

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

REVISED

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

LLS NO. 25-0734.01 Alana Rosen x2606

HOUSE BILL 25-1186

HOUSE SPONSORSHIP

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A BILL FOR AN ACT

101 **CONCERNING EXPANDING WORK-BASED LEARNING EXPERIENCES IN**
102 **HIGHER EDUCATION.**

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 creates the work-based learning consortium pilot program (pilot program) in the department of higher education (department). The purpose of the pilot program is to develop and expand the integration of work-based learning experiences for students enrolled in higher education.

On or before July 1, 2026, or within 90 days after the department

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
2nd Reading Unamended
May 2, 2025

HOUSE
3rd Reading Unamended
April 30, 2025

HOUSE
Amended 2nd Reading
April 29, 2025

receives sufficient funding, the department shall convene a consortium consisting of a group of representatives from institutions of higher education to:

- Share best practices on improving access to quality work-based learning opportunities for students;
- Help participating institutions of higher education meet workforce needs in Colorado and connect academic learning with real-world experiences through career preparation and skill development for students; and
- Make recommendations to the general assembly and institutions of higher education on the best practices.

Subject to available appropriations, at the end of the 3-year pilot program, the consortium shall complete and submit a report to the education committees of the house of representatives and the senate, or their successor committees. The report must include:

- A description of the consortium's findings and recommendations;
- Details on the consortium's impacts on participating institutions of higher education and the effects of creating additional work-based learning activities on students, faculty, and employers; and
- Recommendations for statutory changes, financial resources, department policy changes, and institution of higher education policy changes necessary to improve successful work-based learning opportunities for students in institutions of higher education.

Funds appropriated to the commission on higher education (commission) may be used by the commission to cover the costs of work-based learning requirements for students who are required to complete credit-bearing work-based learning requirements to graduate from an institution of higher education.

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) Colorado has continued to improve access to high-quality
5 work-based learning through the creation of tools like the work-based
6 learning continuum, work-based learning quality expectations, and the
7 talent development glossary;

1 (b) The Colorado department of higher education and the
2 Colorado commission on higher education find that work-based learning
3 opportunities significantly enhance a student's exposure to the workforce
4 and empower students with the skills necessary to succeed in a rapidly
5 evolving economy; and

6 (c) The Colorado department of higher education and the
7 Colorado commission on higher education find that work-based learning
8 opportunities are a critical element of postsecondary success and blur the
9 lines between K-12 education, postsecondary education, and the
10 workplace in all fields;

11 (2) The general assembly finds, therefore, that Colorado's learners
12 and earners will be well-served by the expansion of work-based learning
13 opportunities that are strategically developed, monitored, and
14 continuously improved, and function as a part of an intentionally designed
15 and managed effort among institutions of higher education, program
16 design experts, workforce development and economic experts, and
17 industry leaders, particularly industry leader employers in high-demand
18 fields.

19 **SECTION 2.** In Colorado Revised Statutes, **add** article 82 to title
20 23 as follows:

21 **ARTICLE 82**

22 **Work-based Learning Consortium**

23 **Pilot Program**

24 **23-82-101. Definitions.** AS USED IN THIS ARTICLE 82, UNLESS THE
25 CONTEXT OTHERWISE REQUIRES:

26 (1) "CONSORTIUM" MEANS THE WORK-BASED LEARNING
27 CONSORTIUM CONVENED PURSUANT TO SECTION 23-82-102 (2)(a).

1 (2) "DEPARTMENT" MEANS THE DEPARTMENT OF HIGHER
2 EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 24-1-114.

3 (3) "FUND" MEANS THE HIGHER EDUCATION WORK-BASED
4 LEARNING CONSORTIUM FUND.

5 (4) "INSTITUTION OF HIGHER EDUCATION" MEANS:

6 (a) A STATE INSTITUTION OF HIGHER EDUCATION, AS DEFINED IN
7 SECTION 23-18-102, OR AN ACCREDITED CAMPUS OF A STATE INSTITUTION
8 OF HIGHER EDUCATION;

9 (b) A PARTICIPATING PRIVATE INSTITUTION OF HIGHER EDUCATION,
10 AS DEFINED IN SECTION 23-18-102;

11 (c) A LOCAL DISTRICT COLLEGE, AS DEFINED IN SECTION
12 23-71-102; AND

13 (d) AN AREA TECHNICAL COLLEGE, AS DEFINED IN SECTION
14 23-60-103.

15 (5) "INDUSTRY-SPONSORED PROJECTS" MEANS PROJECTS THAT
16 CREATE A HIGH-QUALITY OPPORTUNITY FOR STUDENTS IN WHICH THE
17 WORK-BASED LEARNING CONTENT WILL ENHANCE EDUCATIONAL
18 LEARNING OBJECTS OF THE PROJECT AND COURSES TO WHICH THE PROJECT
19 IS APPLIED. "INDUSTRY-SPONSORED PROJECTS" ARE A TYPE OF
20 WORK-BASED LEARNING.

21 (6) "PILOT PROGRAM" MEANS THE WORK-BASED LEARNING
22 CONSORTIUM PILOT PROGRAM CREATED IN SECTION 23-82-102 (1).

23 (7) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET
24 FORTH IN SECTION 8-83-601.

25 **23-82-102. Work-based learning consortium pilot program -**
26 **created - duties - repeal.** (1) THE WORK-BASED LEARNING CONSORTIUM
27 PILOT PROGRAM IS CREATED IN THE DEPARTMENT. UPON RECEIVING

1 SUFFICIENT FUNDS AS DESCRIBED IN SECTION 23-82-104 (1), THE
2 DEPARTMENT SHALL ESTABLISH, IMPLEMENT, MANAGE, AND MAINTAIN
3 THE WORK-BASED LEARNING CONSORTIUM PILOT PROGRAM.

4 (2) THE PURPOSE OF THE PILOT PROGRAM IS TO:

5 (a) DEMONSTRATE THE VALUE OF WORK-BASED LEARNING IN
6 POSTSECONDARY CURRICULA BY STUDYING THE IMPACT OF
7 INDUSTRY-SPONSORED PROJECTS ON COURSE OBJECTIVES AND LEARNING
8 OUTCOMES;

9 (b) PROMOTE THE ADOPTION OF WORK-BASED LEARNING IN HIGHER
10 EDUCATION BY WORKING WITH FACULTY AT PARTICIPATING INSTITUTIONS
11 OF HIGHER EDUCATION TO EMBED PROJECT-BASED LEARNING
12 OPPORTUNITIES INTO CREDIT-BEARING PROGRAMS;

13 (c) PROVIDE BROADER ACCESS TO COLLEGIATE WORK-BASED
14 LEARNING FOR STUDENTS;

15 (d) MEASURE THE IMPACT OF WORK-BASED LEARNING ON
16 PARTICIPATING STUDENTS; AND

17 (e) LEARN HOW INSTITUTIONS OF HIGHER EDUCATION CAN
18 INCREASE THE VALUE OF POSTSECONDARY EDUCATION THROUGH CAREER
19 EXPOSURE AND PREPAREDNESS.

20 (3) (a) PENDING THE RECEIPT OF SUFFICIENT FUNDS, THE
21 DEPARTMENT SHALL CONVENE A CONSORTIUM OF THE FOLLOWING
22 REPRESENTATIVES AFTER THE EFFECTIVE DATE OF THIS SECTION:

23 (I) AT LEAST THREE REPRESENTATIVES FROM EACH PARTICIPATING
24 INSTITUTION OF HIGHER EDUCATION, WHO MAY BE PARTICIPATING
25 FACULTY MEMBERS, LEADERS FROM A CAREER CENTER, CHIEF ACADEMIC
26 OFFICERS, OR PROVOSTS;

27 (II) A MEMBER FROM THE COLORADO COMMISSION ON HIGHER

1 EDUCATION;

2 (III) MEMBERS OF THE COLORADO DEPARTMENT OF LABOR AND

3 EMPLOYMENT;

4 (IV) A MEMBER OF THE COLORADO DEPARTMENT OF EDUCATION;

5 AND

6 (V) A LOCAL OR NATIONAL SUBJECT MATTER EXPERT WITH

7 EXPERIENCE IMPLEMENTING WORK-BASED LEARNING.

8 (b) THE CONSORTIUM SHALL MEET FOR THREE YEARS AFTER THE

9 EFFECTIVE DATE OF THIS SECTION.

10 (c) THE DEPARTMENT SHALL SELECT THE PARTICIPATING

11 INSTITUTIONS OF HIGHER EDUCATION DESCRIBED IN SUBSECTION (3)(a) OF

12 THIS SECTION BASED ON AVAILABLE FUNDING AND OTHER CRITERIA

13 ESTABLISHED BY THE DEPARTMENT.

14 (d) THE DEPARTMENT SHALL WORK WITH THE COLORADO

15 DEPARTMENT OF LABOR AND EMPLOYMENT AND THE OFFICE OF ECONOMIC

16 DEVELOPMENT, AS RELEVANT SUBJECT MATTER EXPERTS, TO FACILITATE

17 EMPLOYER ENGAGEMENT AND TO PROMOTE INDUSTRY-SPONSORED

18 PROJECTS.

19 (e) THE MEMBERS OF THE CONSORTIUM SERVE WITHOUT

20 COMPENSATION AND WITHOUT REIMBURSEMENT FOR EXPENSES.

21 (f) SUBJECT TO AVAILABLE FUNDING, FACULTY PARTICIPANTS

22 FROM PARTICIPATING INSTITUTIONS OF HIGHER EDUCATION MAY RECEIVE

23 A STIPEND FROM THE FUND.

24 (4) THE CONSORTIUM SHALL:

25 (a) WORK WITH EACH PARTICIPATING INSTITUTION OF HIGHER

26 EDUCATION'S FACULTY TO EMBED INDUSTRY-SPONSORED PROJECTS IN

27 COURSE CURRICULUM THAT MEET THE WORK-BASED LEARNING QUALITY

1 STANDARDS ESTABLISHED PURSUANT TO SECTION 8-83-602 (5);

2 (b) WORK WITH THE DEPARTMENT TO DETERMINE THE IMPACT OF

3 INDUSTRY-SPONSORED PROJECTS;

4 (c) WORK WITH A THIRD-PARTY PLATFORM TO CONNECT FACULTY

5 FROM PARTICIPATING INSTITUTIONS TO EMPLOYERS FOR THE PURPOSE OF

6 DEVELOPING HIGH-QUALITY PROJECT-BASED LEARNING OPPORTUNITIES

7 FOR CLASSROOM INSTRUCTION;

8 (d) ADVISE THE COLORADO COMMISSION ON HIGHER EDUCATION

9 ON STRATEGIES TO IMPROVE STUDENT ACCESS TO HIGH-QUALITY,

10 WORK-BASED LEARNING OPPORTUNITIES FOR STUDENTS BASED ON

11 PARTICIPATING FACULTY MEMBERS' EXPERIENCE EMBEDDING

12 INDUSTRY-SPONSORED PROJECTS INTO CURRICULUM;

13 (e) DEVELOP BEST PRACTICES FOR INSTITUTIONS OF HIGHER

14 EDUCATION TO EXPAND ACCESS TO WORK-BASED LEARNING IN THE

15 CLASSROOM THROUGH INDUSTRY-SPONSORED PROJECTS; AND

16 (f) DEVELOP FINDINGS AND RECOMMENDATIONS BASED ON THE

17 CONSORTIUM'S DUTIES DESCRIBED IN THIS SUBSECTION (4).

18 (5) THE THIRD-PARTY PLATFORM DESCRIBED IN SUBSECTION (4)(c)

19 OF THIS SECTION MUST:

20 (a) WORK, AS NECESSARY, WITH THE DEPARTMENT OF LABOR AND

21 EMPLOYMENT, INSTITUTIONS OF HIGHER EDUCATIONS' CAREER SERVICES

22 AND WORKFORCE DEVELOPMENT TEAMS, THE OFFICE OF ECONOMIC

23 DEVELOPMENT, AND THE DEPARTMENT TO RECRUIT INDUSTRIES TO

24 PARTICIPATE IN INDUSTRY-SPONSORED PROJECTS;

25 (b) WORK WITH EACH PARTICIPATING INSTITUTION OF HIGHER

26 EDUCATION'S FACULTY TO SUPPORT THEIR WORK ALIGNING

27 INDUSTRY-SPONSORED PROJECTS WITH EXISTING CONTENT AND

1 CURRICULA, INCLUDING, BUT NOT LIMITED TO:

2 (I) USING MODELS TAILORED TO DIFFERENT DISCIPLINES,

3 STUDENT-TEAM COLLABORATION FRAMEWORKS, INCLUDING PROJECT

4 GUIDELINES AND EXPECTATIONS AND FACULTY-INTEGRATED

5 EXPERIENTIAL LEARNING MODELS;

6 (II) PARTNERING WITH EACH PARTICIPATING INSTITUTION OF

7 HIGHER EDUCATION'S CAREER SERVICES OR WORKFORCE DEVELOPMENT

8 TEAM AND FACULTY AND STAFF TO DEVELOP A STRATEGY TO GROW THEIR

9 INDUSTRY AND EMPLOYER NETWORKS;

10 (III) WORKING WITH PARTICIPATING INSTITUTIONS OF HIGHER

11 EDUCATION TO DEVELOP NEW EMPLOYER ENGAGEMENT STRATEGIES TO

12 EXPAND INDUSTRY COLLABORATION;

13 (IV) PROVIDING AN ONLINE PLATFORM FOR STRUCTURED

14 WORK-BASED LEARNING OPPORTUNITIES, INCLUDING

15 INDUSTRY-SPONSORED PROJECTS THAT ARE SHARED WITH PARTICIPATING

16 INSTITUTIONS OF HIGHER EDUCATION;

17 (V) PROVIDING PROJECT-BASED LEARNING MODELS TO SUPPORT

18 PROGRAM DEVELOPMENT;

19 (VI) PROVIDING RELEVANT DATA REGARDING THE EFFECTIVENESS

20 OF THE PILOT PROGRAM AND ITS IMPACT; AND

21 (VII) PROVIDING INSTITUTIONAL SUPPORT AND TRAINING,

22 INCLUDING SUPPORT FOR FACULTY THROUGH TRAINING WORKSHOPS ON

23 INTEGRATING EXPERIENTIAL LEARNING INTO CURRICULA; A CUSTOM

24 CONSORTIUM DASHBOARD FOR TRACKING PROJECTS, STUDENT PROGRESS,

25 AND INSTITUTIONAL ENGAGEMENT; BEST PRACTICE GUIDES FOR SCALING

26 ACROSS PROGRAMS AND DEPARTMENTS; AND A RESOURCE HUB WITH CASE

27 STUDIES.

1 (6) (a) NO LATER THAN THREE YEARS AFTER THE EFFECTIVE DATE
2 OF THIS SECTION, THE CONSORTIUM SHALL COMPLETE AND SUBMIT A
3 REPORT TO THE EDUCATION COMMITTEES OF THE HOUSE OF
4 REPRESENTATIVES AND THE SENATE, OR THEIR SUCCESSOR COMMITTEES,
5 ON THE FOLLOWING:

6 (I) A DESCRIPTION OF THE CONSORTIUM'S FINDINGS AND
7 RECOMMENDATIONS DESCRIBED IN SUBSECTION (4)(f) OF THIS SECTION;

8 (II) THE DETAILS OF THE CONSORTIUM'S IMPACTS ON
9 PARTICIPATING INSTITUTIONS OF HIGHER EDUCATION AND THE EFFECTS OF
10 CREATING ADDITIONAL WORK-BASED LEARNING ACTIVITIES ON STUDENTS,
11 FACULTY, AND EMPLOYERS; AND

12 (III) RECOMMENDATIONS FOR STATUTORY CHANGES, FINANCIAL
13 RESOURCES, DEPARTMENT POLICY CHANGES, AND INSTITUTIONS OF HIGHER
14 EDUCATION POLICY CHANGES NECESSARY TO IMPROVE SUCCESSFUL
15 WORK-BASED LEARNING OPPORTUNITIES FOR STUDENTS ENROLLED IN
16 INSTITUTIONS OF HIGHER EDUCATION.

17 (b) THIS SUBSECTION (6) IS REPEALED, EFFECTIVE JUNE 30, 2031.

18 **23-82-103. Higher education work-based consortium fund -**
19 **gifts, grants, and donations.** (1) THE DEPARTMENT MAY SEEK, ACCEPT,
20 AND EXPEND GIFTS, GRANTS, OR DONATIONS FROM PRIVATE OR PUBLIC
21 SOURCES FOR THE PURPOSES OF THIS ARTICLE 82. THE DEPARTMENT SHALL
22 TRANSMIT ALL MONEY RECEIVED THROUGH GIFTS, GRANTS, OR DONATIONS
23 TO THE STATE TREASURER, WHO SHALL CREDIT THE MONEY TO THE HIGHER
24 EDUCATION WORK-BASED LEARNING CONSORTIUM FUND CREATED IN THIS
25 SECTION.

26 (2) THE DEPARTMENT MAY ACCEPT DONATIONS OF IN-KIND
27 SERVICES FOR THE PURPOSES OF THIS SECTION, INCLUDING FOR TECHNICAL

1 ASSISTANCE.

2 (3) THE HIGHER EDUCATION WORK-BASED LEARNING CONSORTIUM
3 FUND IS CREATED IN THE STATE TREASURY. THE FUND CONSISTS OF GIFTS,
4 GRANTS, AND DONATIONS CREDITED TO THE FUND PURSUANT TO
5 SUBSECTION (1) OF THIS SECTION AND ANY OTHER MONEY THAT THE
6 GENERAL ASSEMBLY MAY APPROPRIATE OR TRANSFER TO THE FUND. THE
7 STATE TREASURER SHALL CREDIT ALL INTEREST AND INCOME DERIVED
8 FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE FUND TO THE
9 FUND.

10 (4) MONEY IN THE FUND IS CONTINUOUSLY APPROPRIATED TO THE
11 DEPARTMENT FOR PURPOSES OF THIS ARTICLE 82.

12 (5) (a) IF, BY JUNE 30, 2028, THE MONEY IN THE FUND HAS NEVER
13 REACHED OR EXCEEDED TWO MILLION DOLLARS, THE STATE TREASURER
14 SHALL RETURN EACH GRANTOR'S OR DONOR'S GIFT, GRANT, OR DONATION.

15 (b) IF SECTION 23-82-102 TAKES EFFECT PURSUANT TO SECTION
16 23-82-104 (1), ON THE DAY PRIOR TO THE REPEAL OF THE FUND THREE
17 YEARS LATER PURSUANT TO SECTION 23-82-104 (2), THE STATE
18 TREASURER SHALL RETURN FROM THE FUND TO EACH GRANTOR OR DONOR
19 THE MONEY REMAINING IN THE FUND IN AN AMOUNT THAT IS
20 PROPORTIONAL TO THE GRANTOR'S OR DONOR'S SHARE OF THE TOTAL
21 AMOUNT OF GIFTS, GRANTS, OR DONATIONS DEPOSITED TO THE FUND.

22 (c) IF ANY MONEY REMAINS IN THE FUND AFTER THE STATE
23 TREASURER RETURNS MONEY TO DONORS OR GRANTORS AS DESCRIBED IN
24 SUBSECTION (5)(a) OR (5)(b) OF THIS SECTION, AS APPLICABLE, THE STATE
25 TREASURER SHALL, PRIOR TO THE REPEAL OF THE FUND, TRANSFER ALL
26 UNEXPENDED AND UNENCUMBERED MONEY IN THE FUND TO THE GENERAL
27 FUND.

23-82-104. Effective dates - repeal of part - notice to revisor of statutes. (1) SECTION 23-82-102 WILL TAKE EFFECT IF THE FUND RECEIVES TWO MILLION DOLLARS IN GIFTS, GRANTS, OR DONATIONS FOR PURPOSES OF THIS ARTICLE 82. THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF HIGHER EDUCATION SHALL NOTIFY THE REVISOR OF STATUTES IN WRITING OF THE DATE WHEN THE CONDITION SPECIFIED IN THIS SECTION HAS OCCURRED BY EMAILING THE NOTICE TO REVISOROFSTATUTES.GA@COLEG.GOV. SECTION 23-82-102 TAKES EFFECT UPON THE DATE IDENTIFIED IN THE NOTICE THAT THE DEPARTMENT RECEIVES TWO MILLION DOLLARS IN GIFTS, GRANTS, OR DONATIONS FOR PURPOSES OF THIS SECTION OR, IF THE NOTICE DOES NOT SPECIFY THAT DATE, UPON THE DATE OF THE NOTICE TO THE REVISOR OF STATUTES.

(2) THIS ARTICLE 82 IS REPEALED, EFFECTIVE JULY 1, 2031; EXCEPT THAT, IF THE REVISOR OF STATUTES RECEIVES NOTICE PURSUANT TO THIS SECTION, THEN THIS ARTICLE 82 IS REPEALED, EFFECTIVE THREE YEARS AFTER SECTION 23-82-102 TAKES EFFECT.

SECTION 3. In Colorado Revised Statutes, **add** article 83 to title 23 as follows:

ARTICLE 83

Collegiate Work-based Learning

23-83-101. Definitions. AS USED IN THIS ARTICLE 83, UNLESS THE
CONTEXT OTHERWISE REQUIRES:

(1) "COMMISSION" HAS THE SAME MEANING AS SET FORTH IN SECTION 23-1-101.1.

(2) "DEPARTMENT" MEANS THE DEPARTMENT OF HIGHER EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 24-1-114.

- 1 (3) "INSTITUTION OF HIGHER EDUCATION" MEANS:
- 2 (a) A STATE INSTITUTION OF HIGHER EDUCATION, AS DEFINED IN
- 3 SECTION 23-18-102, OR AN ACCREDITED CAMPUS OF A STATE INSTITUTION
- 4 OF HIGHER EDUCATION;
- 5 (b) A PARTICIPATING PRIVATE INSTITUTION OF HIGHER EDUCATION,
- 6 AS DEFINED IN SECTION 23-18-102;
- 7 (c) A LOCAL DISTRICT COLLEGE, AS DEFINED IN SECTION
- 8 23-71-102; AND
- 9 (d) AN AREA TECHNICAL COLLEGE, AS DEFINED IN SECTION
- 10 23-60-103.
- 11 (4) "TALENT DEVELOPMENT GLOSSARY" MEANS A TOOL CREATED
- 12 AND MAINTAINED BY THE COLORADO WORKFORCE DEVELOPMENT
- 13 COUNCIL TO DEFINE TERMS RELATED TO TALENT DEVELOPMENT.
- 14 (5) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET
- 15 FORTH IN SECTION 8-83-601.
- 16 (6) "WORK-BASED LEARNING QUALITY EXPECTATIONS" MEANS THE
- 17 TOOL CREATED PURSUANT TO SECTION 8-83-602 (5) THAT DESCRIBES A
- 18 VARIETY OF STRATEGIES TO OFFER LEARNERS EXPERIENTIAL,
- 19 CAREER-CONNECTED OPPORTUNITIES. THE ACTIVITIES PROMOTE LEARNING
- 20 ABOUT WORK, LEARNING THROUGH WORK, AND LEARNING AT WORK.
- 21 **23-83-102. Collegiate work-based learning - talent**
- 22 **development glossary.** (1) ON OR BEFORE NOVEMBER 1, 2026, THE
- 23 COMMISSION SHALL RECOMMEND A LIST OF TERMS USED BY INSTITUTIONS
- 24 OF HIGHER EDUCATION RELATED TO WORK-BASED LEARNING TO THE
- 25 COLORADO WORKFORCE DEVELOPMENT COUNCIL FOR INCLUSION IN THE
- 26 TALENT DEVELOPMENT GLOSSARY.
- 27 (2) THE PURPOSE OF THE LIST OF TERMS IS TO:

1 (a) AUGMENT THE TALENT DEVELOPMENT GLOSSARY SO THAT
2 COLLEGIATE WORK-BASED LEARNING ACTIVITIES ARE ACCURATELY
3 REFLECTED IN STATEWIDE EFFORTS TO PROMOTE WORK-BASED LEARNING;
4 AND

5 (b) DEMONSTRATE TO INSTITUTIONS OF HIGHER EDUCATION
6 RELEVANT OPPORTUNITIES TO PARTICIPATE IN STATEWIDE EFFORTS TO
7 PROMOTE WORK-BASED LEARNING.

8 (3) THE LIST OF TERMS MUST BE DEVELOPED IN PARTNERSHIP WITH
9 THE INSTITUTIONS OF HIGHER EDUCATION, THE COLORADO WORKFORCE
10 DEVELOPMENT COUNCIL, NONPROFIT ORGANIZATIONS, AND INSTITUTIONAL
11 FACULTY WITH EXPERIENCE DEVELOPING COLLEGIATE WORK-BASED
12 LEARNING OPPORTUNITIES.

13 (4)(a) ON OR BEFORE JULY 1, 2026, THE COMMISSION SHALL WORK
14 WITH INSTITUTIONS OF HIGHER EDUCATION; THE COLORADO WORKFORCE
15 DEVELOPMENT COUNCIL; THE DEPARTMENT OF EDUCATION; THE
16 CONSORTIUM CREATED PURSUANT TO SECTION 23-82-102 (3)(a), IF
17 SECTION 23-82-102 BECOMES EFFECTIVE PURSUANT TO SECTION 23-82-104
18 (1); NONPROFIT ORGANIZATIONS; INDUSTRY ASSOCIATIONS; AND
19 BUSINESSES TO DEVELOP RECOMMENDATIONS ON HOW TO BEST EMBED
20 WORK-BASED LEARNING OPPORTUNITIES INTO CURRENT DEGREE
21 PATHWAYS.

22 (b) THE RECOMMENDATIONS DESCRIBED IN SUBSECTION (4)(a) OF
23 THIS SECTION MUST BE USED TO INFORM THE REVIEW AND REVISION OF
24 WORK-BASED LEARNING QUALITY EXPECTATIONS SET FORTH IN SECTION
25 8-83-602 (5).

26 (5) ON OR BEFORE DECEMBER 31, 2026, THE DEPARTMENT SHALL
27 WORK IN COLLABORATION WITH INSTITUTIONS OF HIGHER EDUCATION TO

1 IDENTIFY WHICH WORK-BASED LEARNING ACTIVITIES ARE MEASURABLE
2 AND HOW TO BEST REPORT WORK-BASED LEARNING ACTIVITIES BY
3 CONSIDERING THE APPROPRIATE DATA STANDARDS, METHODOLOGY OF
4 DATA COLLECTION, AND THE FREQUENCY OF REPORTING.

5 **SECTION 4.** In Colorado Revised Statutes, 23-3.3-401, **amend**
6 (1); and **add** (4) as follows:

7 **23-3.3-401. Work-study program established - requirements.**

8 (1) The commission shall use a portion of any ~~moneys~~ MONEY remaining
9 after meeting the requirements of THIS PART 4 AND parts 2 and 3 of this
10 ~~article~~ ARTICLE 3.3 to provide a work-study program of employment of
11 qualifying students in good standing with the institution in which they are
12 enrolled in positions that are directly under the control of the institution
13 in which the student is enrolled or in positions with nonprofit
14 organizations, governmental agencies, or for-profit organizations with
15 which the institution may execute student employment contracts.

16 (4) INSTITUTIONS OF HIGHER EDUCATION THAT ARE ELIGIBLE FOR
17 THE WORK-STUDY PROGRAM MAY USE WORK-STUDY PROGRAM MONEY TO
18 COVER THE COSTS OF WORK-BASED LEARNING CREDITS FOR STUDENTS
19 WHO ARE REQUIRED TO COMPLETE CREDIT-BEARING WORK-BASED
20 LEARNING REQUIREMENTS TO GRADUATE FROM AN INSTITUTION OF
21 HIGHER EDUCATION. FUNDING USED FOR THE PURPOSES OF THIS
22 SUBSECTION (4) IS EXEMPT FROM THE REQUIREMENTS TO USE A STUDENT
23 EMPLOYMENT CONTRACT.

24 **SECTION 5.** In Colorado Revised Statutes, 24-48.5-502, **amend**
25 (3)(c), (3)(d), and (3)(f) as follows:

26 **24-48.5-502. Universal high school scholarship program -**
27 **established - administration - cash fund - eligibility.** (3) (c) The state

1 treasurer shall transfer all unexpended and unencumbered money in the
2 cash fund on ~~December 30, 2026~~ JUNE 30, 2027, to the general fund.

3 (d) For state fiscal year 2023-24, the general assembly shall
4 appropriate twenty-five million dollars from the cash fund for the
5 program. Any unexpended or unencumbered money appropriated
6 pursuant to this subsection (3)(d) remains available for expenditure for
7 the same purpose in the ~~2024-25~~ 2025-26 state fiscal year without further
8 appropriation. Except as otherwise permitted in this subsection (3), the
9 office shall use the money for scholarship awards.

10 (f) ~~The office may, on or before December 31, 2023, allocate~~
11 ~~money from the program appropriation for the direct and indirect costs~~
12 ~~associated with the administration of the program; except that~~
13 ~~expenditures for administrative costs shall not exceed six percent of the~~
14 ~~total appropriation. The office shall use the money described in this~~
15 ~~subsection (3)(f) that was not allocated for administrative costs on or~~
16 ~~before December 31, 2023, for scholarship awards. EXPENDITURES FOR~~
17 ~~THE ADMINISTRATIVE COSTS OF THE PROGRAM MUST NOT EXCEED ONE~~
18 ~~MILLION FIVE HUNDRED THOUSAND DOLLARS.~~

19 **SECTION 6.** In Colorado Revised Statutes, **amend** 24-48.5-506
20 as follows:

21 **24-48.5-506. Repeal of part.** This part 5 is repealed, effective
22 ~~December 31, 2026~~ JULY 1, 2027.

23 **SECTION 7. Act subject to petition - effective date.** This act
24 takes effect at 12:01 a.m. on the day following the expiration of the
25 ninety-day period after final adjournment of the general assembly; except
26 that, if a referendum petition is filed pursuant to section 1 (3) of article
27 V of the state constitution against this act or an item, section, or part of

1 this act within such period, then the act, item, section, or part will not
2 take effect unless approved by the people at the general election to be
3 held in November 2026 and, in such case, will take effect on the date of
4 the official declaration of the vote thereon by the governor.