

Second Regular Session  
Seventy-first General Assembly  
STATE OF COLORADO

BILL A

LLS NO. 18-0132.02 Kip Kolkmeier x4510

SENATE BILL

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SENATE SPONSORSHIP

Donovan and Crowder, Sonnenberg

HOUSE SPONSORSHIP

Catlin and McLachlan, McKean, Jackson, Arndt

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Senate Committees

House Committees

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A BILL FOR AN ACT

101 CONCERNING THE CREATION OF THE AGRICULTURAL WORKFORCE  
102 DEVELOPMENT PROGRAM.

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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/>.)*

**Young and Beginning Farmers Interim Study Committee.** The bill requires the commissioner of agriculture to create, by rule, the agricultural workforce development program to provide incentives to agricultural businesses to hire interns. Qualified agricultural businesses may be reimbursed an amount not to exceed 50% of the actual cost of hiring a qualified intern. The rules must include specified criteria for

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters indicate new material to be added to existing statute.*  
*Dashes through the words indicate deletions from existing statute.*

qualifying businesses and interns participating in the program. Qualified internships must include at least 130 hours of work experience and cannot exceed 6 months in duration. The program is repealed on July 1, 2024.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** 35-1-104.5 as  
3 follows:

4 **35-1-104.5. Agricultural workforce development program -**  
5 **legislative declaration - creation - rules - repeal.** (1) THE GENERAL  
6 ASSEMBLY FINDS AND DECLARES THAT:

7 (a) FINDING QUALIFIED AND TRAINED AGRICULTURAL EMPLOYEES  
8 IS A SIGNIFICANT CHALLENGE FOR AGRICULTURAL BUSINESSES. IT IS  
9 ESPECIALLY DIFFICULT TO PROVIDE TRAINING AND EXPERIENCE TO YOUNG  
10 AND BEGINNING FARMERS AND RANCHERS.

11 (b) THE BARRIERS TO ENTRY FOR YOUNG AND BEGINNING FARMERS  
12 AND RANCHERS ARE SIGNIFICANT. AMONG THESE BARRIERS ARE ACCESS  
13 TO TRAINING PROGRAMS THAT PROVIDE REAL-WORLD WORK EXPERIENCE.

14 (c) INTERNSHIPS ARE A RECOGNIZED WAY TO BUILD A TALENT  
15 PIPELINE AND CAREER PATHWAY TO ALIGN EDUCATION, TRAINING, AND  
16 WORK-BASED LEARNING; AND

17 (d) BY OFFERING INCENTIVES TO AGRICULTURAL BUSINESSES TO  
18 CREATE INTERNSHIPS, THERE WILL BE MORE OPPORTUNITIES FOR STUDENTS  
19 TO OBTAIN WORK EXPERIENCE IN AGRICULTURE.

20 (2) THE COMMISSIONER SHALL PROMULGATE RULES BY JANUARY  
21 1, 2019, CREATING THE AGRICULTURAL WORKFORCE DEVELOPMENT  
22 PROGRAM TO PROVIDE INCENTIVES TO AGRICULTURAL BUSINESSES TO HIRE  
23 INTERNS THROUGH PARTIAL REIMBURSEMENT OF INTERNSHIP COSTS. THE  
24 RULES MUST SPECIFY, AT A MINIMUM:

1 (a) THE CRITERIA FOR SELECTING AN AGRICULTURAL BUSINESS FOR  
2 PARTICIPATION IN THE PROGRAM, INCLUDING THE ABILITY OF THE  
3 BUSINESS TO EFFECTIVELY SUPERVISE AN INTERN AND THE OPPORTUNITY  
4 FOR AN INTERN TO GET MEANINGFUL WORK EXPERIENCE:

5 (b) THE CRITERIA FOR AN INTERNSHIP TO QUALIFY UNDER THE  
6 PROGRAM, INCLUDING THE FOLLOWING:

7 (I) THE INTERNSHIP MUST PROVIDE AN INTERN AT LEAST ONE  
8 HUNDRED THIRTY HOURS OF WORK EXPERIENCE; AND

9 (II) THE INTERNSHIP CANNOT EXCEED SIX MONTHS IN DURATION  
10 PER INTERN.

11 (c) THE CRITERIA FOR AN AGRICULTURAL BUSINESS TO USE IN  
12 SELECTING QUALIFIED INTERNS, INCLUDING THE REQUIRED EDUCATIONAL  
13 EXPERIENCE FOR AN INTERN AND THE ABILITY OF THE INTERN TO PERFORM  
14 MEANINGFUL WORK FOR THE BUSINESS;

15 (d) THE PROCESS AND TIMETABLE FOR SELECTING QUALIFIED  
16 BUSINESSES AND QUALIFIED INTERNS;

17 (e) THE ACCOUNTING REQUIREMENTS FOR TRACKING INTERNSHIP  
18 COSTS; AND

19 (f) THE PROCESS FOR A BUSINESS TO SEEK REIMBURSEMENT.

20 (3) SUBJECT TO APPROPRIATION, THE DEPARTMENT MAY  
21 REIMBURSE A QUALIFIED BUSINESS AN AMOUNT NOT TO EXCEED FIFTY  
22 PERCENT OF THE ACTUAL COST TO THE BUSINESS TO EMPLOY THE INTERN.  
23 ACTUAL COST INCLUDES THE WAGES PAID TO THE INTERN, A REASONABLE  
24 ALLOCATION OF FIXED OVERHEAD EXPENSES, AND ALL INCIDENTAL COSTS  
25 DIRECTLY RELATED TO THE INTERNSHIP. BASED ON THE ANNUAL  
26 APPROPRIATION FOR THE PROGRAM, THE COMMISSIONER SHALL  
27 DETERMINE HOW MANY INTERNSHIPS MAY BE APPROVED, THE AMOUNT OF

1 REIMBURSEMENT PER INTERNSHIP, AND WHETHER A BUSINESS MAY BE  
2 REIMBURSED FOR MORE THAN ONE INTERN IN THE SAME FISCAL YEAR.  
3 HOWEVER, NO BUSINESS MAY BE REIMBURSED FOR MORE THAN THREE  
4 INTERNSHIPS IN THE SAME FISCAL YEAR.

5 (4) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2024.

6 **SECTION 2. Act subject to petition - effective date.** This act  
7 takes effect at 12:01 a.m. on the day following the expiration of the  
8 ninety-day period after final adjournment of the general assembly (August  
9 8, 2018, if adjournment sine die is on May 9, 2018); except that, if a  
10 referendum petition is filed pursuant to section 1 (3) of article V of the  
11 state constitution against this act or an item, section, or part of this act  
12 within such period, then the act, item, section, or part will not take effect  
13 unless approved by the people at the general election to be held in  
14 November 2019 and, in such case, will take effect on the date of the  
15 official declaration of the vote thereon by the governor.