

**First Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO**

INTRODUCED

LLS NO. 23-0488.01 Josh Schultz x5486

SENATE BILL 23-051

SENATE SPONSORSHIP

Hinrichsen and Sullivan,

HOUSE SPONSORSHIP

(None),

Senate Committees

Business, Labor, & Technology

House Committees

A BILL FOR AN ACT

101 **CONCERNING PREPARATION OF A SKILLED WORKFORCE FOR THE**
102 **CHANGING NATURE OF WORK.**

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>.)

The office of future of work (OFW) was created in the department of labor and employment (department) by executive order of the governor in 2019 for the purpose of studying unemployment assistance. The bill creates the OFW in statute and expands the duties of the OFW. The purpose of the OFW is to:

- Identify opportunities for Colorado's communities to

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

- transition effectively to emerging industries;
- Ensure the inclusion of key stakeholders and engage partnerships across public and private sectors;
- Host, organize, and convene task forces, summits, and other appropriate meetings with diverse stakeholders, designed to improve the state's understanding of the social and economic impacts of the changing nature of work;
- Explore ways that the state can prepare for current and future impacts, including through the modernization of worker benefits and protections, the development of a skilled and resilient workforce through coordination of registered apprenticeship programs, and the identification of new policy and program solutions; and
- Undertake studies, research, and factual reports related to issues of concern and importance to Colorado's future workforce.

The executive director of the department is required to submit a report to the governor, at least once per calendar year, that includes recommendations for potential policy initiatives.

In 2021, House Bill 21-1007 created the state apprenticeship agency (SAA) in the department. The bill amends Colorado statutes to enable the United States department of labor's office of apprenticeship to recognize Colorado's state apprenticeship agency and authorize the SAA to register and oversee apprenticeship programs. To conform with regulations promulgated by the United States secretary of labor under the federal "National Apprenticeship Act", the bill:

- Modifies references to apprenticeships in Colorado statutes;
- Changes the state apprenticeship council to the council for apprenticeship in the building and construction trades; and
- Changes the interagency advisory committee on apprenticeship to the council for apprenticeship in new and emerging industries.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** article 15.8 to
3 title 8 as follows:

4 **ARTICLE 15.8**

5 **Office of Future of Work**

6 **8-15.8-101. Legislative declaration - intent.** (1) THE GENERAL

1 ASSEMBLY HEREBY:

2 (a) FINDS AND DETERMINES THAT:

3 (I) COLORADO'S POLICYMAKERS FROM ALL BACKGROUNDS FACE
4 SIGNIFICANT CHALLENGES IN RESPONDING TO THE RAPIDLY CHANGING
5 NATURE OF WORK;

6 (II) A CHANGING GLOBAL ECONOMY, RAPIDLY EMERGING
7 TECHNOLOGY, DEMOGRAPHIC CHANGES, NEW ECONOMY DEMANDS,
8 SHIFTING SKILL NEEDS, AND THE RISING COST OF EDUCATION, HEALTH
9 CARE, AND HOUSING ARE JUST A FEW FACTORS LEADING TO LABOR
10 DISRUPTIONS; AND

11 (III) WHILE THESE CHANGES HAVE BROUGHT IMMENSE ECONOMIC
12 BENEFIT FOR SOME, THEY HAVE ALSO CONTRIBUTED TO STAGNANT WAGES,
13 DECLINING WORKER BENEFITS, WEAKENED WORKPLACE PROTECTIONS,
14 AND, IN SOME CASES, PERMANENT JOB LOSSES; AND

15 (b) DECLARES THAT:

16 (I) POLICYMAKERS, GOVERNMENT OFFICIALS, EMPLOYERS,
17 EDUCATION AND TRAINING INSTITUTIONS, AND OTHER STAKEHOLDERS
18 MUST:

19 (A) WORK TOGETHER TO CREATE AN ECONOMY THAT HELPS
20 WORKERS ADAPT TO THE NEW AND CHANGING JOB LANDSCAPE; AND

21 (B) USE ALL TOOLS AVAILABLE TO ENSURE THAT WORKERS AND
22 EMPLOYERS WITHSTAND FUTURE JOB DISRUPTIONS CAUSED BY CHANGES
23 IN TECHNOLOGY, TRADE, AND ORGANIZATIONAL STRUCTURE; AND

24 (II) COLORADO MUST UNDERSTAND, PREPARE FOR, AND DEVELOP
25 EFFECTIVE STRATEGIES TO RESPOND TO THESE CHANGES.

26 (2) IT IS THE GENERAL ASSEMBLY'S INTENT THAT THE OFFICE OF
27 FUTURE OF WORK WILL:

1 (a) SERVE AS THE CENTRAL POINT OF CONTACT FOR THE STATE'S
2 EFFORTS TO RESPOND TO THE RAPIDLY CHANGING NATURE OF WORK;

3 (b) INCREASE AWARENESS OF THE CHALLENGES ASSOCIATED WITH
4 THE FUTURE OF WORK AND DEVELOP PRIORITIES TO FOCUS STATE
5 RESOURCES ON MEETING THOSE CHALLENGES;

6 (c) CENTRALIZE RESPONSIBILITY AND ACCOUNTABILITY FOR
7 RESEARCHING, ANALYZING, AND DEVELOPING RECOMMENDATIONS ON THIS
8 ISSUE; AND

9 (d) ENCOURAGE AND CONVENE PARTICIPATION FROM A VARIETY
10 OF SECTORS AND STAKEHOLDERS IN COLORADO'S ECONOMY.

11 **8-15.8-102. Definitions.** AS USED IN THIS ARTICLE 15.8, UNLESS
12 THE CONTEXT OTHERWISE REQUIRES:

13 (1) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND
14 EMPLOYMENT CREATED IN SECTION 24-1-121.

15 (2) "EXECUTIVE DIRECTOR" MEANS THE EXECUTIVE DIRECTOR OF
16 THE DEPARTMENT.

17 (3) "OFW" MEANS THE COLORADO OFFICE OF FUTURE OF WORK
18 CREATED IN SECTION 8-15.8-103.

19 **8-15.8-103. Colorado office of future of work - creation -**
20 **powers and duties - report.** (1) THERE IS CREATED IN THE DEPARTMENT
21 THE OFFICE OF FUTURE OF WORK, THE HEAD OF WHICH IS THE DIRECTOR OF
22 THE OFFICE OF FUTURE OF WORK.

23 (2) THE OFW IS A **TYPE 2** ENTITY, AS DEFINED IN SECTION
24 24-1-105, AND EXERCISES ITS POWERS AND PERFORMS ITS DUTIES AND
25 FUNCTIONS UNDER THE DEPARTMENT.

26 (3) IT IS THE PURPOSE OF THE OFW TO:

27 (a) IDENTIFY OPPORTUNITIES FOR COLORADO'S COMMUNITIES TO

1 TRANSITION EFFECTIVELY TO EMERGING INDUSTRIES AND, WHERE
2 APPROPRIATE, CONSULT WITH THE JUST TRANSITION OFFICE, CREATED IN
3 SECTION 8-83-503, AND OTHER STATE AGENCIES TO ALIGN SUCH EFFORTS;

4 (b) ENSURE THE INCLUSION OF KEY STAKEHOLDERS FROM ALL
5 SECTORS AND ENGAGE PARTNERSHIPS ACROSS PUBLIC AND PRIVATE
6 SECTORS, INCLUDING INDUSTRY, ACADEMIA, EMPLOYERS, EMPLOYEES,
7 NONPROFIT ORGANIZATIONS, AND GOVERNMENT;

8 (c) HOST, ORGANIZE, AND CONVENE TASK FORCES, SUMMITS, AND
9 OTHER APPROPRIATE MEETINGS WITH DIVERSE STAKEHOLDERS, DESIGNED
10 TO IMPROVE THE STATE'S UNDERSTANDING OF THE SOCIAL AND ECONOMIC
11 IMPACTS OF THE CHANGING NATURE OF WORK;

12 (d) EXPLORE WAYS THAT THE STATE CAN PREPARE FOR CURRENT
13 AND FUTURE IMPACTS, INCLUDING THROUGH THE MODERNIZATION OF
14 WORKER BENEFITS AND PROTECTIONS, THE DEVELOPMENT OF A SKILLED
15 AND RESILIENT WORKFORCE THROUGH COORDINATION OF REGISTERED
16 APPRENTICESHIP PROGRAMS IN COLORADO, AND THE IDENTIFICATION OF
17 NEW POLICY AND PROGRAM SOLUTIONS; AND

18 (e) AS FUNDING ALLOWS, UNDERTAKE STUDIES, RESEARCH, AND
19 FACTUAL REPORTS TO GATHER INSIGHT AND TO FORMULATE AND PRESENT
20 RECOMMENDATIONS TO THE GOVERNOR, STATE AGENCIES, AND THE
21 GENERAL ASSEMBLY RELATED TO ISSUES OF CONCERN AND IMPORTANCE
22 TO COLORADO'S FUTURE WORKFORCE.

23 **8-15.8-104. Reports - recommendations.** (1) THE OFW SHALL
24 PERIODICALLY MAKE RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR
25 TO MAKE ADJUSTMENTS TO THE SCOPE AND EXPECTED WORK PRODUCT OF
26 THE OFW, AS NECESSARY, TO ADJUST TO CHANGING ECONOMIC
27 CONDITIONS.

1 (2) AT LEAST ONCE EVERY CALENDAR YEAR BEGINNING IN 2023,
2 THE EXECUTIVE DIRECTOR SHALL SUBMIT A REPORT TO THE GOVERNOR
3 THAT INCLUDES RECOMMENDATIONS FOR POTENTIAL POLICY INITIATIVES.

4 **8-15.8-105. Funding for the office.** THE GENERAL ASSEMBLY
5 MAY APPROPRIATE MONEY FROM THE GENERAL FUND OR FROM ANY OTHER
6 AVAILABLE SOURCE TO THE DEPARTMENT FOR ALLOCATION TO THE OFW
7 FOR THE PURPOSES SPECIFIED IN THIS ARTICLE 15.8. THE OFW MAY SEEK,
8 ACCEPT, AND EXPEND GIFTS, GRANTS, OR DONATIONS FROM PRIVATE OR
9 PUBLIC SOURCES FOR THE PURPOSES OF THIS ARTICLE 15.8.

10 **SECTION 2.** In Colorado Revised Statutes, **repeal** 8-77-110 as
11 follows:

12 **8-77-110. Office of future work - study - report.** ~~(1) The office~~
13 ~~of future work in the department of labor and employment, created by~~
14 ~~executive order B 2019 009, shall, within the scope of the executive~~
15 ~~order, study unemployment assistance as part of its study on the~~
16 ~~modernization of worker benefits and protections.~~

17 ~~(2) On or before January 15, 2021, the office of future work shall~~
18 ~~submit an initial report as directed by executive order B 2019 009 to the~~
19 ~~governor and to the business, labor, and technology committee of the~~
20 ~~senate and the business affairs and labor committee of the house of~~
21 ~~representatives, or their successor committees.~~

22 **SECTION 3.** In Colorado Revised Statutes, 8-15.7-101, **amend**
23 **(2)(c), (3), (4), (6), (14), and (15); repeal (5), (10), and (17); and add**
24 **(6.3), (6.5), (9.5), (12.5), and (13.5)** as follows:

25 **8-15.7-101. Definitions.** As used in this article 15.7, unless the
26 context otherwise requires:

27 (2) "Apprenticeable occupation" means an occupation specified

1 by an industry that involves the progressive attainment of skills,
2 competencies, and knowledge that are:

3 (c) Offered through a time-based, competency-based, or hybrid
4 model that the director has determined meets the requirements of this
5 article 15.7 and ~~29 CFR 29 and 30~~ CONFORMS WITH FEDERAL
6 REGULATIONS.

7 (3) "Apprenticeship agreement" means a written agreement
8 between an apprentice and a sponsor OR AN APPRENTICESHIP COMMITTEE
9 ACTING AS AGENT FOR THE SPONSOR, IN CONFORMITY WITH FEDERAL
10 REGULATIONS.

11 (4) "Apprenticeship program" means ~~a program that:~~

12 (a) ~~Is established by a sponsor for training individuals for one or~~
13 ~~more apprenticeable occupations;~~

14 (b) ~~Combines on-the-job training and related instruction according~~
15 ~~to the specifications established by federal law and this article 15.7~~ A
16 PLAN CONTAINING ALL TERMS AND CONDITIONS FOR THE QUALIFICATION,
17 RECRUITMENT, SELECTION, EMPLOYMENT, AND TRAINING OF APPRENTICES
18 THAT MEETS THE REQUIREMENTS OF THIS ARTICLE 15.7 AND CONFORMS
19 WITH FEDERAL REGULATIONS, INCLUDING THE REQUIREMENT FOR A
20 WRITTEN APPRENTICESHIP AGREEMENT.

21 (5) ~~"Certificate of completion" means a certificate awarded to an~~
22 ~~apprentice in recognition of the successful completion of an~~
23 ~~apprenticeship program.~~

24 (6) "Certificate of registration" means ~~a document issued by the~~
25 ~~SAA to a sponsor that indicates that the sponsor's apprenticeship program~~
26 ~~is registered pursuant to this article 15.7~~ DOCUMENTATION THAT A
27 REGISTRATION AGENCY HAS REGISTERED AN APPRENTICESHIP PROGRAM

1 PURSUANT TO THIS ARTICLE 15.7 AND IN CONFORMITY WITH FEDERAL
2 REGULATIONS, AS EVIDENCED BY A CERTIFICATE OF REGISTRATION OR
3 OTHER WRITTEN DOCUMENTATION.

4 (6.3) "COUNCIL FOR APPRENTICESHIP IN NEW AND EMERGING
5 INDUSTRIES" OR "CANEI" MEANS THE COUNCIL FOR APPRENTICESHIP IN
6 IN NEW AND EMERGING INDUSTRIES CREATED IN SECTION 8-15.7-104.

7 (6.5) "COUNCIL FOR APPRENTICESHIP IN THE BUILDING AND
8 CONSTRUCTION TRADES" OR "CABCT" MEANS THE COUNCIL FOR
9 APPRENTICESHIP IN THE BUILDING AND CONSTRUCTION TRADES CREATED
10 IN SECTION 8-15.7-103.

11 (9.5) "FEDERAL REGULATIONS" MEANS THE REGULATIONS
12 PROMULGATED BY THE UNITED STATES SECRETARY OF LABOR UNDER THE
13 "NATIONAL APPRENTICESHIP ACT", 29 U.S.C. SEC. 50.

14 (10) ~~"Interagency advisory committee on apprenticeship" or~~
15 ~~"IAC" means the interagency advisory committee on apprenticeship~~
16 ~~created in section 8-15.7-104.~~

17 (12.5) "RECOGNIZED STATE APPRENTICESHIP AGENCY" MEANS THE
18 STATE APPRENTICESHIP AGENCY, IF RECOGNIZED BY THE UNITED STATES
19 DEPARTMENT OF LABOR, OR ANY OTHER STATE APPRENTICESHIP AGENCY
20 RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR AS THE
21 APPRENTICESHIP AGENCY FOR THE STATE.

22 (13.5) "REGISTRATION AGENCY" MEANS THE UNITED STATES
23 DEPARTMENT OF LABOR'S OFFICE OF APPRENTICESHIP OR A RECOGNIZED
24 STATE APPRENTICESHIP AGENCY.

25 (14) ~~"Registration of an apprenticeship program" or "Registration~~
26 ~~of apprenticeship programs" means the registration by the SAA of an~~
27 ~~apprentice program that meets the basic standards and requirements~~

1 ~~established pursuant to this article 15.7 for purposes of meeting federal~~
2 ~~requirements, as evidenced by a certificate of registration~~ ACCEPTANCE
3 AND RECORDING OF AN APPRENTICESHIP PROGRAM BY THE UNITED STATES
4 DEPARTMENT OF LABOR'S OFFICE OF APPRENTICESHIP, OR REGISTRATION
5 OR APPROVAL BY A RECOGNIZED STATE APPRENTICESHIP AGENCY IN
6 CONFORMITY WITH FEDERAL REGULATIONS. APPROVAL IS EVIDENCED BY
7 A CERTIFICATE OF REGISTRATION OR OTHER WRITTEN DOCUMENTATION.

8 (15) "Sponsor" means: ~~an employer, a joint labor-management~~
9 ~~organization, a trade association, a professional association, a labor~~
10 ~~organization, an education and training provider, or a qualified~~
11 ~~intermediary that is applying to register an apprenticeship program.~~

12 (a) ANY PERSON, ASSOCIATION, COMMITTEE, OR ORGANIZATION
13 OPERATING AN APPRENTICESHIP PROGRAM AND IN WHOSE NAME THE
14 PROGRAM IS REGISTERED OR APPROVED; OR

15 (b) ANY PERSON, ASSOCIATION, COMMITTEE, OR ORGANIZATION
16 THAT IS OPERATING AN APPRENTICESHIP PROGRAM AND IS APPLYING TO
17 HAVE THE APPRENTICESHIP PROGRAM REGISTERED OR APPROVED IN ITS
18 NAME.

19 (17) ~~"State apprenticeship council" or "SAC" means the state~~
20 ~~apprenticeship council created in section 8-15.7-103.~~

21 **SECTION 4.** In Colorado Revised Statutes, 8-15.7-102, **amend**
22 (1) and (4); and **add** (5) as follows:

23 **8-15.7-102. State apprenticeship agency - created - director -**
24 **powers and duties - rules.** (1) There is ~~hereby~~ created in the department
25 the state apprenticeship agency. The executive director shall appoint a
26 director of the SAA. The SAA shall:

27 (a) Serve as the primary point of contact with the United States

- 1 department of labor's office of apprenticeship;
- 2 (b) Accelerate new apprenticeship program growth on a
3 geographically diverse basis, especially in high-demand occupations,
4 while ensuring quality standards;
- 5 (c) ~~Encourage the development of and assist in the establishment~~
6 ~~of apprenticeship programs and promote enrollment in apprenticeship~~
7 ~~programs by providing technical and compliance assistance to sponsors,~~
8 ~~apprentices, and apprenticeship programs and ensuring program~~
9 ~~compliance with apprenticeship standards~~ PROVIDE ADMINISTRATIVE
10 SUPPORT TO THE CABCT AND THE CANEI IN CARRYING OUT THEIR
11 DUTIES;
- 12 (d) ~~Register and oversee apprenticeship programs and~~
13 ~~apprenticeship agreements~~ WORK IN PARTNERSHIP WITH RELEVANT STATE
14 AGENCIES TO REDUCE DUPLICATION OF POST-SECONDARY PROGRAM
15 APPROVAL;
- 16 (e) ~~Issue certificates of registration to existing apprenticeship~~
17 ~~programs~~ SEEK RECOGNITION BY THE UNITED STATES DEPARTMENT OF
18 LABOR AND OPERATE THE SAA IN CONFORMITY WITH FEDERAL
19 REGULATIONS; AND
- 20 (f) ~~Issue certificates of registration to sponsors of apprenticeship~~
21 ~~programs~~; COORDINATE THE REGISTERED APPRENTICESHIP PROGRAMS
22 WITH COLORADO'S ECONOMIC DEVELOPMENT STRATEGIES AND PUBLICLY
23 FUNDED WORKFORCE INVESTMENT SYSTEM.
- 24 (g) ~~Determine required standards for registration of an~~
25 ~~apprenticeship program~~;
- 26 (h) ~~Perform quality assurance assessments~~;
- 27 (i) ~~Approve the appropriate implementation of an apprenticeship~~

1 program;

2 (j) ~~Maintain adequate records concerning registration~~
3 ~~requirements, approved program standards, the apprentices in each~~
4 ~~registered apprenticeship program, deregistration actions, compliance~~
5 ~~reviews and investigations, and any other matters stipulated by the United~~
6 ~~States department of labor's office of apprenticeship that are pertinent to~~
7 ~~compliance by apprenticeship programs with the requirements of this~~
8 ~~article 15.7;~~

9 (k) ~~Monitor and evaluate apprenticeship programs' performance~~
10 ~~and compliance with federal and state standards and report to the SAC~~
11 ~~and the IAC on the outcome of quality assurance assessments;~~

12 (l) ~~Complete deregistration of apprenticeship programs that do not~~
13 ~~meet the requirements of this article 15.7;~~

14 (m) ~~Review apprenticeship programs for reinstatement of~~
15 ~~registration;~~

16 (n) ~~Submit an equal employment opportunity in apprenticeship~~
17 ~~state plan to the United States department of labor's office of~~
18 ~~apprenticeship;~~

19 (o) ~~Create a policy of reciprocity with other states to ensure the~~
20 ~~registration of apprenticeship programs;~~

21 (p) ~~Award certificates of completion and monitor apprentices with~~
22 ~~active status, apprenticeship completions, and the ongoing operation of~~
23 ~~registered apprenticeship programs;~~

24 (q) ~~Provide administrative support to the SAC and the IAC in~~
25 ~~carrying out their duties; and~~

26 (r) ~~Work in partnership with relevant state agencies to reduce~~
27 ~~duplication of post-secondary program approval.~~

1 (4) The director may promulgate rules as necessary to implement
2 this article 15.7, ~~including rules affecting the registration, performance,~~
3 ~~and legal compliance of apprenticeship programs~~ WHICH RULES MUST
4 CONFORM WITH FEDERAL REGULATIONS.

5 (5) (a) THE DIRECTOR MAY:

6 (I) APPROVE THE REGISTRATION OF APPRENTICESHIP PROGRAMS IN
7 CONFORMITY WITH FEDERAL REGULATIONS; AND

8 (II) APPROVE THE DEREGISTRATION OF APPRENTICESHIP
9 PROGRAMS AT THE REQUEST OF THE SPONSOR OR AFTER A HEARING
10 PURSUANT TO SECTION 8-15.7-107.

11 (b) THE DETERMINATION OF THE DIRECTOR IS A FINAL AGENCY
12 ACTION THAT IS SUBJECT TO JUDICIAL REVIEW PURSUANT TO SECTION
13 24-4-106.

14 **SECTION 5.** In Colorado Revised Statutes, 8-15.7-103, **amend**
15 (1), (2)(a) introductory portion, (2)(a)(II) introductory portion, (2)(c),
16 (2)(f) introductory portion, (2)(f)(I), (2)(g), and (3) as follows:

17 **8-15.7-103. Council for apprenticeship in the building and**
18 **construction trades - created - members - powers and duties.** (1) The
19 director shall establish the ~~state apprenticeship council~~ COUNCIL FOR
20 APPRENTICESHIP IN THE BUILDING AND CONSTRUCTION TRADES to oversee
21 registered apprenticeship programs for the building and construction
22 trades in the state.

23 (2) (a) The ~~SAC~~ CABCT consists of sixteen members appointed
24 as follows:

25 (II) The governor shall appoint seven nonvoting, ex officio
26 members to serve on the ~~SAC~~ CABCT and the ~~IAC~~ CANEI as follows:

27 (c) The director shall appoint one member of the ~~SAC~~ CABCT to

1 serve as the chair for a term of two years. A chair may be appointed to
2 serve no more than two full terms.

3 (f) The ~~SAC~~ CABCT:

4 (I) Shall meet at least quarterly and at the request of the director
5 as needed to accomplish the objectives of the ~~SAC~~ CABCT;

6 (g) No member of the ~~SAC~~ CABCT may receive any
7 compensation from an apprenticeship program.

8 (3) For the building and construction trades, the ~~SAC~~ CABCT
9 shall:

10 (a) ~~Register with and maintain the standards of the United States~~
11 ~~department of labor's office of apprenticeship and develop minimum~~
12 ~~standards for registration of apprenticeship programs~~ ADVISE THE SAA
13 ON THE MINIMUM STANDARDS FOR REGISTRATION OF APPRENTICESHIP
14 PROGRAMS;

15 (b) ~~Resolve conflicts and complaints that arise between parties to~~
16 ~~an apprenticeship agreement when a conflict exists, after the conflict has~~
17 ~~been addressed by local entities charged with this function under the~~
18 ~~relevant apprenticeship program standards and the SAA~~ ADVISE THE SAA
19 ON STATE PLANS, RULES, AND ADMINISTRATIVE PROCEDURES PERTINENT
20 TO THE OPERATION OF APPRENTICESHIP PROGRAMS AND EQUAL
21 EMPLOYMENT OPPORTUNITIES IN APPRENTICESHIPS;

22 (c) ~~Review program performance standards and make findings of~~
23 ~~fact and decisions on enforcement actions based on each review~~ SUPPORT
24 THE SAA IN COMMUNICATIONS, TECHNICAL ASSISTANCE, AND PROMOTING
25 PROMISING PRACTICES IN REGISTERED APPRENTICESHIP PROGRAMS; AND

26 (d) ~~Recommend additions and changes concerning rules about~~
27 ~~apprenticeship programs to the director;~~ PROVIDE AN ANNUAL REPORT TO

1 THE EXECUTIVE DIRECTOR WITH APPRENTICESHIP DATA DISAGGREGATED
2 BY AGE, RACE, GENDER, VETERAN STATUS, DISABILITY, AND INDUSTRY.

3 (e) ~~Provide technical and professional guidance for identifying~~
4 ~~and promoting best practices in registered apprenticeship programs;~~

5 (f) ~~Develop administrative policies that ensure the safety and~~
6 ~~quality of registered apprenticeship programs and address, as warranted,~~
7 ~~the related needs of Colorado's businesses, the labor workforce, and~~
8 ~~communities;~~

9 (g) ~~Provide an annual report to the executive director with~~
10 ~~apprenticeship data disaggregated by age of population, race, gender,~~
11 ~~veteran status, disability, and industry;~~

12 (h) ~~Advise the SAA regarding effective performance of the SAC's~~
13 ~~assigned functions; and~~

14 (i) ~~Formulate policies for the building and construction trades as~~
15 ~~may be necessary to carry out the purposes of this article 15.7.~~

16 **SECTION 6.** In Colorado Revised Statutes, 8-15.7-104, **amend**
17 (1), (2)(a) introductory portion, (2)(a)(II), (2)(b)(III), (2)(e) introductory
18 portion, (2)(e)(I), (2)(f), and (3) as follows:

19 **8-15.7-104. Council for apprenticeship in new and emerging**
20 **industries - created - members - powers and duties.** (1) The director
21 shall establish the ~~interagency advisory committee on apprenticeship~~
22 COUNCIL FOR APPRENTICESHIP IN NEW AND EMERGING INDUSTRIES to
23 oversee apprenticeship programs that are not within the jurisdiction of the
24 ~~SAC~~ CABCT.

25 (2) (a) The ~~IAC~~ CANEI consists of fourteen members appointed
26 as follows:

27 (II) The governor shall appoint ~~the~~ six nonvoting, ex officio

1 members, one of whom is a representative of the department of higher
2 education, and five of whom are appointed pursuant to section 8-15.7-103
3 (2)(a)(II), to the IAC CANEI.

4 (b) (III) The director shall appoint one member of the IAC CANEI
5 to serve as the chair for a term of two years. A chair may be appointed to
6 serve no more than two full terms.

7 (e) The IAC CANEI:

8 (I) Shall meet at least quarterly and at the request of the director
9 as needed to accomplish the objectives of the IAC CANEI;

10 (f) No member of the IAC CANEI may receive any compensation
11 from an apprenticeship program.

12 (3) For all apprenticeships that are not within the building and
13 construction trades and not under the jurisdiction of the SAC CABCT, the
14 IAC CANEI shall:

15 (a) ~~Register with and maintain the standards of the United States~~
16 ~~department of labor's office of apprenticeship and develop minimum~~
17 ~~standards for registration of apprenticeship programs~~ ADVISE THE SAA
18 ON THE MINIMUM STANDARDS FOR REGISTRATION OF APPRENTICESHIP
19 PROGRAMS;

20 (b) ~~Resolve conflicts and complaints that arise between parties to~~
21 ~~an apprenticeship agreement when a conflict exists, after the conflict has~~
22 ~~been addressed by local entities charged with this function under the~~
23 ~~relevant apprenticeship program standards and the SAA~~ ADVISE THE SAA
24 ON STATE PLANS, RULES, AND ADMINISTRATIVE PROCEDURES PERTINENT
25 TO THE OPERATION OF APPRENTICESHIP PROGRAMS AND EQUAL
26 EMPLOYMENT OPPORTUNITIES IN APPRENTICESHIPS;

27 (c) ~~Review program performance standards and make findings of~~

1 fact and decisions on enforcement actions based on each review SUPPORT
2 THE SAA IN COMMUNICATIONS, TECHNICAL ASSISTANCE, AND PROMOTING
3 PROMISING PRACTICES IN REGISTERED APPRENTICESHIP PROGRAMS; AND

4 (d) ~~Recommend additions and changes concerning rules about~~
5 ~~apprenticeship programs to the director;~~ PROVIDE AN ANNUAL REPORT TO
6 THE EXECUTIVE DIRECTOR WITH APPRENTICESHIP DATA DISAGGREGATED
7 BY AGE, RACE, GENDER, VETERAN STATUS, DISABILITY, AND INDUSTRY.

8 (e) ~~Provide technical and professional guidance for identifying~~
9 ~~and promoting best practices in registered apprenticeship programs;~~

10 (f) ~~Develop administrative policies that ensure the safety and~~
11 ~~quality of registered apprenticeship programs and address, as warranted,~~
12 ~~the related needs of Colorado's businesses, the labor workforce, and~~
13 ~~communities;~~

14 (g) ~~Provide an annual report to the executive director with~~
15 ~~apprenticeship data disaggregated by age of population, race, gender,~~
16 ~~veteran status, disability, and industry;~~

17 (h) ~~Advise the SAA regarding effective performance of the IAC's~~
18 ~~assigned functions; and~~

19 (i) ~~Formulate policies for the industries within the IAC's~~
20 ~~jurisdiction as may be necessary to carry out the purposes of this article~~
21 ~~15.7.~~

22 **SECTION 7.** In Colorado Revised Statutes, 8-15.7-105, **amend**
23 (1), (2), and (4) introductory portion as follows:

24 **8-15.7-105. Joint resolution committee of the CABCT and**
25 **CANEI - created - members - powers and duties.** (1) The chairs of the
26 ~~SAC~~ CABCT and the ~~IAC~~ CANEI shall establish an ad hoc joint
27 resolution committee of the ~~SAC~~ CABCT and ~~IAC~~ CANEI, referred to

1 in this section as the "ad hoc committee". The ad hoc committee consists
2 of two members from both the ~~IAC~~ CANEI and the ~~SAC~~ CABCT
3 appointed by the director. The ad hoc committee shall resolve conflicts
4 that arise between the ~~SAC~~ CABCT and the ~~IAC~~ CANEI and shall define
5 the jurisdiction of the ~~SAC~~ CABCT and the ~~IAC~~ CANEI.

6 (2) The ad hoc committee of the ~~SAC~~ CABCT and the ~~IAC~~
7 CANEI shall:

8 (a) Publish a statement defining the ~~SAC~~'s CABCT's jurisdiction
9 of the building and construction trades, and update the statement
10 periodically as necessary as determined by the ad hoc committee; and

11 (b) Resolve conflicts and complaints that arise between the ~~SAC~~
12 CABCT and the ~~IAC~~ CANEI as determined by the ad hoc committee.

13 (4) The ~~SAC~~ CABCT has jurisdiction over apprenticeship
14 programs for occupations in the building and construction trades. For
15 purposes of this section, occupations are in the building and construction
16 trades if either:

17 **SECTION 8.** In Colorado Revised Statutes, 8-15.7-106, **amend**
18 (1), (2), (3)(a), and (3)(b)(III) as follows:

19 **8-15.7-106. Application for registration of apprenticeship**
20 **programs - diversity initiatives - deregistration - rules.** (1) ~~On and~~
21 ~~after July 1, 2023~~ WITHIN THIRTY DAYS AFTER THE UNITED STATES
22 DEPARTMENT OF LABOR RECOGNIZES THE SAA, the SAA shall accept
23 applications for the registration of apprenticeship programs ~~pursuant to~~
24 ~~29 CFR 29 and 30~~ IN CONFORMITY WITH FEDERAL REGULATIONS.

25 (2) Each apprenticeship program that registers with the SAA shall
26 adopt a written diversity recruitment plan that ensures equal opportunity
27 in the recruitment, selection, employment, and training of apprentices.

1 The ~~recruitment~~ plan must ~~include the adoption of~~ COMPLY WITH federal
2 regulations concerning equal employment. ~~under 29 CFR 29 and 30.~~ The
3 SAA shall ~~ensure compliance with the federal regulations by filing the~~
4 FILE A COMPLIANT equal employment opportunity in apprenticeship state
5 plan ~~pursuant to section 8-15.7-102 (1)(n)~~ IN CONFORMITY WITH FEDERAL
6 REGULATIONS.

7 (3) (a) The SAA may deregister an apprenticeship program at the
8 request of the sponsor or, after a hearing ~~pursuant to section 8-15.7-107~~
9 IN CONFORMITY WITH FEDERAL REGULATIONS, for noncompliance with
10 this article 15.7 pursuant to conditions and rules established by the SAA.

11 (b) Any apprenticeship program deregistered for noncompliance
12 with this article 15.7 or any rules promulgated pursuant to this article 15.7
13 may present evidence to the SAA that the program is compliant. The
14 apprenticeship program's registration may be reinstated:

15 (III) If the apprenticeship program is prepared to ~~immediately~~
16 enroll one or more apprentices.

17 **SECTION 9.** In Colorado Revised Statutes, **repeal and reenact,**
18 **with amendments,** 8-15.7-107 as follows:

19 **8-15.7-107. Hearings.** (1) THE SAA SHALL CONDUCT HEARINGS
20 FOR THE PURPOSE OF RESOLVING COMPLIANCE ISSUES OR DEREGISTRATION
21 ISSUES WITH A REGISTERED APPRENTICESHIP PROGRAM IN CONFORMITY
22 WITH FEDERAL REGULATIONS.

23 (2) THE DETERMINATION OF THE SAA IS A FINAL AGENCY ACTION
24 THAT IS SUBJECT TO JUDICIAL REVIEW PURSUANT TO SECTION 24-4-106.

25 (3) SPONSORS MAY APPEAL TO THE UNITED STATES DEPARTMENT
26 OF LABOR'S OFFICE OF APPRENTICESHIP FOR A FINAL DETERMINATION IN
27 CONFORMITY WITH FEDERAL REGULATIONS.

1 **SECTION 10.** In Colorado Revised Statutes, 8-15.7-108, **amend**
2 (1) introductory portion and (1)(d) as follows:

3 **8-15.7-108. Rules.** (1) The director may promulgate rules to
4 implement this article 15.7, ~~including~~ WHICH RULES MUST CONFORM WITH
5 FEDERAL REGULATIONS. THE RULES MAY INCLUDE, BUT ARE NOT LIMITED
6 TO, rules that address:

7 (d) Grievance procedures for complaints not under the jurisdiction
8 of the United States equal employment opportunity commission,
9 including complaints concerning apprentices not moving through an
10 apprenticeship program in a timely manner and insufficient on-the-job
11 ~~training~~ LEARNING or classroom time.

12 **SECTION 11.** In Colorado Revised Statutes, 8-14.3-202, **amend**
13 (2) as follows:

14 **8-14.3-202. Definitions.** As used in this part 2, unless the context
15 otherwise requires:

16 (2) "Apprenticeship" means an apprenticeship training program
17 registered with the United States department of labor's office of
18 apprenticeship or a state apprenticeship ~~program~~ AGENCY recognized by
19 the United States department OF labor.

20 **SECTION 12.** In Colorado Revised Statutes, 8-73-108, **amend**
21 (4)(f)(I)(E) as follows:

22 **8-73-108. Benefit awards - definitions.** (4) **Full award.** An
23 individual separated from a job must be given a full award of benefits if
24 the division determines that any of the following reasons and pertinent
25 related conditions exist. The determination of whether or not the
26 separation from employment must result in a full award of benefits is the
27 responsibility of the division. The following reasons must be considered,

1 along with any other factors that may be pertinent to such determination:

2 (f) (I) Due to the particular nature of the building and construction
3 industry, construction workers who quit a construction job to accept a
4 different construction job in any of the following circumstances:

5 (E) Quitting a job outside the worker's regular apprenticeable
6 trade to return to work in ~~his or her~~ THE WORKER'S regular apprenticeable
7 trade. ~~For purposes of this paragraph (f)~~ AS USED IN THIS SUBSECTION
8 (4)(f), a "regular apprenticeable trade" ~~is~~ MEANS a skilled trade or
9 occupation in the construction industry in which, by longstanding and
10 recognized practice of a significant segment of the industry, a worker
11 generally must complete a period of apprenticeship or training pursuant
12 to a joint apprenticeship or other apprenticeship program ~~which~~ THAT is
13 in accordance with requirements for programs registered with the federal
14 government OR A STATE APPRENTICESHIP AGENCY RECOGNIZED BY THE
15 UNITED STATES DEPARTMENT OF LABOR. A worker may have more than
16 one regular apprenticeable trade.

17 **SECTION 13.** In Colorado Revised Statutes, 8-83-502, **amend**
18 (5)(d) as follows:

19 **8-83-502. Definitions.** As used in this part 5, unless the context
20 otherwise requires:

21 (5) "Eligible entity" means the following entities that serve a coal
22 transition community and that may apply for a grant:

23 (d) An apprenticeship program that is registered with the United
24 States department of labor or a state apprenticeship ~~council~~ AGENCY
25 RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR;

26 **SECTION 14.** In Colorado Revised Statutes, 8-83-504.5, **amend**
27 (1)(a)(III)(A) as follows:

1 **8-83-504.5. Additional coal transition workforce assistance**
2 **program funding - coal transition workforce assistance program**
3 **account.** (1) (a) (III) Subject to annual appropriation by the general
4 assembly, the department shall expend money from the account for coal
5 transition workforce assistance programs that directly assist coal
6 transition workers or their family members and other household members,
7 including programs that:

8 (A) Establish or expand existing apprenticeship programs, the
9 training capacity of such programs, and the placement of coal transition
10 workers into such programs, prioritizing programs that are recognized as
11 registered apprenticeship programs by the department or ~~are~~
12 ~~industry-recognized apprenticeship programs that satisfy United States~~
13 ~~department of labor requirements for such programs~~ A STATE
14 APPRENTICESHIP AGENCY RECOGNIZED BY THE UNITED STATES
15 DEPARTMENT OF LABOR;

16 **SECTION 15.** In Colorado Revised Statutes, 8-83-601, **amend**
17 (7) as follows:

18 **8-83-601. Definitions.** As used in this part 6:

19 (7) "Office" means the office of future OF work ~~described~~
20 CREATED in section ~~8-77-110~~ 8-15.8-103.

21 **SECTION 16.** In Colorado Revised Statutes, 12-115-115, **amend**
22 (3)(c) as follows:

23 **12-115-115. Apprentices - supervision - registration -**
24 **discipline - rules.** (3) (c) By ~~January 1, 2022, and by~~ January 1 each
25 year, ~~thereafter,~~ an electrical contractor, an apprenticeship program
26 registered with the United States department of labor's ~~employment and~~
27 ~~training administration~~ OFFICE OF APPRENTICESHIP, and a state

1 apprenticeship ~~council~~ AGENCY recognized by the United States
2 department of labor that employs an apprentice in this state shall report
3 to the board the name and contact information of each apprentice in the
4 apprenticeship program and the cumulative number of practical training
5 hours and certified classroom hours each apprentice has completed
6 toward the journeyman electrician licensure requirements specified in
7 section 12-115-110. The board shall keep the information reported
8 pursuant to this subsection (3)(c) confidential from all parties other than
9 from the apprentice through the apprentice's individual registration
10 account. The department of regulatory agencies shall, if existing
11 resources are available or if the department receives gifts, grants, or
12 donations pursuant to subsection (7) of this section, indicate whether the
13 apprentice has completed the required practical training hours and
14 classroom hours in the department of regulatory agency's online
15 apprenticeship directory.

16 **SECTION 17.** In Colorado Revised Statutes, 12-155-124, **amend**
17 (3) and (6) as follows:

18 **12-155-124. Apprentices - rules.** (3) By ~~July 1, 2022, and by~~
19 July 1 each year, ~~thereafter,~~ a registered plumbing contractor, an
20 apprenticeship program registered with the United States department of
21 labor's ~~employment and training administration~~ OFFICE OF
22 APPRENTICESHIP, and a state apprenticeship ~~council~~ AGENCY recognized
23 by the United States department of labor that employs a plumbing
24 apprentice in this state shall report to the board the name and contact
25 information of each plumbing apprentice in the apprenticeship program
26 and the cumulative number of practical training hours each plumbing
27 apprentice has completed toward the licensure requirements specified in

1 section 12-155-110. The board shall keep the information reported
2 pursuant to this subsection (3) confidential from all parties other than
3 from the plumbing apprentice through the plumbing apprentice's
4 individual registration account. The department of regulatory agencies
5 shall, if existing resources are available or if the department receives
6 gifts, grants, or donations pursuant to subsection (8) of this section,
7 indicate whether the plumbing apprentice has completed the required
8 practical training hours in the department of regulatory agencies' online
9 apprenticeship directory.

10 (6) A registered plumbing contractor, an apprenticeship program
11 registered with the United States department of labor's ~~employment and~~
12 ~~training administration~~ OFFICE OF APPRENTICESHIP, and a state
13 apprenticeship ~~council~~ AGENCY recognized by the United States
14 department of labor shall remove each plumbing apprentice that is no
15 longer employed as an apprentice from the apprenticeship program and
16 annually notify the board of the termination of the employment.

17 **SECTION 18.** In Colorado Revised Statutes, 22-35-103, **amend**
18 (1) as follows:

19 **22-35-103. Definitions.** As used in this article 35, unless the
20 context otherwise requires:

21 (1) "Apprenticeship program" means a Colorado-based
22 apprenticeship program that is registered with the United States
23 department of labor's office of apprenticeship or a state apprenticeship
24 ~~program~~ AGENCY recognized by the United States department of labor.

25 **SECTION 19.** In Colorado Revised Statutes, 22-54-138, **amend**
26 (1)(b) and (1)(c)(II) as follows:

27 **22-54-138. Career development success program - created -**

1 **funding - report - legislative declaration - definitions - repeal.** (1) As
2 used in this section, unless the context otherwise requires:

3 (b) "Construction industry apprenticeship program" means an
4 apprenticeship program registered with the office of apprenticeship in the
5 United States department of labor or a state apprenticeship program
6 AGENCY recognized by the United States department of labor that trains
7 individuals for careers in the construction industry.

8 (c) "Construction industry pre-apprenticeship program" means a
9 program or set of strategies that:

10 (II) Has a documented relationship with at least one
11 apprenticeship program registered with the office of apprenticeship in the
12 United States department of labor or a state apprenticeship program
13 AGENCY recognized by the United States department of labor; and

14 **SECTION 20.** In Colorado Revised Statutes, 24-1-121, **add**
15 (3)(m) as follows:

16 **24-1-121. Department of labor and employment - creation.**

17 (3) The department of labor and employment consists of the following
18 divisions and programs:

19 (m) THE OFFICE OF FUTURE OF WORK, THE HEAD OF WHICH IS THE
20 DIRECTOR OF THE OFFICE OF FUTURE OF WORK, CREATED IN SECTION
21 8-15.8-103. THE OFFICE OF FUTURE OF WORK AND THE OFFICE'S DIRECTOR
22 ARE **TYPE 2** ENTITIES, AS DEFINED IN SECTION 24-1-105, AND EXERCISE
23 THEIR POWERS AND PERFORM THEIR DUTIES AND FUNCTIONS SPECIFIED BY
24 LAW UNDER THE DEPARTMENT OF LABOR AND EMPLOYMENT.

25 **SECTION 21.** In Colorado Revised Statutes, 24-46.3-103, **repeal**
26 (3)(a)(VIII) as follows:

27 **24-46.3-103. Key industries talent pipeline working group.**

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

9 (VIII) ~~Include the report and recommendations from the~~
10 ~~department of labor and employment regarding pre-apprenticeship and~~
11 ~~apprenticeship in Colorado, prepared as required by section 8-15-101,~~
12 ~~C.R.S., and~~

13 **SECTION 22.** In Colorado Revised Statutes, 24-46.3-104,
14 **amend** (2)(a); and **add** (2)(b.5) as follows:

15 **24-46.3-104. Career pathways - design - legislative declaration**
16 **- definitions.** (2) As used in this section, unless the context otherwise
17 requires:

18 (a) "Apprenticeship" means a registered apprenticeship program
19 with a written plan that is designed to move an apprentice from a low- or
20 no-skill entry-level position to full occupational proficiency. The program
21 must comply with the parameters established under the "National
22 Apprenticeship Act", 29 U.S.C. sec. 50, as amended, and ~~its promulgating~~
23 ~~regulations PROMULGATED UNDER THE ACT, and MUST BE~~ administered by
24 the United ~~State's~~ STATES department of labor's office of apprenticeship
25 or ~~must be~~ a state apprenticeship ~~program~~ AGENCY recognized by the
26 United States department of labor. An individual business, an employer
27 association, or a labor organization sponsors a registered apprenticeship.

1 Upon finishing a training program, the apprentice earns a "completion of
2 registered apprenticeship" certificate, which is an industry-issued and
3 nationally recognized credential that validates proficiency in an
4 apprenticeable occupation, or is awarded a certificate of completion.
5 ~~pursuant to article 15.7 of title 8.~~

6 (b.5) "CERTIFICATE OF COMPLETION" MEANS A CERTIFICATE
7 AWARDED TO AN APPRENTICE IN RECOGNITION OF THE SUCCESSFUL
8 COMPLETION OF AN APPRENTICESHIP PROGRAM.

9 **SECTION 23.** In Colorado Revised Statutes, 24-46.3-301,
10 **amend** (1) as follows:

11 **24-46.3-301. Definitions.** As used in this part 3, unless the
12 context otherwise requires:

13 (1) "Apprenticeship program" means a Colorado-based
14 apprenticeship training program that is registered with the office of
15 apprenticeship in the United States department of labor or a state
16 apprenticeship ~~program~~ AGENCY recognized by the United States
17 department of labor.

18 **SECTION 24.** In Colorado Revised Statutes, 24-46.3-503,
19 **amend** (5)(a)(II) and (5)(b) as follows:

20 **24-46.3-503. Strengthening photovoltaic and renewable**
21 **careers (SPARC) workforce development program - creation - use of**
22 **funds.** (5) (a) SPARC program activities or expenditures authorized
23 pursuant to this part 5 must not:

24 (II) Circumvent any established industry standard for on-the-job
25 training requirements or classroom education requirements of ~~the~~
26 established Colorado apprenticeship programs registered through the
27 United States department of ~~labor~~ LABOR'S office of apprenticeship

1 training or a state apprenticeship ~~council~~ AGENCY recognized by that
2 office.

3 (b) To the extent possible, the SPARC program must support
4 activities that support participation in Colorado apprenticeship programs
5 registered through the United States department of ~~labor~~ LABOR'S office
6 of apprenticeship training or a state apprenticeship ~~council~~ AGENCY
7 recognized by that office and prioritize programs that seek to help
8 workers attain a professional credential, an industry standard certification,
9 or a professional license.

10 **SECTION 25.** In Colorado Revised Statutes, 24-46.3-702,
11 **amend** (2) as follows:

12 **24-46.3-702. Definitions.** As used in this part 7, unless the
13 context otherwise requires:

14 (2) "Apprenticeship sponsor" means an employer, association,
15 committee, or organization that operates an apprenticeship program
16 registered with the United States department of ~~labor~~ LABOR'S OFFICE OF
17 APPRENTICESHIP OR A STATE APPRENTICESHIP AGENCY RECOGNIZED BY
18 THAT OFFICE.

19 **SECTION 26.** In Colorado Revised Statutes, 24-92-103.5,
20 **amend** (3)(g) as follows:

21 **24-92-103.5. Construction of public projects - invitation for**
22 **best value bids.** (3) The invitation for competitive sealed best value bids
23 must identify the evaluation factors upon which the award will be made.
24 When making the award determination, the responsible officer shall
25 evaluate the factors specified in the invitation for bids and shall not
26 evaluate any other factors other than those specified in the invitation for
27 bids. The factors that must be included in the invitation for bids and that

1 the responsible officer shall consider include, but need not be limited to:

2 (g) The bidder's job standards, including the bidder's method of
3 personnel procurement, employment of Colorado workers, workforce
4 development and long-term career opportunities of workers, the
5 availability of training programs, including apprenticeships ~~approved~~
6 REGISTERED by the United States department of ~~labor~~ LABOR'S OFFICE OF
7 APPRENTICESHIP OR A STATE APPRENTICESHIP AGENCY RECOGNIZED BY
8 THAT OFFICE, the benefits provided to workers, including health-care and
9 defined benefit or defined contribution retirement benefits, and whether
10 the bidder pays industry-standard wages; and

11 **SECTION 27.** In Colorado Revised Statutes, 24-92-115, **amend**
12 (1)(a)(II) introductory portion, (1)(a)(III), (6)(a) introductory portion, and
13 (6)(a)(I) as follows:

14 **24-92-115. Apprenticeship utilization requirements -**
15 **mechanical, electrical, and plumbing contracts - public projects -**
16 **definition.** (1) (a) Unless prohibited by applicable federal law, and
17 except as otherwise provided in subsection (1)(b) of this section, the
18 contract for any public works project that does not receive federal money,
19 including a public project that will have an integrated project delivery
20 contract pursuant to article 93 of this title 24, in the amount of one million
21 dollars or more shall require the general contractor or other firm to which
22 the contract is awarded to submit, at the time the mechanical, electrical,
23 or plumbing subcontractor is put under contract, documentation to the
24 agency of government that:

25 (II) Certifies that all firms identified participate in apprenticeship
26 programs registered with the United States department of labor's
27 ~~employment and training administration~~ OFFICE OF APPRENTICESHIP OR A

1 state apprenticeship ~~councils~~ AGENCY recognized by the United States
2 department of labor and have a proven record of graduating apprentices
3 as follows:

4 (III) Supplies supporting documentation from the United States
5 department of labor's office of apprenticeship OR A STATE
6 APPRENTICESHIP AGENCY RECOGNIZED BY THE UNITED STATES
7 DEPARTMENT OF LABOR verifying the information provided in the
8 certification specified in subsection (1)(a)(II) of this section.

9 (6) (a) To promote and facilitate the development of new
10 apprenticeship programs, an apprenticeship program that does not satisfy
11 the requirements of subsection (1)(a) of this section may petition the
12 department of labor and employment for conditional approval for THE
13 purposes of this section. To be allowed conditional approval, an
14 apprenticeship program must demonstrate the following:

15 (I) The program has been registered with the United States
16 department of labor's ~~employment and training administration~~ OFFICE OF
17 APPRENTICESHIP or a state apprenticeship ~~council~~ AGENCY RECOGNIZED
18 BY THE UNITED STATES DEPARTMENT OF LABOR and has been providing
19 training for at least six months; and

20 **SECTION 28.** In Colorado Revised Statutes, 24-92-208, **amend**
21 (2)(b) as follows:

22 **24-92-208. Apprenticeship contribution rate.** (2) The amount
23 of the apprenticeship contribution will be set in accordance with the
24 apprenticeship contribution of the collective bargaining agreement of the
25 applicable trade in the geographic locality of the public project.
26 Contractors shall achieve compliance with this requirement by one of the
27 following options:

1 (b) Contractors that are not signatory to a collective bargaining
2 agreement but that are members of a multi-employer trade association that
3 sponsors an apprenticeship program registered with the United States
4 department of labor's ~~employment and training administration~~ OFFICE OF
5 APPRENTICESHIP or A STATE APPRENTICESHIP AGENCY recognized by the
6 United States department of labor, or THAT directly sponsor such a
7 program for their own employees, shall pay the determined apprenticeship
8 contribution to that program or to a state apprenticeship ~~council~~ registered
9 with AGENCY RECOGNIZED BY the United States department of labor; or

10 **SECTION 29.** In Colorado Revised Statutes, 30-20-1105, **amend**
11 (3) introductory portion as follows:

12 **30-20-1105. Integrated project delivery contracting process -**
13 **prequalification of participating entities - apprentice training.**

14 (3) Where an apprentice training program ~~certified~~ REGISTERED by the
15 office of apprenticeship in the ~~employment and training administration in~~
16 the United States department of labor LABOR'S OFFICE OF APPRENTICESHIP
17 or a state apprenticeship ~~program~~ AGENCY recognized by the United
18 States department of labor exists in the county, or a comparable ~~program~~
19 AGENCY for the training of apprentices is available in the county:

20 **SECTION 30.** In Colorado Revised Statutes, 40-2-123, **amend**
21 (2)(d)(I) introductory portion as follows:

22 **40-2-123. Energy technologies - consideration by commission**
23 **- incentives - demonstration projects - definitions - repeal.**

24 (2) (d) (I) In the construction or expansion of an innovative energy
25 technology project approved pursuant to this subsection (2), an
26 investor-owned utility shall use its own employees or qualified
27 contractors, or both, but shall not use a contractor unless the contractor's

1 employees have access to an apprenticeship program registered with the
2 United States department of labor's office of apprenticeship or by a state
3 apprenticeship ~~council~~ AGENCY recognized by that office; except that this
4 apprenticeship requirement does not apply to:

5 **SECTION 31.** In Colorado Revised Statutes, 40-2-126, **amend**
6 (5) introductory portion as follows:

7 **40-2-126. Transmission facilities - biennial review - energy**
8 **resource zones - definitions - plans - approval - cost recovery -**
9 **powerline trail consideration.** (5) In any construction or expansion
10 approved pursuant to this section, the utility shall use its own employees
11 or qualified contractors, or both, but shall not use a contractor unless the
12 contractor's employees have access to an apprenticeship program
13 registered with the United States department of labor's office of
14 apprenticeship or by a state apprenticeship ~~council~~ AGENCY recognized
15 by that office; except that this apprenticeship requirement does not apply
16 to:

17 **SECTION 32.** In Colorado Revised Statutes, 40-2-127, **amend**
18 (3.5)(b) introductory portion as follows:

19 **40-2-127. Community energy funds - community solar**
20 **gardens - definitions - rules - legislative declaration - repeal.**
21 (3.5) **Standards for construction and operation.** The following
22 requirements apply to any community solar garden exceeding two
23 megawatts:

24 (b) Following the development or acquisition by a qualifying retail
25 utility of a community solar garden in which the qualifying retail utility
26 retains ownership, the qualifying retail utility shall either use its own
27 employees to operate and maintain the community solar garden or

1 contract for operation and maintenance of the community solar garden by
2 a contractor whose employees have access to an apprenticeship program
3 registered with the United States department of labor's office of
4 apprenticeship or with a state apprenticeship ~~council~~ AGENCY recognized
5 by that office; except that this apprenticeship requirement does not apply
6 to:

7 **SECTION 33.** In Colorado Revised Statutes, 40-2-127.5, **amend**
8 (4)(b) introductory portion as follows:

9 **40-2-127.5. Community energy funds - community geothermal**
10 **gardens - rules - legislative declaration - definitions - repeal.**

11 (4) **Standards for construction and operation.** The following
12 requirements apply to any community geothermal garden exceeding two
13 megawatts:

14 (b) Following the development or acquisition by a qualifying retail
15 utility of a community geothermal garden in which the qualifying retail
16 utility retains ownership, the qualifying retail utility shall either use its
17 own employees to operate and maintain the community geothermal
18 garden or contract for operation and maintenance of the community
19 geothermal garden by a contractor whose employees have access to an
20 apprenticeship program registered with the United States department of
21 labor's office of apprenticeship or with a state apprenticeship ~~council~~
22 AGENCY recognized by that office; except that this apprenticeship
23 requirement does not apply to:

24 **SECTION 34.** In Colorado Revised Statutes, 40-2-129, **amend**
25 (1)(a) and (2) introductory portion as follows:

26 **40-2-129. New resource acquisitions - factors in determination**
27 **- local employment - "best value" employment metrics - performance**

1 **audit.** (1) (a) (I) When evaluating electric resource acquisitions and
2 requests for a certificate of convenience and necessity for construction or
3 expansion of generating facilities, including but not limited to pollution
4 control or fuel conversion upgrades and conversion of existing coal-fired
5 plants to natural gas plants, the commission shall consider, in all
6 decisions involved in electric resource acquisition processes, best value
7 regarding employment of Colorado labor, as defined in section 8-17-101
8 (2)(a), and positive impacts on the long-term economic viability of
9 Colorado communities. To this end, the commission shall require utilities
10 to obtain and provide to the commission the following information
11 regarding "best value" employment metrics:

12 (A) The availability of training programs, including training
13 through apprenticeship programs registered with the United States
14 department of labor's office of apprenticeship or by state apprenticeship
15 ~~councils~~ AGENCIES recognized by that office;

16 (B) Employment of Colorado labor as compared to importation of
17 out-of-state workers;

18 (C) Long-term career opportunities; and

19 (D) Industry-standard wages, health care, and pension benefits.

20 (II) When a utility proposes to construct new facilities of its own,
21 the utility shall supply similar information to the commission.

22 (2) Following development or acquisition of a generating facility
23 by a utility, for all generating facilities owned by the utility that do not
24 emit carbon dioxide, the utility shall use utility employees or qualified
25 contractors if the contractors' employees have access to an apprenticeship
26 program registered with the United States department of labor's office of
27 apprenticeship or by a state apprenticeship ~~council~~ AGENCY recognized

1 by that office; except that this apprenticeship requirement does not apply
2 to:

3 **SECTION 35.** In Colorado Revised Statutes, 40-3.2-105.5,
4 **amend** (3)(a)(I)(A), (3)(b)(I), and (4)(b)(I) as follows:

5 **40-3.2-105.5. Labor standards for gas DSM projects.**

6 (3) (a) The utility shall make use of a list, referred to in this section as the
7 "certified contractor list", containing the names and contact information
8 of:

9 (I) Qualified contractors that participate in apprenticeship
10 programs that:

11 (A) Are registered with the United States department of labor's
12 ~~employment and training administration~~ OFFICE OF APPRENTICESHIP or
13 with a state apprenticeship ~~council~~ AGENCY recognized by the United
14 States department of labor; and

15 (b) The Colorado department of labor and employment shall
16 oversee the compilation of the certified contractor list through one of the
17 following methods:

18 (I) Directing the state apprenticeship ~~council~~ AGENCY
19 RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR, if available,
20 to assemble the information; or

21 (4) The following requirements apply to gas DSM projects in new
22 or existing buildings:

23 (b) (I) For plumbing, mechanical, or electrical projects that
24 involve energy efficiency improvements to central building systems in a
25 multifamily building that contains twenty thousand square feet or more
26 of conditioned floor space and for which a rebate is to be provided
27 directly to the building owner as part of a gas DSM program, the utility

1 shall condition payment of the rebate on the building owner's exclusive
2 use of contractors that participate in apprenticeship programs registered
3 with the United States department of labor's ~~employment and training~~
4 ~~administration~~ OFFICE OF APPRENTICESHIP or with a state apprenticeship
5 ~~council~~ AGENCY recognized by the United States department of labor for
6 any necessary plumbing or electrical work. If the contractor chosen by the
7 customer is not on the certified contractor list, the utility shall require
8 another method of verifying compliance with this subsection (4)(b).

9 **SECTION 36.** In Colorado Revised Statutes, 40-3.2-105.6,
10 **amend** (3)(a)(I) and (4)(b)(I) as follows:

11 **40-3.2-105.6. Labor standards for beneficial electrification**
12 **projects.** (3) (a) The utility shall obtain from the Colorado department
13 of labor and employment and shall make use of a list, referred to in this
14 section as the "certified contractor list", containing the names and contact
15 information of:

16 (I) Qualified contractors that participate in apprenticeship
17 programs that are registered with the United States department of labor's
18 ~~employment and training administration~~ OFFICE OF APPRENTICESHIP or
19 with a state apprenticeship ~~council~~ AGENCY recognized by the United
20 States department of labor; and

21 (4) The following requirements apply to beneficial electrification
22 projects in new or existing industrial, commercial, or multifamily
23 residential buildings:

24 (b) (I) For plumbing, mechanical, or electrical projects that
25 involve the beneficial electrification of central building systems in a
26 multifamily building that contains twenty thousand square feet or more
27 of conditioned floor space and for which a rebate is to be provided

1 directly to the building owner as part of a beneficial electrification
2 program, the utility shall condition payment of the rebate on the building
3 owner's exclusive use of contractors that participate in apprenticeship
4 programs registered with the United States department of labor's
5 ~~employment and training administration~~ OFFICE OF APPRENTICESHIP or
6 with a state apprenticeship ~~council~~ AGENCY recognized by the United
7 States department of labor for any necessary plumbing or electrical work.
8 If the contractor chosen by the building owner is not on the certified
9 contractor list, the utility shall require another method of verifying
10 compliance with this subsection (4)(b).

11 **SECTION 37.** In Colorado Revised Statutes, 40-3.2-108, **amend**
12 (8)(d)(I) as follows:

13 **40-3.2-108. Clean heat targets - legislative declaration -**
14 **definitions - plans - rules - reports. (8) Employment and utility**
15 **workforce.** (d) In all decisions approving clean heat resources to be
16 acquired as part of a clean heat plan, the commission shall consider the
17 long-term impacts on Colorado's utility workforce as part of a just
18 transition and shall give additional weight to a project that includes:

19 (I) Training programs, including training through the division of
20 employment and training in the department of labor and employment
21 created in section 8-83-102, or APPRENTICESHIP PROGRAMS REGISTERED
22 WITH THE UNITED STATES DEPARTMENT OF LABOR'S OFFICE OF
23 APPRENTICESHIP OR a state apprenticeship ~~council~~ registered with AGENCY
24 RECOGNIZED BY the United States department of labor;

25 **SECTION 38.** In Colorado Revised Statutes, 40-42-107, **amend**
26 (1)(b) introductory portion as follows:

27 **40-42-107. Labor standards - apprenticeship - supervision.**

1 (1) The authority shall ensure that, in any construction, expansion, or
2 maintenance of facilities undertaken in Colorado pursuant to this article
3 42, all labor is performed either by the employees of an electric utility or
4 by qualified contractors, or both, and that, except as otherwise provided
5 in subsection (3) of this section, an electric utility not use a contractor
6 unless:

7 (b) The contractor's employees have access to an apprenticeship
8 program registered with the United States department of labor's office of
9 apprenticeship or by a state apprenticeship ~~council~~ AGENCY recognized
10 by that office and meeting the additional criteria specified in subsection
11 (2) of this section; except that this apprenticeship requirement does not
12 apply to:

13 **SECTION 39. Act subject to petition - effective date.** This act
14 takes effect at 12:01 a.m. on the day following the expiration of the
15 ninety-day period after final adjournment of the general assembly; except
16 that, if a referendum petition is filed pursuant to section 1 (3) of article V
17 of the state constitution against this act or an item, section, or part of this
18 act within such period, then the act, item, section, or part will not take
19 effect unless approved by the people at the general election to be held in
20 November 2024 and, in such case, will take effect on the date of the
21 official declaration of the vote thereon by the governor.