

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

PREAMENDED

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

LLS NO. 24-0785.01 Kristen Forrestal x4217

SENATE BILL 24-104

SENATE SPONSORSHIP

Danielson,

HOUSE SPONSORSHIP

(None),

Senate Committees

Business, Labor, & Technology
Appropriations

House Committees

A BILL FOR AN ACT

101 **CONCERNING THE ALIGNMENT OF EDUCATIONAL PROGRAMS WITH**
102 **REGISTERED APPRENTICESHIPS, AND, IN CONNECTION**
103 **THEREWITH, MAKING 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 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

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.

infrastructure, advanced manufacturing, education, or health care. On or 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

1 in career and technical education that is aligned to industry- and
2 work-based learning; and

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

6 (2) Therefore, the general assembly:

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

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

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

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

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

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

23 **SECTION 3.** In Colorado Revised Statutes, **add** part 2 to article
24 15.7 of title 8 as follows:

25 PART 2

26 CAREER AND TECHNICAL EDUCATION

27 AND REGISTERED APPRENTICESHIPS

1 **8-15.7-201. State apprenticeship agency - community college**
2 **system - career and technical education - apprenticeship programs**

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

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

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

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

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

1 (3) ON AND AFTER JULY 1, 2026, THE STATE APPRENTICESHIP
2 AGENCY, IN COORDINATION WITH THE CAREER AND TECHNICAL EDUCATION
3 DIVISION OF THE COLORADO COMMUNITY COLLEGE SYSTEM, SHALL
4 EXPAND THE NUMBER OF ALIGNED PROGRAMS IN INFRASTRUCTURE,
5 ADVANCED MANUFACTURING, EDUCATION, AND HEALTH CARE OR
6 RELATED OCCUPATIONS IDENTIFIED AS TOP JOBS BY THE ANNUAL
7 COLORADO TALENT PIPELINE REPORT PRODUCED PURSUANT TO SECTION
8 24-46.3-103 (3)(a). THE STATE-APPROVED PROGRAMS DO NOT INVALIDATE
9 EXISTING OR FUTURE CAREER AND TECHNICAL EDUCATION DIVISION
10 PROGRAMS THAT HAVE DEMONSTRATED ALIGNMENT TO HIGH WAGE, HIGH
11 SKILLS, OR IN-DEMAND INDUSTRIES.

12 (4) THE COMMUNITY COLLEGE SYSTEM MAY RECEIVE FUNDING FOR
13 THE SERVICES DESCRIBED IN THIS SECTION THROUGH A LIMITED PURPOSE
14 FEE-FOR-SERVICE CONTRACT PURSUANT TO SECTION 23-18-308 (1)(m).

15 SECTION 4. In Colorado Revised Statutes, 23-18-308, add
16 (1)(m) as follows:

17 23-18-308. Fee-for-service contracts - grants to local district
18 colleges - limited purpose - repeal. (1) Subject to available
19 appropriations, the department shall enter into fee-for-service contracts
20 for the following purposes:

21 (m) THE CREATION OF EDUCATION PROGRAMS PURSUANT TO
22 SECTION 8-15.7-201.

23 SECTION 5. Appropriation. (1) For the 2024-25 state fiscal
24 year, \$87,326 is appropriated to the department of labor and employment
25 for use by the executive director's office. This appropriation is from the
26 general fund and is based on an assumption that the office will require an
27 additional 0.8 FTE. To implement this act, the office may use this

1 appropriation for the state apprenticeship agency.

2 (2) For the 2024-25 state fiscal year, \$95,245 is appropriated to
3 the department of higher education. This appropriation is from the general
4 fund. To implement this act, the department may use this appropriation
5 for the college opportunity fund program to be used for limited purpose
6 fee-for-service contracts with state institutions.

7 (3) For the 2024-25 state fiscal year, \$95,245 is appropriated to
8 the department of higher education. This appropriation is from
9 reappropriated funds received from the limited purpose fee-for-service
10 contracts with state institutions under subsection (2) of this section. To
11 implement this act, the department may use this appropriation for the state
12 board for community colleges and occupational education state system
13 community colleges.

14 **SECTION 6. Act subject to petition - effective date.** This act
15 takes effect at 12:01 a.m. on the day following the expiration of the
16 ninety-day period after final adjournment of the general assembly; except
17 that, if a referendum petition is filed pursuant to section 1 (3) of article V
18 of the state constitution against this act or an item, section, or part of this
19 act within such period, then the act, item, section, or part will not take
20 effect unless approved by the people at the general election to be held in
21 November 2024 and, in such case, will take effect on the date of the
22 official declaration of the vote thereon by the governor.