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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 and fiscal notes are available at leg.colorado.gov/.

June 13, 2024 – Final

BILLS WE SUPPORTED

House Bill 24-1004

Ex-Offenders Practice in Regulated Occupations

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 a fiscal year cash fund

Status: LAW

House Bill 24-1009

Bilingual Childcare Licensing Resources

Representatives Junie Joseph (D) & Barbara McLachlan (D) and Senators Joann 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.

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

Status: LAW

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 and on workplace violence prevention
- Report biannually on incidents to Colorado Department of Public Health and Environment 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 FY 2024-25

Status: DIED IN 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 FY 2024-25
Status: DIED IN HOUSE APPROPRIATIONS

Senate Bill 24-211

Adjustments to the Necessary Document Program

Senator Nick Hinrichsen (D)

The bills adjusts aspects of the Necessary Document Program which assists 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 of a Social Security card. The bill would transition the program to a paperless voucher system obtainable at the point of service.

Fiscal Note: No appropriation needed
Status: DIED IN SENATE HEALTH AND HUMAN SERVICES

PASSED AND SIGNED INTO LAW

Senate Bill 24-051

Adult Education

Senators Rachel Zenzinger (D) & Barbara Kirkmeyer (R) & 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 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. 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: LAW

Senate Bill 24-104

Career & Technical Education & 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. The bill requires the office of future of work in the department to engage in proactive outreach to foster collaboration between entities to facilitate awareness of opportunities for current and prospective participants in apprenticeship programs.

Fiscal Note: \$182,571 for FY 2024-25

Status: LAW

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: LAW

Senate Bill 24-143

Credential Quality Credential Apprenticeship Classification

Senators James Coleman (D) & Rachel Zenzinger (D) and Representatives Leslie Herod (D) and Eliza Hamrick (D)

Current law requires the department of higher education 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 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. 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, industry associations, 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 July 31, 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 July 31, 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 July 31, 2025. The office of future of work shall then determine ISCED equivalency levels for each apprenticeship program registered before July 31, 2025.

Fiscal Note: \$175,236 for FY 2024-25

Status: LAW

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 seamless transfer of course credit for courses in the guaranteed transfer pathway matrix and a timely response on whether transfer credit will be accepted by a public institution of higher education;
- The right to appeal an institution's decision not to accept a student's request to transfer credits; and
- The right to know what work-related experiences or prior learning opportunities are awarded postsecondary credit at the institution at which the student is enrolled.

The bill makes changes to the statewide common course numbering system, now referred to as the guaranteed transfer pathway matrix, 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's official transcript and admission application materials are received by the institution.

Fiscal Note: No appropriation needed

Status: LAW

Senate Bill 24-167

Training for Entry-Level Health-Care Workers

Senators Joann Ginal (D) & Jim Smallwood (R) and Representative Karen McCormick (D)

The bill authorizes the department of public health and environment to require each operator of an assisted living residence to require each direct-care worker who provides direct-care services to residents of an assisted living residence to:

- Take a tuberculosis test; and
- Undergo fit testing for a respiratory mask.

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: \$35,777 for FY 2024-25; \$48,511 for FY 2025-26

Status: LAW

House Bill 24-1082

First-Generation-Serving Higher Education Institutions

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

The bill requires the department of higher education to:

- Identify and designate state institutions of higher education as first-generation-serving institutions if:
- The average resident first-generation undergraduate population share for the most recent year and the two previous years equals or exceeds the statewide average resident first-generation undergraduate student population share for the fall 2022 term; 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 needed

Status: LAW

House Bill 24-1324

Attorney General Restrictive Employment Agreements

Representative Chad Clifford (D) and Senators Larry Liston (R) & Nick Hinrichsen (D)

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: LAW

House Bill 24-1333

Sunset Continue Private Occupational Schools

Representatives Eliza Hamrick (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, 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: LAW

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 a refundable state income tax credit to encourage enrollment in institutions of higher education. For income tax years commencing on or after January 1, 2025, but prior to January 1, 2033, the incentive is available to an eligible student who has matriculated at a public Colorado institution of higher education, an area technical college, or Colorado mountain college and AIMS community college in the amount equal to the amount paid by or for the benefit of the eligible student in tuition and fees minus any scholarships or grants with respect to the first sixty-five academic credit hours or equivalent accumulated at an institution excluding credits earned through concurrent enrollment, advance placement, the international baccalaureate program, military credits, and any other credits accumulated prior to matriculation at an institution.

To qualify, an eligible student must: •Matriculate at the institution within 2 years of completion of high school graduation or an equivalent in Colorado; •Be designated as a degree or credential seeking student for the semester or term for which an incentive is claimed; •Qualify for in-state tuition for the semester or term for which the incentive is claimed; •Complete a free application for federal student aid (FAFSA) or Colorado application for state financial aid (CASFA) for the semester or term for which an incentive is claimed that indicates the student's household has an adjusted gross income that is

\$90,000 or less; and •Have a grade point average of 2.5 or higher for the semester or term for which the incentive is claimed.

The bill also requires an institution, by January 31, 2026, and every January 31 thereafter until 2037, to electronically report each eligible student for any semester or term completed during the prior calendar year in a format prescribed by the executive director of the department of revenue with the student's tax identification number or social security number and the amount of tuition and fees paid minus any scholarship or grants included in the student's 1098-T form for that prior calendar year. The bill requires an institution to provide each eligible student with a statement containing the student's eligibility and incentive amount. The bill also requires the department of higher education on or before June 30, 2027, and each year thereafter until 2037, to submit a report to the joint budget committee and the house of representatives and senate education committees, that includes amongst other data, for each institution, the average percentage of state and institutional financial aid allocated to the resident student population who have a family income of \$90,000 or less in the years of 2022, 2023, and 2024, and each year thereafter.

Fiscal Note: As a refundable tax credit, it decreases state revenue by about \$37 million per fiscal year.
Status: LAW

[**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 with an independent contractor to analyze the costs to the state and school districts, district charter schools, institute charter schools, and boards of cooperative services and potential cost savings 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.

The bill requires the office of information technology to build, or contract with a third-party vendor to build, the Colorado statewide longitudinal 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.

The bill creates the Colorado state longitudinal data system governing board to support the office with the development and implementation of the data system. The governing board is required to convene the systems build and implementation interagency advisory group and the sustainability interagency advisory group to support and advise the governing board on the technical development, implementation, use, and function of the data system. The bill creates the statewide longitudinal data system cash fund.

Fiscal Note: \$5,435,421 for FY 2024-25
Status: LAW

[**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 FY 2024-2025. Creates refundable employer tax credit for training which reduces state revenue by approximately \$15 million per year.

Status: LAW

House Bill 24-1439

Financial Incentives Expand Apprenticeship Programs

Representatives Jenny Willford (D) & Ron Weinberg (R) and Senators James Coleman (D) & Mark Baisley (R)

For income tax years commencing on or after January 1, 2025, but before January 1, 2035, **section 1** of the bill creates a refundable state income tax credit (tax credit) that an employer may claim if the employer employs an apprentice for at least 6 months during an income tax year and either has a registered apprenticeship program or is an employer-partner of a registered apprenticeship program. The amount of the tax credit is up to \$6,300 for 6 months of employment plus up to \$1,050 for each additional month of employment, for a maximum of up to \$12,600 per apprentice per income tax year. An employer may not claim a credit for:

- More than 10 apprentices per income tax year;
- The same apprentice for more than 24 consecutive months; and
- An apprentice for months when the apprentice did not receive wages from the employer.

To claim a tax credit, an employer must submit an application for the reservation of the tax credit and an application to receive an income tax credit certificate to the state apprenticeship agency (SAA) in the department of labor and employment (department). The SAA shall review the applications for specified criteria to determine whether the employer qualifies for the tax credit and tax credit certificate. An employer issued a tax credit certificate must file the certificate with the employer's state income tax return. The SAA is required to submit certain information and reports, as applicable, regarding the tax credit to the state auditor and the department of revenue. The SAA must also conduct outreach and provide technical assistance to small businesses concerning awareness of and application for the tax credit.

Section 2 ends the state income tax credit for qualified investments made in a qualified school-to-career program for income tax years after December 31, 2024. **Section 4** creates the scale-up grant program in the department to start new registered apprenticeship programs or expand existing programs in Colorado. The scale-up grant program awards grants from the money in the scale-up grant fund, which is created in the bill. Eligible grant recipients include employers or entities operating an apprenticeship program and that:

- Plan to develop and register a new registered apprenticeship program; or
- Currently offer a registered apprenticeship program and plan to expand it.

The bill requires the department to collect specified data regarding the scale-up grant program and submit a report to specified committees of the general assembly.

Section 4 also creates the qualified apprenticeship intermediary grant program in the department to support entities that demonstrate expertise in connecting employers or apprenticeship program participants to registered apprenticeship programs or in convening stakeholders to develop registered apprenticeship programs. The SAA must post a list of the types of entities eligible to apply to the grant program on the SAA's website.

The bill requires the department to collect specified data regarding the qualified apprenticeship intermediary grant program and submit a report to specified committees of the general assembly.

Fiscal Note: As a refundable tax credit, this bill would reduce state revenue by about \$7,500,000 for FY2024-25, and \$15,000,000 per year when fully implemented.

Status: LAW

LICENSING BILLS

A number of bills related to interstate compacts on honoring professional licenses across states have now all passed and have all been signed into law. 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 – Law

[Senate Bill 24-018](#) – Physician Assistant Licensure Compact – Law

[House Bill 24-1002](#) – Social Work Licensure Compact – Law

[House Bill 24-1096](#) – School Psychologist Licensure Compact – Law

[House Bill 24-1097](#) – Military Family Occupational Credentialing – Law

[House Bill 24-1111](#) – Adopt Cosmetology Licensure Compact – Law

JOB QUALITY LEGISLATION

[Senate Bill 24-075](#)

Transportation Network Company Transparency

Senator Kevin Priola (D) & Robert Rodriguez (D) and Representatives Jennifer Bacon (D) & Naquetta Ricks (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 and suspension policy describing the TNC's procedures for deactivating or suspending a driver from the TNC's digital platform.

The TNC is required to disclose to drivers its driver deactivation and suspension policy , and, on and after June 1, 2025, the TNC is required to comply with certain deactivation and suspension requirements regarding its policy, including a prohibition against deactivating or suspending a driver unless the deactivation or suspension is consistent with the TNC's policy. Beginning October 1, 2025, and every 3 years thereafter, the division of labor standards and statistics in the department of labor and employment is required to certify a driver support organization to represent and support drivers through deactivation and suspension procedures. The division reviews the certified organization's budget, which budget must not exceed 7 cents per transportation task based on the previous year's total transportation tasks for all TNCs operating in the state. After the first certification period, the division may authorize an increased budget, not to exceed an increase above the rate of inflation for the previous 3-year certification period, to cover the certified organization's costs. Upon approval of the certified organization's budget, the division is required to direct each TNC to remit a quarterly share of the budget to the certified organization. Drivers may make voluntary, per-trip deductions on their earnings to help finance the certified organization.

On a semiannual basis commencing August 1, 2026, a TNC is required to disclose to the division information regarding transportation tasks completed and any deactivations of drivers during the previous reporting period.

The division may impose fines against a TNC for violations of the bill. A person aggrieved by a TNC's violation of the bill may file a civil suit against the TNC seeking damages or injunctive relief.

Fiscal Note: \$164,741 for FY 2024-25

Status: LAW

House Bill 24-1129

Protections for Delivery Network Company Drivers

Representatives Stephanie Vigil (D) & Javier Mabrey (D) and Senators Nick Hinrichsen (D) and Kevin Priola (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.

A DNC is prohibited from decreasing the amount the DNC pays a driver for a delivery task based on the amount of a consumer's tip for that delivery task, and a DNC must pay the driver all tips paid by the consumer.

The bill imposes specific requirements on the manner in which a DNC may provide contracts to drivers and merchants.

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 and any revisions to the policy to drivers; and
- Creating internal account deactivation challenge procedures by which a driver may challenge the driver's deactivation and take steps, if any, to remedy a violation and become reinstated on the DNC's digital platform.

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 and properly securing all pets.

The bill requires that DNCs allow drivers at least 60 seconds to decide to accept a delivery task offer.

The division may investigate and 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. The bill exempts a DNC from complying with certain requirements with respect to drivers who receive an annual federal form W-2 from the DNC.

Fiscal Note: \$163,409 for FY 2024-25; \$129,143 for FY 2025-26

Status: LAW

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 in the department of corrections 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: Up to \$7.5 million for FY 2024-25, and up to \$15 million for FY 2025-26

Status: DIED IN SENATE JUDICIARY

[Senate Bill 24-050](#)

Colorado Workforce Demonstration Grants Pilot Program

Senator Tony Exum (D)

The bill creates the Colorado workforce demonstration grants pilot program in the office of economic development 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, 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 FY 2024-25

Status: DIED IN SENATE APPROPRIATIONS

House Bill 24-1245

Fair Labor Practice Requirements for Broadband Projects

Representatives Tammy Story (D) & Lorena García (D) and Senator Julie Gonzales (D)

The bill requires the Colorado broadband office, by and through the chief information officer of the office of information and technology, to promulgate rules that establish labor standards for grantees and subgrantees no later than 91 days after the office receives approval of its initial proposal for federal funding under the broadband equity, access, and deployment program authorized by the federal "Infrastructure Investment and Jobs Act" and before, in connection with receipt of such federal funding, approving grants to internet service providers.

Fiscal Note: \$366,547 for FY 2024-25

Status: DIED IN SENATE APPROPRIATIONS

VETOED

House Bill 24-1008

Wage Claims Construction Industry Contractors

Representatives Monica Duran (D) & Meg Froelich (D) and Senators Jessie Danielson (D) & Chris Kolker (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 entering into a construction contract is liable for all amounts owed to an employee for the employee's labor, construction, or other work, including amounts owed by a 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 FY 2024-25

Status: *GOVERNOR VETOED*

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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