



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 6/26/2025 – Final

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 Leider (D) & Meghan Lukens (D)

The bill continues the Just Transition Advisory Committee in the Department of Labor and Employment (CDLE) until September 1, 2030. 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: Funding for the committee is included in the Long Bill; no appropriation is required.

Status: Signed into law

S2C Position: MONITOR

Senate Bill 25-292

Workforce Capacity Center

Senators Judy Amabile (D) & Jeff Bridges (D) and Representatives Emily Sirota (D) & Rick Taggart (R)

The bill requires the department of health care policy and financing, in collaboration with the behavioral health administration, to establish the workforce capacity center to train providers in evidence-based or supported models as part of the system of care for children and youth.

Fiscal Note: \$4.1 million for FY 2025-25; \$3.1 million for FY 2026-27.

Status: Signed into law

Senate Bill 25-315**Postsecondary & Workforce Readiness Programs**

Senators Jeff Bridges (D) & Barbara Kirkmeyer (R) and Representatives Shannon Bird (D) & Emily Sirota (D)

The bill creates a postsecondary and workforce readiness funding model that includes 3 types of funding: Start-up funding, innovation grant funding, and sustain funding. The state board of education (state board) is authorized to adopt rules concerning these funding sources.

For the 2025-26 budget year through the 2027-28 budget year, the department of education (department) will determine each local education provider's start-up funding, which is used for eligible expenses that are associated with developing and implementing a postsecondary and workforce readiness program. Start-up funding gradually phases out and repeals after the 2027-28 budget year.

Beginning in the 2028-29 budget year, innovation grant funding is for eligible expenses that are associated with developing and implementing a postsecondary and workforce readiness program. Local education providers that are required to adopt a priority improvement plan or a turnaround plan, or authorize schools that are required to adopt a priority improvement plan or turnaround plan, for the current or prior budget year and demonstrate, or authorize a school that demonstrates, a low level of attainment on the postsecondary workforce readiness indicator for the prior school year are eligible for innovation grant funding.

Sustain funding is used to reimburse local education providers' expenses for students who, in the preceding budget year, successfully satisfied postsecondary credit, industry-recognized credential, or work-based learning requirements. For the 2026-27 budget year of total sustain funding, a certain percentage is for reimbursing postsecondary credit attainment, reimbursing industry-recognized credentials, and reimbursing work-based learning. For the 2027-28 budget year, and budget years thereafter, the state board may adjust the percentages for these categories.

The bill repeals the accelerating students through concurrent enrollment program and career development success program after the 2025-26 budget year. Upon passage, the bill repeals the:

- Concurrent enrollment expansion and innovation grant program; and
- John W. Buckner automatic enrollment in advanced courses grant program.

The bill makes conforming amendments necessary to reflect these changes.

The bill requires the department to convene a working group that includes educators to report its findings and recommendations concerning the effectiveness of the teacher retention and preparation program and the pathways in technology early college high schools.

Fiscal Note: Net reduction in appropriations to Colorado Department of Education of about \$5.7 million per year.

Status: Signed into Law

Senate Bill 25-316**Auraria Higher Education Center Appropriations**

Senators Judy Amabile (D) & Jeff Bridges (D) and Representatives Rick Taggart (R) & Emily Sirota (D)

The bill imposes requirements related to money appropriated to the Department of Higher Education to be used by the Auraria Higher Education Center (AHEC) in the 2025-26 state fiscal year. Money appropriated for operational costs must be used as agreed upon by the constituent institutions in baseline service level agreements. Any service or performance level agreement that the Auraria Higher Education center enters into using money appropriated for the 2025-26 state fiscal year must

- Be executed by all contracting parties no later than September 1, 2025;
- Clearly describe the services, service and staffing levels, and performance expectations that are contracted for; and
- Provide that, if costs for services exceed the prices provided for in the contract, those excessive costs will not be assumed or incurred until an additional contract is executed or the original contract is amended.

In the 2025-26 state fiscal year, the AHEC higher education center shall manage all resources related to baseline service level agreements and goals and shall present quarterly updates to the constituent institutions regarding baseline service level agreements and goals. For other services for the 2025-26 state fiscal year that are not already contracted for in the baseline service level agreements, the AHEC shall establish fee structures, and the constituent institutions shall enter into agreements with the AHEC for the provision of those services.

The bill requires the constituent organizations to contract with an independent third-party entity that shall conduct the Auraria comprehensive study. The constituent institutions and the Auraria higher education center shall agree upon which independent third-party entity will conduct the study before executing a contract to select the independent third-party entity. If the constituent institutions and the AHEC do not agree upon an independent third-party entity by August 1, 2025, the Colorado Commission on Higher Education shall, no later than December 31, 2025, select the independent third-party entity from options proposed by the constituent institutions.

The study must examine the operations of the Auraria campus, and the services provided to students by the constituent institutions and by the Auraria board of directors through the AHEC. The independent third-party entity shall present a report on the findings of the study.

The study must include the following:

- A review of all plans and studies conducted in the past 15 years regarding the mission, vision, and development of the Auraria campus;
- An evaluation of the statutory design and mission of the Auraria campus;
- An evaluation of the current governance model of the Auraria campus;
- An evaluation of the operations and management structures under the current governance model of the Auraria campus;

- A comparison of the current governance model to alternative governance models which may yield greater efficiencies in service delivery; and
- An evaluation of the financial supports and structures of Auraria campus governance and operations.

The constituent institutions shall enter into a cost-sharing agreement to pay for the study using gifts, grants, and donations.

Fiscal Note: Appropriations are changed, but net amount is not changed.

Status: Signed into law

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.

The bill requires the department to submit data regarding vocational rehabilitation services to the senate business, labor, and technology committee and the house of representatives business affairs and labor committee during its annual "SMART Act" hearing.

Fiscal Note: No appropriation is required.

Status: Signed into Law

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 may submit to the department for inclusion in the platform:

- A comprehensive record, from the fall 2023 term onward, of the institution's 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 the institution's policy on work-related experiences or prior learning opportunities, and the credentials, licenses, or apprenticeship certificates 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: \$0 for FY 2025-26; \$12,000 for FY 2026-27. The actual work is being funded by a \$847,000 December 2024 grant from the Statewide Internet Portal Authority to create a transfer website.

Status: Signed into law

S2C position: MONITOR

House Bill 25-1186

Work-Based Learning in Higher Education

Representatives Matthew Martinez (D) & Meghan Lukens (D) and Senators Janice Rich (R) & Dafna Michaelson Jenet (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 in 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: No appropriation is required. The Higher Education Work-based Consortium Fund is continuously appropriated to the Department of Higher Education.

Status: Signed into law

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: Signed into Law

S2C Position: SUPPORT

House Bill 25-1290

Transit Worker Assault and Funding for Training

Representatives William Lindstedt (D) & Alex Valdez (D) and Senators Kyle Mullica (D) and 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 and gives an eligible law enforcement agency the option to provide the regional transportation district funds from the peace officer training and support fund for law enforcement safety and training purposes.

Fiscal Note: No appropriation is required.

Status: Signed into law

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

Status: Signed into law

S2C position: SUPPORT

[Senate Bill 25-128](#)

Agricultural Worker Service Providers Access Private Property

Representatives Byron Pelton (R) & Dylan Roberts (D) & 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 required.

Status: Signed into law

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 November 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: Signed into law

S2C Position: SUPPORT

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: Signed into law.

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: No appropriation is required.

Status: Signed into law

House Bill 25-1285

Veterinary Workforce Requirements

Representatives Karen McCormick (D) & Dusty Johnson (R) and Senators Cathy 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: Signed into law

JOB QUALITY LEGISLATION

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 financing 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: Signed into law

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 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: \$328,210 for FY 2025-26; \$1,232,899 for FY 2026-27; \$1,186,209 for FY 2027-28

Status: Signed into law.

S2c position: SUPPORT

House Bill 25-1208

Local Government Tip Offsets for Tipped Employees

Representatives Stephen 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 and 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 associated with the local minimum wage; except that 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: Signed into law

S2C Position: OPPOSE

House Bill 25-1328

Implement Recommendations Direct Care Worker Stabilization Board

Senators Monica Duran (D) and Emily Sirota (D) and Representatives 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: \$288,564 for FY 2025-26

Status: Signed into law.

DIGITAL EQUITY

House Bill 25-1080

Wireless Telephone Infrastructure Deployment Incentives

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

As amended, the bill permits counties, special districts, and school districts to provide property tax relief to qualified businesses and creates a sales tax refund for communication service providers to help finance the deployment of wireless telephone infrastructure in unserved and underserved areas of the state.

Fiscal Note: No appropriation is required.

Status: Signed into law

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. They were all signed into law. 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 – This bill repeals SB22-165 which authorized \$1 million for training for Training for Career Advisors for high school student. 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 – 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 – 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 are DU, Colorado Christian and Regis.

SB25-231 – Repeal Inclusive Higher Education Act – Repeals this program established by HB22-1107- which aided institutions of higher ed to help student with intellectual and developmental disabilities. This reduces expenses by \$450,000.

SB25-234 – Fiscal Year 2024-25 Supplemental Appropriations & Student Financial Aid – For current year only exempts supplemental appropriation for student financial aid from annual appropriation requirement for student financial aid, reverting \$1 million back to general fund

SB25-243 – Revert Appropriated General Fund Money From Colorado Department of Labor & Employment – Reverts back to the General Fund \$222,701 that remains from original \$1.4 million allocated to CDLE for the construction registered apprenticeship grant program.

SB25-264 – Cash Fund Transfer to the General Fund – Among the 52 cash fund balance swept back into the State General Fund are:

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

SB25-269 – Transfer to Infrastructure and Jobs Act Cash Fund – Allocates \$4 million as required match for state match for Infrastructure Investment and Jobs Act projects.

VETOED

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 \$20,246 for FY 2025-26

Status: Vetoed

S2C position: SUPPORT

DEAD BILLS

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: \$131,039 for FY 2025-26

Status: Killed in House Finance

S2C position: MONITOR

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: \$213,283 for FY 2025-26; \$86,247 for FY 2026-27

Status: Died in House Appropriations

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)

The bill requires the state treasurer to make an interest-free loan of \$50 million from the unclaimed property trust fund (UPTF loan) to the department of local affairs (department). The department shall use the UPTF loan to create a zero-interest revolving loan program (loan program) to benefit fire departments. Eligible fire departments include town, city, county, and city and county fire protection organizations, fire protection districts, or other districts that provide fire protection, as well as volunteer fire departments.

Eligible uses of loans made to fire departments under the loan program may include:

- The purchase of rolling stock, such as fire trucks, brush trucks, and fast attack vehicles, and associated apparatus;
- Capital improvements for existing or new facilities;
- The purchase of other facilities, infrastructure, or equipment for the state's firefighter workforce to respond to emergencies and ensure public safety; and
- Temporary bridge loans to cover unusual costs in response to emergencies.

Prior to making loans to fire departments, the department shall consult with statewide associations representing fire chiefs and firefighters and the division of fire prevention and control in the department of public safety.

The department may charge an administrative fee of up to one-half of one percent on the principal amount of the loans made to fire departments and may use earnings from the investment of the UPTF loan to administer the loan program.

The bill creates a fund in the state treasury for use by the department for the UPTF loan and requires the department to pay the UPTF loan back to the UPTF not later than July 1, 2065.

In addition, the bill creates the firefighter first homeownership program (homeownership program) and, if implemented, authorizes the state treasurer to invest money from the UPTF in the homeownership program. If implemented, the Colorado housing and finance authority or another entity selected by the state treasurer will serve as the program manager. The state treasurer shall purchase from the program manager mortgage products in tranches of reasonable amounts. The program manager shall establish guidelines and underwriting criteria that:

- Prioritize first-time homebuyers who use the home as a primary residence;
- Provide shared equity down payment assistance to firefighters;
- Allow appreciation-sharing benefits between the homeownership program and homeowner;
- If the program manager is the Colorado housing and finance authority, pair a borrower with a mortgage loan provided through the program manager's network of lenders that bears an interest rate at or below market rate; and
- Serve homebuyers across diverse geographic areas and housing markets.

The program manager is entitled to normal and customary fees for managing the homeownership program and other costs related to the homeownership program, and shall annually report to the state treasurer concerning the homeownership program.

Fiscal Note: No appropriation is required.

Status: Died in Senate 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 in House Education

S2C Position: SUPPORT

House Bill 25-1263

Graduate Medical Education Grant Program

Representatives Anthony Hartsook (R) & Lisa Feret (D) and Senators Matt Ball (D) and 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: \$55,027 for FY 2025-26

Status: Killed in House Health and Human Services

S2C Position: MONITOR

House Bill 25-1286

Protecting Workers from Extreme Temperatures

Representatives Elisabeth Velasco (D) & Meg Froelich (D) and Senators Michael 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: \$172,449 for FY 2025-26

Status: Killed in House Business

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