

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

**REVISED**

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

LLS NO. 18-0132.02 Kip Kolkmeier x4510

**SENATE BILL 18-042**

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**SENATE SPONSORSHIP**

**Donovan and Crowder**, Sonnenberg

**HOUSE SPONSORSHIP**

**Catlin and McLachlan**, Arndt, Jackson, McKean

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**Senate Committees**

Agriculture, Natural Resources, & Energy  
Appropriations

**House Committees**

Agriculture, Livestock, & Natural Resources  
Appropriations

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**A BILL FOR AN ACT**

101     **CONCERNING THE CREATION OF THE AGRICULTURAL WORKFORCE**  
102             **DEVELOPMENT PROGRAM, AND, IN CONNECTION THEREWITH,**  
103             **MAKING AN 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/>.)*

**Young and Beginning Farmers Interim Study Committee.** The bill requires the commissioner of agriculture to create, by rule, the agricultural workforce development program to provide incentives to agricultural businesses to hire interns. Qualified agricultural businesses may be reimbursed an amount not to exceed 50% of the actual cost of

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

HOUSE  
Amended 2nd Reading  
May 2, 2018

SENATE  
3rd Reading Unamended  
April 17, 2018

SENATE  
Amended 2nd Reading  
April 16, 2018

hiring a qualified intern. The rules must include specified criteria for qualifying businesses and interns participating in the program. Qualified internships must include at least 130 hours of work experience and cannot exceed 6 months in duration. The program is repealed on July 1, 2024.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add 24-46.3-106** as  
3 follows:

4 **24-46.3-106. Agricultural workforce development program -**  
5 **legislative declaration - creation - rules - repeal.** (1) THE GENERAL  
6 ASSEMBLY FINDS AND DECLARES THAT:

7 (a) FINDING QUALIFIED AND TRAINED AGRICULTURAL EMPLOYEES  
8 IS A SIGNIFICANT CHALLENGE FOR AGRICULTURAL BUSINESSES. IT IS  
9 ESPECIALLY DIFFICULT TO PROVIDE TRAINING AND EXPERIENCE TO YOUNG  
10 AND BEGINNING FARMERS AND RANCHERS.

11 (b) THE BARRIERS TO ENTRY FOR YOUNG AND BEGINNING FARMERS  
12 AND RANCHERS ARE SIGNIFICANT. AMONG THESE BARRIERS ARE ACCESS  
13 TO TRAINING PROGRAMS THAT PROVIDE REAL-WORLD WORK EXPERIENCE.

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

17 (d) BY OFFERING INCENTIVES TO AGRICULTURAL BUSINESSES TO  
18 CREATE INTERNSHIPS, THERE WILL BE MORE OPPORTUNITIES FOR STUDENTS  
19 TO OBTAIN WORK EXPERIENCE IN AGRICULTURE.

20 (2) THE **DIVISION OF EMPLOYMENT AND TRAINING IN THE**  
21 **DEPARTMENT** SHALL PROMULGATE RULES BY JANUARY 1, 2019, CREATING  
22 THE AGRICULTURAL WORKFORCE DEVELOPMENT PROGRAM TO PROVIDE  
23 INCENTIVES TO AGRICULTURAL BUSINESSES TO HIRE INTERNS THROUGH

1 PARTIAL REIMBURSEMENT OF INTERNSHIP COSTS. THE RULES MUST  
2 SPECIFY, AT A MINIMUM:

3 (a) THE CRITERIA FOR SELECTING AN AGRICULTURAL BUSINESS FOR  
4 PARTICIPATION IN THE PROGRAM, INCLUDING THE ABILITY OF THE  
5 BUSINESS TO EFFECTIVELY SUPERVISE AN INTERN AND THE OPPORTUNITY  
6 FOR AN INTERN TO GET MEANINGFUL WORK EXPERIENCE:

7 (b) THE CRITERIA FOR AN INTERNSHIP TO QUALIFY UNDER THE  
8 PROGRAM, INCLUDING THE FOLLOWING:

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

11 (II) THE INTERNSHIP CANNOT EXCEED SIX MONTHS IN DURATION  
12 PER INTERN.

13 (c) THE CRITERIA FOR AN AGRICULTURAL BUSINESS TO USE IN  
14 SELECTING QUALIFIED INTERNS, INCLUDING THE REQUIRED EDUCATIONAL  
15 EXPERIENCE FOR AN INTERN AND THE ABILITY OF THE INTERN TO PERFORM  
16 MEANINGFUL WORK FOR THE BUSINESS;

17 (d) THE PROCESS AND TIMETABLE FOR SELECTING QUALIFIED  
18 BUSINESSES AND QUALIFIED INTERNS;

19 (e) THE ACCOUNTING REQUIREMENTS FOR TRACKING INTERNSHIP  
20 COSTS; AND

21 (f) THE PROCESS FOR A BUSINESS TO SEEK REIMBURSEMENT.

22 (3) SUBJECT TO APPROPRIATION, THE DEPARTMENT MAY  
23 REIMBURSE A QUALIFIED BUSINESS AN AMOUNT NOT TO EXCEED FIFTY  
24 PERCENT OF THE ACTUAL COST TO THE BUSINESS TO EMPLOY THE INTERN.  
25 ACTUAL COST INCLUDES THE WAGES PAID TO THE INTERN, A REASONABLE  
26 ALLOCATION OF FIXED OVERHEAD EXPENSES, AND ALL INCIDENTAL COSTS  
27 DIRECTLY RELATED TO THE INTERNSHIP. BASED ON THE ANNUAL

1 APPROPRIATION FOR THE PROGRAM, THE DIVISION OF EMPLOYMENT AND  
2 TRAINING SHALL DETERMINE HOW MANY INTERNSHIPS MAY BE APPROVED,  
3 THE AMOUNT OF REIMBURSEMENT PER INTERNSHIP, AND WHETHER A  
4 BUSINESS MAY BE REIMBURSED FOR MORE THAN ONE INTERN IN THE SAME  
5 FISCAL YEAR. HOWEVER, NO BUSINESS MAY BE REIMBURSED FOR MORE  
6 THAN THREE INTERNSHIPS IN THE SAME FISCAL YEAR.

7 (4) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2024.

8 **SECTION 2. Appropriation.** For the 2018-19 state fiscal year,  
9 \$43,157 is appropriated to the department of labor and employment for  
10 use by the division of employment and training. This appropriation is  
11 from the general fund and is based on an assumption that the division will  
12 require an additional 0.3 FTE. To implement this act, the division may  
13 use this appropriation for state operations and program costs.

14 **SECTION 3. Act subject to petition - effective date.** This act  
15 takes effect at 12:01 a.m. on the day following the expiration of the  
16 ninety-day period after final adjournment of the general assembly (August  
17 8, 2018, if adjournment sine die is on May 9, 2018); except that, if a  
18 referendum petition is filed pursuant to section 1 (3) of article V of the  
19 state constitution against this act or an item, section, or part of this act  
20 within such period, then the act, item, section, or part will not take effect  
21 unless approved by the people at the general election to be held in  
22 November 2019 and, in such case, will take effect on the date of the  
23 official declaration of the vote thereon by the governor.