

First Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 23-0856.01 Jacob Baus x2173

HOUSE BILL 23-1246

HOUSE SPONSORSHIP

McCluskie and Pugliese,

SENATE SPONSORSHIP

Buckner and Will,

House Committees
Education

Senate Committees

A BILL FOR AN ACT

101 CONCERNING MEASURES TO SUPPORT THE IN-DEMAND CAREER
102 WORKFORCE.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

The bill directs the state board of community colleges and occupational education (board) to administer the in-demand short-term credentials program (program) in order to support the expansion of the number of available and qualified professionals who are able to meet Colorado's in-demand workforce needs.

The bill appropriates \$38.6 million from the general fund for this

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.

program. The board is required to allocate funds to community and technical colleges, area technical colleges, local district colleges, and Colorado Mesa university to provide assistance to students for eligible expenses that support their enrollment in eligible programs. If unexpended resources exist, the funds must be used to pay for a student's housing, transportation, or food expenses.

The bill requires the office of future work to provide grants to registered apprenticeship programs that provide training in the building and construction trade at no cost to apprentices. The bill appropriates \$1.4 million from the general fund for this grant program.

The bill appropriates \$5 million from the general fund to create 2 new short-term degree nursing programs at community or technical colleges.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1. Legislative declaration.** (1) The general assembly
3 finds and declares that:

4 (a) Colorado has significant workforce demands in various
5 industries, including early childhood education, education, law
6 enforcement, fire and forestry, construction, and nursing;

7 (b) These industries support other industries across the economy
8 and have a positive return on public investment because: All Coloradans
9 benefit from the availability of child care and education so that they may
10 work while knowing their children are safe and cared for; that the
11 foundational infrastructure is secure through high-quality construction;
12 that fundamental public services are provided through fire protection,
13 forest management, and law enforcement; and that people have access to
14 quality health care;

15 (c) According to labor market index data, Colorado has an
16 opportunity to scale these industries because demand for these industries
17 is projected to grow based on recent patterns suggesting an average of ten
18 to fifteen percent annual increase in these industry jobs;

1 (d) These in-demand industries have significant job openings:

2 (I) The education sector consistently has approximately five
3 thousand job openings, which openings have been exacerbated by
4 professionals leaving the sector because of industry pressures and the
5 COVID-19 pandemic;

6 (II) The nursing sector consistently has approximately twenty
7 thousand job openings;

8 (III) Job openings in the construction sector are anticipated to
9 double because of the historic federal investment in infrastructure and
10 electrification; and

11 (IV) The early childhood sector, the fire and forestry sector, and
12 the law enforcement sector each have approximately one thousand job
13 openings;

14 (e) Investment in postsecondary education and training that leads
15 to careers in these industries demonstrates to Coloradans that these
16 professions are a priority for the state and that supporting enrollment in
17 educational and training programs will ensure a qualified workforce with
18 limited debt and a clear path to employment;

19 (f) The state's investment in the in-demand short-term credentials
20 program is intended to support twenty thousand students pursuing
21 credentials in these industries; and

22 (g) The extraordinary demand for short-term education and
23 training in nursing exceeds the state's current capacity to meet the
24 demand. The state's investment in increasing the capacity is intended to
25 support the training of two hundred additional nurses annually.

26 **SECTION 2.** In Colorado Revised Statutes, **add** part 12 to article
27 60 of title 23 as follows:

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PART 12
IN-DEMAND SHORT-TERM
CREDENTIALS PROGRAM

23-60-1201. Support for in-demand short-term credentials program - created - report - appropriation - definitions - repeal.

(1) SUBJECT TO AVAILABLE APPROPRIATIONS, THE BOARD, IN COORDINATION WITH ITS CAREER AND TECHNICAL EDUCATION ROLE AND MISSION AS COLORADO'S STATE ADMINISTRATOR OF THE FEDERAL "CARL D. PERKINS CAREER AND TECHNICAL EDUCATION IMPROVEMENT ACT OF 2006", 20 U.S.C. SEC. 2301 ET SEQ., AS AMENDED, SHALL ADMINISTER THE IN-DEMAND SHORT-TERM CREDENTIALS PROGRAM TO SUPPORT THE EXPANSION OF THE NUMBER OF AVAILABLE AND QUALIFIED PROFESSIONALS WHO ARE ABLE TO MEET COLORADO'S IN-DEMAND WORKFORCE NEEDS.

(2) THE BOARD SHALL ALLOCATE MONEY TO AN ELIGIBLE INSTITUTION BASED ON THE NUMBER OF STUDENTS ENROLLED IN ELIGIBLE PROGRAMS FOR STATE FISCAL YEARS 2023-24 THROUGH 2025-26 TO PROVIDE ASSISTANCE TO STUDENTS FOR ELIGIBLE EXPENSES THAT SUPPORT THEIR ENROLLMENT IN ELIGIBLE PROGRAMS.

(3) THE PROGRAM BEGINS NO LATER THAN THE START OF THE 2023-24 ACADEMIC YEAR.

(4) (a) A STUDENT PARTICIPATING IN THE PROGRAM SHALL COMPLETE AND SUBMIT THE FREE APPLICATION FOR FEDERAL STUDENT AID OR COLORADO APPLICATION FOR STATE FINANCIAL AID.

(b) ANY FINANCIAL AID RECEIVED PURSUANT TO SUBSECTION (4)(a) OF THIS SECTION, AND ANY OTHER FINANCIAL AID OR SCHOLARSHIPS RECEIVED BY THE STUDENT, MUST BE FULLY APPLIED TO THE STUDENT'S

1 COST OF ATTENDANCE BEFORE PROGRAM RESOURCES ARE APPLIED TO THE
2 STUDENT'S ELIGIBLE EXPENSES.

3 (5) (a) (I) FOR THE 2023-24 STATE FISCAL YEAR, THE GENERAL
4 ASSEMBLY SHALL APPROPRIATE TO THE DEPARTMENT OF HIGHER
5 EDUCATION FOR ALLOCATION BY THE BOARD THIRTY-EIGHT MILLION SIX
6 HUNDRED THOUSAND DOLLARS FROM THE GENERAL FUND FOR THE
7 PROGRAM, OF WHICH NOT MORE THAN EIGHTY THOUSAND DOLLARS MAY
8 BE USED FOR PURPOSES OF MARKETING THE PROGRAM AND NOT MORE
9 THAN ONE PERCENT MAY BE USED FOR ADMINISTRATION PURSUANT TO
10 THIS SECTION.

11 (II) ANY UNEXPENDED MONEY FROM THE APPROPRIATION
12 PURSUANT TO THIS SUBSECTION (5)(a) MUST BE USED TO PAY FOR
13 EXPENSES THAT ARE NOT ELIGIBLE EXPENSES BUT ARE RELATED TO A
14 STUDENT'S HOUSING, TRANSPORTATION, AND FOOD EXPENSES.

15 (b) ANY UNEXPENDED MONEY REMAINING FROM THE
16 APPROPRIATION PURSUANT TO THIS SUBSECTION (5) AT THE END OF THE
17 2023-24 STATE FISCAL YEAR:

18 (I) DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER FUND;

19 (II) MAY BE USED BY THE BOARD IN THE 2024-25 OR 2025-26
20 STATE FISCAL YEAR WITHOUT FURTHER APPROPRIATION; AND

21 (III) MUST NOT BE USED FOR ANY PURPOSE OTHER THAN THE
22 PURPOSES SET FORTH IN THIS SECTION.

23 (6) (a) ON OR BEFORE JANUARY 1, 2024, AND ON OR BEFORE
24 EVERY JANUARY 1 THEREAFTER, THE BOARD SHALL SUBMIT A REPORT TO
25 THE COLORADO COMMISSION ON HIGHER EDUCATION, THE EDUCATION
26 COMMITTEES OF THE HOUSE OF REPRESENTATIVES AND THE SENATE, OR
27 ANY SUCCESSOR COMMITTEES, AND THE JOINT BUDGET COMMITTEE. THE

1 REPORT MUST INCLUDE:

2 (I) THE NUMBER OF STUDENTS AWARDED FUNDS PURSUANT TO THE
3 PROGRAM IN EACH ELIGIBLE PROGRAM, IN TOTAL AND DISAGGREGATED BY
4 ANY FACTORS DETERMINED BY THE BOARD;

5 (II) IF AVAILABLE, THE NUMBER OF STUDENTS AWARDED FUNDS
6 PURSUANT TO THE PROGRAM WHO CONTINUED ENROLLMENT IN THE
7 ELIGIBLE PROGRAM IN A SUBSEQUENT ACADEMIC TERM, IN TOTAL AND
8 DISAGGREGATED BY ANY FACTORS DETERMINED BY THE BOARD;

9 (III) IF AVAILABLE, THE NUMBER OF STUDENTS AWARDED FUNDS
10 PURSUANT TO THE PROGRAM WHO COMPLETED AN ELIGIBLE PROGRAM, IN
11 TOTAL AND DISAGGREGATED BY ANY FACTORS DETERMINED BY THE
12 BOARD; AND

13 (IV) IF AVAILABLE, EMPLOYMENT AND EARNINGS OUTCOMES FOR
14 STUDENTS AWARDED FUNDS PURSUANT TO THE PROGRAM, IN TOTAL AND
15 DISAGGREGATED BY ANY FACTORS DETERMINED BY THE BOARD.

16 (b) NOTWITHSTANDING SECTION 24-1-136 (11)(a)(I), THE
17 REPORTING REQUIREMENT IN THIS SUBSECTION (6) CONTINUES
18 INDEFINITELY.

19 (7) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE
20 REQUIRES:

21 (a) "ELIGIBLE EXPENSES" MEANS TUITION, FEES, BOOKS,
22 MATERIALS, OR SUPPLIES FOR ELIGIBLE PROGRAMS.

23 (b) "ELIGIBLE INSTITUTION" MEANS A COMMUNITY OR TECHNICAL
24 COLLEGE DESCRIBED IN SECTION 23-60-205, AN AREA TECHNICAL COLLEGE
25 DEFINED IN SECTION 23-60-103 (1), A LOCAL DISTRICT COLLEGE DEFINED
26 IN SECTION 23-71-102 (1), AND COLORADO MESA UNIVERSITY
27 ESTABLISHED PURSUANT TO SECTION 23-53-101.

1 (c) "ELIGIBLE PROGRAM" MEANS AN IN-DEMAND CREDENTIAL IN
2 EARLY CHILDHOOD, EDUCATION, LAW ENFORCEMENT, FIRE AND FORESTRY,
3 CONSTRUCTION, OR NURSING THAT IS TWO YEARS OR LESS IN DURATION.

4 (d) "PROGRAM" MEANS THE IN-DEMAND SHORT-TERM
5 CREDENTIALS PROGRAM DESCRIBED IN SUBSECTION (1) OF THIS SECTION.

6 (8) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2027.

7 **SECTION 3.** In Colorado Revised Statutes, **add** part 7 to article
8 83 of title 8 as follows:

9 PART 7

10 CONSTRUCTION REGISTERED APPRENTICESHIP

11 GRANT PROGRAM

12 **8-83-701. Construction registered apprenticeship grant**
13 **program - created - reports - appropriation - definitions.**

14 (1)(a) THERE IS CREATED IN THE OFFICE OF THE FUTURE OF WORK WITHIN
15 THE DEPARTMENT OF LABOR AND EMPLOYMENT THE CONSTRUCTION
16 REGISTERED APPRENTICESHIP GRANT PROGRAM TO PROVIDE GRANTS TO
17 REGISTERED APPRENTICESHIP PROGRAMS IN THE BUILDING AND
18 CONSTRUCTION TRADES THAT PROVIDE TRAINING AT NO COST TO
19 APPRENTICES.

20 (b) THE OFFICE SHALL CONSULT WITH THE OFFICE OF ECONOMIC
21 DEVELOPMENT, THE DEPARTMENT OF EDUCATION, THE DEPARTMENT OF
22 HIGHER EDUCATION, THE STATE BOARD FOR COMMUNITY COLLEGES AND
23 OCCUPATIONAL EDUCATION, LOCAL DISTRICT COLLEGES, THE WORK FORCE
24 DEVELOPMENT COUNCIL, AND AREA TECHNICAL COLLEGES IN THE
25 DEVELOPMENT AND ADMINISTRATION OF THE GRANT PROGRAM TO ENSURE
26 ALIGNMENT WITH, AND REDUCE DUPLICATION OF, RELATED PROGRAMS
27 AND INITIATIVES.

1 (2) (a) THE OFFICE SHALL CREATE A COMPETITIVE APPLICATION
2 PROCESS THROUGH WHICH IT SELECTS REGISTERED APPRENTICESHIP
3 PROGRAMS IN THE BUILDING AND CONSTRUCTION TRADES AS GRANT
4 RECIPIENTS. A GRANT RECIPIENT MUST SATISFY, AT A MINIMUM, THE
5 FOLLOWING CRITERIA:

6 (I) TRAIN APPRENTICES IN THE BUILDING AND CONSTRUCTION
7 TRADES;

8 (II) AS A PART OF ITS GRANT APPLICATION, DEMONSTRATE HOW IT
9 WILL USE THE GRANT AWARD TO PROVIDE TRAINING TO APPRENTICES AT
10 NO COST TO THE APPRENTICES;

11 (III) AS A PART OF ITS GRANT APPLICATION, DEMONSTRATE HOW
12 IT WILL USE THE GRANT AWARD TO DIRECTLY PROVIDE TRAINING, OR
13 REMOVE BARRIERS TO ACCESSING TRAINING, TO PERSONS FROM TARGET
14 POPULATIONS;

15 (IV) AS A PART OF ITS GRANT APPLICATION, COMMIT TO
16 DIVERSITY, EQUITY, AND INCLUSION IN ITS REGISTERED APPRENTICESHIP
17 PROGRAM; AND

18 (V) AS PART OF ITS GRANT APPLICATION, PROVIDE ANY OTHER
19 CRITERIA OR ADDITIONAL INFORMATION DETERMINED NECESSARY BY THE
20 DEPARTMENT OF LABOR AND EMPLOYMENT.

21 (b) THE OFFICE SHALL DEVELOP PERFORMANCE EXPECTATIONS FOR
22 GRANT RECIPIENTS. THE OFFICE OF THE FUTURE OF WORK MAY TERMINATE
23 A REGISTERED APPRENTICESHIP PROGRAM'S PARTICIPATION IN THE GRANT
24 PROGRAM IF THE REGISTERED APPRENTICESHIP PROGRAM FAILS TO SATISFY
25 THE PERFORMANCE EXPECTATIONS.

26 (c) THE OFFICE SHALL DEVELOP A SCALE FOR THE AMOUNT OF
27 MONEY TO BE AWARDED TO GRANT RECIPIENTS BASED UPON FACTORS

1 INCLUDING THE NUMBER OF APPRENTICES IN THE REGISTERED
2 APPRENTICESHIP PROGRAM AND THE LOCATION OF THE REGISTERED
3 APPRENTICESHIP PROGRAM.

4 (3) (a) THE OFFICE SHALL REQUIRE GRANT RECIPIENTS TO
5 ANNUALLY REPORT DATA TO THE OFFICE. AT A MINIMUM, THE GRANT
6 RECIPIENTS MUST REPORT:

7 (I) THE NUMBER OF APPRENTICES AWARDED FUNDS PURSUANT TO
8 THE GRANT PROGRAM, IN TOTAL AND DISAGGREGATED BY ANY FACTORS
9 DETERMINED BY THE OFFICE;

10 (II) IF AVAILABLE, THE NUMBER OF APPRENTICES AWARDED FUNDS
11 PURSUANT TO THE GRANT PROGRAM WHO COMPLETED A REGISTERED
12 APPRENTICESHIP PROGRAM, IN TOTAL AND DISAGGREGATED BY ANY
13 FACTORS DETERMINED BY THE OFFICE; AND

14 (III) IF AVAILABLE, EMPLOYMENT AND EARNINGS OUTCOMES FOR
15 APPRENTICES AWARDED FUNDS PURSUANT TO THE GRANT PROGRAM, IN
16 TOTAL AND DISAGGREGATED BY ANY FACTORS DETERMINED BY THE
17 OFFICE.

18 (b) BEGINNING IN 2025 AND EACH YEAR THEREAFTER, THE OFFICE
19 SHALL SUBMIT A REPORT COMPILING THE DATA COLLECTED PURSUANT TO
20 SUBSECTION (3)(a) OF THIS SECTION TO THE SENATE BUSINESS, LABOR,
21 AND TECHNOLOGY COMMITTEE AND THE HOUSE OF REPRESENTATIVES
22 BUSINESS AFFAIRS AND LABOR COMMITTEE, OR THEIR SUCCESSOR
23 COMMITTEES, DURING THE HEARINGS HELD PURSUANT TO THE "SMART
24 ACT", PART 2 OF ARTICLE 7 OF TITLE 2.

25 (4) FOR THE 2023-24 STATE FISCAL YEAR, THE GENERAL
26 ASSEMBLY SHALL APPROPRIATE TO THE DEPARTMENT OF LABOR AND
27 EMPLOYMENT FOR ALLOCATION BY THE OFFICE ONE MILLION FOUR

1 HUNDRED THOUSAND DOLLARS FROM THE GENERAL FUND FOR PURPOSES
2 OF THIS SECTION. ANY UNEXPENDED MONEY REMAINING AT THE END OF
3 THE 2023-24 STATE FISCAL YEAR FROM THE APPROPRIATION LISTED IN THIS
4 SUBSECTION (4):

5 (a) DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER
6 FUND;

7 (b) MAY BE USED BY THE OFFICE IN THE 2024-25 OR 2025-26
8 STATE FISCAL YEAR WITHOUT FURTHER APPROPRIATION; AND

9 (c) MUST NOT BE USED FOR ANY PURPOSE OTHER THAN THE
10 PURPOSES SET FORTH IN THIS SECTION.

11 (5) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE
12 REQUIRES:

13 (a) "GRANT PROGRAM" MEANS THE CONSTRUCTION REGISTERED
14 APPRENTICESHIP GRANT PROGRAM CREATED IN SUBSECTION (1) OF THIS
15 SECTION.

16 (b) "OFFICE" MEANS THE OFFICE OF THE FUTURE OF WORK
17 DESCRIBED IN SECTION 8-77-110.

18 (c) "REGISTERED APPRENTICESHIP PROGRAM" HAS THE SAME
19 MEANING AS DEFINED IN SECTION 8-15.7-101 (13).

20 (d) "TARGET POPULATIONS" HAS THE SAME MEANING AS DEFINED
21 IN SECTION 8-83-601 (13).

22 **8-83-702. Repeal of part.** THIS PART 7 IS REPEALED, EFFECTIVE
23 JULY 1, 2027.

24 **SECTION 4.** In Colorado Revised Statutes, **add** 23-60-214 as
25 follows:

26 **23-60-214. Develop short-term degree nursing programs -**
27 **appropriation - repeal.** (1) FOR THE 2023-24 STATE FISCAL YEAR, THE

1 GENERAL ASSEMBLY SHALL APPROPRIATE TO THE DEPARTMENT OF HIGHER
2 EDUCATION FOR ALLOCATION BY THE BOARD FIVE MILLION DOLLARS FROM
3 THE GENERAL FUND TO ESTABLISH TWO NEW SHORT-TERM DEGREE
4 NURSING PROGRAMS AT COMMUNITY OR TECHNICAL COLLEGES DESCRIBED
5 IN SECTION 23-60-205. THE FUNDS MUST BE USED FOR THE FOLLOWING
6 PURPOSES, AS APPLICABLE, TO SUPPORT THE EXPANSION OF SHORT-TERM
7 DEGREE NURSING PROGRAMS:

8 (a) NEW SHORT-TERM DEGREE PROGRAM CURRICULUM
9 DEVELOPMENT;

10 (b) NEW SHORT-TERM DEGREE PROGRAM EQUIPMENT AND
11 SUPPLIES;

12 (c) NEW SHORT-TERM DEGREE PROGRAM IMPLEMENTATION,
13 INCLUDING ACCREDITATION COSTS; AND

14 (d) NEW SHORT-TERM DEGREE ADMINISTRATION COSTS, INCLUDING
15 REPORTING.

16 (2) ANY UNEXPENDED MONEY REMAINING AT THE END OF THE
17 2023-24 STATE FISCAL YEAR FROM THE APPROPRIATION PURSUANT TO
18 SUBSECTION (1) OF THIS SECTION:

19 (a) DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER
20 FUND;

21 (b) MAY BE USED BY THE DEPARTMENT OF HIGHER EDUCATION IN
22 THE 2024-25 OR 2025-26 STATE FISCAL YEAR WITHOUT FURTHER
23 APPROPRIATION; AND

24 (c) MUST NOT BE USED FOR ANY PURPOSE OTHER THAN THE
25 PURPOSES SET FORTH IN THIS SECTION.

26 (3) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2027.

27 **SECTION 5. Safety clause.** The general assembly hereby finds,

- 1 determines, and declares that this act is necessary for the immediate
- 2 preservation of the public peace, health, or safety.