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Seventy-second General Assembly
STATE OF COLORADO

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BILL 1

LLS NO. 20-0357.01 Brita Darling x2241

INTERIM COMMITTEE BILL

Early Childhood and School Readiness Legislative Commission

BILL TOPIC: "Supports For Early Childhood Educator Workforce"

A BILL FOR AN ACT

101 **CONCERNING MEASURES TO SUPPORT THE EARLY CHILDHOOD**
102 **EDUCATOR WORKFORCE.**

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/>.)

Early Childhood and School Readiness Legislative Commission. The bill directs the state board of human services (state board) in the department of human services (DHS) to establish licensing standards that will allow an early care and education program to be licensed for a period of time determined by the state board if one or more lead teachers have pursued DHS-approved early childhood credentials but

*Capital letters or bold & italic numbers indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.*

have not yet completed the credential and other state-board-determined quality, safety, and supervision conditions are met.

The state board shall also promulgate rules allowing an early childhood educator to earn points toward an early childhood credential based on the candidate's prior work experience and demonstrated competency.

The bill directs DHS to ensure that the state's early childhood educator credential system is able to identify "nearly qualified" and "already qualified" early childhood educators who may be eligible to serve as early childhood educators in the workforce. Early childhood councils (councils) must also be provided access to reports that voluntarily identify candidates who may be nearly or already qualified so that the councils can support the candidate completing a credential or moving into the early education workforce.

The bill directs DHS to identify any resources necessary to expedite pre-service background checks.

The bill directs DHS and the department of education (CDE) to streamline and align the early childhood professional credential, child care program licensing, and educator licensing to make requirements clear and consistent and to reduce the administrative burden and paperwork burden relating to credentialing and licensing of early childhood educators.

The bill directs DHS to analyze and prepare a written report every 2 years on the gap between Colorado's current supply of early childhood educators and the current and future need for early childhood educators in the state. The report will be posted on DHS's website.

The bill directs DHS and CDE to direct resources to support concurrent enrollment opportunities and career pathways for high school students interested in earning college credit toward becoming an early childhood educator.

The bill creates the early care and education recruitment and retention grant and scholarship program in DHS (grant and scholarship program). DHS shall administer the program directly or by contract. The state board shall promulgate rules for the grant and scholarship program and shall award grants and scholarships to eligible individuals or entities for the purposes of increasing the number of individuals qualified as early childhood educators to teach in a program serving children 5 years of age or younger and to retain early childhood educators teaching in those programs.

Individuals and entities eligible for a grant or scholarship include individuals pursuing a career in early childhood education, nonprofit entities that administer scholarship programs aligned with the purposes of the grant and scholarship program, licensed early care and education programs, and institutions of higher education that administer scholarship programs aligned with the purposes of the grant and scholarship program.

The bill includes a list of eligible expenditures of the grant or scholarship money, including, among others, payment of tuition and other expenses for courses that lead to a degree or credential as an early childhood educator or a higher degree or qualification that results in retention of an educator; payment for the costs of coaching, mentoring, professional development, and other costs and programs that lead to credentialing; payments to licensed providers; and money for programs, schools, and institutions of higher education to establish "grow-your-own" programs to support individuals completing qualifications to become early childhood educators.

The bill creates a fund for the grant and scholarship program and requires DHS to report on the grant and scholarship program at least every 2 years and post the report on its website.

The bill creates the early childhood educator apprenticeship program (apprenticeship program) in the division of employment and training (division) in the department of labor and employment (CDLE). The division shall administer the apprenticeship program. The executive director of CDLE shall promulgate rules establishing eligibility criteria for local entities, including workforce development programs, nonprofit organizations, institutions of higher education, and early childhood councils, to receive money to support existing apprenticeship programs and to implement new apprenticeship programs for early childhood educators. The bill includes the approved uses of funding provided through the apprenticeship program. The bill creates a fund for the apprenticeship program.

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

2 **SECTION 1.** In Colorado Revised Statutes, 26-6-106, **add** (7) as
3 follows:

4 **26-6-106. Standards for facilities and agencies - rules.** (7) THE
5 STATE BOARD SHALL PROMULGATE RULES CONCERNING STANDARDS FOR
6 LICENSING EARLY CARE AND EDUCATION PROGRAMS THAT FACILITATE THE
7 RECRUITMENT AND RETENTION OF COLORADO'S EARLY CHILDHOOD
8 EDUCATOR WORKFORCE AS DESCRIBED IN SECTION 26-6-122.

9 **SECTION 2.** In Colorado Revised Statutes, **add** 26-6-122 as
10 follows:

11 **26-6-122. Pathways to the classroom and retention strategies**

1 **for early childhood educators - standards - alignment across agencies**

2 **- report - rules.** (1) THE STATE BOARD SHALL PROMULGATE RULES
3 ESTABLISHING STANDARDS FOR LICENSING THAT ALLOW AN EARLY CARE
4 AND EDUCATION PROGRAM TO BE LICENSED FOR A PERIOD OF TIME
5 DETERMINED BY THE STATE BOARD, IF A STATE-BOARD-APPROVED
6 NUMBER OF ASPIRING LEAD TEACHERS IN THE PROGRAM ARE PURSUING A
7 STATE-AGENCY-APPROVED EARLY CHILDHOOD CREDENTIAL, AND OTHER
8 QUALITY, SAFETY, AND SUPERVISION CONDITIONS ARE MET.

9 (2) THE STATE DEPARTMENT SHALL IDENTIFY AND REQUEST ANY
10 RESOURCES NEEDED TO EXPEDITIOUSLY PROCESS REVIEWS OF PRE-SERVICE
11 REQUIREMENTS INCLUDING BACKGROUND CHECKS THROUGH THE
12 COLORADO TRAILS SYSTEM.

13 (3) THE STATE BOARD SHALL PROMULGATE RULES THAT ALLOW AN
14 EARLY CHILDHOOD EDUCATOR TO EARN POINTS TOWARD AN EARLY
15 CHILDHOOD CREDENTIAL THAT MEETS CHILD CARE LICENSING STANDARDS
16 BASED ON THE CANDIDATE'S PRIOR WORK EXPERIENCE AND
17 DEMONSTRATED COMPETENCY. THE LICENSING PATHWAY MUST ALSO
18 INCLUDE WAYS IN WHICH A CANDIDATE IN A SECOND CAREER OR
19 CHANGING CAREERS CAN EARN POINTS OR CREDITS FOR PRIOR WORK
20 EXPERIENCE AND COMPETENCIES THAT APPLY TOWARD THE
21 QUALIFICATIONS FOR AN EARLY CHILDHOOD EDUCATOR CREDENTIAL. THE
22 STANDARDS AND CREDENTIAL AWARDED PROCESS MUST EXPAND THE
23 NUMBER OF PEOPLE AND ORGANIZATIONS THAT CAN USE IDENTIFIED AND
24 VALIDATED TOOLS TO AWARD POINTS FOR DEMONSTRATED COMPETENCIES.

25 (4) NO LATER THAN JULY 1, 2021, THE STATE DEPARTMENT AND
26 THE DEPARTMENT OF EDUCATION SHALL ENSURE THAT THE STATE'S EARLY
27 CHILDHOOD EDUCATOR CREDENTIAL SYSTEM IS ABLE TO IDENTIFY

1 "NEARLY QUALIFIED" AND "ALREADY QUALIFIED" EARLY CHILDHOOD
2 EDUCATORS WHO MAY BE ELIGIBLE TO SERVE AS EARLY CHILDHOOD
3 EDUCATORS IN THE WORKFORCE. THE STATE DEPARTMENT AND THE
4 DEPARTMENT OF EDUCATION SHALL ALSO PROVIDE EARLY CHILDHOOD
5 COUNCILS ACCESS TO REPORTS THAT VOLUNTARILY IDENTIFY CANDIDATES
6 WHO MAY BE NEARLY OR ALREADY QUALIFIED PROFESSIONALS WITHIN
7 THEIR COMMUNITY SO THAT THE COUNCIL CAN SUPPORT THE CANDIDATE
8 OR PROFESSIONAL IN COMPLETING A CREDENTIAL OR FINALIZING
9 ELIGIBILITY AS AN EARLY CHILDHOOD EDUCATOR OR IN FINDING A
10 POSITION AS AN EARLY CHILDHOOD EDUCATOR.

11 (5) THE STATE DEPARTMENT AND THE DEPARTMENT OF EDUCATION
12 SHALL ALIGN, TO THE EXTENT POSSIBLE, THE STATE'S EARLY CHILDHOOD
13 PROFESSIONAL CREDENTIAL, DEPARTMENT OF EDUCATION EDUCATOR
14 LICENSING, AND CHILD CARE PROGRAM LICENSING IN ORDER TO MAKE THE
15 REQUIREMENTS AS CONSISTENT AND CLEAR AS POSSIBLE TO EDUCATORS
16 AND PROVIDERS. THE ALIGNMENT PROCESS MUST INCLUDE EXAMINING
17 STRATEGIES THAT SUPPORT RECIPROCITY FOR EARLY CHILDHOOD
18 EDUCATOR CREDENTIALS EARNED IN OTHER STATES.

19 (6) THE STATE DEPARTMENT AND THE DEPARTMENT OF EDUCATION
20 SHALL STREAMLINE ALL PAPERWORK THAT LICENSED EARLY CARE AND
21 EDUCATION PROGRAMS AND EARLY CHILDHOOD EDUCATORS MUST
22 COMPLETE TO MEET CHILD CARE LICENSING AND EARLY CHILDHOOD
23 EDUCATOR CREDENTIALING COMPLIANCE REQUIREMENTS. THE STATE
24 AGENCIES SHALL IDENTIFY WAYS TO SHARE INFORMATION AND REPORTS
25 ACROSS THE AGENCIES IN ORDER TO REDUCE THE ADMINISTRATIVE AND
26 PAPERWORK BURDEN ON EARLY CARE AND EDUCATION PROGRAMS AND
27 EDUCATORS. THE STREAMLINING PROCESS MUST INCLUDE A SYSTEMS SCAN

1 OF PROGRAMS AND INITIATIVES, IDENTIFICATION OF OVERLAPPING
2 REPORTING REQUIREMENTS, AND WAYS TO REDUCE THE ADMINISTRATIVE
3 AND PAPERWORK BURDEN ON PROGRAMS AND EDUCATORS.

4 (7) (a) NO LATER THAN JANUARY 31, 2021, AND NO LATER THAN
5 JANUARY 31 EVERY TWO YEARS THEREAFTER, THE STATE DEPARTMENT
6 SHALL ANALYZE AND PREPARE A WRITTEN REPORT CONCERNING:

7 (I) THE GAP, IF ANY, BETWEEN COLORADO'S CURRENT SUPPLY OF
8 QUALIFIED EARLY CHILDHOOD EDUCATORS AND THE CURRENT UNMET
9 NEED FOR QUALIFIED EARLY CHILDHOOD EDUCATORS; AND

10 (II) THE GAP, IF ANY, BETWEEN COLORADO'S CURRENT SUPPLY OF
11 QUALIFIED EARLY CHILDHOOD EDUCATORS AND THE ANTICIPATED FUTURE
12 NEED FOR QUALIFIED EARLY CHILDHOOD EDUCATORS GIVEN THE
13 EXPECTED PARTICIPATION IN THE EARLY CHILDHOOD EDUCATOR
14 WORKFORCE AND THE ANTICIPATED GROWTH IN THE STATE'S CHILD
15 POPULATION.

16 (b) IF POSSIBLE, THE ANALYSES REQUIRED PURSUANT TO
17 SUBSECTION (7)(a) OF THIS SECTION MUST BE CONDUCTED BY AGE GROUP
18 AND GEOGRAPHIC AREA OF THE STATE.

19 (c) THE STATE DEPARTMENT SHALL MAKE THE WRITTEN REPORTS
20 AVAILABLE TO THE PUBLIC ON THE STATE DEPARTMENT'S WEBSITE.

21 (8) THE STATE DEPARTMENT, THE DEPARTMENT OF HIGHER
22 EDUCATION, AND THE DEPARTMENT OF EDUCATION SHALL DEVELOP
23 RESOURCES TO SUPPORT LOCAL COMMUNITIES TO INCREASE CONCURRENT
24 ENROLLMENT OPPORTUNITIES FOR HIGH SCHOOL STUDENTS TO EARN
25 HIGHER EDUCATION CREDITS AND DEGREES THAT ALLOW THEM TO SERVE
26 AS EARLY CHILDHOOD EDUCATORS AND SHALL SUPPORT CAREER
27 PATHWAYS FOR HIGH SCHOOL STUDENTS EARNING COLLEGE CREDITS

1 TOWARD BECOMING EARLY CHILDHOOD EDUCATORS, INCLUDING
2 CONCURRENT ENROLLMENT, CAREER AND TECHNICAL EDUCATION, THE
3 ASCENT PROGRAM, AND OTHER CAREER PATHWAYS.

4 **SECTION 3.** In Colorado Revised Statutes, **add** part 4 to article
5 6.5 of title 26 as follows:

6 PART 4

7 EARLY CARE AND EDUCATION RECRUITMENT AND
8 RETENTION GRANT AND SCHOLARSHIP PROGRAM

9 **26-6.5-401. Definitions.** AS USED IN THIS PART 4, UNLESS THE
10 CONTEXT OTHERWISE REQUIRES:

11 (1) "GRANT AND SCHOLARSHIP PROGRAM" MEANS THE EARLY
12 CARE AND EDUCATION RECRUITMENT AND RETENTION GRANT AND
13 SCHOLARSHIP PROGRAM CREATED IN THIS PART 4.

14 **26-6.5-402. Early care and education recruitment and**
15 **retention grant and scholarship program - created - eligibility -**
16 **awards - rules.** (1) THERE IS CREATED IN THE STATE DEPARTMENT THE
17 EARLY CARE AND EDUCATION RECRUITMENT AND RETENTION GRANT AND
18 SCHOLARSHIP PROGRAM. THE STATE DEPARTMENT SHALL ADMINISTER,
19 DIRECTLY OR BY CONTRACT, THE GRANT AND SCHOLARSHIP PROGRAM.

20 (2) THE PURPOSES OF THE GRANT AND SCHOLARSHIP PROGRAM ARE
21 TO:

22 (a) INCREASE THE NUMBER OF INDIVIDUALS THROUGHOUT THE
23 STATE WHO ARE QUALIFIED TO SERVE AS EARLY CHILDHOOD EDUCATORS
24 IN PROGRAMS LICENSED BY THE STATE DEPARTMENT SERVING CHILDREN
25 FIVE YEARS OF AGE OR YOUNGER; AND

26 (b) RETAIN EARLY CHILDHOOD EDUCATORS WORKING IN
27 PROGRAMS LICENSED BY THE STATE DEPARTMENT SERVING CHILDREN FIVE

1 YEARS OF AGE OR YOUNGER.

2 (3) THE STATE DEPARTMENT SHALL ESTABLISH A PROCESS FOR
3 ELIGIBLE INDIVIDUALS OR ENTITIES, AS DESCRIBED IN THIS SUBSECTION
4 (3), TO APPLY FOR A GRANT OR SCHOLARSHIP THAT ALIGNS WITH THE
5 PURPOSES OF THE GRANT AND SCHOLARSHIP PROGRAM. INDIVIDUALS AND
6 ENTITIES ELIGIBLE TO APPLY FOR THE GRANT OR SCHOLARSHIP MONEY
7 INCLUDE, BUT ARE NOT LIMITED TO:

8 (a) INDIVIDUALS PURSUING A CAREER IN EARLY CARE AND
9 EDUCATION AND WHO ARE PARTICIPATING IN ACTIVITIES THAT ARE
10 ELIGIBLE FOR SCHOLARSHIP MONEY;

11 (b) NONPROFIT ENTITIES THAT ADMINISTER OR PLAN TO
12 ADMINISTER SCHOLARSHIP PROGRAMS THAT ARE ALIGNED WITH THE
13 PURPOSES OF THE GRANT AND SCHOLARSHIP PROGRAM;

14 (c) EARLY CARE AND EDUCATION PROGRAMS LICENSED BY THE
15 STATE DEPARTMENT THAT ARE SERVING CHILDREN FIVE YEARS OF AGE OR
16 YOUNGER; AND

17 (d) INSTITUTIONS OF HIGHER EDUCATION THAT ADMINISTER
18 SCHOLARSHIP PROGRAMS THAT ARE ALIGNED WITH THE PURPOSES OF THE
19 GRANT AND SCHOLARSHIP PROGRAM.

20 (4) THE STATE DEPARTMENT MAY SEEK APPLICATIONS FROM
21 INDIVIDUALS FOR THE AWARD OF SCHOLARSHIP MONEY FOR ELIGIBLE
22 PURPOSES AND MAY ACCEPT APPLICATIONS FOR GRANT MONEY FROM
23 NONPROFIT ENTITIES THAT HAVE ESTABLISHED PROGRAMS TO DISTRIBUTE
24 SCHOLARSHIP MONEY TO INDIVIDUALS FOR ELIGIBLE PURPOSES. THE STATE
25 DEPARTMENT SHALL ESTABLISH A PROCESS FOR INDIVIDUALS AND
26 ENTITIES TO APPLY FOR GRANT OR SCHOLARSHIP MONEY. THE STATE
27 BOARD SHALL SELECT GRANT AND SCHOLARSHIP RECIPIENTS FROM A LIST

1 PREPARED BY THE STATE DEPARTMENT OF ELIGIBLE RECIPIENTS, WHICH
2 INCLUDES THE INTENDED USE OF THE GRANT OR SCHOLARSHIP MONEY.
3 GRANT AND SCHOLARSHIP AWARDS MAY BE MADE FROM EITHER THE FUND
4 CREATED IN SECTION 26-6.5-403, OR FROM OTHER SOURCES OF MONEY
5 RECEIVED BY THE STATE DEPARTMENT THAT IS AUTHORIZED TO BE
6 EXPENDED FOR THE PURPOSES OF THE GRANT AND SCHOLARSHIP PROGRAM
7 CREATED IN THIS PART 4.

8 (5) ELIGIBLE EXPENDITURES OF GRANT OR SCHOLARSHIP MONEY
9 BY RECIPIENTS INCLUDE:

10 (a) ADMINISTRATION BY A NONPROFIT ENTITY OF A SCHOLARSHIP
11 PROGRAM UP TO A FIXED DOLLAR AMOUNT OR PERCENTAGE OF GRANT
12 PROCEEDS AS DETERMINED BY THE STATE BOARD;

13 (b) PAYMENT OF TUITION, FEES, AND MATERIALS, INCLUDING
14 BOOKS AND ANY OTHER MATERIALS AS DETERMINED BY THE STATE
15 BOARD, FOR COURSES THAT LEAD TO A DEGREE OR CREDENTIAL OR FOR
16 OTHER FORMAL TRAINING, WHICH COURSES OR TRAINING RESULTS IN A
17 RECIPIENT WHO IS NOT YET QUALIFIED TO SERVE AS AN EARLY CHILDHOOD
18 EDUCATOR IN A STATE-DEPARTMENT-LICENSED PROGRAM SERVING
19 CHILDREN FIVE YEARS OF AGE OR YOUNGER TO BECOME QUALIFIED TO DO
20 SO;

21 (c) PAYMENT OF TUITION, FEES, AND MATERIALS, INCLUDING
22 BOOKS AND ANY OTHER MATERIALS AS DETERMINED BY THE STATE
23 BOARD, FOR A RECIPIENT WHO IS ALREADY A CREDENTIALLED EARLY
24 CHILDHOOD EDUCATOR FOR COURSES THAT LEAD TO A DEGREE OR
25 CREDENTIAL OR FOR OTHER FORMAL TRAINING, WHICH COURSES OR
26 TRAINING RESULTS IN THE RECIPIENT BEING ELIGIBLE FOR A HIGHER LEVEL
27 CREDENTIAL IN THE STATE DEPARTMENT'S PROFESSIONAL DEVELOPMENT

1 INFORMATION SYSTEM OR A HIGHER DEGREE OR QUALIFICATION THAT
2 RESULTS IN THE RETENTION OF THE EDUCATOR IN A
3 STATE-DEPARTMENT-LICENSED PROGRAM SERVING CHILDREN FIVE YEARS
4 OF AGE OR YOUNGER;

5 (d) PAYMENT FOR COSTS ASSOCIATED WITH A CREDENTIALLED
6 EARLY CHILDHOOD EDUCATOR EARNING A COACHING, FORMAL TRAINER,
7 MENTORSHIP, OR PROFESSIONAL DEVELOPMENT CERTIFICATION THAT
8 ALLOWS THE EDUCATOR TO SERVE AS A TRAINER OR MENTOR OF OTHER
9 CURRENT OR POTENTIAL EARLY CHILDHOOD EDUCATORS PURSUING
10 PROGRAMMING THAT LEADS THE CURRENT OR POTENTIAL EARLY
11 CHILDHOOD EDUCATOR TO A CREDENTIAL;

12 (e) PAYMENTS TO LICENSED PROVIDERS TO COVER PAID RELEASE
13 TIME, SUBSTITUTES, AND PROGRAM COSTS TO ALLOW ELIGIBLE
14 INDIVIDUALS TO PURSUE PROGRAMS, COURSEWORK, CREDENTIALS,
15 DEGREES, AND OTHER FORMAL TRAINING THAT INCREASE THE NUMBER OF
16 QUALIFIED EARLY CHILDHOOD EDUCATORS OR RETAIN CURRENT EARLY
17 CHILDHOOD EDUCATORS IN STATE-DEPARTMENT-LICENSED PROGRAMS
18 SERVING CHILDREN FIVE YEARS OF AGE OR YOUNGER;

19 (f) PAYMENTS TO LICENSED PROVIDERS, SCHOOLS, COMMUNITY
20 COLLEGES, INSTITUTIONS OF HIGHER EDUCATION, EARLY CHILDHOOD
21 COUNCILS, OR OTHER LOCAL NONPROFIT ENTITIES TO COVER THE COSTS OF
22 "GROW-YOUR-OWN" PROGRAMS THAT SUPPORT MOVING CURRENT
23 PARENTS, STAFF, OR LOCAL COMMUNITY MEMBERS WHO DO NOT YET MEET
24 QUALIFICATIONS TO SERVE AS AN EARLY CHILDHOOD EDUCATOR TO
25 COMPLETE APPROPRIATE PROGRAMS, CERTIFICATIONS, OR TRAINING THAT
26 RESULTS IN PARTICIPANTS BEING ABLE TO SERVE AS QUALIFIED EARLY
27 CHILDHOOD EDUCATORS IN STATE-DEPARTMENT-LICENSED PROGRAMS

1 SERVING CHILDREN FIVE YEARS OF AGE OR YOUNGER;

2 (g) PAYMENTS TO LICENSED PROVIDERS TO COVER THE COSTS OF
3 PROMOTING TEACHERS TO COACHING AND MENTORSHIP ROLES WITH THE
4 INTENT OF INCREASING ACCESS TO COACHING AND PROFESSIONAL
5 LEARNING COMMUNITIES AND TO PROVIDE FLEXIBILITY IN SCHEDULING
6 FOR EARLY CHILDHOOD EDUCATORS; AND

7 (h) RAISES, BONUSES, AND OTHER FINANCIAL INCENTIVES, WHICH
8 COULD INCLUDE LOAN FORGIVENESS PROVIDED BY LICENSED EARLY
9 CHILDHOOD EDUCATOR PROGRAMS OR THROUGH SCHOLARSHIP PROGRAMS,
10 FOR CURRENT OR POTENTIAL EARLY CHILDHOOD EDUCATORS TO REWARD
11 PROGRESS TOWARD QUALIFICATIONS THAT ALLOW THE INDIVIDUAL TO
12 SERVE AS AN EARLY CHILDHOOD EDUCATOR IN A
13 STATE-DEPARTMENT-LICENSED EARLY CARE AND EDUCATION PROGRAM
14 OR TO IMPROVE RETENTION OF EARLY CHILDHOOD EDUCATORS IN
15 STATE-DEPARTMENT-LICENSED EARLY CARE AND EDUCATION PROGRAMS.

16 (6) THE STATE BOARD SHALL ADOPT RULES FOR THE
17 ADMINISTRATION OF THE GRANT AND SCHOLARSHIP PROGRAM.

18 **26-6.5-403. Early care and education recruitment and**
19 **retention grant and scholarship program fund.** (1) THERE IS CREATED
20 IN THE STATE TREASURY THE EARLY CARE AND EDUCATION RECRUITMENT
21 AND RETENTION GRANT AND SCHOLARSHIP FUND, REFERRED TO IN THIS
22 PART 4 AS THE "FUND". THE FUND CONSISTS OF MONEY THAT THE GENERAL
23 ASSEMBLY MAY APPROPRIATE OR TRANSFER TO THE FUND.

24 (2) THE STATE TREASURER SHALL CREDIT ALL INTEREST AND
25 INCOME DERIVED FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE
26 FUND TO THE FUND.

27 (3) SUBJECT TO ANNUAL APPROPRIATION BY THE GENERAL

1 ASSEMBLY, THE STATE DEPARTMENT MAY EXPEND MONEY FROM THE FUND
2 FOR GRANTS AND SCHOLARSHIPS FOR THE PURPOSES SPECIFIED IN SECTION
3 26-6.5-402.

4 **26-6.5-404. Reporting.** (1) AS PART OF PARTICIPATING IN THE
5 GRANT AND SCHOLARSHIP PROGRAM, THE STATE DEPARTMENT SHALL
6 REQUIRE GRANT OR SCHOLARSHIP RECIPIENTS TO REPORT PROGRAM
7 OUTCOMES TO THE STATE DEPARTMENT, INCLUDING BUT NOT LIMITED TO
8 THE INCREASE IN THE NUMBER OF INDIVIDUALS CREDENTIALLED TO TEACH
9 OR WHO RECEIVE A HIGHER-LEVEL CREDENTIAL TO TEACH AT
10 STATE-DEPARTMENT-LICENSED PROGRAMS SERVING CHILDREN FIVE YEARS
11 OF AGE OR YOUNGER AS A RESULT OF THE GRANT AND SCHOLARSHIP
12 PROGRAM, AS WELL AS INFORMATION RELATING TO RETENTION OF EARLY
13 CHILDHOOD EDUCATORS AS A RESULT OF THE GRANT AND SCHOLARSHIP
14 PROGRAM.

15 (2) AS LONG AS THE GRANT AND SCHOLARSHIP PROGRAM IS
16 AWARDING MONEY PURSUANT TO THIS PART 4, THE STATE DEPARTMENT
17 SHALL SUMMARIZE AND POST, NOT LESS THAN EVERY TWO YEARS, THE
18 INFORMATION DESCRIBED IN SUBSECTION (1) OF THIS SECTION ON THE
19 PORTION OF THE STATE DEPARTMENT'S WEBSITE RELATING TO EARLY
20 CHILDHOOD EDUCATION.

21 **SECTION 4.** In Colorado Revised Statutes, **add** part 6 to article
22 83 of title 8 as follows:

23 PART 6

24 EARLY CHILDHOOD EDUCATOR

25 APPRENTICESHIP PROGRAM

26 **8-83-601. Definitions.** AS USED IN THIS PART 6, UNLESS THE
27 CONTEXT OTHERWISE REQUIRES:

1 (1) "APPRENTICESHIP PROGRAM" MEANS THE EARLY CHILDHOOD
2 EDUCATOR APPRENTICESHIP PROGRAM CREATED IN THIS PART 6.

3 **8-83-602. Early childhood educator apprenticeship program**
4 **- created - eligibility - rules.** (1) THERE IS CREATED IN THE DIVISION THE
5 EARLY CHILDHOOD EDUCATOR APPRENTICESHIP PROGRAM. THE DIVISION
6 SHALL ADMINISTER THE APPRENTICESHIP PROGRAM.

7 (2) THE PURPOSE OF THE APPRENTICESHIP PROGRAM IS TO CREATE
8 WORK-BASED LEARNING OPPORTUNITIES FOR INDIVIDUALS INTERESTED IN
9 ENTERING THE FIELD OF EARLY CARE AND EDUCATION, SERVING CHILDREN
10 FIVE YEARS OF AGE OR YOUNGER, SO THAT THEY CAN RECEIVE ON-THE-JOB
11 TRAINING, CLASSROOM INSTRUCTION, AND FINANCIAL REWARDS FOR GAINS
12 IN SKILLS AND EARN CREDENTIALS, CREDITS, OR HIGHER EDUCATION
13 DEGREES. THE APPRENTICESHIP PROGRAM MUST CREATE PATHWAYS INTO
14 THE PROFESSION.

15 (3) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT SHALL
16 PROMULGATE RULES THAT:

17 (a) DEFINE AND ESTABLISH ELIGIBILITY CRITERIA FOR LOCAL
18 ENTITIES TO RECEIVE MONEY TO IMPLEMENT APPRENTICESHIPS, WHICH
19 LOCAL ENTITIES INCLUDE, AT A MINIMUM, WORKFORCE DEVELOPMENT
20 PROGRAMS, NONPROFIT ORGANIZATIONS, INSTITUTIONS OF HIGHER
21 EDUCATION, AND EARLY CHILDHOOD COUNCILS;

22 (b) ESTABLISH, IF APPROPRIATE, ELIGIBLE USES OF MONEY
23 AWARDED PURSUANT TO THE APPRENTICESHIP PROGRAM BEYOND THOSE
24 USES DESCRIBED IN SUBSECTION (6) OF THIS SECTION; AND

25 (c) ESTABLISH APPROPRIATE STANDARDS FOR A PROGRAM TO
26 QUALIFY AS A FORMALLY RECOGNIZED EARLY CHILDHOOD EDUCATOR
27 APPRENTICESHIP PURSUANT TO THIS SECTION. AT A MINIMUM, THE RULES

1 FOR FORMALLY RECOGNIZED APPRENTICESHIP PROGRAMS MUST ADDRESS
2 THE FOLLOWING PROGRAM COMPONENTS:

3 (I) EXPECTATIONS FOR EMPLOYER INVOLVEMENT, WHETHER THE
4 EMPLOYER IS A LICENSED PROVIDER, SCHOOL DISTRICT, HEAD START OR
5 EARLY HEAD START PROGRAM, OR OTHER EMPLOYER;

6 (II) STANDARDS FOR ON-THE-JOB TRAINING, INCLUDING
7 OPPORTUNITIES TO EARN HIGHER EDUCATION CREDITS FOR ON-THE-JOB,
8 WORK-BASED LEARNING;

9 (III) ENSURING THE AVAILABILITY OF RELEVANT TRAINING AND
10 CLASSROOM INSTRUCTION;

11 (IV) REWARDS FOR SKILLS GAINS; AND

12 (V) THE PATHWAY OR PATHWAYS TO EARNING A CREDENTIAL
13 THROUGH THE APPRENTICESHIP PROGRAM.

14 (4) THE DIVISION SHALL COLLABORATE WITH THE DEPARTMENT OF
15 HUMAN SERVICES, THE DEPARTMENT OF HIGHER EDUCATION, AND THE
16 DEPARTMENT OF EDUCATION TO CREATE STANDARDS FOR THE
17 APPRENTICESHIP PROGRAM AND TO SUPPORT LOCAL COMMUNITIES IN
18 IMPLEMENTING APPRENTICESHIP PROGRAMS FOR EARLY CARE AND
19 EDUCATION PROFESSIONALS.

20 (5) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT MAY AWARD
21 MONEY FROM EITHER THE FUND CREATED IN SECTION 8-83-603 OR FROM
22 OTHER SOURCES OF MONEY RECEIVED BY THE DEPARTMENT THAT IS
23 AUTHORIZED TO BE EXPENDED FOR THE PURPOSES OF THE APPRENTICESHIP
24 PROGRAM CREATED IN THIS PART 6. THE DEPARTMENT OF HUMAN
25 SERVICES, THE DEPARTMENT OF HIGHER EDUCATION, AND THE
26 DEPARTMENT OF EDUCATION SHALL ALSO EXAMINE THE POTENTIAL ROLE
27 OF MONEY RECEIVED BY THOSE DEPARTMENTS FROM FEDERAL AND OTHER

1 SOURCES IN ESTABLISHING OR SUPPORTING APPRENTICESHIP PROGRAMS
2 THAT MEET THE GOALS OF THIS PART 6.

3 (6) THE DIRECTOR MAY AWARD MONEY PURSUANT TO THIS PART
4 6 TO SUPPORT LOCAL COMMUNITIES IN IMPLEMENTING APPRENTICESHIP
5 PROGRAMS FOR EARLY CHILDHOOD EDUCATORS AND TO SUPPORT LOCAL
6 PROGRAMS IN ACHIEVING THE PURPOSES OF THIS PART 6. MONETARY
7 AWARDS MAY BE GIVEN FOR USES, INCLUDING BUT NOT LIMITED TO:

8 (a) SUPPORTING EXISTING APPRENTICESHIP PROGRAMS OR THE
9 CREATION OF NEW APPRENTICESHIP PROGRAMS BY MAKING MONEY
10 AVAILABLE TO LOCAL ENTITIES, INCLUDING THOSE DESCRIBED IN
11 SUBSECTION (3)(a) OF THIS SECTION;

12 (b) SUPPORTING EXISTING APPRENTICESHIP PROGRAMS IN
13 EXPANDING THEIR REACH TO SERVE MORE APPRENTICES;

14 (c) TECHNICAL ASSISTANCE RELATING TO ESTABLISHING THE
15 PARTNERSHIPS NECESSARY TO CREATE APPRENTICESHIPS;

16 (d) MONEY FOR THE RECRUITMENT OF MENTOR TEACHERS;

17 (e) INCENTIVES FOR PROGRAM PARTICIPANTS;

18 (f) FINANCIAL REWARDS FOR SKILLS GAINS IN THE APPRENTICESHIP
19 PROGRAM;

20 (g) INCENTIVES FOR DEPARTMENT-OF-HUMAN-SERVICES-LICENSED
21 PROVIDERS TO PARTICIPATE IN APPRENTICESHIPS;

22 (h) MONEY TO COVER THE COSTS OF CLASSROOM TRAINING AND
23 INSTRUCTION;

24 (i) MONEY TO COVER THE COSTS OF EARNING A CREDENTIAL; AND

25 (j) MONEY TO SUPPORT ON-THE-JOB TRAINING.

26 **8-83-603. Early childhood educator apprenticeship program**

27 **fund.** (1) THERE IS CREATED IN THE STATE TREASURY THE EARLY

1 CHILDHOOD EDUCATOR APPRENTICESHIP PROGRAM FUND, REFERRED TO IN
2 THIS PART 6 AS THE "FUND". THE FUND CONSISTS OF MONEY THAT THE
3 GENERAL ASSEMBLY MAY APPROPRIATE OR TRANSFER TO THE FUND.

4 (2) THE STATE TREASURER SHALL CREDIT ALL INTEREST AND
5 INCOME DERIVED FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE
6 FUND TO THE FUND.

7 (3) SUBJECT TO ANNUAL APPROPRIATION BY THE GENERAL
8 ASSEMBLY, THE DEPARTMENT MAY EXPEND MONEY FROM THE FUND FOR
9 THE PURPOSES SPECIFIED IN SECTION 8-83-602.

10 **SECTION 5. Act subject to petition - effective date.** This act
11 takes effect at 12:01 a.m. on the day following the expiration of the
12 ninety-day period after final adjournment of the general assembly (August
13 5, 2020, if adjournment sine die is on May 6, 2020); except that, if a
14 referendum petition is filed pursuant to section 1 (3) of article V of the
15 state constitution against this act or an item, section, or part of this act
16 within such period, then the act, item, section, or part will not take effect
17 unless approved by the people at the general election to be held in
18 November 2020 and, in such case, will take effect on the date of the
19 official declaration of the vote thereon by the governor.