

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

INTRODUCED

LLS NO. 24-0785.01 Kristen Forrestal x4217

SENATE BILL 24-104

SENATE SPONSORSHIP

Danielson,

HOUSE SPONSORSHIP

(None),

Senate Committees

Business, Labor, & Technology

House Committees

A BILL FOR AN ACT

101 **CONCERNING THE ALIGNMENT OF EDUCATIONAL PROGRAMS WITH**
102 **REGISTERED APPRENTICESHIPS.**

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 state apprenticeship agency in the department of labor and employment, in coordination with the career and technical education division of the Colorado community college system, to align the high school career and technical education system and the registered apprenticeship system for programs and occupations related to infrastructure, advanced manufacturing, education, or health care. On or

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.

before July 1, 2026, the bill requires both entities to expand the number of aligned pathways, prioritizing programs and occupations identified as top jobs by the annual Colorado talent pipeline report.

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

2 **SECTION 1. Legislative declaration.** (1) The general assembly
3 finds and declares that:

4 (a) As the economy continues to evolve and workforce shortages
5 threaten businesses, employers need strategies to build their talent
6 pipelines and workers need opportunities to earn while they learn,
7 transition to new industries, and build valuable skills;

8 (b) Registered apprenticeships are a powerful model that meets
9 each of these needs;

10 (c) Registered apprenticeships are industry-driven, high-quality
11 career pathways where employers can develop and prepare their future
12 workforce and individuals can obtain paid work experience, related
13 instruction, and a portable, nationally recognized credential;

14 (d) Colorado has made significant progress in advancing
15 registered apprenticeships over the last several years; however,
16 apprentices still make up only 0.1% of Colorado's labor force, with just
17 over 6,000 active apprentices;

18 (e) Evidence from multiple sources shows that students benefit
19 from experiential learning opportunities, leading to higher grade point
20 averages, greater engagement, and stronger postsecondary outcomes and
21 career readiness after high school;

22 (f) Colorado career and technical education data shows that
23 students graduate from high school at an increased rate when participating
24 in career and technical education that is aligned to industry- and

1 work-based learning; and

2 (g) Colorado has a robust career and technical education system
3 in high schools that could better serve businesses and learners through
4 connections and pathways into registered apprenticeships.

5 (2) Therefore, the general assembly:

6 (a) Declares its interest in aligning education and workforce
7 systems in order to increase adoption of registered apprenticeships across
8 employers and to increase access for more Coloradans;

9 (b) Finds value in aligning high school career and technical
10 education policies and programs with registered apprenticeships; and

11 (c) Intends for the state to ensure that programs are coordinated
12 in a way that maximizes benefits and improves access to registered
13 apprenticeship pathways for high school students and engages employers
14 to ensure they get the talent they need.

15 **SECTION 2.** In Colorado Revised Statutes, 8-15.7-101, **add** (18)
16 as follows:

17 **8-15.7-101. Definitions.** As used in this article 15.7, unless the
18 context otherwise requires:

19 (18) "STATE-APPROVED PROGRAM" MEANS A HIGH SCHOOL CAREER
20 AND TECHNICAL EDUCATION PROGRAM ESTABLISHED BY A STATE-LEVEL
21 ADVISORY BOARD DESCRIBED IN SECTION 8-15.7-201 (2).

22 **SECTION 3.** In Colorado Revised Statutes, **add** part 2 to article
23 15.7 of title 8 as follows:

24 PART 2

25 CAREER AND TECHNICAL EDUCATION
26 AND REGISTERED APPRENTICESHIPS

27 **8-15.7-201. State apprenticeship agency - community college**

1 **system - career and technical education - apprenticeship programs**

2 **- alignment.** (1) THE STATE APPRENTICESHIP AGENCY, IN COORDINATION
3 WITH THE CAREER AND TECHNICAL EDUCATION DIVISION OF THE
4 COLORADO COMMUNITY COLLEGE SYSTEM, SHALL ALIGN THE HIGH
5 SCHOOL CAREER AND TECHNICAL EDUCATION SYSTEM AND THE
6 REGISTERED APPRENTICESHIP SYSTEM FOR PROGRAMS AND OCCUPATIONS
7 RELATED TO INFRASTRUCTURE, ADVANCED MANUFACTURING, EDUCATION,
8 OR HEALTH CARE. ON OR BEFORE JULY 1, 2026, THE STATE
9 APPRENTICESHIP AGENCY AND THE CAREER AND TECHNICAL EDUCATION
10 DIVISION MUST:

11 (a) ESTABLISH AT LEAST ONE STATE-LEVEL ADVISORY BOARD THAT
12 WILL CREATE STATE-APPROVED PROGRAMS THAT ALIGN WITH REGISTERED
13 APPRENTICESHIP PROGRAMS;

14 (b) USE EACH STATE-LEVEL ADVISORY BOARD TO ALIGN THE
15 COMPETENCIES OF HIGH SCHOOL CAREER AND TECHNICAL EDUCATION
16 DIVISION PROGRAMS WITH REGISTERED APPRENTICESHIP PROGRAMS; AND

17 (c) EDUCATE REGISTERED APPRENTICESHIP SPONSORS ON HOW TO
18 INCLUDE CREDIT FOR PREVIOUS EXPERIENCE FROM CAREER AND
19 TECHNICAL EDUCATION IN PROGRAM STANDARDS.

20 (2) THE STATE-LEVEL ADVISORY BOARDS SHALL SELECT WHICH
21 HIGH SCHOOL CAREER AND TECHNICAL EDUCATION DIVISION PROGRAMS
22 TO ALIGN WITH REGISTERED APPRENTICESHIP PROGRAMS BASED ON
23 AVAILABLE REGISTERED APPRENTICESHIP PROGRAMS IN THE RELEVANT
24 OCCUPATIONS AND OTHER CRITERIA AS ESTABLISHED BY THE STATE
25 APPRENTICESHIP AGENCY IN COLLABORATION WITH THE CAREER AND
26 TECHNICAL EDUCATION DIVISION.

27 (3) ON AND AFTER JULY 1, 2026, THE STATE APPRENTICESHIP

1 AGENCY, IN COORDINATION WITH THE CAREER AND TECHNICAL EDUCATION
2 DIVISION OF THE COLORADO COMMUNITY COLLEGE SYSTEM, SHALL
3 EXPAND THE NUMBER OF ALIGNED PROGRAMS IN INFRASTRUCTURE,
4 ADVANCED MANUFACTURING, EDUCATION, AND HEALTH CARE OR
5 RELATED OCCUPATIONS IDENTIFIED AS TOP JOBS BY THE ANNUAL
6 COLORADO TALENT PIPELINE REPORT PRODUCED PURSUANT TO SECTION
7 24-46.3-103 (3)(a). THE STATE-APPROVED PROGRAMS DO NOT INVALIDATE
8 EXISTING OR FUTURE CAREER AND TECHNICAL EDUCATION DIVISION
9 PROGRAMS THAT HAVE DEMONSTRATED ALIGNMENT TO HIGH WAGE, HIGH
10 SKILLS, OR IN-DEMAND INDUSTRIES.

11 **SECTION 4. Act subject to petition - effective date.** This act
12 takes effect at 12:01 a.m. on the day following the expiration of the
13 ninety-day period after final adjournment of the general assembly; except
14 that, if a referendum petition is filed pursuant to section 1 (3) of article V
15 of the state constitution against this act or an item, section, or part of this
16 act within such period, then the act, item, section, or part will not take
17 effect unless approved by the people at the general election to be held in
18 November 2024 and, in such case, will take effect on the date of the
19 official declaration of the vote thereon by the governor.