



Laura Ware, S2C Coordinator
Colorado Center on Law and Policy
789 Sherman St #300, Denver, CO 80203
www.copolicy.org/skills2compete
lauraware985@gmail.com
[@skill2competeco](https://twitter.com/skill2competeco)

Workforce and Skills Legislation at the Capitol

The following bills in the 2025 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 4/25/2025

Skills2Compete – Colorado positions are noted at the bottom of the bill listed.

EDUCATION AND SKILLS TRAINING

Senate Bill 25-181

Sunset Just Transition Advisory Committee

Senators Dylan Roberts (D) & Faith Winter (D) and Representatives Sheila Lieder (D) & Meghan Lukens (D)

The bill continues the Just Transition Advisory Committee in the Department of Labor and Employment (CDLE) until September 1, 2030. It is currently set to repeal on September 1, 2025. The Just Transition Advisory Committee supports the Office of Just Transition in CDLE, which was created in [House Bill 19-1314](#) to alleviate the effects of the coal-related facilities closures on local communities. The committee is responsible for creating an action plan and supporting the office in implementing the plan, which includes benefits and grants that are currently available or needed, and the options for funding any grants and benefits. It has 19 members and meets quarterly. The sunset report for the committee is available on the Department of Regulatory Agencies website.

Fiscal Note: If funding for the committee is included in the Long Bill, no appropriation is required in the bill. If funding is not included in the Long Bill, the bill requires an appropriation of \$19,730 to the Department of Labor and Employment in FY 2025-26.

Status: House Appropriations

S2C Position: MONITOR

House Bill 25-1018

Vocational Rehabilitation Services

Representatives Gretchen Rydin (D) & Lindsay Gilchrist (D) and Senator Jessie Danielson (D)

The bill makes the following changes to current law regarding individuals to whom the department of labor and employment provides vocational rehabilitation services:

- Eliminates the requirement that an individual with a disability require financial assistance to participate;
- Allows the department to consider financial need before providing services during a period of cost containment to prevent or manage a wait list for services due to insufficient financial resources;
- Eliminates the requirement that an individual with a disability, or the individual's legally and financially responsible relative, must contribute toward the cost of their services to the extent that they are financially able; and
- To align Colorado law with federal law, eliminates the requirement that the department provide services only to individuals who are present in the state at the time of filing an application for the services and can satisfactorily achieve rehabilitation.

Fiscal Note: No appropriation is required.

Status: Became law 4/18/2025

S2C Position: PASSIVE SUPPORT

House Bill 25-1038

Postsecondary Credit Transfer Website

Representatives Eliza Hamrick (D) & Dusty Johnson (R) and Senators Janice Marchman (D) & Mark Baisley (R)

The bill requires the department of higher education, subject to available appropriations, to develop and maintain a free, publicly accessible online platform to provide current and potential students who are pursuing postsecondary education in Colorado with relevant information about which credits and courses, work-related experiences, and prior learning opportunities are transferable to or between the state's public institutions of higher education.

On or before January 1, 2026, an institution shall submit to the department for inclusion in the platform:

- A comprehensive record of the institution's most recent awards of postsecondary transfer credit for all courses that the institution has identified as having learning outcomes equivalent to corresponding offerings at other institutions; and
- Descriptions of work-related experiences or prior learning opportunities for which the institution awards postsecondary academic credit.

Using the data provided by an institution, the department shall include in the platform information about the transferability to or between institutions for several sources of postsecondary academic credit. These sources include courses in the statewide common course numbering system, now referred to as the guaranteed transfer pathway matrix, and credits earned through various standardized tests.

A not-for-profit private institution of higher education may, but is not required to, submit applicable information for inclusion in the platform.

Fiscal Note: No appropriation is required.

Status: Passed the House, onto the Senate

S2C position: MONITOR

House Bill 25-1078

Forestry & Firefighter Workforce & Education

Representatives Andrew Boesenecker (D) & Elizabeth Velasco (D) and Senators Janice Marchman (D) & Lisa Cutter (D)

Section 1 of the bill authorizes the Colorado cooperative extension service (extension) to expand and implement outreach programs and initiatives recommended by the Colorado forest health council for the purpose of increasing awareness of and interest in areas of forestry, wildland fire, and natural resources (forest health) in youth and young adults. The outreach programs and initiatives may be implemented for the 2025-26 state fiscal year through the 2027-28 state fiscal year and may include, in part:

- The expansion of 4-H programs and curricula in forest health;
- Partnerships with the forest health industry, local school districts, higher education institutions, conservation districts, the Colorado state forest service, the division of fire prevention and control in the department of public safety (division), and others to facilitate career and workforce readiness and entry into forest health careers;
- Outreach and support to youth and young adults relating to 2- and 4-year programs and certificates in forest health;
- Industry partnerships and scholarships for forest health certifications, such as wildland fire or chain saw certifications;
- Paid natural resources summer internships focused on forestry for high school students, including the potential to earn high school credit for completing the internship; and
- Paid internships in forest health careers offered by the extension, with mentoring of young adults by the extension, Colorado state university, the Colorado state forest service, and the division.

The bill requires the extension to report annually to the department of natural resources and the House of Representatives Agriculture, Water, and Natural Resources Committee and the Senate Agriculture and Natural Resources Committee on the implementation and outcomes of the outreach programs and initiatives.

Section 2 authorizes the division to use money in the local firefighter safety and disease prevention fund to:

- Provide need-based grants to fire service governing bodies and volunteer fire departments for the cost of certain firefighter certification courses, course materials, textbooks, instructors, and written testing and to provide fire instructor I or equivalent certification for instructors who want to participate in a train-the-trainer program created by the division;
- Subject to appropriations by the general assembly, create a train-the-trainer program to ensure that all instructors providing grant-funded certification classes described in the bill teach a consistent curriculum; and

- Subject to appropriations by the general assembly, create a statewide outreach program to promote fire service careers, including marketing materials targeted to youth, an online portal to access career pathways and resources, and marketing materials that include social media.

Fiscal Note: A little over \$1 million per year

Status: House Floor

S2C position: SUPPORT

House Bill 25-1186

Work Based Learning in Higher Education

Representatives Matthew Martinez (D) & Meghan Lukens (D)

In a strike-below amendment, this bill creates the Work-based Learning Consortium Pilot Program in the Department of Higher Education (CDHE) conditional on the receipt of \$2 million in gifts, grants and donations,. The bill requires the CDHE to convene a consortium of members who will work participating institutions of higher education (IHEs) to promote work-based learning in higher education, study the impact of industry-sponsored projects on learning outcomes, and measure impacts to students who participate in work-based projects while enrolled in higher education. The consortium must work with a third-party vendor to connect faculty from IHEs to potential employers who can assist in creating work-based learning opportunities for students. This vendor must work with the Department of Labor and Employment (CDLE), IHEs, and the Office of Economic Development and International Trade (OEDIT) to recruit businesses to participate in the program. The bill requires CDHE to submit a report to the legislature to report on the outcomes of the pilot program.

Fiscal: Conditional on \$2 million in gifts, grants and donations. No general fund. \$600,000 per year from Depart of Higher Ed's Higher Education Work-based Consortium Fund.

Status: House Appropriations

S2C Position: SUPPORT

House Bill 25-1218

Concurrent Enrollment & Higher Education Courses

Representative Alex Valdez (D)

This bill creates an exception for college STEM classes which are part of a direct admission pathway program, enabling them to be listed as programs for concurrent enrollment, even if they are conducted off-campus.

Fiscal note: No appropriation is required.

Status: **KILLED**

S2C Position: SUPPORT

House Bill 25-1221

Emily Griffith Associate of Applied Science Degree

Representatives Eliza Hamrick (D) & Lori Garcia Sander (R) and Senators Jeff Bridges (D) & Paul Lundeen (R)

The bill permits Emily Griffith technical college to offer an associate of applied science degree program with approval from the state board for community colleges and occupational education. The degree program must include a registered apprenticeship program and certain transferable general education courses.

In considering the college's request to offer a degree program, the board shall consider student and workforce demand, alignment with registered apprenticeship programs, cost-effectiveness for students and the state, and accreditation and licensing requirements. An approved degree program is eligible to receive federal "Carl D. Perkins Career and Technical Education Improvement Act" funds.

Fiscal Note: No appropriation is required.

Status: *Became law on 4/10/2025*

S2C Position: SUPPORT

House Bill 25-1263

Graduate Medical Education Grant Program

Representatives Anthony Hartsook (R) & Lisa Feret (D) and Senators Matt Ball (D) & Kyle Mullica (D)

The bill creates the Graduate Medical Education Grant Program in the Department of Public Health and Environment (CDPHE). The grant program supports the establishment of accredited residency programs at health care facilities that have never had a resident training program. CDPHE must administer the program, engage stakeholders to develop the program, and report on the program during the department's SMART Act hearings. Awarding grants through the new program is subject to available appropriations by the General Assembly or the receipt of gifts, grants, and donations.

Fiscal Note: For FY 2025-26, the bill requires an appropriation of \$55,027 to the Department of Public Health and Environment. The hope is to administer \$1 million in gifts, grants and donations while fully implemented.

Status: **KILLED**

S2C Position: MONITOR

House Bill 25-1290

Transit Worker Assault & Funding for Training

Representatives William Lindstedt (D) & Alex Valdez (D) and Senators Kyle Mullica (D) & Barbara Kirkmeyer (R)

The bill creates a specific criminal offense related to assault of a transit worker. The bill also adds regional transportation district transit police officers to the list of law enforcement officials who can access the peace officer training and support fund.

Fiscal Note: No appropriation is required.

Status: Passed the House & the Senate

S2C Position: MONITOR

SUPPORT SERVICES

Senate Bill 25-008

Adjust Necessary Document Program

Senators Nick Hinrichsen (D) & Cathy Kipp (D) and Representative Meg Froelich (D)

The Necessary Document 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 transition the program to a paperless voucher system obtainable at the point of service and allow for self-attestation of eligibility under this program.

Fiscal Note: \$0 for FY 2025-26; \$70,354 for FY 2026-27; \$40,801 for FY 2027-28; \$22,631 for FY 2028-19

Status: House Appropriations

S2C position: SUPPORT

Senate Bill 25-128

Agricultural Worker Service Providers Access Private Property

Representatives Byron Pelton (R) & Dylan Roberts (D) and Senators Karen McCormick (D) & Ty Winter (R)

As amended: Current law states that an employer shall not interfere with an agricultural worker's reasonable access to key service providers (KSP) at any location when the worker is not performing compensable work and with respect to health-care providers at any time. The bill exempts an employer's property from this provision; except that the bill prohibits an employer from interfering with a worker's access to KSP through remote channels on the employer's property. The bill also removes language referring to health-care providers. Current law states that the division of labor standards and statistics may adopt rules regarding additional times that an employer may not interfere with a worker's reasonable access to KSP. The bill clarifies that such rules must apply only to locations other than the employer's property. Lastly, the bill states the division shall not adopt rules that:

- Infringe upon an employer's private property rights; or
- Conflict with the common law rights of an individual to access private property in a time of emergency.

Fiscal Note: No appropriation is required.

Status: Passed the Senate & the House

S2C Position: OPPOSE

Senate Bill 25-144

Change Paid Family Medical Leave Insurance Program

Senators Faith Winter (D) & Jeff Bridges (D) and Representatives Jenny Willford (D) & Yara Zokaie (D)

The bill extends the duration of paid family and medical leave, up to an additional 12 weeks, for a parent who has a child receiving inpatient care in a neonatal intensive care unit. It also changes the premiums financing the payment of program benefits by extending the current premium amount, 0.9% of wages per employee, through 2025 and setting the premium amount for the 2026 calendar year at 0.88% of wages per employee. For each subsequent calendar year, the director of the division of family and medical leave insurance in the department of labor and employment is required set the premium on or before September 1 of the preceding year. The director is required to set the premium in a manner such that:

- At the end of the year, the balance of the family and medical leave insurance fund is not less than 6 months' worth of projected expenditures from the fund required for performance of the functions and duties of the director;
- The volatility of the premium rate is minimized; and
- The premium amount does not exceed 1.2% of wages per employee.

Fiscal Note: No appropriation is required.

Status: Passed the House, back to the Senate for a concurrence vote.

S2C Position: SUPPORT

House Bill 25-1020

Earned-Wage Access Service Provider

Representatives Sean Camacho (D) & Monica Duran (D) and Senators Lisa Frizell (R) & Kyle Mullica (D)

The bill prohibits an entity from providing earned-wage access services without a license on and after January 1, 2026. Earned-wage access services are services that:

- Deliver consumer access to earned but unpaid income; and
- Provide consumer access to earned but unpaid income that is based on employment, income, or attendance data obtained directly or indirectly from an employer or an employer's payroll service provider.

Fiscal Note: \$162,900 for FY 2025-26; \$178,442 for FY 2026-27

Status: **KILLED**

S2C position: MONITOR

CERTIFICATION & LICENSING BILLS

House Bill 25-1075

Regulate Speech-Language Pathology Assistants

Representatives Lori Garcia Sander (R) & Jacque Phillips (D) and Senators Barbara Kirkmeyer (R) & Kyle Mullica (D)

The bill recognizes speech-language pathology assistants (SLPA) and school speech-language pathology assistants (school SLPA) in statute. An SLPA is defined as an individual who has a bachelor's degree or higher in speech-language pathology, communications disorders and speech sciences, or any other field that includes at least 24 semester hours in speech-language hearing sciences granted by an accredited institution of higher education. Only an individual who practices as an SLPA in accordance with statute or is a school SLPA authorized by the department of education may use the title "speech-language pathology assistant" or other terms that indicate that the individual is an SLPA or a school SLPA.

An SLPA shall practice speech-language pathology only in collaboration with and under the direction and supervision of a certified speech-language pathologist. The bill establishes requirements and guidelines for a SLP supervising an SLPA.

The bill prohibits an SLPA from engaging in certain speech-language pathology tasks, such as the diagnosis of patients and preparation of a treatment plan. An SLP may be disciplined for failing to properly direct and supervise an SLPA. The bill repeals the regulation of SLPAs on September 1, 2033, subject to sunset review by the department of regulatory agencies.

Fiscal Note: No appropriation is required.

Status: Passed the House & the Senate

S2C position: SUPPORT

House Bill 25-1284

Regulating Apprentices in Licensed Trades

Representative Monica Duran (D) and Senator Tom Sullivan (D)

Starting January 1, 2027, the bill prohibits an electrical employer or plumbing employer that employs an apprentice in this state (employer) from registering an apprentice with the employer's respective governing board (board) unless the apprentice is enrolled in an apprenticeship program training the apprentice for an occupation officially recognized by the United States department of labor as an electrical occupation for an electrical apprenticeship or a plumbing occupation for a plumbing apprenticeship.

On or before July 1, 2027, if existing resources are available or if the department of regulatory agencies (DORA) receives sufficient gifts, grants, or donations, the bill requires the state apprenticeship agency and DORA to establish data-sharing agreements and policies to enable the entities to determine if there are apprentices registered with a board who are enrolled to be trained for occupations other than electrical or plumbing occupations and who are therefore ineligible for registration with the board. If

the board cannot verify that an apprentice is eligible to be registered as an apprentice within 60 days after notice of noncompliance, the board shall remove the apprentice's registration with the board, and the noncompliant apprentice shall not perform work as a plumbing or electrical apprentice in the state.

Fiscal Note: \$30,000 in 2025-26

Status: Senate Business, Labor, & Technology

House Bill 25- 1285

Veterinary Workforce Requirements

Representatives Karen McCormick (D) and Senators Catherine Kipp (D) and Byron Pelton (R)

The bill establishes and modifies requirements related to the practice of veterinary medicine by a veterinary professional associate (VPA). In November 2024, voters in Colorado approved Proposition 129, which established the role of VPAs and permits VPAs, starting on January 1, 2026, to practice veterinary medicine under certain circumstances. The bill specifies how an individual can register as a VPA in Colorado and clarifies the circumstances under which a VPA can practice veterinary medicine.

Fiscal Note: No appropriation is required.

Status: Passed the House & the Senate

JOB QUALITY LEGISLATION

Senate Bill 25-005

Worker Protection Collective Bargaining

Senators Robert Rodriguez (D) & Jessie Danielson (D) and Representatives Javier Mabrey (D) & Jennifer Bacon (D)

Under current law, employees may unionize with a simple majority vote but must conduct a second vote with 75 percent approval to negotiate a union security agreement clause in the collective bargaining process. The bill eliminates the requirement for a second election.

Fiscal Note: REDUCES expenditures by \$24,614 for 2025-6; \$36,920 for FY 2026-27

Status: House Floor

S2C position: SUPPORT

Senate Bill 25-166

Health-Care Workplace Violence Incentive Payments

Senator Kyle Mullica (D) and Representative Lisa Feret (D)

The bill includes a performance metric related to workplace violence in determining quality incentive payments made to hospitals.

No later than September 1, 2025, the bill requires the department of health care policy and the quality incentives payments subcommittee of the Colorado healthcare affordability and sustainability

enterprise board (board) to consult with a group of named stakeholders to develop recommended workplace violence metrics, determine whether any federal or private funds are available to assist hospitals in lowering the number of incidents of workplace violence, and develop legislative recommendations. The bill requires the state department to include a progress report on developing workplace violence metrics during its 2026 "SMART Act" hearing. The bill requires the board to include legislative recommendations it develops as part of its January 2027 report to the general assembly, the governor, and the medical services board.

Beginning July 1, 2026, and each July thereafter, the bill requires the state department to assess whether each hospital has adopted a formal policy to address workplace violence and submitted the reporting requirements to the department of public health and environment for the next federal fiscal year. The bill exempts hospitals with fewer than 100 beds from the reporting requirements.

Fiscal note: No appropriation is required.

Status: Passed the House & the Senate, onto the Governor for signature.

S2C Position: MONITOR

House Bill 25-1001

Enforcement Wage Hour Laws

Representatives Monica Duran (D) & Meg Froelich (D) and Senators Jessie Danielson (D) & Chris Kolker (D)

Section 1 of the bill amends the definition of "employer" for purposes of wage and hour laws to include an individual who owns or controls at least 25% of the ownership interest in an employer. **Section 2** prohibits an employer from making a payroll deduction below a worker's applicable minimum wage. **Section 3** allows the director of the division of labor standards and statistics to waive the penalty for an employer's failure to pay claimed wages or compensation within 14 days after a written demand if certain specified conditions are met. **Section 4** requires a court to find that an employee pursued a wage claim that lacked substantial justification before awarding an employer reasonable costs and attorney fees in a civil action for unpaid wages or compensation. In such an action, the court may pursue all equitable relief to deter future violations and prevent unjust enrichment.

Current law limits the ability of the director of the division to adjudicate claims for nonpayment of wages or compensation to \$7,500 or less. **Section 5** increases this threshold over the years by increasing the amount to \$13,000 for claims filed from July 1, 2026, through December 31, 2027, and in an amount specified by the director of the division to adjust for inflation beginning January 1, 2028. **Section 5** also requires the division, in adjudicating wage claims, to determine whether a violation is willful. For each violation:

- The director shall publish on the division's website the names of all employers found to be in violation and whether the violation was willful; and
- If the violation is not remedied within 60 days after the division's finding that there was a violation, the division must notify all government bodies with the authority to deny, withdraw, or otherwise limit or impose remedial conditions on the employer's license, permit, registration, or other credential.

Additionally, the division may report an employer found to have violated a law related to wages and hours to any government body with authority to deny, withdraw, or otherwise limit or impose remedial conditions on a license, permit, registration, or other credential that the violating employer has or may seek. **Section 5** also repeals language requiring the division to issue a determination on a wage complaint within 90 days and clarifies that a city or county may enact and enforce wage laws within the city or county's jurisdiction. **Section 6** requires an employer found to have misclassified an employee as a nonemployee to pay a fine in the following amounts, in addition to any other relief ordered:

- For a willful violation, \$5,000;
- For a violation not remedied within 60 days after the division's finding, \$10,000;
- For a second or subsequent willful violation within 5 years, \$25,000; or
- For a second or subsequent willful violation not remedied within 60 days after the division's finding, \$50,000.

The director of the division must adjust these fine amounts for inflation by January 1, 2028, and every other year thereafter.

Section 6 also decreases the amount of time the division must wait before paying an employee out of the wage theft enforcement fund from 6 months to 120 days.

Current law prohibits an employer from discriminating or retaliating against an employee for taking protection under wage and hour laws or the law related to the employment of minors. **Section 7** expands this provision to specify additional protected behavior and expands the prohibition to include other persons in addition to employers. **Section 7** also:

- Requires a fact finder to consider the time between an individual's exercise of a protected activity and an employer's adverse action when determining whether an employer has retaliated against the employee or worker;
- Specifies that it is a violation to use an individual's immigration status to discriminate or retaliate against an employee or worker who has engaged in protected activity; and
- Allows the division to order reasonable attorney fees and costs after investigating a discrimination or retaliation claim.

Fiscal Note: \$386,774 for FY 2025-26; \$1,232,899 for FY 2026-27; \$1,186,209 for FY 2027-28

Status: Senate Appropriations

S2c position: SUPPORT

House Bill 25-1042

Air Quality Control Regulation Workforce Impact

Representative Shannon Bird (D) and Senator Lindsey Daugherty (D)

As amended, the Colorado department of Public Health and Environment executive director shall conduct an internal review of:

(a) the economic impact analysis procedures used by the commission in the adoption of air quality control rules; and

(b) the cost-benefit analyses conducted during the air quality control rule-making process

The internal review required by section must include:

- (a) a review of the commission's air quality control rule-making process in order to assess how it is currently working and may be improved;
- (b) a report on the economic factors that the commission considers and uses in an economic impact analysis or a cost-benefit analysis and how the information regarding workforce impacts is typically considered when conducting the analysis;
- (c) an explanation of how analyses that include information on workforce impacts are used by the commission during the adoption of air quality control rules;
- (d) a report on the extent to which workforce impacts are considered during the current air quality control rule-making process and how consideration of workforce impacts are incorporated into existing economic analysis or cost-benefit analysis procedures;
- (e) an explanation of the parameters and limitations that exist in current state and federal law;
- (f) considerations or recommendations from the department as to whether having a standing workforce advisory council in the department would improve and support the economic impact analysis and related procedures and whether the department has any recommendations as to how such a workforce advisory council would be configured and what would be included in its overall mission;
- (g) specific examples of completed economic impact analyses where workforce impacts were considered.

Fiscal Note: \$116,012 for FY 2025-26

Status: House Appropriations

S2C position: MONITOR

House Bill 25-1208

Local Government Tip Offsets for Tipped Employees

Representatives Steven Woodrow (D) & Alex Valdez (D) and Senators Judy Amabile (D) & Lindsey Daugherty (D)

Current law allows a local government to establish local minimum wages in excess of the statewide minimum wage established in the state constitution. A local government that enacts a minimum wage must provide a tip offset for tipped employees in an amount equal to the tip offset amount described in the state constitution, which is \$3.02.

The bill states that on or after January 1, 2026 a local government that has enacted a code or an ordinance imposing a minimum wage that exceeds the state minimum wage may increase the amount of the tip offset, except a local government shall not impose a tip offset in an amount that allows a tipped employee to earn less than the state minimum wage minus \$3.02.

Fiscal Note: No appropriation is required.

Status: Passed the House & the Senate

S2C Position: OPPOSE

House Bill 25-1286**Protecting Workers from Extreme Temperatures**

Representatives Elisabeth Velasco (D) & Meg Froelich (D) and Senators Mike Weissman (D) & Lisa Cutter (D)

The bill requires employers to implement protections for workers who are exposed to extreme hot and cold temperatures at the worksite, including temperature mitigation measures, rest breaks, and temperature-related injury and illness prevention plans.

Fiscal Note: \$198,799+ for 2025-26; \$1,722,489+ for 2026-27

Status: **KILLED**

House Bill 25-1328**Implement Recommendations Direct Care Worker Stabilization Board**

Representatives Monica Duran (D) & Emily Sirota (D) and Senators Jessie Danielson(D) & Jeff Bridges (D)

The bill implements recommendations made by the direct care workforce stabilization board:

- Requiring the board to investigate health-care benefits for the direct care workforce;
- Requiring the department of labor and employment to collaborate with the board and other entities to establish a comprehensive "know your rights" training for direct care workers;
- Requiring the department to ensure that the "know your rights" training is available to direct care workers, to allow worker organizations to participate in the training free of charge, and to report direct care worker training completion information to the board; and
- Requiring direct care employers to conduct and document direct care worker training attendance, distribute a notice of rights to direct care workers, and inform all employees about the direct care worker website and communication platform established by the department of health care policy and financing.

The bill also requires the director of the division of labor standards and statistics in the department to provide compliance assistance to direct care employers and investigate possible violations by the employers. The director is also required to enforce compliance with the requirements in the bill.

To implement the board's recommendations, the bill also requires the department of health care policy and financing to:

- Establish a website and communication platform for direct care workers;
- In coordination with the board, develop a direct care worker-specific notice of rights for direct care employers;
- Collaborate with direct care employers to inform direct care workers about the website and communication platform;
- Allow specified entities access to the contact information of each direct care worker enrolled in the communication platform; and
- Convene and administer an interested party advisory group pursuant to federal requirements.

The bill also establishes the direct care worker minimum wage at \$17 per hour beginning July 1, 2025, and encourages the state to set the minimum wage for direct care workers at \$25 per hour by January 1, 2028.

Fiscal Note: The bill increases state expenditures by \$591,202 in FY 2025-26, \$602,686 in FY 2026-27, and \$604,996 for FY 2027-28

Status: House Floor

DIGITAL EQUITY

[House Bill 25-1080](#)

Wireless Telephone Infrastructure Deployment Incentives

Representatives Meghan Lukens (D) & Matt Soper (R) and Senator Nick Hinrichsen (D)

Sections 1 through 3 of the bill authorize a county, special district, or school district to negotiate property tax relief with a taxpayer that establishes or expands a "qualified communication services facility", which is a facility or other real or personal property used in the provision of fixed broadband or mobile broadband internet access service, if the facility will serve an unserved or underserved area of the county, special district, or school district. **Section 4** amends the legislative declaration for the statute establishing a sales tax refund for rural broadband service providers by:

- Stating that requirements to pay sales and use tax on federal-funded and state-funded broadband deployment reduce the efficacy and impact of the federal and state deployment grant money;
- Noting that wireless telecommunications technologies rely on forms of broadband infrastructure like fiber and landline networks and are, therefore, interconnected to broadband; and
- Including a tax preference performance statement for the sales tax refund indicating that a purpose of the sales tax refund is to incentivize private sector investment in broadband infrastructure.

Fiscal Note: No appropriation is required.

Status: Passed the House & the Senate

S2C Position: MONITOR

BUDGET SATELLITE BILLS

These bills implement changes in laws to align with the proposed state budget. They move through the process along with the [State Budget Bill, SB25-206](#). This year there are 63 such bills. Here are the satellite bills related to workforce and education:

[SB25-219](#) – Repeal Colorado Career Advisor Training Program – The bill repeals [SB22-165](#) which authorized \$1 million for trainings for Training for Career Advisors for high school students. It does not abolish the program, just the training, as training resources are now available online.

SB25-220 – Accelerated College Opportunity Exam Fee Grant Program – The bill repeals the program established by [HB18-1396](#), which provided grants to partially cover Advanced Placement and International Baccalaureate exam fees for low-income students.

SB25-230 – College Opportunity Fund Program – The bill requires that the General Assembly appropriate money directly to the Department of Higher Education (CDHE) for College Opportunity Fund (COF) stipends for eligible undergraduate students at private institutions of higher education, rather than have the appropriations be from the COF. Currently those private institutions include Denver University, Colorado Christian University, and Regis University.

SB25-231 – Repeal Inclusive Higher Education Act – The bill repeals this program established by [HB22-1107](#), which aided institutions of higher education to help students with intellectual and developmental disabilities. If passed, it would reduce expenses by \$450,000.

SB25-234 – Fiscal Year 2024-25 Supplemental Appropriations & Student Financial Aid – For current year only, the bill exempts supplemental appropriations for student financial aid from annual appropriation requirements for student financial assistance. If passed, the bill would revert \$1 million back to Colorado's general fund.

SB25-243 – Revert Appropriated General fund Money from Colorado Department of Labor & Employment – The bill reverts \$222,701 back to the general fund that remains from an original \$1.4 million allocated to the Colorado Department of Labor & Employment for the construction registered apprenticeship grant program.

SB25-264 – Cash Fund Transfer to the General Fund – Among the 52 cash fund balances swept back into Colorado's general fund are:

- \$500,000 from the qualified apprenticeship intermediary grant fund
- The excess uncommitted reserve balance of the private occupational schools fund
- \$3 million from the universal high school scholarship cash fund

SB25-269 – Transfer to Infrastructure & Jobs Act Cash Fund – The bill allocates \$4 million to the Infrastructure Investment and Jobs Act cash fund.

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:

Laura Ware, S2C Coordinator: lauraware985@gmail.com
Chaer Robert, CCLP Emeritus Advisor: crobert@copolicy.org