE DEVELOPMENT COUNCIL FOR INCLUSION IN THE  
34 TALENT DEVELOPMENT GLOSSARY.

35 (2) THE PURPOSE OF THE LIST OF TERMS IS TO:

36 (a) AUGMENT THE TALENT DEVELOPMENT GLOSSARY SO THAT  
37 COLLEGIATE WORK-BASED LEARNING ACTIVITIES ARE ACCURATELY  
38 REFLECTED IN STATEWIDE EFFORTS TO PROMOTE WORK-BASED LEARNING;  
39 AND

40 (b) DEMONSTRATE TO INSTITUTIONS OF HIGHER EDUCATION  
41 RELEVANT OPPORTUNITIES TO PARTICIPATE IN STATEWIDE EFFORTS TO  
42 PROMOTE WORK-BASED LEARNING.

43 (3) THE LIST OF TERMS MUST BE DEVELOPED IN PARTNERSHIP WITH

1 THE INSTITUTIONS OF HIGHER EDUCATION, THE COLORADO WORKFORCE  
2 DEVELOPMENT COUNCIL, NONPROFIT ORGANIZATIONS, AND INSTITUTIONAL  
3 FACULTY WITH EXPERIENCE DEVELOPING COLLEGIATE WORK-BASED  
4 LEARNING OPPORTUNITIES.

5 (4)(a) ON OR BEFORE JULY 1, 2026, THE COMMISSION SHALL WORK  
6 WITH INSTITUTIONS OF HIGHER EDUCATION; THE COLORADO WORKFORCE  
7 DEVELOPMENT COUNCIL; THE DEPARTMENT OF EDUCATION; THE  
8 CONSORTIUM CREATED PURSUANT TO SECTION 23-82-102 (3)(a), IF  
9 SECTION 23-82-102 BECOMES EFFECTIVE PURSUANT TO SECTION 23-82-104  
10 (1); NONPROFIT ORGANIZATIONS; INDUSTRY ASSOCIATIONS; AND  
11 BUSINESSES TO DEVELOP RECOMMENDATIONS ON HOW TO BEST EMBED  
12 WORK-BASED LEARNING OPPORTUNITIES INTO CURRENT DEGREE  
13 PATHWAYS.

14 (b) THE RECOMMENDATIONS DESCRIBED IN SUBSECTION (4)(a) OF  
15 THIS SECTION MUST BE USED TO INFORM THE REVIEW AND REVISION OF  
16 WORK-BASED LEARNING QUALITY EXPECTATIONS SET FORTH IN SECTION  
17 8-83-602 (5).

18 **23-83-103. Reporting - repeal.** (1)(a) ON OR BEFORE DECEMBER  
19 1, 2026, THE DEPARTMENT SHALL WORK WITH INSTITUTIONS OF HIGHER  
20 EDUCATION TO DEVELOP DATA COLLECTION AND REPORTING STANDARDS  
21 FOR CREDIT-BEARING WORK-BASED LEARNING PROGRAMS FOR THE  
22 PURPOSE OF STRENGTHENING THE EVIDENCE BASE TO UNDERSTAND THE  
23 IMPACT OF COLLEGIATE WORK-BASED LEARNING EXPERIENCES ON  
24 STUDENT OUTCOMES AND CAREER PREPAREDNESS.

25 (b) ON OR BEFORE DECEMBER 2028, AND ANNUALLY THEREAFTER,  
26 AND SUBJECT TO DATA AVAILABILITY, INSTITUTIONS OF HIGHER  
27 EDUCATION SHALL PROVIDE TO THE DEPARTMENT WORK-BASED LEARNING  
28 DATA ON STUDENTS AND DEGREE PROGRAMS USING EXISTING DATA  
29 COLLECTION MECHANISMS. THE INFORMATION MUST INCLUDE, AT A  
30 MINIMUM:

31 (I) WHETHER A CREDIT-BEARING COURSE INCLUDED WORK-BASED  
32 LEARNING FOR EACH ENROLLED STUDENT; AND

33 (II) WHETHER A DEGREE-GRANTING PROGRAM INCLUDES A  
34 WORK-BASED LEARNING COMPONENT.

35 (2) BEGINNING JANUARY 2029, AND EACH JANUARY THROUGH  
36 2030, THE DEPARTMENT SHALL INCLUDE THE DATA COLLECTED PURSUANT  
37 TO SUBSECTION (1) OF THIS SECTION AS PART OF THE DEPARTMENT'S  
38 "SMART ACT" HEARING REQUIRED BY SECTION 2-7-203, AND, SUBJECT  
39 TO DATA AVAILABILITY, THE FOLLOWING INFORMATION FROM EXISTING  
40 DEPARTMENT DATA COLLECTIONS:

41 (a) THE NUMBER AND PERCENTAGE OF DEGREE PROGRAMS THAT  
42 REQUIRE A WORK-BASED LEARNING OR INTERNSHIP REQUIREMENT FOR  
43 DEGREE COMPLETION BY INSTITUTION OF HIGHER EDUCATION AND DEGREE



1 LEVEL;  
2 (b) THE NUMBER AND PERCENTAGE OF STUDENTS WHO COMPLETE  
3 A CREDIT-BEARING WORK-BASED LEARNING EXPERIENCE DURING THEIR  
4 POSTSECONDARY PROGRAM, DISAGGREGATED BY FIRST-GENERATION  
5 STATUS, FULL- AND PART-TIME ENROLLMENT STATUS, TRANSFER STUDENT  
6 STATUS, FEDERAL PELL GRANT ELIGIBILITY, RACE, ETHNICITY, AND SEX OR  
7 GENDER; AND

8 (c) THE AVERAGE NUMBER OF CREDITS EARNED THAT ARE  
9 ASSOCIATED WITH WORK-BASED LEARNING EXPERIENCES,  
10 DISAGGREGATED BY FIRST-GENERATION STATUS, FULL- AND PART-TIME  
11 ENROLLMENT STATUS, TRANSFER STUDENT STATUS, FEDERAL PELL GRANT  
12 ELIGIBILITY, RACE, ETHNICITY, AND SEX OR GENDER.

13 (3) THE DATA COLLECTED PURSUANT TO THIS SECTION MAY BE  
14 USED IN THE STATEWIDE LONGITUDINAL DATA SYSTEM CREATED IN  
15 SECTION 24-37.5-125 (2) TO ANALYZE THE ROLE OF WORK-BASED  
16 LEARNING ON STUDENT PERFORMANCE AND OUTCOMES.

17 **SECTION 4.** In Colorado Revised Statutes, 23-3.3-401, **add** (4)  
18 as follows:

19 **23-3.3-401. Work-study program established - requirements.**

20 (4) FUNDS APPROPRIATED TO THE COMMISSION MAY BE USED BY THE  
21 COMMISSION TO COVER THE COSTS OF WORK-BASED LEARNING  
22 REQUIREMENTS FOR STUDENTS WHO ARE REQUIRED TO COMPLETE  
23 CREDIT-BEARING WORK-BASED LEARNING REQUIREMENTS TO GRADUATE  
24 FROM AN INSTITUTION OF HIGHER EDUCATION. FUNDING USED FOR THE  
25 PURPOSES OF THIS SUBSECTION (4) IS EXEMPT FROM THE REQUIREMENTS  
26 TO USE A STUDENT EMPLOYMENT CONTRACT.

27 **SECTION 5. Act subject to petition - effective date.** This act  
28 takes effect at 12:01 a.m. on the day following the expiration of the  
29 ninety-day period after final adjournment of the general assembly; except  
30 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
31 of the state constitution against this act or an item, section, or part of this  
32 act within such period, then the act, item, section, or part will not take  
33 effect unless approved by the people at the general election to be held in  
34 November 2026 and, in such case, will take effect on the date of the  
35 official declaration of the vote thereon by the governor."

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