

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

PREAMENDED

*This Unofficial Version Includes Committee
Amendments Not Yet Adopted on Second Reading*

LLS NO. 20-0357.01 Brita Darling x2241

HOUSE BILL 20-1053

HOUSE SPONSORSHIP

Sirota and Wilson, McCluskie

SENATE SPONSORSHIP

Story, Pettersen

House Committees

Education
Appropriations

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING INCREASING CAREER PATHWAYS OPPORTUNITIES TO**
102 **MAINTAIN A QUALITY EARLY CHILDHOOD EDUCATOR**
103 **WORKFORCE.**

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/>.)

Early Childhood and School Readiness Legislative Commission. The bill directs the state board of human services (state board) in the department of human services (DHS) to establish licensing standards that will allow an early care and education program to be licensed for a period of time determined by the state board if one or more

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.*

early childhood educators have pursued DHS-approved early childhood credentials but have not yet completed the credential and other state-board-determined quality, safety, and supervision conditions are met.

The state board shall also promulgate rules allowing an early childhood educator to earn points toward an early childhood credential based on the candidate's prior experience and demonstrated competency.

The bill directs DHS and the department of education (CDE) to streamline and align the early childhood professional credential, child care program licensing, and educator licensing to make requirements clear and consistent and to reduce the administrative burden and paperwork burden relating to credentialing and licensing of early childhood educators.

The bill directs DHS to analyze and prepare a written report every 2 years on the gap between Colorado's current supply of early childhood educators and the current and future need for early childhood educators in the state. The report will be posted on DHS's website.

The bill directs DHS and CDE to direct resources to support concurrent enrollment opportunities and career pathways for high school students and other nontraditional students interested in earning college credit toward becoming an early childhood educator.

The bill creates the early care and education recruitment and retention grant and scholarship program in DHS (grant and scholarship program). DHS shall administer the program directly or by contract. The state board shall establish an application process for the grant and scholarship program, and DHS shall award grants and scholarships to eligible individuals or entities for the purposes of increasing the number of individuals qualified as early childhood educators to teach in a program serving children 5 years of age or younger and to retain early childhood educators teaching in those programs.

Individuals and entities eligible for a grant or scholarship include individuals pursuing a career in early childhood education, nonprofit entities that administer scholarship programs aligned with the purposes of the grant and scholarship program, licensed early care and education programs, and institutions of higher education that administer scholarship programs aligned with the purposes of the grant and scholarship program.

The bill includes a list of eligible expenditures of the grant or scholarship money, including, among others, payment of tuition and other expenses for courses that lead to a degree or credential as an early childhood educator or a higher degree or qualification that results in retention of an educator; payment for the costs of coaching, mentoring, professional development, and other costs and programs that lead to credentialing; payments to licensed providers; and money for programs, schools, and institutions of higher education to establish "grow-your-own" programs to support individuals completing

qualifications to become early childhood educators.

The bill creates a fund for the grant and scholarship program and requires DHS to report on the grant and scholarship program at least every 2 years and post the report on its website.

The bill creates the early childhood educator apprenticeship program (apprenticeship program) in the division of employment and training (division) in the department of labor and employment (CDLE). The division shall administer the apprenticeship program. The executive director of CDLE shall establish program standards relating to eligibility criteria for local entities, including workforce development programs, nonprofit organizations, institutions of higher education, and early childhood councils, to receive money to support existing apprenticeship programs and to implement new apprenticeship programs for early childhood educators. The bill includes the approved uses of funding provided through the apprenticeship program. The bill creates a fund for the apprenticeship program.

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

2 **SECTION 1.** In Colorado Revised Statutes, 26-6-106, **add** (7) as
3 follows:

4 **26-6-106. Standards for facilities and agencies - rules.** (7) THE
5 STATE BOARD SHALL PROMULGATE RULES CONCERNING STANDARDS FOR
6 LICENSING EARLY CARE AND EDUCATION PROGRAMS THAT FACILITATE THE
7 RECRUITMENT AND RETENTION OF COLORADO'S EARLY CHILDHOOD
8 EDUCATOR WORKFORCE AS DESCRIBED IN SECTION 26-6-122.

9 **SECTION 2.** In Colorado Revised Statutes, **add** 26-6-122 as
10 follows:

11 **26-6-122. Pathways to the classroom and retention strategies**
12 **for early childhood educators - standards - alignment across agencies**
13 **- report - rules.** (1) THE STATE BOARD SHALL PROMULGATE RULES
14 ESTABLISHING STANDARDS FOR LICENSING THAT ALLOW AN EARLY CARE
15 AND EDUCATION PROGRAM TO BE LICENSED FOR A PERIOD OF TIME
16 DETERMINED BY THE STATE BOARD, IF A STATE-BOARD-APPROVED

1 NUMBER OF ASPIRING EARLY CHILDHOOD EDUCATORS IN THE PROGRAM
2 ARE PURSUING A STATE-AGENCY-APPROVED EARLY CHILDHOOD
3 CREDENTIAL, AND OTHER QUALITY, SAFETY, AND SUPERVISION
4 CONDITIONS ARE MET.

5 (2) THE STATE BOARD SHALL PROMULGATE RULES THAT ALLOW AN
6 EARLY CHILDHOOD EDUCATOR TO EARN POINTS TOWARD AN EARLY
7 CHILDHOOD CREDENTIAL THAT MEETS CHILD CARE LICENSING STANDARDS
8 BASED ON THE CANDIDATE'S PRIOR EXPERIENCE AND DEMONSTRATED
9 COMPETENCY. THE LICENSING PATHWAY MUST ALSO INCLUDE WAYS IN
10 WHICH A CANDIDATE IN A SECOND CAREER OR CHANGING CAREERS CAN
11 EARN POINTS OR CREDITS FOR PRIOR EXPERIENCE AND COMPETENCIES
12 THAT APPLY TOWARD THE QUALIFICATIONS FOR AN EARLY CHILDHOOD
13 EDUCATOR CREDENTIAL. THE STANDARDS AND CREDENTIAL AWARDING
14 PROCESS MUST EXPAND THE NUMBER OF PEOPLE AND ORGANIZATIONS
15 THAT CAN USE IDENTIFIED AND VALIDATED TOOLS TO AWARD POINTS FOR
16 DEMONSTRATED COMPETENCIES AND INCREASE THE NUMBER OF
17 COMMUNITY-BASED ORGANIZATIONS APPROVED BY THE STATE
18 DEPARTMENT TO REVIEW AND AWARD CREDENTIALS.

19 (3) THE STATE DEPARTMENT AND THE DEPARTMENT OF EDUCATION
20 SHALL ALIGN, TO THE EXTENT POSSIBLE, THE STATE'S EARLY CHILDHOOD
21 PROFESSIONAL CREDENTIAL, DEPARTMENT OF EDUCATION EDUCATOR
22 LICENSING, AND CHILD CARE PROGRAM LICENSING IN ORDER TO MAKE THE
23 REQUIREMENTS AS CONSISTENT AND CLEAR AS POSSIBLE TO EDUCATORS
24 AND PROVIDERS. THE ALIGNMENT PROCESS MUST INCLUDE EXAMINING
25 STRATEGIES THAT SUPPORT RECIPROCITY FOR EARLY CHILDHOOD
26 EDUCATOR CREDENTIALS OR QUALIFICATIONS EARNED OUTSIDE OF
27 COLORADO.

1 (4) THE STATE DEPARTMENT AND THE DEPARTMENT OF EDUCATION
2 SHALL STREAMLINE ALL PAPERWORK THAT LICENSED EARLY CARE AND
3 EDUCATION PROGRAMS AND EARLY CHILDHOOD EDUCATORS MUST
4 COMPLETE TO MEET CHILD CARE LICENSING AND EARLY CHILDHOOD
5 EDUCATOR CREDENTIALING COMPLIANCE REQUIREMENTS. THE STATE
6 AGENCIES SHALL IDENTIFY WAYS TO SHARE INFORMATION AND REPORTS
7 ACROSS THE AGENCIES IN ORDER TO REDUCE THE ADMINISTRATIVE AND
8 PAPERWORK BURDEN ON EARLY CARE AND EDUCATION PROGRAMS AND
9 EDUCATORS. THE STREAMLINING PROCESS MUST INCLUDE A SYSTEMS SCAN
10 OF PROGRAMS AND INITIATIVES, IDENTIFICATION OF OVERLAPPING
11 REPORTING REQUIREMENTS, AND WAYS TO REDUCE THE ADMINISTRATIVE
12 AND PAPERWORK BURDEN ON PROGRAMS AND EDUCATORS.

13 (5) (a) NO LATER THAN JANUARY 31, 2021, AND NO LATER THAN
14 JANUARY 31 EVERY TWO YEARS THEREAFTER, THE STATE DEPARTMENT
15 SHALL ANALYZE AND PREPARE A WRITTEN REPORT CONCERNING:

16 (I) THE GAP, IF ANY, BETWEEN COLORADO'S CURRENT SUPPLY OF
17 QUALIFIED EARLY CHILDHOOD EDUCATORS AND THE CURRENT UNMET
18 NEED FOR QUALIFIED EARLY CHILDHOOD EDUCATORS; AND

19 (II) THE GAP, IF ANY, BETWEEN COLORADO'S CURRENT SUPPLY OF
20 QUALIFIED EARLY CHILDHOOD EDUCATORS AND THE ANTICIPATED FUTURE
21 NEED FOR QUALIFIED EARLY CHILDHOOD EDUCATORS GIVEN THE
22 EXPECTED PARTICIPATION IN THE EARLY CHILDHOOD EDUCATOR
23 WORKFORCE AND THE ANTICIPATED GROWTH IN THE STATE'S CHILD
24 POPULATION.

25 (b) TO THE FULLEST EXTENT POSSIBLE, THE ANALYSES REQUIRED
26 PURSUANT TO SUBSECTION (5)(a) OF THIS SECTION MUST BE CONDUCTED
27 BY AGE GROUP AND GEOGRAPHIC AREA OF THE STATE.

1 (c) THE STATE DEPARTMENT SHALL MAKE THE WRITTEN REPORTS
2 AVAILABLE TO THE PUBLIC ON THE STATE DEPARTMENT'S WEBSITE.

3 (6) THE STATE DEPARTMENT, THE DEPARTMENT OF HIGHER
4 EDUCATION, AND THE DEPARTMENT OF EDUCATION SHALL DEVELOP
5 RESOURCES TO SUPPORT LOCAL COMMUNITIES TO INCREASE CONCURRENT
6 ENROLLMENT OPPORTUNITIES FOR HIGH SCHOOL STUDENTS OR OTHER
7 NONTRADITIONAL STUDENTS TO EARN HIGHER EDUCATION CREDITS AND
8 DEGREES THAT ALLOW THEM TO SERVE AS EARLY CHILDHOOD EDUCATORS
9 AND SHALL SUPPORT CAREER PATHWAYS FOR HIGH SCHOOL STUDENTS
10 EARNING COLLEGE CREDITS TOWARD BECOMING EARLY CHILDHOOD
11 EDUCATORS, INCLUDING CONCURRENT ENROLLMENT, CAREER AND
12 TECHNICAL EDUCATION, THE ASCENT PROGRAM, AND OTHER CAREER
13 PATHWAYS.

14 **SECTION 3.** In Colorado Revised Statutes, **add** part 4 to article
15 6.5 of title 26 as follows:

16 PART 4

17 EARLY CARE AND EDUCATION

18 RECRUITMENT AND RETENTION

19 GRANT █ PROGRAM

20 **26-6.5-401. Definitions.** AS USED IN THIS PART 4, UNLESS THE
21 CONTEXT OTHERWISE REQUIRES:

22 (1) "GRANT █ PROGRAM" MEANS THE EARLY CARE AND
23 EDUCATION RECRUITMENT AND RETENTION GRANT █ PROGRAM CREATED
24 IN THIS PART 4.

25 **26-6.5-402. Early care and education recruitment and**
26 **retention grant █ program - created - eligibility - awards - rules.**

27 (1) THERE IS CREATED IN THE STATE DEPARTMENT THE EARLY CARE AND

1 EDUCATION RECRUITMENT AND RETENTION GRANT █ █ PROGRAM. THE
2 STATE DEPARTMENT SHALL ADMINISTER, DIRECTLY OR BY CONTRACT, THE
3 GRANT █ PROGRAM.

4 (2) THE PURPOSES OF THE GRANT █ PROGRAM ARE TO:

5 (a) INCREASE THE NUMBER OF INDIVIDUALS THROUGHOUT THE
6 STATE WHO ARE QUALIFIED TO SERVE AS EARLY CHILDHOOD EDUCATORS
7 IN PROGRAMS LICENSED BY THE STATE DEPARTMENT SERVING CHILDREN
8 FIVE YEARS OF AGE OR YOUNGER; AND

9 (b) RETAIN EARLY CHILDHOOD EDUCATORS WORKING IN
10 PROGRAMS LICENSED BY THE STATE DEPARTMENT SERVING CHILDREN FIVE
11 YEARS OF AGE OR YOUNGER.

12 (3) THE STATE DEPARTMENT SHALL ESTABLISH A PROCESS FOR
13 ELIGIBLE █ ENTITIES, AS DESCRIBED IN THIS SUBSECTION (3), TO APPLY
14 FOR A GRANT █ THAT ALIGNS WITH THE PURPOSES OF THE GRANT █
15 PROGRAM. ENTITIES ELIGIBLE TO APPLY FOR THE GRANT █ MONEY
16 INCLUDE, BUT ARE NOT LIMITED TO:

17 █

18 (a) NONPROFIT ENTITIES THAT ADMINISTER OR PLAN TO
19 ADMINISTER SCHOLARSHIP PROGRAMS THAT ARE ALIGNED WITH THE
20 PURPOSES OF THE GRANT █ PROGRAM;

21 (b) EARLY CARE AND EDUCATION PROGRAMS LICENSED BY THE
22 STATE DEPARTMENT THAT ARE SERVING CHILDREN FIVE YEARS OF AGE OR
23 YOUNGER; AND

24 (c) STATE INSTITUTIONS OF HIGHER EDUCATION THAT ADMINISTER
25 SCHOLARSHIP PROGRAMS THAT ARE ALIGNED WITH THE PURPOSES OF THE
26 GRANT █ PROGRAM.

27 (4) THE STATE DEPARTMENT SHALL SEEK AND ACCEPT

1 APPLICATIONS FROM ELIGIBLE ENTITIES FOR THE AWARD OF GRANT MONEY
2 FOR ELIGIBLE PURPOSES, WHICH MAY INCLUDE THE AWARD OF GRANT
3 MONEY TO NONPROFIT ENTITIES THAT HAVE ESTABLISHED PROGRAMS TO
4 DISTRIBUTE SCHOLARSHIP MONEY TO INDIVIDUALS FOR ELIGIBLE
5 PURPOSES. THE STATE BOARD SHALL ESTABLISH A PROCESS FOR ELIGIBLE
6 ENTITIES TO APPLY FOR GRANT MONEY. THE STATE DEPARTMENT SHALL
7 SELECT GRANT RECIPIENTS FROM A LIST PREPARED BY THE STATE
8 DEPARTMENT OF ELIGIBLE RECIPIENTS, WHICH INCLUDES THE INTENDED
9 USE OF THE GRANT MONEY. THE STATE DEPARTMENT SHALL ENSURE
10 THAT GRANT MONEY IS AWARDED FOR THE PURPOSES SET FORTH IN
11 SUBSECTION (5) OF THIS SECTION. TO THE EXTENT PRACTICABLE, A
12 PORTION OF THE GRANT MONEY SHALL BE AWARDED FOR PROMISING NEW
13 PROGRAMS, AND A PORTION AWARDED FOR ESTABLISHED PROGRAMS WITH
14 A DEMONSTRATED RECORD OF IMPROVING RETENTION AND COMPENSATION
15 FOR EARLY CHILDHOOD EDUCATORS. IN AWARDING GRANTS, THE STATE
16 DEPARTMENT SHALL PRIORITIZE GRANT APPLICATIONS THAT ADDRESS
17 BOTH RECRUITMENT AND RETENTION OF EARLY CHILDHOOD EDUCATORS.
18 GRANT AWARDS MAY BE MADE FROM EITHER THE FUND CREATED IN
19 SECTION 26-6.5-403, OR FROM OTHER SOURCES OF MONEY RECEIVED BY
20 THE STATE DEPARTMENT THAT IS AUTHORIZED TO BE EXPENDED FOR THE
21 PURPOSES OF THE GRANT PROGRAM CREATED IN THIS PART 4. THE
22 STATE DEPARTMENT SHALL COORDINATE WITH THE DEPARTMENT OF
23 HIGHER EDUCATION TO ENSURE EFFECTIVE ADMINISTRATION OF GRANT
24 MONEY AWARDED TO STATE INSTITUTIONS OF HIGHER EDUCATION.

25 (5) ELIGIBLE EXPENDITURES OF GRANT MONEY BY RECIPIENTS
26 INCLUDE:

27 (a) ADMINISTRATION BY A NONPROFIT ENTITY OF A SCHOLARSHIP

1 PROGRAM UP TO A FIXED DOLLAR AMOUNT OR PERCENTAGE OF GRANT
2 PROCEEDS AS DETERMINED BY THE STATE BOARD;

3 (b) PAYMENT OF TUITION, FEES, AND MATERIALS, INCLUDING
4 BOOKS AND ANY OTHER MATERIALS AS DETERMINED BY THE STATE
5 BOARD, FOR COURSES THAT LEAD TO A DEGREE OR CREDENTIAL OR FOR
6 OTHER FORMAL TRAINING, WHICH COURSES OR TRAINING RESULTS IN AN
7 INDIVIDUAL WHO IS NOT YET QUALIFIED TO SERVE AS AN EARLY
8 CHILDHOOD EDUCATOR IN A STATE-DEPARTMENT-LICENSED PROGRAM
9 SERVING CHILDREN FIVE YEARS OF AGE OR YOUNGER TO BECOME
10 QUALIFIED TO DO SO;

11 (c) PAYMENT OF TUITION, FEES, AND MATERIALS, INCLUDING
12 BOOKS AND ANY OTHER MATERIALS AS DETERMINED BY THE STATE
13 BOARD, FOR AN INDIVIDUAL WHO IS ALREADY A CREDENTIALLED EARLY
14 CHILDHOOD EDUCATOR FOR COURSES THAT LEAD TO A DEGREE OR
15 CREDENTIAL OR FOR OTHER FORMAL TRAINING, WHICH COURSES OR
16 TRAINING RESULTS IN AN INDIVIDUAL BEING ELIGIBLE FOR A HIGHER LEVEL
17 CREDENTIAL IN THE STATE DEPARTMENT'S PROFESSIONAL DEVELOPMENT
18 INFORMATION SYSTEM OR A HIGHER DEGREE OR QUALIFICATION THAT
19 RESULTS IN THE RETENTION OF THE EDUCATOR IN A
20 STATE-DEPARTMENT-LICENSED PROGRAM SERVING CHILDREN FIVE YEARS
21 OF AGE OR YOUNGER;

22 (d) PAYMENT FOR COSTS ASSOCIATED WITH A CREDENTIALLED
23 EARLY CHILDHOOD EDUCATOR EARNING A COACHING, FORMAL TRAINER,
24 MENTORSHIP, OR PROFESSIONAL DEVELOPMENT CERTIFICATION THAT
25 ALLOWS THE EDUCATOR TO SERVE AS A TRAINER OR MENTOR OF OTHER
26 CURRENT OR POTENTIAL EARLY CHILDHOOD EDUCATORS PURSUING
27 PROGRAMMING THAT LEADS THE CURRENT OR POTENTIAL EARLY

1 CHILDHOOD EDUCATOR TO A CREDENTIAL;

2 (e) PAYMENTS TO LICENSED PROVIDERS TO COVER PAID RELEASE
3 TIME FOR INDIVIDUALS, SUBSTITUTES, AND PROGRAM COSTS TO ALLOW
4 ELIGIBLE INDIVIDUALS TO PURSUE PROGRAMS, COURSEWORK,
5 CREDENTIALS, DEGREES, AND OTHER FORMAL TRAINING THAT INCREASE
6 THE NUMBER OF QUALIFIED EARLY CHILDHOOD EDUCATORS OR RETAIN
7 CURRENT EARLY CHILDHOOD EDUCATORS IN
8 STATE-DEPARTMENT-LICENSED PROGRAMS SERVING CHILDREN FIVE YEARS
9 OF AGE OR YOUNGER;

10 (f) PAYMENTS TO LICENSED PROVIDERS, SCHOOLS, COMMUNITY
11 COLLEGES, INSTITUTIONS OF HIGHER EDUCATION, EARLY CHILDHOOD
12 COUNCILS, OR OTHER LOCAL NONPROFIT ENTITIES TO COVER THE COSTS OF
13 "GROW-YOUR-OWN" PROGRAMS THAT SUPPORT CURRENT PARENTS, STAFF,
14 OR LOCAL COMMUNITY MEMBERS TO MEET QUALIFICATIONS TO SERVE AS
15 AN EARLY CHILDHOOD EDUCATOR TO COMPLETE APPROPRIATE PROGRAMS,
16 CERTIFICATIONS, OR TRAINING THAT RESULTS IN PARTICIPANTS BEING
17 ABLE TO SERVE AS QUALIFIED EARLY CHILDHOOD EDUCATORS IN
18 STATE-DEPARTMENT-LICENSED PROGRAMS SERVING CHILDREN FIVE YEARS
19 OF AGE OR YOUNGER;

20 (g) PAYMENTS TO LICENSED PROVIDERS TO COVER THE COSTS OF
21 PROMOTING TEACHERS TO COACHING AND MENTORSHIP ROLES WITH THE
22 INTENT OF INCREASING ACCESS TO COACHING AND PROFESSIONAL
23 LEARNING COMMUNITIES AND TO PROVIDE FLEXIBILITY IN SCHEDULING
24 FOR EARLY CHILDHOOD EDUCATORS; AND

25 (h) RAISES, BONUSES, AND OTHER FINANCIAL INCENTIVES, WHICH
26 COULD INCLUDE LOAN FORGIVENESS PROVIDED BY LICENSED EARLY
27 CHILDHOOD EDUCATOR PROGRAMS OR THROUGH SCHOLARSHIP PROGRAMS,

1 FOR CURRENT OR POTENTIAL EARLY CHILDHOOD EDUCATORS TO REWARD
2 PROGRESS TOWARD QUALIFICATIONS THAT ALLOW THE INDIVIDUAL TO
3 SERVE AS AN EARLY CHILDHOOD EDUCATOR IN A
4 STATE-DEPARTMENT-LICENSED EARLY CARE AND EDUCATION PROGRAM
5 OR TO IMPROVE RETENTION OF EARLY CHILDHOOD EDUCATORS IN
6 STATE-DEPARTMENT-LICENSED EARLY CARE AND EDUCATION PROGRAMS.

7 (6) THE STATE BOARD SHALL ADOPT RULES FOR THE
8 ADMINISTRATION OF THE GRANT █ PROGRAM.

9 **26-6.5-403. Early care and education recruitment and**
10 **retention grant █ program fund.** (1) THERE IS CREATED IN THE STATE

11 TREASURY THE EARLY CARE AND EDUCATION RECRUITMENT AND
12 RETENTION GRANT █ FUND, REFERRED TO IN THIS PART 4 AS THE "FUND".

13 THE FUND CONSISTS OF MONEY THAT THE GENERAL ASSEMBLY MAY
14 APPROPRIATE OR TRANSFER TO THE FUND.

15 (2) THE STATE TREASURER SHALL CREDIT ALL INTEREST AND
16 INCOME DERIVED FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE
17 FUND TO THE FUND.

18 (3) SUBJECT TO ANNUAL APPROPRIATION BY THE GENERAL
19 ASSEMBLY, THE STATE DEPARTMENT MAY EXPEND MONEY FROM THE FUND
20 FOR GRANTS █ FOR THE PURPOSES SPECIFIED IN SECTION 26-6.5-402.

21 **26-6.5-404. Reporting.** (1) AS PART OF PARTICIPATING IN THE
22 GRANT █ PROGRAM, THE STATE DEPARTMENT SHALL REQUIRE GRANT OR

23 SCHOLARSHIP RECIPIENTS TO REPORT PROGRAM OUTCOMES TO THE STATE
24 DEPARTMENT, INCLUDING BUT NOT LIMITED TO THE INCREASE IN THE

25 NUMBER OF INDIVIDUALS CREDENTIALLED TO TEACH OR WHO RECEIVE A
26 HIGHER-LEVEL CREDENTIAL TO TEACH AT STATE-DEPARTMENT-LICENSED

27 PROGRAMS SERVING CHILDREN FIVE YEARS OF AGE OR YOUNGER AS A

1 RESULT OF THE GRANT █ PROGRAM, AS WELL AS INFORMATION RELATING
2 TO RETENTION OF EARLY CHILDHOOD EDUCATORS AS A RESULT OF THE
3 GRANT █ PROGRAM.

4 (2) AS LONG AS THE GRANT █ PROGRAM IS AWARDING MONEY
5 PURSUANT TO THIS PART 4, THE STATE DEPARTMENT SHALL SUMMARIZE
6 AND POST, NOT LESS THAN EVERY TWO YEARS, THE INFORMATION
7 DESCRIBED IN SUBSECTION (1) OF THIS SECTION ON THE PORTION OF THE
8 STATE DEPARTMENT'S WEBSITE RELATING TO EARLY CHILDHOOD
9 EDUCATION.

10 **SECTION 4.** In Colorado Revised Statutes, **add** part 6 to article
11 83 of title 8 as follows:

12 PART 6

13 EARLY CHILDHOOD EDUCATOR

14 APPRENTICESHIP PROGRAM

15 **8-83-601. Definitions.** AS USED IN THIS PART 6, UNLESS THE
16 CONTEXT OTHERWISE REQUIRES:

17 (1) "APPRENTICESHIP PROGRAM" MEANS THE EARLY CHILDHOOD
18 EDUCATOR APPRENTICESHIP PROGRAM CREATED IN THIS PART 6.

19 **8-83-602. Early childhood educator apprenticeship program**
20 **- created - eligibility - standards.** (1) THERE IS CREATED IN THE
21 DIVISION THE EARLY CHILDHOOD EDUCATOR APPRENTICESHIP PROGRAM.
22 THE DIVISION SHALL ADMINISTER THE APPRENTICESHIP PROGRAM.

23 (2) THE PURPOSE OF THE APPRENTICESHIP PROGRAM IS TO CREATE
24 WORK-BASED LEARNING OPPORTUNITIES FOR INDIVIDUALS INTERESTED IN
25 ENTERING THE FIELD OF EARLY CARE AND EDUCATION, SERVING CHILDREN
26 FIVE YEARS OF AGE OR YOUNGER, SO THAT THEY CAN RECEIVE ON-THE-JOB
27 TRAINING, CLASSROOM INSTRUCTION, AND FINANCIAL REWARDS FOR GAINS

1 IN SKILLS AND EARN CREDENTIALS, CREDITS, OR HIGHER EDUCATION
2 DEGREES. THE APPRENTICESHIP PROGRAM MUST CREATE PATHWAYS INTO
3 THE PROFESSION.

4 (3) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT SHALL
5 ESTABLISH PROGRAM STANDARDS THAT:

6 (a) DEFINE AND ESTABLISH ELIGIBILITY CRITERIA FOR LOCAL
7 ENTITIES TO RECEIVE MONEY TO IMPLEMENT APPRENTICESHIPS, WHICH
8 LOCAL ENTITIES INCLUDE, AT A MINIMUM, WORKFORCE DEVELOPMENT
9 PROGRAMS, NONPROFIT ORGANIZATIONS, INSTITUTIONS OF HIGHER
10 EDUCATION, AND EARLY CHILDHOOD COUNCILS;

11 (b) ESTABLISH, IF APPROPRIATE, ELIGIBLE USES OF MONEY
12 AWARDED PURSUANT TO THE APPRENTICESHIP PROGRAM BEYOND THOSE
13 USES DESCRIBED IN SUBSECTION (6) OF THIS SECTION; AND

14 (c) ESTABLISH APPROPRIATE STANDARDS FOR A PROGRAM TO
15 QUALIFY AS A FORMALLY RECOGNIZED EARLY CHILDHOOD EDUCATOR
16 APPRENTICESHIP PURSUANT TO THIS SECTION. AT A MINIMUM, THE
17 STANDARDS FOR FORMALLY RECOGNIZED APPRENTICESHIP PROGRAMS
18 MUST ADDRESS THE FOLLOWING PROGRAM COMPONENTS:

19 (I) EXPECTATIONS FOR EMPLOYER INVOLVEMENT, WHETHER THE
20 EMPLOYER IS A LICENSED PROVIDER, SCHOOL DISTRICT, HEAD START OR
21 EARLY HEAD START PROGRAM, OR OTHER EMPLOYER;

22 (II) STANDARDS FOR ON-THE-JOB TRAINING, INCLUDING
23 OPPORTUNITIES TO EARN HIGHER EDUCATION CREDITS FOR ON-THE-JOB,
24 WORK-BASED LEARNING;

25 (III) ENSURING THE AVAILABILITY OF RELEVANT TRAINING AND
26 CLASSROOM INSTRUCTION;

27 (IV) REWARDS FOR SKILLS GAINS; AND

1 (V) THE PATHWAY OR PATHWAYS TO EARNING A CREDENTIAL
2 THOUGH THE APPRENTICESHIP PROGRAM.

3 (4) THE DIVISION SHALL COLLABORATE WITH THE DEPARTMENT OF
4 HUMAN SERVICES, THE DEPARTMENT OF HIGHER EDUCATION, AND THE
5 DEPARTMENT OF EDUCATION TO CREATE STANDARDS FOR THE
6 APPRENTICESHIP PROGRAM AND TO SUPPORT LOCAL COMMUNITIES IN
7 IMPLEMENTING APPRENTICESHIP PROGRAMS FOR EARLY CARE AND
8 EDUCATION PROFESSIONALS.

9 (5) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT MAY AWARD
10 MONEY FROM EITHER THE FUND CREATED IN SECTION 8-83-603 OR FROM
11 OTHER SOURCES OF MONEY RECEIVED BY THE DEPARTMENT THAT IS
12 AUTHORIZED TO BE EXPENDED FOR THE PURPOSES OF THE APPRENTICESHIP
13 PROGRAM CREATED IN THIS PART 6. THE DEPARTMENT OF HUMAN
14 SERVICES, THE DEPARTMENT OF HIGHER EDUCATION, AND THE
15 DEPARTMENT OF EDUCATION SHALL ALSO EXAMINE THE POTENTIAL ROLE
16 OF MONEY RECEIVED BY THOSE DEPARTMENTS FROM FEDERAL AND OTHER
17 SOURCES IN ESTABLISHING OR SUPPORTING APPRENTICESHIP PROGRAMS
18 THAT MEET THE GOALS OF THIS PART 6.

19 (6) THE DIRECTOR MAY AWARD MONEY PURSUANT TO THIS PART
20 6 TO SUPPORT LOCAL COMMUNITIES IN IMPLEMENTING APPRENTICESHIP
21 PROGRAMS FOR EARLY CHILDHOOD EDUCATORS AND TO SUPPORT LOCAL
22 PROGRAMS IN ACHIEVING THE PURPOSES OF THIS PART 6. MONETARY
23 AWARDS MAY BE GIVEN FOR USES, INCLUDING BUT NOT LIMITED TO:

24 (a) SUPPORTING EXISTING APPRENTICESHIP PROGRAMS OR THE
25 CREATION OF NEW APPRENTICESHIP PROGRAMS BY MAKING MONEY
26 AVAILABLE TO LOCAL ENTITIES, INCLUDING THOSE DESCRIBED IN
27 SUBSECTION (3)(a) OF THIS SECTION;

- 1 (b) SUPPORTING EXISTING APPRENTICESHIP PROGRAMS IN
- 2 EXPANDING THEIR REACH TO SERVE MORE APPRENTICES;
- 3 (c) TECHNICAL ASSISTANCE RELATING TO ESTABLISHING THE
- 4 PARTNERSHIPS NECESSARY TO CREATE APPRENTICESHIPS;
- 5 (d) MONEY FOR THE RECRUITMENT OF MENTOR TEACHERS;
- 6 (e) INCENTIVES FOR PROGRAM PARTICIPANTS;
- 7 (f) FINANCIAL REWARDS FOR SKILLS GAINS IN THE APPRENTICESHIP
- 8 PROGRAM;
- 9 (g) INCENTIVES FOR DEPARTMENT-OF-HUMAN-SERVICES-LICENSED
- 10 PROVIDERS TO PARTICIPATE IN APPRENTICESHIPS;
- 11 (h) MONEY TO COVER THE COSTS OF CLASSROOM TRAINING AND
- 12 INSTRUCTION;
- 13 (i) MONEY TO COVER THE COSTS OF EARNING A CREDENTIAL; AND
- 14 (j) MONEY TO SUPPORT ON-THE-JOB TRAINING.

15 **8-83-603. Early childhood educator apprenticeship program**

16 **fund.** (1) THERE IS CREATED IN THE STATE TREASURY THE EARLY
17 CHILDHOOD EDUCATOR APPRENTICESHIP PROGRAM FUND, REFERRED TO IN
18 THIS PART 6 AS THE "FUND". THE FUND CONSISTS OF MONEY THAT THE
19 GENERAL ASSEMBLY MAY APPROPRIATE OR TRANSFER TO THE FUND.

20 (2) THE STATE TREASURER SHALL CREDIT ALL INTEREST AND
21 INCOME DERIVED FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE
22 FUND TO THE FUND.

23 (3) SUBJECT TO ANNUAL APPROPRIATION BY THE GENERAL
24 ASSEMBLY, THE DEPARTMENT MAY EXPEND MONEY FROM THE FUND FOR
25 THE PURPOSES SPECIFIED IN SECTION 8-83-602.

26 **SECTION 5. Act subject to petition - effective date.** This act
27 takes effect at 12:01 a.m. on the day following the expiration of the

1 ninety-day period after final adjournment of the general assembly (August
2 5, 2020, if adjournment sine die is on May 6, 2020); except that, if a
3 referendum petition is filed pursuant to section 1 (3) of article V of the
4 state constitution against this act or an item, section, or part of this act
5 within such period, then the act, item, section, or part will not take effect
6 unless approved by the people at the general election to be held in
7 November 2020 and, in such case, will take effect on the date of the
8 official declaration of the vote thereon by the governor.