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Workforce and Skills Legislation at the Capitol

The following bills in the 2024 Colorado General Assembly focus on some issues related to skills training for adult Colorado workers. Copies of the full bills, fiscal notes and scheduled hearings are available at leg.colorado.gov/.

List updated 3/28/2024.

SUPPORT

House Bill 24-1004

Ex-Offenders Practice in Regulated Professions

Representatives Jennifer Bacon (D) & Shannon Byrd (D) and Senator James Coleman (D)

In determining whether an applicant for a state-regulated occupation is qualified to be registered, certified, or licensed (regulator), the bill allows the regulator to consider an applicant's conviction for a criminal offense if the criminal offense is a violent felony or misdemeanor. If an offense is not violent but would otherwise disqualify a person from becoming registered, certified, or licensed, the regulator of each profession is not permitted to consider the person's criminal conviction for the offense after a 3-year period has passed.

The bill allows an individual to petition a regulator to determine whether a criminal conviction will preclude the person from becoming registered, certified, or licensed prior to that person completing any other requirements for such credentialing.

The bill places the burden of proof for denial of an applicant on the regulator to demonstrate that denial based on the applicant's criminal conviction directly connects to potential performance in the occupation or profession for which the applicant seeks credentialing.

Fiscal Note: \$170,000/year cash fund

Status: House Appropriations

House Bill 24-1009

Bilingual Childcare Licensing Resources

Representatives Junie Joseph (D) & Barbara McLachlan (D) and Senators Joanne Ginal (D) & Janice Rich (R)

The bill requires the department of early childhood (department) to provide education and information in plain language and in prevalent languages to help individuals complete the paperwork required to meet childcare licensing compliance requirements.

The bill also requires the department to provide services in prevalent languages to individuals seeking to open or otherwise participate in the operation of an early childhood program or facility licensed by the department. The bill defines prevalent languages as the two most prevalent languages spoken in Colorado.

The bill creates the bilingual licensing unit to help the department satisfy its duties and requires the general assembly to appropriate \$235,000 from the general fund to the department for the 2024-25 state fiscal year and for each year thereafter to pay the costs of the bilingual licensing unit's activities.

The bill also requires the general assembly to appropriate \$45,000 from the general fund to the department for the 2024-25 state fiscal year to pay costs associated with updating the department's mobile licensing application.

Fiscal Note: About \$280,000 for 2024-25

Status: House Appropriations

House Bill 24-1066

Prevent Workplace Violence in Health Care Settings

Representatives Eliza Hamrick (D) & Lorena García (D) and Senators Dafna Michaelson Jenet (D) & Julie Gonzales (D)

This bill enacts the Violence Prevention in Health-Care Settings Act and the Violence Prevention in Behavioral Health Settings Act, requiring evidence-based actions to prevent incidents of workplace violence - “care vs. criminalization.” The bill requires health care settings such as hospitals, freestanding ERs, nursing care facilities, assisted living residence, and federally qualified health care centers and community behavioral health providers to:

- Establish a workplace violence prevention committee which will develop a plan and review incidents
- Adopt, implement, enforce, and update the plan
- Provide training on the plan
- Report biannually on incidence to Colorado Department of ‘Health Care Policy or the behavioral health administration’
- Offer post-incident services to affected staff

It prohibits facilities from discouraging staff to report to law enforcement. It prohibits retaliation, discipline or discrimination against one who reports an incidence, or who chooses not to report an incident.

Fiscal Note: \$451,895 for 2024-25

Status: House Appropriations

House Bill 24-1317

Workforce Data Collection

Representatives Mary Young (D) & Sheila Lieder (D)

The bill requires the director of the division of employment and training (director) in the department of labor and employment to annually collect, analyze, and make recommendations to the general assembly based on data from workforce centers; the state, in relation to data it has collected concerning workers in specific age categories, beginning at age 50; and individuals with disabilities.

The bill also requires the director, every 3 years, to conduct, or contract with another entity to conduct, a survey to better understand the experiences and needed tools and resources of individuals in Colorado who are 55 years of age or older and are considering entering or reentering the workforce, are unemployed, underemployed, or are looking for a career change.

Fiscal Note: \$154,289 for 2024-25

Status: House Business Affairs & Labor

Senate Bill 24-XXX

Necessary Documents Program

Sponsor is unknown at this time.

The Necessary Documents Program helps Coloradans who are experiencing domestic violence, homelessness, natural disasters, are seniors or low income by paying for Colorado IDs or Driver's Licenses or for documents need to obtain an ID, a Colorado Driver's License or a Social Security card. The bill would expand funding and transition the program to a paperless voucher system obtainable at the point of service.

Fiscal Note: TBD

Status: Late bill requested, not yet introduced.

MONITOR

Senate Bill 24-050

Colorado Workforce Demonstration Grants Pilot Program

Senator Tony Exum (D)

The bill creates the Colorado workforce demonstration grants pilot program (pilot program) in the office of economic development (office) to provide grants to eligible workforce training providers to facilitate workforce training for eligible participants. The office administers the pilot program and awards grants from the Colorado workforce demonstration grants pilot program cash fund (fund), which is created in the bill.

In awarding grants, the office must:

- Give first priority to eligible workforce training providers that implement a proven program or practice.

- Give second priority to eligible workforce training providers that implement an evidence-informed program or practice; and
- Allocate one-third of the money appropriated to the fund to eligible workforce training providers that are qualified intermediaries, so long as at least one eligible workforce training provider that is a qualified intermediary selected to participate includes in its application a plan to conduct an evaluation that, once completed, will demonstrate that the qualified intermediary is offering a proven program or practice.

An eligible workforce training provider that receives a grant from the pilot program must report to the office certain information concerning the proven programs or practices and the evidence-informed programs or practices that it provides or facilitates with the grant money. The office must conduct an evaluation of long-term wage outcomes for eligible participants served by eligible workforce training providers under the pilot program. The evaluation must anonymize personal data, aggregate data by each eligible workforce training provider, and be consolidated into a single annual report. The office must submit an annual summarized report to the legislative subject matter committees concerned with labor and employment.

The pilot program is repealed, effective July 1, 2029.

Fiscal Note: \$500,000 for 2024-25

Status: Senate Appropriations

Senate Bill 24-143

Credential Quality Credential Apprenticeship Classification

Senators James Coleman (D) & Rachel Zenzinger (D) and Representative Leslie Herod (D)

Current law requires the department of higher education (department) and other higher education institutions to develop a framework for evaluating the quality of nondegree credentials. The bill formally recognizes the resulting quality and in-demand nondegree credentials framework (quality nondegree credentials framework) as the primary tool for assessing the quality of nondegree credentials offered in the state.

The bill requires the department to collaborate with various agencies to ensure the effective integration of the quality nondegree credentials framework within the state's education and workforce systems and to evaluate nondegree credentials offered through state-recognized programs to ensure the credentials meet the framework's quality standards. At least annually, the department shall supply a list of nondegree credential programs that meet the framework's quality standards for inclusion in the Colorado talent report and a credential registry endorsed by the state.

The department shall engage state agencies, educational institutions, international organizations, and other stakeholders to study and make recommendations about the adoption of the international standard classification of education (ISCED) as the state's standard framework for classifying nondegree credentials and ISCED's wider application in the state's education and workforce systems. The recommendations must include a process for assigning ISCED equivalency levels to nondegree credentials included in stackable credential pathways and apprenticeship programs. The bill requires the department to report its findings and recommendations on or before January 1, 2025.

Current law requires the department to create stackable credential pathways in growing industries. The bill requires the department to align the stackable credential pathways with appropriate ISCED equivalency levels on or before January 1, 2025.

The bill requires the office of future of work to coordinate with various agencies to determine ISCED equivalency levels for each apprenticeship program registered on and after January 1, 2025. The office of future of work shall then determine ISCED equivalency levels for each apprenticeship program registered before January 1, 2025.

Fiscal Note: \$287,331 for 2024-24

Status: Senate Appropriations

House Bill 24-1008

Wage Claims Construction Industry Contractors

Representatives Monica Duran (D) & Meg Froelich (D) and Senator Jessie Danielson (D)

- For wage claims brought by individuals working in the construction industry, the bill: Requires that a subcontractor that receives a written demand for payment forward a copy of the written demand for payment to the general contractor within three business days after receipt;
- Specifies that a general contractor and a subcontractor that is a direct employer of an employee are jointly and severally liable for all debts owed based on a wage claim or investigation that are incurred by the subcontractor acting under, by, or for the general contractor; and
- Allows a general contractor to require the following information from each subcontractor acting under, by, or for the general contractor:
 - Pay data;
 - Contact information; and
 - An affidavit attesting to whether the subcontractor has participated in a civil or administrative proceeding within the last 5 years and, if so, the outcome of the proceeding.

Fiscal Note: \$99,986 for 2024-25

Status: House Appropriations

House Bill 24-1245

Fair Labor Practice Requirements for Broadband Projects

Representative Tammy Story (D) and Senator Julie Gonzales (D)

The bill requires that for federal money that the office distributes, or for state money that it distributes as matching funding for federal money, it must give substantial weight, but not less than 25% weight, to fair labor practices by establishing evaluation metrics for applicants. Additionally, for projects that receive an award of over \$500,000, workers involved in the projects must be paid prevailing wages for the project to receive the award.

Fiscal Note: \$465,838 for 2024-5; \$282,098 for 2025-26

Status: House Business Affairs & Labor

OTHER BILLS

Senate Bill 24-051

Adult Education

Senators Rachel Zenzinger (D) & Barbara Kirkmeyer (R) and Representatives Cathy Kipp (D) & Marc Catlin (R)

Due to [SB23-007](#), community colleges, area technical colleges, and local district colleges (colleges) are authorized to award high school diplomas to their adult education students who successfully complete the minimum high school graduation requirements. This bill designates the State Board of Community Colleges to establish such graduation requirements for community college students and a local district college board of trustees.

The bill authorizes the department of education (department) to roll forward unexpended and unencumbered money appropriated to the department from the general fund for the 2023-24 and 2024-25 state fiscal years for the adult education and literacy grant program (program). The money is available to the department for the program through the 2028-29 state fiscal year, at which time it reverts to the general fund.

Fiscal Note: No appropriation needed

Status: *Became a law on March 6, 2024*

Senate Bill 24-109

Continue Colorado Veterans' Service-to-Career Program

Senators Nick Hinrichsen (D) & Pelton Byron (R) and Representatives Anthony Hartsook (R) & David Ortiz (D)

The Colorado veterans' service-to-career program (program) authorizes nonprofit agencies to partner with work force centers selected by the department of labor and employment (department) to provide veterans and other eligible participants with skills training, internships, work placements, mentorship opportunities, career and professional counseling, and support services. Under current law, the general assembly is allowed to annually appropriate money from the marijuana tax cash fund to the department to be used for the program. The bill extends the repeal date for the program from July 1, 2024, to September 1, 2025. In addition, the bill removes the provision permitting the appropriation of money from the marijuana tax cash fund and instead allows the general assembly to appropriate money from the general fund to be used for the program.

Fiscal Note: \$500,000 general fund to replace marijuana funds

Status: Senate Appropriations

House Bill 24-1082

First-Generation-Serving Higher Ed Institutions

Representatives Rick Taggart (R) & Javier Mabrey (D) and Senators Janice Rich (R) & James Coleman (D)

The bill requires the department of higher education (department) to:

- Identify and designate state institutions of higher education (state institutions) as first-generation-serving institutions if:
- The resident first-generation undergraduate population represents 45% or more of the institution's overall resident student population; or
- The institution secured a First Scholars Network of Institutions designation from the Center for First-generation Student Success or a similarly rigorous independent third-party designation;
- Post on the department's website the names of the state institutions that are so designated; and
- Notify the state institutions and the Colorado general assembly of the designations

Fiscal note: No appropriation required

Status: Passed the House and Senate, onto signatures

Senate Bill 24-104

Career and Technical Education and Apprenticeships

Senator Jessie Danielson (D) and Representative Hamrick (D)

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 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.

Fiscal Note: \$199,303 for 2024-25; \$232,199 for 2025-26

Status: House Appropriations

LICENSING BILLS

A number of bills related to interstate compacts on honoring professional licenses across states have been and will be introduced with bipartisan sponsorship. Each could expand the pool of workers for employers as well as expand to geographical area that a licensed professional could work with interstate agreements:

Senate Bill 24-010 – Dentist and Dental Hygienist Compact

Senate Bill 24-018 – Physician Assistant Licensure Compact

House Bill 24-1002 – Social Work Licensure Compact

House Bill 24-1096 – School Psychologist Licensure Interstate Compact

House Bill 24-1111 – Adopt Cosmetology Licensure Compact

House Bill 24-1097 – Military Family Occupational Credentialing

JOB QUALITY LEGISLATION

Senate Bill 24-075

Transportation Network Company Transparency

Senator Kevin Priola (D) & Robert Rodriguez (D) and Representative Jennifer Bacon (D)

The bill requires a transportation network company (TNC) operating in the state to provide various disclosures to the TNC's drivers regarding payments that a consumer makes to the TNC and the amount that the TNC then pays to a driver. On or before May 1, 2025, a TNC is required to develop a driver deactivation policy describing the TNC's procedures for deactivating a driver from the TNC's digital platform. The TNC is required to disclose to drivers its driver deactivation policy. On a semiannual basis commencing August 1, 2026, a TNC is required to disclose to the division of labor standards and statistics (division) in the department of labor and employment information regarding transportation tasks completed and any deactivations of drivers during the previous reporting period.

Fiscal Note: \$1,319,674 for 2024-25

Status: Senate Appropriations

House Bill 24-1129

Protections for Delivery Network Company Drivers

Representatives Stephanie Vigil (D) & Javier Mabrey (D) and Senator Nick Hinrichsen (D)

The bill requires a delivery network company (DNC) operating in the state to provide various disclosures to its drivers and to consumers of the DNC regarding payments that a consumer makes to the DNC and the amount that the DNC then pays to a driver.

The bill also requires a DNC to provide specified disclosures to the division of labor standards and statistics (division) in the department of labor and employment regarding the DNC's operations in the state. The division shall make this information available to the public.

The bill specifies how a DNC may deactivate a driver from the DNC's digital platform, including:

- Requiring that a DNC disclose specified information about the DNC's deactivation policy to drivers;
- Imposing requirements for how a DNC may amend the DNC's deactivation policy; and
- Creating procedures for a deactivation reconsideration meeting for administrative review of a driver's deactivation.

The division may adopt rules to provide reasonable safety and health protections for drivers. The bill requires that, when a DNC connects a consumer to a driver, the DNC prompt the consumer to encourage the consumer to ensure driver safety upon arrival, including ensuring a clear, well-lit, safe delivery path.

The bill requires that DNCs allow drivers at least 120 seconds to decide to accept a delivery task offer.

The division may impose fines against a DNC for violations of the bill. A consumer or driver aggrieved by a violation may file a civil suit against the DNC that committed the violation.

Fiscal Note: \$420,550 for 2024-25; \$208,155 for 2025-26

Status: House Appropriations

NEW BILLS

[Senate Bill 24-164](#)

Institutions of Higher Education Transparency Requirements

Senators Janet Buckner (D) & Paul Lundeen (R) and Representatives Julie McCluskie (D) & Rose Pugliese (R)

The bill adds the following rights to the rights of higher education students:

- Cost transparency regarding a postsecondary education program;
- A timely response on whether transfer credit will be accepted by a public institution of higher education (institution); and
- The right to appeal an institution's decision not to accept a student's request to transfer credits.

The bill makes changes to the statewide common course numbering system to guarantee certain course transfer credits between community colleges, local district colleges, and area technical colleges.

The bill requires the department of higher education to establish an appeal process if an institution wrongfully denies a student's transfer credit.

The bill requires an institution to issue a decision to a student regarding the acceptance or denial of transfer credits within 30 days after the date the student submits a request for transfer credit.

Beginning January 1, 2025, the bill requires an institution to provide a financial aid and cost disclosure form to a student prior to the student decision deadline to accept admission to the institution.

Fiscal Note: No appropriation needed

Status: Senate Floor

[Senate Bill 24-167](#)

Training for Entry Level Health Care Workers

Senators Joanne Ginal (D) & Jim Smallwood (R)

The bill requires each operator of an assisted living residence to require each direct-care worker to complete direct-care training to provide specific services to residents.

The individual or entity that provides training is required to provide each trained direct-care worker with a certificate of completion of training that may be presented to another assisted living residence to consider for the purposes of satisfying the residence's training requirements.

For a direct-care worker who has been issued a certificate of completion, an operator of an assisted living residence may require an employee to complete new training or may require the completion of a competency test prior to the employee providing direct-care services.

Fiscal Note: \$30,152 for 2024-25; \$69,232 for 2025-26; \$169,507 for 2026-27

Status: Senate Appropriations

[House Bill 24-1324](#)

Attorney General Restrictive Employment Agreements

Representative Chad Clifford (D) and Senator Larry Liston (R)

The bill grants the attorney general rule-making authority over restrictive employment agreements.

Current law allows an employer to recover the expense of educating and training a worker where the training is distinct from normal, on-the-job training. The bill regulates the recoverable expense as other consumer debt and student debt.

The bill also adds the requirement that, for an employer to recover the expense, the training must comply with rules promulgated by the attorney general regarding the transferability of the training or credentialing that is available to the employee as a result of the training.

Fiscal Note: No appropriation needed

Status: Senate Business, Labor, & Technology

[House Bill 24-1333](#)

Sunset Continue Private Occupational Schools

Representatives Eliza Hammick (D) & Jennifer Bacon (D) and Senator Jessie Danielson (D)

Sunset Process - House Education Committee. The bill implements the recommendations of the department of regulatory agencies (department), as contained in the department's 2023 sunset review and report of the "Private Occupational Education Act of 1981" by:

- Continuing the regulation of private occupational schools and their agents;
- Continuing the functions of the private occupational school division and the private occupational school board (board) for 11 years, until September 1, 2035; and
- Requiring the board to grant prior approval when a private occupational school changes ownership.

Fiscal Note: No new appropriation needed. Funding \$1,118,025 cash funds annually

Status: House Appropriations

[House Bill 24-1340](#)

Incentives for Post-Secondary Education

Representatives Shannon Bird (D) & Rick Taggart (R) and Senators Barbara Kirkmeyer (R) & Rachel Zenzinger (D)

The bill creates 2 separate state income tax incentives to encourage enrollment in institutions of higher education. For income tax years commencing on or after January 1, 2024, but prior to January 1, 2030, the first incentive is available to a graduate of any Colorado institution of higher education with a credential required or supported by certain jobs identified by the 2023 Colorado talent pipeline report, defined by the bill as "top jobs", in the amount of \$250 for the completion of a qualified program less than one year in duration, \$500 for the completion of a qualified program between one year and 2 years in duration, \$1,500 for graduates of an associate's degree program, and \$3,000 for graduates of a bachelor's degree program.

For income tax years commencing on or after January 1, 2026, but prior to January 1, 2030, the second incentive is available to an eligible transfer student attending a 4-year Colorado institution of higher education, in the amount of \$50 per credit hour transferred from either a 2-year Colorado institution of higher education or earned while under certain enrollment status in high school. The incentive is capped at 60 credit hours or \$3,000 and may only be awarded after the student completes at least 15 credits at the 4-year Colorado institution of higher education.

Notwithstanding the incentive amounts otherwise allowed for both incentives, if the revenue forecast prepared by either legislative council staff or the office of state planning and budgeting in June of any income tax year for which an incentive is allowed projects that the amount of excess state revenues for the state fiscal year that ends during the income tax year will be:

- At least \$500 million but no more than \$750 million, the amount of the incentive allowed is reduced by fifty percent for that income tax year.
- Less than \$500 million, the incentive is not allowed for that income tax year.

Fiscal Note: TBD

Status: House Education

House Bill 24-1364

Education Based Workforce Readiness

Representatives Julie McCluskie (D) & Jennifer Bacon (D) and Senators Jeff Bridges (D) & Paul Lundeen (R)

The bill authorizes the department of education to commission a financial study (study) with an independent contractor to analyze the costs to provide students the opportunity to obtain college credits, industry credentials, and work-based learning experiences. The study must also include an analysis on the effects of consolidating certain postsecondary and workforce readiness programs, including costs and opportunities for savings to the state and school districts, district charter schools, institute charter schools, and boards of cooperative services (local education providers).

The bill requires the office of information technology (office) to build, or contract with a third-party vendor to build, the Colorado statewide longitudinal data system (data system) to establish a consistent, appropriate, secure, and legal means of data sharing and connecting multiple data sets into the data system to support effective state investments, inform policy research, and assist Colorado citizens in making choices related to their education and training pathways. The office shall work with contributing state agencies, local education providers, institutions of higher education, partner entities, and policymakers.

Fiscal Note: \$6,295,028 for FYI 2024-25; \$1,557,900 for 2025-26

Status: House Appropriations

House Bill 24-1365**Opportunity Now Grants & Tax Credits**

Representatives Meghan Lukens (D) & Matt Soper (R) and Senators Jeff Bridges (D) & Perry Will (R)

The bill extends funding to the Regional Talent Development Initiative Grant Program, also known as Opportunity Now Colorado, to continue awarding grants to programs that connect Coloradans to in-demand, high-skill, and high-wage occupations. The Regional Talent Summit Grant Program is also created in the Office of Economic Development and International Trade (OEDIT) to convene regional talent summits across the state. Lastly, the bill establishes a workforce shortage tax credit for infrastructural and equipment improvements to training programs that alleviate worker shortages.

Fiscal Note: Appropriates \$109,603 for 2024-2025. Creates refundable employer tax credit for training which reduces state revenue by approximately \$15 million per year.

Status: House Finance

KILLED BILLS**Senate Bill 24-012****Reentry Workforce Development Cash Assistance Pilot Program**

Senators Julie Gonzales (D) & James Coleman (D) and Representatives Mary Young (D) & Javier Mabrey (D)

The bill creates the reentry workforce development cash assistance pilot program (pilot program) in the department of corrections (department) to provide cash assistance to persons who enroll and participate in workforce services or training programs after incarceration. The pilot program provides a total payment of up to \$3,000 to eligible persons for basic life expenses.

The bill requires the department to contract with an organization to administer the pilot program, perform an annual survey of pilot program recipients, and produce an annual report that is submitted to the judiciary committees of the senate and house of representatives.

Fiscal Note: \$7.5 million

Status: *KILLED*

Skills2Compete Colorado is a multi-sector policy advocacy coalition focused on greater access to education and training opportunities which ultimately lead to middle skilled jobs. For more information on this bill list, contact:

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