

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

REVISED

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

LLS NO. 23-0647.01 Josh Schultz x5486

HOUSE BILL 23-1074

HOUSE SPONSORSHIP

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SENATE SPONSORSHIP

Marchman,

House Committees

Business Affairs & Labor
Appropriations

Senate Committees

Business, Labor, & Technology
Appropriations

A BILL FOR AN ACT

101 **CONCERNING A STUDY REGARDING WORKFORCE TRANSITIONS TO**
102 **OTHER INDUSTRIES, AND, IN CONNECTION THEREWITH, MAKING**
103 **AN APPROPRIATION.**

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 bill requires the office of future of work (office) to contract with a third party to study workforce transitions in Colorado's economy. The workforce transitions study (study) must:

- Evaluate the skill transferability of workers in the oil and gas industry and in occupations in Colorado that are facing

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.

SENATE
Amended 2nd Reading
April 28, 2023

HOUSE
3rd Reading Unamended
March 13, 2023

HOUSE
Amended 2nd Reading
March 11, 2023

- the most disruption due to automation;
- Explore training availability, skills needed, and transition strategies; and
- Provide recommendations for programs and policies to prepare the workforce for these transitions.

On or before December 1, 2024, the office is required to submit a report of the study's research and findings to the governor and to the business, labor, and technology committee of the senate and the business affairs and labor committee of the house of representatives.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** part 7 to article
3 83 of title 8 as follows:

4 **PART 7**

5 **WORKFORCE TRANSITIONS STUDY**

6 **8-83-701. Definitions.** AS USED IN THIS PART 7, UNLESS THE
7 CONTEXT OTHERWISE REQUIRES:

8 (1) "EMERGING INDUSTRIES" MEANS INDUSTRIES THAT ARE IN THE
9 EARLY STAGE OF POTENTIAL MARKET SHARE IN COLORADO BUT ARE
10 GROWING IN ECONOMIC IMPORTANCE AND JOB CREATION.

11 (2) "OFFICE" MEANS THE COLORADO OFFICE OF FUTURE OF WORK
12 CREATED IN SECTION 8-15.8-103.

13 (3) "STUDY" MEANS THE WORKFORCE TRANSITIONS STUDY
14 REQUIRED BY SECTION 8-83-702 (1).

15 **8-83-702. Workforce transitions study - report.** (1) ON OR
16 BEFORE DECEMBER 1, 2023, THE OFFICE SHALL CONTRACT WITH AN
17 INDEPENDENT THIRD PARTY TO CONDUCT A STUDY THAT EXPLORES
18 WORKFORCE TRANSITIONS IN COLORADO'S ECONOMY FOR WORKERS IN THE
19 OIL AND GAS INDUSTRY AND WORKERS AFFECTED BY INDUSTRY
20 DISRUPTION DUE TO AUTOMATION.

1 (2) THE OFFICE SHALL ADMINISTER A REQUEST FOR PROPOSALS
2 AND SOLICIT FIRMS OR PUBLIC ENTITIES WITH THE NECESSARY
3 CREDENTIALS, AS DETERMINED BY THE OFFICE, TO BID ON PERFORMING
4 THE STUDY.

5 (3) IN PERFORMING THE STUDY, THE CONTRACTOR SHALL:

6 (a) REGARDING OIL AND GAS WORKERS:

7 (I) EVALUATE THE TRANSFERABLE AND NONTRANSFERABLE SKILLS
8 OF WORKERS IN OIL AND GAS EXTRACTION JOBS, IDENTIFY KEY
9 POPULATIONS OF THE WORKFORCE WHOSE JOBS MAY NOT EASILY
10 TRANSITION TO NEW INDUSTRIES OR NEW TYPES OF WORK, AND MAKE
11 RECOMMENDATIONS TO THE OFFICE ON NEXT STEPS TO DEVELOP
12 WORKFORCE ASSISTANCE PROGRAMS TO ASSIST THESE WORKERS;

13 (II) IDENTIFY EXISTING AND EMERGING INDUSTRIES RELATED TO
14 OIL AND GAS EXTRACTION AND THE UTILITY SECTOR, AND EVALUATE JOB
15 TRANSFERABILITY TO AND RETRAINING FOR THESE EXISTING AND
16 EMERGING INDUSTRIES, INCLUDING ADJACENT ENERGY AND CARBON
17 MANAGEMENT INDUSTRIES SUCH AS HYDROGEN FUELS; ENHANCED
18 GEOTHERMAL SYSTEMS; CARBON CAPTURE, UTILIZATION, AND
19 SEQUESTRATION; CONSTRUCTION; WELL-PLUGGING AND REMEDIATION;
20 WORKFORCE DEVELOPMENT FOR ELECTRIC LINeworkERS AND
21 CONTRACTORS FOCUSED ON BENEFICIAL ELECTRIFICATION AND ENERGY
22 EFFICIENCY PROJECTS, AND IDENTIFY WAYS TO REMOVE BARRIERS TO
23 OBTAINING APPROPRIATE SKILLS AND LICENSES;

24 (III) IN PARTNERSHIP WITH THE COLORADO ENERGY OFFICE,
25 CREATED IN SECTION 24-38.5-101 (1), IDENTIFY POTENTIAL WORKFORCE
26 NEEDS IN THE SHORT AND MEDIUM TERM IN EMERGING INDUSTRIES AND
27 RENEWABLE ENERGY RESOURCES, AS DEFINED IN SECTION 40-2-124

1 (1)(a)(VII), AND ASSESS EMPLOYMENT TRENDS, TAKING HISTORICAL DATA
2 INTO ACCOUNT;

3 (IV) EXPLORE SKILL DEVELOPMENT NEEDS, TRAINING
4 AVAILABILITY, AND TRANSITION STRATEGIES FOR WORKERS AND
5 EMPLOYERS SHIFTING FROM OIL AND GAS JOBS TO EMERGING INDUSTRIES
6 IN THE REGION, INCLUDING CONSULTATION WITH OTHER WESTERN STATES
7 FOR PURPOSES OF LEARNING ABOUT THEIR WORKFORCE TRANSITION IDEAS
8 AND STRATEGIES; AND

9 (V) DEVELOP POLICY AND INCENTIVE PROPOSALS FOR PROGRAMS
10 TO TRANSITION WORKERS TO EXISTING AND EMERGING INDUSTRIES IN
11 COLORADO AND THE SURROUNDING REGION, MAXIMIZING TRANSITION OF
12 WORKERS TO JOBS IN THE SAME COMMUNITIES, AND INCLUDING ANALYSES
13 OF FEDERAL FUNDING OPPORTUNITIES; AND

14 (b) REGARDING INDUSTRY DISRUPTION DUE TO AUTOMATION:

15 (I) EXPLORE HOW TECHNOLOGY IS SIMULTANEOUSLY REPLACING
16 EXISTING WORK AND CREATING NEW WORK;

17 (II) EVALUATE WHICH OCCUPATIONS IN COLORADO ARE FACING
18 THE MOST DISRUPTION DUE TO AUTOMATION;

19 (III) IDENTIFY SKILL TRANSFERABILITY TO EMERGING INDUSTRIES
20 AND INDUSTRIES EXPERIENCING GROWTH FOR OCCUPATIONS THAT ARE
21 DISPLACED DUE TO AUTOMATION AND DEVELOP TRANSITION STRATEGIES
22 FOR THESE WORKERS AND EMPLOYERS;

23 (IV) IDENTIFY THE SKILLS NEEDED FOR EMERGING AND GROWING
24 INDUSTRIES AND EXPLORE THE AVAILABILITY OF SKILLS TRAINING FOR
25 WORKERS TRANSITIONING TO THESE INDUSTRIES; ■

26 (V) PROVIDE RECOMMENDATIONS FOR FUNDING, PROGRAMS, AND
27 POLICIES NEEDED TO PREPARE EMPLOYERS AND WORKERS FOR THESE

1 TRANSITIONS;

2 (VI) CONSULT WITH RELEVANT STAKEHOLDERS ACROSS IMPACTED

3 INDUSTRIES IN COLORADO TO DISCUSS THEIR HUMAN RESOURCE AND

4 WORKFORCE STRATEGIES AND THEIR LONG-TERM OUTLOOK ON THE

5 INDUSTRY AND THE STATE;

6 (VII) CONSULT WITH RELEVANT EMPLOYERS AND EMPLOYEES

7 ACROSS IMPACTED INDUSTRIES IN COLORADO, INCLUDING THOSE WHO

8 MAY BE INDIRECTLY IMPACTED;

9 (VIII) CONSULT WITH EMPLOYERS AND EMPLOYEES WHO MAY BE

10 INDIRECTLY IMPACTED BY A WORKFORCE TRANSITION TO EMERGING

11 INDUSTRIES, INCLUDING EMPLOYERS AND EMPLOYEES IN ENERGY SECTOR

12 CONSTRUCTION, GAS DISTRIBUTION, NATURAL GAS UTILITIES,

13 EXPLORATION EQUIPMENT MANUFACTURING, AND WHOLESALE OR RETAIL

14 SUPPLY; AND

15 (c) REGARDING FUNDING FOR WORKFORCE TRANSITION AND

16 COMMUNITY ECONOMIC DEVELOPMENT:

17 (I) EVALUATE AND ANALYZE FEDERAL FUNDING SOURCES

18 AVAILABLE TO THE STATE GOVERNMENT, LOCAL GOVERNMENTS, AND THE

19 PRIVATE SECTOR FOR WORKFORCE DEVELOPMENT AND COMMUNITY

20 ECONOMIC DEVELOPMENT;

21 (II) EVALUATE AND ANALYZE CURRENT STATE AND LOCAL

22 GOVERNMENT WORKFORCE DEVELOPMENT, RESILIENCY, AND RECOVERY

23 INFRASTRUCTURE;

24 (III) TRACK CURRENT FEDERAL FUNDING SECURED FOR

25 WORKFORCE TRANSITION AND ECONOMIC DEVELOPMENT IN COMMUNITIES

26 AFFECTED BY WORKFORCE TRANSITION AND IDENTIFY FUNDING GAPS; AND

27 (IV) RECOMMEND POLICIES THAT PROMOTE INTERAGENCY

1 COLLABORATION TO MAXIMIZE THE POTENTIAL OF GOVERNMENT AGENCIES
2 AND THE PRIVATE SECTOR TO SECURE AVAILABLE FEDERAL FUNDING,
3 INCLUDING CONSIDERATION OF CREATING POSITIONS FOR STAFF WHO WILL
4 SERVE AS A LIAISON WITH EXISTING STATE GOVERNMENT OFFICES, LOCAL
5 GOVERNMENTS, AND THE PRIVATE SECTOR FOR THE PURPOSES OF GRANT
6 WRITING AND OTHER SUPPORT.

7 (4) (a) ON OR BEFORE DECEMBER 1, 2024, THE OFFICE SHALL
8 SUBMIT A REPORT TO THE GOVERNOR AND TO THE BUSINESS, LABOR, AND
9 TECHNOLOGY COMMITTEE OF THE SENATE AND THE BUSINESS AFFAIRS AND
10 LABOR COMMITTEE OF THE HOUSE OF REPRESENTATIVES, OR THEIR
11 SUCCESSOR COMMITTEES. THE REPORT MUST INCLUDE THE STUDY'S
12 RESEARCH, FINDINGS, AND RECOMMENDATIONS, IN ACCORDANCE WITH
13 SUBSECTION (3) OF THIS SECTION.

14 (b) THE REPORT REQUIRED BY THIS SUBSECTION (4) MUST INCLUDE,
15 BUT SHOULD NOT BE LIMITED TO:

16 (I) CONSIDERATION AND COMPARISON OF WAGES AND SALARIES IN
17 BOTH EXISTING INDUSTRIES AND EMERGING INDUSTRIES, AND AN
18 ASSESSMENT OF POTENTIAL GAPS THAT MAY EXIST; AND

19 (II) DISAGGREGATED DATA THAT MAPS THE IMPACT OF
20 WORKFORCE TRANSITION AND MAPS THE GEOGRAPHIC LOCATION OF
21 POTENTIAL JOBS IN EXISTING OR EMERGING INDUSTRIES.

22 (c) THE OFFICE SHALL ISSUE AN UPDATE ON THE KEY FINDINGS OF
23 THE STUDY TO THE BUSINESS, LABOR, AND TECHNOLOGY COMMITTEE OF
24 THE SENATE AND THE BUSINESS AFFAIRS AND LABOR COMMITTEE OF THE
25 HOUSE OF REPRESENTATIVES, OR THEIR SUCCESSOR COMMITTEES, BY
26 AUGUST 1, 2024.

27 **8-83-703. Repeal of part.** THIS PART 7 IS REPEALED, EFFECTIVE

1 SEPTEMBER 1, 2025.

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3 **SECTION 2. Appropriation.** (1) For the 2023-24 state fiscal
4 year, \$317,318 is appropriated to the department of labor and employment
5 for use by the executive director's office. This appropriation is from the
6 general fund and is based on an assumption that the department will
7 require an additional 0.2 FTE. To implement this act, the department may
8 use this appropriation for the office of future work. Any money
9 appropriated in this section not expended prior to July 1, 2024, is further
10 appropriated to the department for the 2024-25 state fiscal year, for the
11 same purpose.

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