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Workforce and Skills Legislation at the Capitol

The following bills in the 2026 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/. Final update: 6/10/2026

STRONGLY SUPPORT

House Bill 26-1010

Older Adult Support & Representation in the Workforce

Representatives Jenny Willford (D), Jamie Jackson (D) and Senator Jessie Danielson (D)

The bill increases participation, representation, and support for individuals 55 years old or older in the Colorado workforce and in organizations related to employment and the workforce by:

- Requiring the state work force development council, the Colorado commission on the aging, and other entities to meet twice a year, collect data, and work collaboratively on issues related to individuals in the workforce who are 55 years old or older;
- Requiring the department of labor and employment and the department of human services to jointly submit a report compiling the data collected by the council, the Colorado commission on the aging, and other entities to the general assembly and requiring the department of labor and employment, during the department's annual "SMART Act" hearings, to summarize the report to certain legislative committees; and
- Requiring that the council, the state apprenticeship council, the commission on higher education, and the advisory committee to the commission on higher education, or their successor entities, each have at least one member serving on their governing entity that is at least 55 years old and either is actively involved in or has interest, knowledge, or experience in advocating for the interests of individuals who are 55 years old or older as related to the functions of each entity.

It was amended in House Business Affairs & Labor to lower age cutoff to 55 instead of 60.

Fiscal note: No appropriation is required.

Status: Signed into law on June 3, 2026.

House Bill 26-1143**Non-Employment Educational Opportunities Background Check Information**

Representatives Naquetta Ricks (D), Junie Joseph (D) and Senators Mike Weissman (D), Adrienne Benavidez (D)

The bill prohibits an entity from requiring an individual to provide a social security number for a background check for a non-employment-based educational opportunity unless the entity also accepts an individual taxpayer identification number in lieu of a social security number, including in clinical educational experiences for health-related academic programs, subject to certain exceptions.

The attorney general is authorized to bring a civil action to enforce the provisions of the bill.

Fiscal note: No appropriation is required. The bill increases workload to the Department of Law, higher education institutes, and the CDPS starting in FY 2026-27.

Status: Signed into law on June 3, 2026.

SUPPORT

House Bill 26-1093**College Opportunity Fund Working Group**

Representative Matthew Martinez (D)

The bill creates a working group to make findings and recommendations concerning how to implement the college opportunity fund for persons who are incarcerated in Colorado, including whether fee-for-service contracts for participating institutions of higher education need to be modified. The bill requires the working group to report its findings and recommendations to the education committees of the house of representatives and the senate on or before December 1, 2026.

Fiscal note: No appropriation is required.

Status: POSTPONED INDEFINITELY (KILLED) AT REQUEST OF SPONSOR

In the time between introduction and House Education Committee vote, two actions have happened which make the bill unnecessary:

- 1. The State Board of Higher Education vote to clearly authorize incarcerated students to be eligible to receive the College Opportunity Fund allocation which generally covers what Pell grants don't cover. Incarcerated students were ineligible for Pell Grants for about 20 years, becoming eligible again July 1, 2023, as authorized by the FAFSA Simplification Act of 2020.*
- 2. To work on other issues, such as the impact on higher education funding formula and time rates for completion, etc. The Department of Higher Education wrote a memo establishing a working group mirroring the one envisioned in the bill.*

House Bill 26-1207

Disclosure of Demographic Workforce Data

Representatives Jamie Jackson (D), Jennifer Bacon (D) and Senators Cathy Kipp (D), Jessie Danielson (D)

The bill requires a private entity conducting business in the state that employs 100 or more workers (employer) to include demographic workforce data collected through the United States equal employment opportunity commission's "Employer Information Report" (EEO-1 data) in periodic reports to the secretary of state. An employer is required to provide the EEO-1 data to the secretary of state even if the federal government repeals or discontinues the federal requirement to submit the EEO-1 data to the United States equal employment opportunity commission.

Fiscal note: No appropriation is required. The bill increases state expenditures in the Department of State by about \$58,000 in FY 2027-28, and by \$34,000 in FY 2028-29 and future years.

Status: Signed into law on June 4, 2026.

OPPOSE

House Bill 26-1383

Repeal Employment Support Job Retention Program

Representatives Kyle Brown (D), Emily Sirota (D) and Senators Judy Amabile (D), Jeff Bridges (D)

Repeals the law creating the Employment Support Job Retention program which provided up to \$400 a year to cover needs of low-income job seekers and new employees whose income is below the federal poverty level.

The act changes the repeal date of the employment support and job retention services program (program) in the division of employment and training (division) in the department of labor and employment (department) from September 1, 2029, to July 1, 2026.

The state treasurer is required to transfer all unexpended and unencumbered money in the employment support and job retention services program cash fund (fund) to the general fund on June 30, 2026.

Pursuant to section 3 of the act, the appropriations made in the annual general appropriation act for the 2026-27 state fiscal year to the department for use by the division are adjusted as follows:

- The general fund appropriation for the fund is decreased by \$250,000; and
- The reappropriated funds appropriation from the fund is decreased by \$250,000.

A reduction of an appropriation in the annual general appropriation act for the 2026-27 state fiscal year is not required pursuant to section 3 of the act if one of the following conditions is satisfied:

- The amount of the general fund appropriation to the department for use by the division for the fund is less than \$250,000;

- The amount of the reappropriated funds appropriation from the fund to the department for use by the division for the program is less than \$250,000; or
- The annual general appropriation act for the 2026-27 state fiscal year does not include an appropriation to the department for use by the division for the fund or the program.

Fiscal note: For FY 2026-27, the bill includes a reduction in appropriations of \$250,000 from the General Fund and a corresponding reduction in reappropriated funds to the Department of Labor and Employment.

Status: Signed into law on June 3, 2026.

MONITOR

House Bill 26-1317

Unified Postsecondary Talent Development System

Representatives Julie McCluskie (D), Rick Taggart (R) and Senators Jeff Bridges (D), Lisa Frizell (R)

The act creates the postsecondary talent development system transition advisory committee (transition committee) to integrate oversight of higher education and workforce development programs (transition plan). The transition committee shall begin meeting by July 1, 2026, and shall submit the transition plan to the joint budget committee by November 1, 2026. The transition plan must include recommendations about the structure of the department of higher education (department), including a recommendation to rename the department, and recommendations about transitioning various offices, agencies, programs, and functions to the department or other state agencies.

Effective July 1, 2028, the executive director of the Colorado commission on higher education is renamed the executive director of the department. The governor appoints, with the consent of the senate, the executive director.

Fiscal note: No appropriation is required.

Status: Signed into law on May 29, 2026.

NO POSITION

EDUCATION AND SKILLS TRAINING

Senate Bill 26-080

Cradle to Career Grant Program Creation

Senators James Coleman (D), Cleave Simpson (R) and Representatives Meghan Lukens (D), Regina English (D)

The act creates the cradle to career grant program (grant program) in the department of human services (CDHS) to provide grants to a local government, local education provider, state institution of higher

education, Indian tribe or tribal organization, or community-based nonprofit or not-for-profit organization (eligible entity) to promote coordinated community-based supports and services that open opportunities for economic mobility from poverty. The grant program must connect children and youth with high-quality educational and extracurricular programming and families with key health and social services in order to improve prenatal and early childhood outcomes, student achievement, workforce readiness, and wealth-building opportunities.

The act creates the cradle to career advisory council (council) to approve or disapprove CDHS's potential grant recipients and to collaborate with CDHS to develop grant program guidelines and criteria for awarding grants. Council members must be Colorado residents and must not provide financial support for the grant program.

To receive a grant, an eligible entity must submit an application that includes an economic mobility needs assessment and a comprehensive proposal to address the needs within its designated service area. The application must identify prospective community partners and subcontractors. The act caps the amount that CDHS may award in connection with a single grant application at 49% of available grant program money.

A grant recipient must comply with various health and safety, financial responsibility, and anti-discrimination safeguards. Each grant recipient must annually report to CDHS addressing the recipient's progress using a set of performance indicators to assess the economic mobility outcomes and impacts associated with the grant award. CDHS must make a related report to the health and human services committees of the general assembly and the governor each year.

CDHS may seek, accept, and expend gifts, grants, and donations for grant-program-related purposes. If CDHS does not receive \$900,000 for those purposes on or before December 31, 2028, the grant program is repealed. The general assembly shall not appropriate general fund dollars for grant program operations.

Fiscal note: The bill is expected to increase state revenue from gifts, grants, and donations to the Cradle to Career Program Cash Fund. The fiscal note assumes that \$900,000 in state expenditures is required in FY 2026-27 and \$1.0 million in FY 2027-28 and ongoing to cover administration expenses and grant awards.

Status: Signed into law on June 4, 2026.

[Senate Bill 26-156](#)

Changes Practices of Work Force Development Council

Senators Cathy Kipp (D), John Carson (R) and Representatives Jacque Phillips (D), Ryan Gonzales (R)

The act implements changes to the practices of the state work force development council (council), including by:

- Streamlining requirements for the council's talent pipeline report based on industry changes over the last several years;
- Creating greater flexibility to allow the council to develop certain criteria for the creation of career pathways based on data and feedback collected by the council;

- Updating the duties of the council to better reflect the council's current education, training, and workforce preparation practices; and
- Amending the directives for and duties of the position of the postsecondary and workforce readiness statewide coordinator, who works under the direction of the council, to better align with the updated working structure of that position as related to several other entities.

The act decreases the 2026-27 state fiscal year general fund appropriation to the department of labor and employment for use by the division of employment and training, as reflected in the annual general appropriations act, by \$46,605, unless the amount of general fund money appropriated for use for the council is less than the adjustment or no general fund money is appropriated for use for the council.

Fiscal note: For FY 2026-27, the bill requires a \$46,605 reduction in General Fund appropriations to the Colorado Department of Labor and Employment.

Status: Signed into law on June 2, 2026.

House Bill 26-1006

Thriving Institutions Designations for Higher Education

Representatives Elizabeth Velasco (D), Matthew Martinez (D) and Senator Dylan Roberts (D)

On or before December 31, 2027, the act requires the department of higher education (department) to establish thriving institution designations and, on or before January 1, 2027, to establish an advisory committee to provide input to the department on the outcome and recognition standards and continuous improvements set by the department to identify institutions of higher education (institutions) that meet the requirements for one or more thriving institution designations.

The act requires the department, with input from the advisory committee, to:

- Identify institutions that meet the outcome and recognition standards to be designated as a thriving institution;
- Notify each institution that meets the outcome standards to be designated as a thriving institution and request the institution to respond within 10 calendar days with the institution's decision of whether to be recognized as a thriving institution;
- Post on the department's website the names of the institutions that earn a thriving institution designation and agree to be listed as a thriving institution; and
- Notify the general assembly of the names of the institutions that are recognized as thriving institutions.

Fiscal note: No appropriation is required.

Status: Signed into law on June 1, 2026.

House Bill 26-1029

Student Representation on Commission on Higher Education

Representative Eliza Hamrick (D), and Michael Carter (D) and Senator Janice Marchman (D)

The act expands the Colorado commission on higher education (commission) from 11 to 13 members by adding 2 nonvoting student members who are enrolled at a state-supported institution of higher education (student members). Specifically, the act adds:

- One student member from a graduate research university or a 4-year institution of higher education; and
- One student member from a community college, local district college, or area technical college.

The governor shall make initial appointments of student members on or before July 1, 2027. Student members serve on the commission for a term of 2 years.

The act shrinks the advisory committee to the commission from 13 to 12 members by removing the advisory committee member designated to represent the students of the state.

Fiscal note: No appropriation is required. Reimbursement expenses in the Colorado Department of Higher Education by \$3,460 annually beginning July 1, 2027.

Status: Signed into law on June 2, 2026.

House Bill 26-1371

Adding Repeal Dates for Certain Higher Education Programs

Representatives Kyle Brown (D), Rick Taggart (R) and Senators Judy Amabile (D), Jeff Bridges (D)

The act repeals limited purpose fee-for-service contracts for: the career pathways program, the multidisciplinary health-care provider access training program, and the career and technical education and apprenticeship programs alignment, on June 30, 2028; and cybersecurity and distributed ledger technologies and the food systems advisory council, on June 30, 2026.

The act repeals, on June 30, 2028, the multidisciplinary health-care provider access training program, the career pathways program, and the state apprenticeship agency's career and technical education and apprenticeship programs alignment requirement.

Fiscal note: No appropriation required. Reductions to spending in FY 2026-27 are included in the FY 2026-27 Long Bill, rather than this bill.

Status: Signed into law on June 1, 2026.

House Bill 26-1416

Transfers to General Fund & Colorado Economic Development Fund

Representatives Kenny Nguyen (D), Kyle Brown (D) and Senators Judy Amabile (D), John Carson (R)

The act requires the state treasurer to transfer \$1.2 million from the universal high school scholarship cash fund (fund) to the Colorado economic development fund and \$2.3 million from the fund to the general fund on June 30, 2026.

Fiscal note: No appropriation needed
Status: Signed into law on June 3, 2026.

SUPPORT SERVICES

House Bill 26-1016

Continuation of Open Educational Resources Program

Representative Jacque Phillips (D), Rick Taggart (R) and Senators Lisa Frizell (R), Judy Amabile

The act extends the repeal date of the open educational resources grant program and the Colorado open educational resources council (council) to November 1, 2031. The act increases representation from public institutions of higher education on the council from 12 to 15 members.

The act extends the requirement for the department of higher education (department) to prepare and submit an annual report regarding open educational resources to December 31, 2031.

The act appropriates \$275,000 to the department for use by the Colorado commission on higher education and higher education special purpose programs.

Fiscal note: For FY 2026-27, the bill requires and includes an appropriation of \$275,000 to the Department of Higher Education.

Status: Signed into law on June 1, 2026.

JOB QUALITY

Senate Bill 26-121

Overtime Threshold for Agricultural Employees

Senators Robert Rodriguez (D), Cleave Simpson (R) and Representatives Matthew Martinez (D), Ty Winter (R)

Beginning January 1, 2027, the bill requires an agricultural employer to pay certain agricultural employees overtime pay for time worked in excess of 56 hours in a workweek. By repealing and reenacting the section, the bill repeals the authority of the director of the division of labor standards and statistics to adopt rules concerning overtime pay for agricultural employees.

Fiscal note: No appropriation is required.

Status: Signed into law on May 4, 2026.

House Bill 26-1272**Extreme Temperature Worker Protections**

Representatives Meg Froelich (D), Elizabeth Velasco (D) and Senators Lisa Cutter (D), Mike Weissman (D)

The act requires the division of labor standards and statistics (division) in the department of labor and employment (CDLE), on or before January 15, 2027, to begin collecting data concerning temperature-related injury or illness or temperature-related emergencies at worksites and to:

- Develop a platform on CDLE's website where users can provide information about occurrences of temperature-related injury or illness or temperature-related emergencies;
- Obtain from the department of public health and environment (CDPHE) data that CDPHE has collected through its syndromic surveillance program regarding occurrences of heat-related injury or illness or heat-related emergencies; and
- Collect similar data from the division of workers' compensation and the Center for Improving Value in Health Care.

On or before July 1, 2028, the act requires the division to develop a model temperature-related injury and illness prevention plan (TRIIPP) that thereafter must be made available on CDLE's website. Additionally, the act requires the division to review and update the model TRIIPP at least every 5 years and grants the division authority to adopt rules necessary to implement the act.

\$76,651 is appropriated from the general fund to the department for use by the division.

Fiscal note: The bill increases state expenditures in the CDLE by about \$91,000 in FY 2026-27, about \$98,000 in FY 2027-28, and about \$40,000 in FY 2028-29 and future years.

Status: Signed into law on June 4, 2026.

VETOED**Senate Bill 26-1005****Worker Protection Collective Bargaining**

Representatives Javier Mabrey (D), Jennifer Bacon (D) and Senators Jessie Danielson (D), Iman Jodeh (D)

The act makes the following changes to the 'Labor Peace Act':

- Specifies that employees' right to bargain collectively includes the right to bargain collectively concerning any mandatory subject of bargaining;
- Eliminates the requirement for a second election to negotiate a union security agreement clause in the collective bargaining process;
- Declares that it is not an unfair labor practice for an employer to refuse to agree to a lawful proposal made by the exclusive representative of the employees, or for the exclusive representative of the employees to refuse to agree to a lawful proposal made by the employer,

concerning a mandatory subject of bargaining if the refusing party has bargained in good faith with the other party; and

- Requires employers and employees, through their exclusive representative, to bargain in good faith.

Fiscal note: The bill reduces state expenditures in the Colorado Department of Labor and Employment by about \$27,000 in FY 2026-27 and \$40,000 in FY 2027-28 and ongoing years.

Status: The bill was VETOED on May 28, 2026.

House Bill 26-1210

Prohibit Surveillance Price & Wage Setting

Representatives Jennifer Bacon (D), Javier Mabrey (D) and Senators Mike Weissman (D), Iman Jodeh (D)

Surveillance data is defined in the act as data that is obtained through observation, inference, or surveillance of consumers or workers and that is related to personal characteristics, online behaviors, or biometrics of an individual or group, band, class, or tier to which the individual belongs. The definition of 'worker' in the act excludes federal and state employees and employees of public entities.

The act prohibits discrimination against a consumer or worker resulting from the use of a price or wage setting algorithm (PWSA) that uses statistical modeling, data analytics, artificial intelligence, or other data processing techniques to analyze surveillance data, the output of which is a substantial factor in:

- Individualized price setting used to determine the amount charged to a consumer; or
- Individualized wage setting used to determine the wage offered to a worker.

The act specifies activities that are not individualized price or wage setting, as well as exemptions from the prohibition on price or wage setting. A person has not engaged in individualized price setting if the person can demonstrate, as described in the act, that differential prices are:

- Based on differences in the cost in providing a good or service to different consumers, such as delivery distance or temporal differences, such as ride or delivery time;
- Based on publicly disclosed eligibility criteria to all persons that meet the criteria, such as consumers purchasing in volume, or to all members of a broadly defined group of consumers, such as teachers;
- Afforded on equal terms to all participants in a loyalty, membership, or rewards program or are offered in response to a consumer complaint, service disruption, request for account cancellation, or similar reason;
- Offered pursuant to a specified needs-based discount program for reduced pricing related to income or financial need, such as hospital discounted care;
- Based on a subscription or other continuous agreement that includes a monthly or other recurring price that was not informed by a PWSA; or
- Based on a refusal to extend credit on specific terms or to enter into a financial transaction based on a consumer's data in a consumer report or data required as part of the application for the financial transaction.

A person has not engaged in individualized wage setting if the person can demonstrate, as described in the act, that the person offers individualized wages based solely on data specific to an individual worker that is directly related to worker seniority or the tasks the worker was required to perform, and the person discloses to the worker before hiring, and to all workers whose wages are set in whole or in part by a PWSA, what data is considered and how the PWSA considers the data.

A person that uses a PWSA shall develop and publish reasonable procedures to ensure the accuracy of all data considered by the PWSA, for workers to request and receive information about what data is collected, and to correct or challenge data considered by a PWSA.

A violation of the prohibition against individualized price or wage setting is a deceptive trade practice under the 'Colorado Consumer Protection Act' and is subject to the enforcement provisions and remedies provided in that act.

Fiscal note: No appropriation is required.

Status: The bill was VETOED on June 2, 2026.

DIED

Senate Bill 26-067

Tuition Waiver for Dependents of Veterans

Senator Tom Sullivan (D) and Representative Chad Clifford (D)

The bill creates a tuition waiver for qualified dependents of disabled veterans to attend state colleges and universities.

Fiscal note: For FY 2026-27, the bill requires an appropriation of \$40,932 to the Department of Military and Veterans' Affairs. The General Assembly may also choose to appropriate funding to institutions of higher education to offset lost tuition revenue.

Status: The bill was postponed indefinitely on May 5, 2026.

Senate Bill 26-081

Increase Agricultural Employee Overtime Protections

Senator Jessie Danielson (D) and Representative Elizabeth Velasco (D)

The bill increases overtime protections for agricultural employees by requiring that agricultural employees be paid at an overtime rate for any work performed in excess of:

- 40 hours per workweek;
- 12 hours per workday; or
- 12 consecutive hours.

Fiscal note: For FY 2026-27, the bill requires an appropriation of \$32,536 to the Department of Labor and Employment.

Status: POSTPONED INDEFINITELY (KILLED) in House Business, Labor, & Technology on March 19, 2026.

Senate Bill 26-127

Family Medical Leave Insurance Duration Extensions

Senator Jeff Bridges (D) and Representative Yara Zokaie (D)

With regard to the family and medical leave insurance (FAMLI) program, the bill:

- Defines a neonatal intensive care unit (NICU) for the duration extension that applies to a covered individual who has a child receiving care in a NICU; and
- Extends the duration of paid FAMLI leave for claims arising on or after January 1, 2027, up to an additional 2 weeks, following the death of a family member for whom a covered individual cared for while using such leave.

Fiscal note: Work on the fiscal note has been suspended since the sponsor will ask for his bill to be killed.

Status: POSTPONED INDEFINITELY (killed) in Senate Business Affairs & Labor. Senator Bridges asked the committee to kill his bill, and they did.

House Bill 26-1046

Regulate Earned-Wage Access Service Provider

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

Conditional upon the receipt of gifts, grants, and donations, the bill establishes the regulation of earned-wage access (EWA) services, which are services that provide employees with advance payment for wages earned but not yet paid by employers. These services may be offered by a third party through a partnership with an employer (employer-partnered) or directly to employees (direct-to-consumer).

The administrator of the Consumer Credit Code in the Department of Law (DOL) is responsible for EWA regulation, which is conditioned on the newly created Earned-Wage Access Fund receiving sufficient funds to pay the DOL's regulatory costs for three years. The EWA Fund is subject to annual appropriation. Once funds are received, a provider of EWA services must have a license issued by the DOL within 91 days.

Licenses are valid for one year and must be renewed annually for three years, when the licensing requirement repeals. Active providers may continue to provide services if they have submitted an application and until the DOL acts on the application, so long as they are otherwise in compliance with other regulatory provisions of the bill.

Fiscal note: Conditional on the receipt of sufficient gifts, grants, and donations, the bill increases state expenditures in the Department of Law by about \$426,000 in FY 2027-28, and by about \$387,000 in FY 2028-29 and FY 2029-30, when the regulations are repealed.

Status: The bill was laid over on May 14, 2026.

House Bill 26-1054

Protections for Worker Safety

Representatives Manny Rutinel (D), Elizabeth Velasco (D) and Senator Katie Wallace (D)

Section 1 of the bill requires an employer to ensure the employer's workplace is free from recognized hazards, as interpreted consistent with the federal occupational safety and health administration's interpretation of the general duty clause of the "Occupational Safety and Health Act of 1970" (OSH Act) as of September 1, 2025. Additionally, employers have the general duty to:

- Ensure that each workplace is constructed, equipped, arranged, operated, and conducted as to provide reasonable and adequate protection to the lives, health, and safety of all individuals employed or working in the workplace; and
- Comply with standards for workplace health and safety adopted by rule by the attorney general.

The bill authorizes the following actions to address workplace health and safety concerns:

- The attorney general may refer workplace health and safety concerns to relevant state or local authorities;
- The attorney general, a labor organization, a worker organization, or a person aggrieved by a violation of the bill may file a civil action;
- For each violation of the bill or of rules adopted pursuant to the bill, a court may order an employer that violates the bill or rules to pay statutory damages to a person aggrieved by the violation; and
- A court may order an employer that violates the bill or rules adopted pursuant to the bill to pay a penalty for each violation.

The bill creates the workplace health and safety fund (fund) into which penalties collected pursuant to the bill are credited. The money in the fund may be used by the attorney general for specified purposes.

The bill authorizes the attorney general to adopt rules:

- To replace any requirement of the OSH Act that is repealed or revoked; and
- As necessary to implement the bill.

Section 2 authorizes the attorney general to apply to the appropriate district court for an order for specified relief if a person fails to obey an investigative demand, subpoena, warrant, or other investigative process related to worker and employee protection.

Sections 3 through 11 make conforming amendments.

Fiscal note: No appropriation is required. The bill conditionally increases state expenditures in the CDLE by about \$1.4 million starting in the first fiscal year following the repeal of the OSH Act.

Status: The bill lost on the Senate Floor on May 13, 2026.

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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