

Second Regular Session
Seventieth General Assembly
STATE OF COLORADO

REREVISED

*This Version Includes All Amendments
Adopted in the Second House*

LLS NO. 16-1088.01 Yelana Love x2295

HOUSE BILL 16-1287

HOUSE SPONSORSHIP

Rosenthal and Wilson,

SENATE SPONSORSHIP

Cooke and Kefalas,

House Committees
Business Affairs and Labor

Senate Committees
Business, Labor, & Technology

A BILL FOR AN ACT

101 **CONCERNING A REQUIREMENT THAT THE DEPARTMENT OF LABOR AND**
102 **EMPLOYMENT STUDY THE INTEGRATION OF ALTERNATIVE**
103 **TRAINING BY COLORADO BUSINESSES.**

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://www.leg.state.co.us/billsummaries>.)

The bill requires the department of labor and employment to study the barriers to the use of pre-apprenticeship and apprenticeship programs by Colorado businesses and make a report and recommendations based on the study.

The report and recommendations that come from the study must

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.

SENATE
3rd Reading Unamended
April 25, 2016

SENATE
Amended 2nd Reading
April 22, 2016

HOUSE
3rd Reading Unamended
March 28, 2016

HOUSE
Amended 2nd Reading
March 24, 2016

be provided to the state work force development council for inclusion in the annual Colorado talent report.

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

2 **SECTION 1.** In Colorado Revised Statutes, 24-46.3-103, **amend**
3 (3) (a) (VI) and (3) (a) (VII); and **add** (3) (a) (VIII) as follows:

4 **24-46.3-103. Key industries talent pipeline working group.**

5 (3) (a) In doing the work specified in subsection (2) of this section, the
6 state council, in partnership with the department of higher education, the
7 department of education, the department of labor and employment, and
8 the Colorado office of economic development, shall coordinate the
9 production of an annual Colorado talent report. In preparing the annual
10 Colorado talent report, the state council, the departments, and the office
11 may use previously collected data and are not required to collect new data
12 for the purposes of the report. The talent report shall:

13 (VI) Include recommendations related to advancing talent pipeline
14 and career pathways development; ~~and~~

15 (VII) Include recommendations regarding the alignment and
16 consistency of data nomenclature, collection practices, and data-sharing.

17 THE RECOMMENDATIONS SHALL NOT ALLOW THE DISCLOSURE OF THE
18 PERSONALLY IDENTIFIABLE INFORMATION OF A STUDENT ENROLLED IN
19 KINDERGARTEN OR ONE OF GRADES ONE THROUGH TWELVE WITHOUT
20 INFORMED WRITTEN PERMISSION FROM THE STUDENT'S PARENT OR LEGAL
21 GUARDIAN. THE RECOMMENDATIONS MAY DISCLOSE DE-IDENTIFIED,
22 ANONYMOUS, OR AGGREGATE KINDERGARTEN-THROUGH-TWELFTH-GRADE
23 STUDENT DATA WITHOUT PERMISSION FROM A PARENT OR LEGAL
24 GUARDIAN.

25 (VIII) INCLUDE THE REPORT AND RECOMMENDATIONS FROM THE

1 DEPARTMENT OF LABOR AND EMPLOYMENT REGARDING
2 PRE-APPRENTICESHIP AND APPRENTICESHIP IN COLORADO, PREPARED AS
3 REQUIRED BY SECTION 8-15-101, C.R.S.

4 **SECTION 2.** In Colorado Revised Statutes, **recreate and**
5 **reenact, with amendments,** article 15 of title 8 as follows:

6 **8-15-101. Pre-apprenticeship and apprenticeship study -**
7 **report and recommendations - definitions - repeal.** (1) NOT LATER
8 THAN JULY 1, 2017, THE DEPARTMENT SHALL REVIEW EMPLOYER AND
9 EMPLOYEE REQUIREMENTS, SERVICES, PROCESSES, BENEFITS, AND OTHER
10 REGULATIONS WITHIN THE DEPARTMENT THAT MAY IMPACT THE
11 ESTABLISHMENT OR INTEGRATION OF PRE-APPRENTICESHIPS AND
12 APPRENTICESHIPS INTO COLORADO BUSINESSES, INCLUDING BUT NOT
13 LIMITED TO A REVIEW OF EXISTING RULES OF THE FOLLOWING DIVISIONS IN
14 THE DEPARTMENT:

- 15 (a) THE DIVISION OF UNEMPLOYMENT INSURANCE;
- 16 (b) THE DIVISION OF WORKERS' COMPENSATION; AND
- 17 (c) THE DIVISION OF LABOR.

18 (2) AFTER COMPLETING THE REVIEW REQUIRED BY SUBSECTION (1)
19 OF THIS SECTION, THE DEPARTMENT SHALL PREPARE A REPORT AND
20 ASSOCIATED RECOMMENDATIONS.

21 (3) AFTER ALLOWING FOR A PERIOD OF PUBLIC COMMENT OF NOT
22 FEWER THAN FIFTEEN DAYS, THE DEPARTMENT SHALL SUBMIT THE REPORT
23 AND RECOMMENDATIONS TO:

- 24 (a) THE SENATE COMMITTEE ON BUSINESS, LABOR, AND
25 TECHNOLOGY OR ITS SUCCESSOR COMMITTEE;
- 26 (b) THE HOUSE OF REPRESENTATIVES COMMITTEE ON BUSINESS
27 AFFAIRS AND LABOR OR ITS SUCCESSOR COMMITTEE; AND

1 (c) THE STATE WORK FORCE DEVELOPMENT COUNCIL FOR
2 INCLUSION IN THE ANNUAL COLORADO TALENT REPORT, DESCRIBED IN
3 SECTION 24-46.3-103 (3) (a), C.R.S.

4 (4) FOR PURPOSES OF THIS SECTION:

5 (a) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND
6 EMPLOYMENT.

7 (b) "PRE-APPRENTICESHIP AND APPRENTICESHIP" MEANS A
8 PROGRAM AS DEFINED BY THE STATE COUNCIL, THE DEPARTMENT, OR THE
9 UNITED STATES DEPARTMENT OF LABOR.

10 (5) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2017.

11 **SECTION 3. Act subject to petition - effective date.** This act
12 takes effect at 12:01 a.m. on the day following the expiration of the
13 ninety-day period after final adjournment of the general assembly (August
14 10, 2016, if adjournment sine die is on May 11, 2016); except that, if a
15 referendum petition is filed pursuant to section 1 (3) of article V of the
16 state constitution against this act or an item, section, or part of this act
17 within such period, then the act, item, section, or part will not take effect
18 unless approved by the people at the general election to be held in
19 November 2016 and, in such case, will take effect on the date of the
20 official declaration of the vote thereon by the governor.