

**First Regular Session  
Seventy-second General Assembly  
STATE OF COLORADO**

**INTRODUCED**

LLS NO. 19-0639.01 Jacob Baus x2173

**HOUSE BILL 19-1252**

---

**HOUSE SPONSORSHIP**

**Geitner and McLachlan,**

**SENATE SPONSORSHIP**

**(None),**

---

**House Committees**  
Education

**Senate Committees**

---

**A BILL FOR AN ACT**

101 **CONCERNING A STATEWIDE PLAN FOR AWARDING COLLEGE CREDIT**  
102 **FOR WORK-RELATED EXPERIENCE.**

---

**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 requires the council created and existing pursuant to section 23-1-108.5 (council) to implement a plan for determining and awarding academic credit for postsecondary education based on past and present work-related experience.

As a part of the plan, the council must also determine how academic credit for postsecondary education will transfer to the extent

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

possible from career and technical education programs and technical certificate programs to state public 2-year and 4-year institutions of higher education.

The council must consult with representatives from state institutions of higher education, representatives of the Colorado work force development council, and representatives from growing industries in implementing the plan.

The bill requires state institutions of higher education to develop plans to evaluate whether postsecondary education was acquired by work experience and to accept and transfer academic credit awarded for work-related experience as courses with guaranteed-transfer designation or as a part of a statewide articulation agreement.

The bill supplements Colorado's student bill of rights to include a provision declaring that the council shall implement a plan to award academic credit for past and present work-related experience.

---

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** 23-5-146 as  
3 follows:

4 **23-5-146. Credit for work-related experience - plan - report**  
5 **- legislative declaration - definitions - repeal.** (1) (a) THE GENERAL  
6 ASSEMBLY FINDS AND DECLARES THAT:

7 (I) IN 2001, THE GENERAL ASSEMBLY PASSED LEGISLATION  
8 CREATING A STUDENT BILL OF RIGHTS, WHICH STATES, PURSUANT TO  
9 SECTION 23-1-125 (1)(a), THAT STUDENTS SHOULD BE ABLE TO COMPLETE  
10 THEIR ASSOCIATE OF ARTS AND ASSOCIATE OF SCIENCE DEGREE PROGRAMS  
11 IN NO MORE THAN SIXTY CREDIT HOURS OR THEIR BACCALAUREATE  
12 PROGRAMS IN NO MORE THAN ONE HUNDRED TWENTY CREDIT HOURS;

13 (II) THE STUDENT BILL OF RIGHTS ALSO STATES, PURSUANT TO  
14 SECTION 23-1-125 (1)(c), THAT STUDENTS HAVE A RIGHT TO CLEAR AND  
15 CONCISE INFORMATION CONCERNING WHICH COURSES MUST BE  
16 COMPLETED SUCCESSFULLY TO COMPLETE THEIR DEGREES;

17 (III) THE STUDENT BILL OF RIGHTS ALSO STATES, PURSUANT TO

1 SECTION 23-1-125 (1)(d), THAT STUDENTS HAVE A RIGHT TO KNOW WHICH  
2 COURSES ARE TRANSFERABLE AMONG THE STATE PUBLIC TWO-YEAR AND  
3 FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION;

4 (IV) THE COURSES THAT ARE TRANSFERABLE AMONG THE STATE  
5 PUBLIC TWO-YEAR AND FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION  
6 HAVE BECOME KNOWN AS GUARANTEED TRANSFER PATHWAYS COURSES,  
7 WHICH GIVE STUDENTS THE RIGHT TO CHOOSE FROM HUNDREDS OF  
8 COURSES THAT ARE TRANSFERABLE;

9 (V) STUDENTS NEED ADDITIONAL RIGHTS CREATED FOR  
10 WORK-RELATED EXPERIENCE TO COUNT TOWARD ACADEMIC CREDIT AND  
11 TWO-YEAR AND FOUR-YEAR DEGREES AT STATE PUBLIC INSTITUTIONS OF  
12 HIGHER EDUCATION;

13 (VI) STUDENTS ENROLLED IN COURSES, PROGRAMS, OR  
14 WORK-RELATED EXPERIENCES SHOULD BE ELIGIBLE FOR COLLEGE CREDIT  
15 AWARDED TOWARD THE ATTAINMENT OF A DEGREE;

16 (VII) STUDENTS WHO COMPLETE COURSES, PROGRAMS, OR  
17 WORK-RELATED EXPERIENCES THAT CAN BE APPLIED TO THE COMPLETION  
18 OF AN ASSOCIATE OF APPLIED SCIENCE DEGREE MUST HAVE THE ABILITY  
19 TO HAVE THOSE COURSES, PROGRAMS, OR WORK-RELATED EXPERIENCES  
20 ENHANCED AND APPLIED TOWARD THE COMPLETION OF AN ASSOCIATE  
21 DEGREE OF OR BACHELOR DEGREE OF ARTS OR SCIENCE THROUGH A  
22 STATEWIDE PROCESS;

23 (VIII) TO ENSURE THE ECONOMIC VITALITY OF COLORADO, EVERY  
24 BUSINESS NEEDS ACCESS TO A SKILLED WORKFORCE, AND EVERY  
25 COLORADAN NEEDS ACCESS TO MEANINGFUL EMPLOYMENT;

26 (IX) DURING THE 2016-17 AND 2017-18 SCHOOL YEARS, HIGH  
27 SCHOOL STUDENTS HAVE EARNED NINE THOUSAND INDUSTRY

1 CREDENTIALS RELATED TO HIGH-DEMAND JOBS AND INDUSTRIES IN  
2 COLORADO. THESE INDUSTRY CREDENTIALS SHOULD COUNT TOWARD  
3 POSTSECONDARY CREDIT THAT IS TRANSFERABLE TO TWO-YEAR AND  
4 FOUR-YEAR POSTSECONDARY DEGREES.

5 (X) THE COUNCIL MUST DEVELOP A PLAN TO ALLOW  
6 WORK-RELATED EXPERIENCE TO COUNT TOWARD A STUDENT'S  
7 POSTSECONDARY EDUCATION. THE STATE PLAN MUST BE OPEN,  
8 TRANSPARENT, AND CREDIBLE SO STUDENTS CAN PROGRESS SMOOTHLY  
9 AND MORE EFFICIENTLY ALONG PATHWAYS INTO POSTSECONDARY  
10 EDUCATION AND THE WORKFORCE.

11 (XI) INDUSTRY MEMBERS, ESPECIALLY MEMBERS FROM GROWING  
12 INDUSTRIES WITH CRITICAL OCCUPATIONS AND TOP JOBS THAT ARE  
13 IDENTIFIED IN THE ANNUAL COLORADO TALENT PIPELINE REPORT, ARE  
14 IMPORTANT STAKEHOLDERS IN THIS PROCESS TO ENSURE OUR HIGHER  
15 EDUCATION SYSTEM IS PERMEABLE AND SEAMLESS FOR STUDENTS AND  
16 THE CURRENT WORKFORCE; AND

17 (XII) STUDENTS AND FAMILIES DESERVE TO HAVE INFORMATION  
18 REGARDING POSTSECONDARY EDUCATION AND EMPLOYMENT OUTCOMES  
19 READILY AVAILABLE AND TRANSPARENT IN ORDER TO MAKE BETTER AND  
20 MORE INFORMED DECISIONS ABOUT AVAILABLE CHOICES.

21 (b) THEREFORE, BY REQUIRING THE COUNCIL TO ADOPT AND  
22 IMPLEMENT A PLAN FOR AWARDED CREDIT FOR POSTSECONDARY  
23 EDUCATION ACQUIRED THROUGH WORK-RELATED EXPERIENCE, THE  
24 GENERAL ASSEMBLY WILL ENSURE MULTIPLE PATHWAYS TO CAREER AND  
25 FINANCIAL SUCCESS FOR COLORADO STUDENTS AND WORKERS AND WILL  
26 ENSURE THAT THESE PATHWAYS LEAD TO POSTSECONDARY CREDIT  
27 TRANSFERABLE UNDER THE GUARANTEED TRANSFER PATHWAYS

1 FRAMEWORK OR A STATEWIDE ARTICULATION AGREEMENT.

2 (2) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE  
3 REQUIRES:

4 (a) "COUNCIL" MEANS THE COUNCIL CREATED AND EXISTING  
5 PURSUANT TO SECTION 23-1-108.5.

6 (b) "STATE INSTITUTION OF HIGHER EDUCATION" OR "INSTITUTION"  
7 HAS THE SAME MEANING SET FORTH IN SECTION 23-18-102 (10); EXCEPT  
8 THAT "STATE INSTITUTION OF HIGHER EDUCATION" OR "INSTITUTION"  
9 INCLUDES EACH LOCAL DISTRICT COLLEGE THAT IS PART OF A LOCAL  
10 COLLEGE DISTRICT ORGANIZED PURSUANT TO ARTICLE 71 OF TITLE 23 AND  
11 AREA TECHNICAL COLLEGES, AS DEFINED IN SECTION 23-60-103 (1).

12 (c) "WORK-RELATED EXPERIENCE" MEANS ANY EXPERIENCE  
13 ACQUIRED THROUGH WORK WITHIN THE PAST TEN YEARS, INCLUDING BUT  
14 NOT LIMITED TO A BUSINESS CREDENTIAL, AN INDUSTRY CREDENTIAL, A  
15 TECHNICAL CERTIFICATE, AN INTERNSHIP, A RESIDENCY, A  
16 PRE-APPRENTICESHIP PROGRAM, OR AN APPRENTICESHIP PROGRAM, THAT  
17 IS PART OF A CAREER PATHWAY OR A STATEWIDE ARTICULATION  
18 AGREEMENT AND IS AWARDED ACADEMIC CREDIT WITH  
19 GUARANTEED-TRANSFER DESIGNATION.

20 (3) ON OR BEFORE JANUARY 1, 2021, THE COUNCIL SHALL CREATE,  
21 ADOPT, IMPLEMENT, AND MAKE PUBLIC A PLAN TO DETERMINE AND AWARD  
22 ACADEMIC CREDIT FOR POSTSECONDARY EDUCATION FOR COMPETENCIES  
23 DEMONSTRATED FROM PAST AND PRESENT WORK-RELATED EXPERIENCE  
24 FOR THE CAREER AND TECHNICAL EDUCATION PROGRAMS ASSOCIATED  
25 WITH THE FASTEST-GROWING INDUSTRIES IDENTIFIED IN THE MOST RECENT  
26 COLORADO TALENT PIPELINE REPORT.

27 (4) THE COUNCIL, AS A PART OF THE PLAN FOR ADOPTION AND

1 IMPLEMENTATION PURSUANT TO SUBSECTION (3) OF THIS SECTION, SHALL:

2 (a) IMPLEMENT A PLAN TO DETERMINE HOW POSTSECONDARY  
3 EDUCATION CREDIT WILL TRANSFER FROM CAREER AND TECHNICAL  
4 EDUCATION PROGRAMS TO THE EXTENT POSSIBLE TO STATE PUBLIC  
5 TWO-YEAR AND FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION;

6 (b) DEFINE POSTSECONDARY EDUCATION PATHWAYS FOR SPECIFIC  
7 OCCUPATIONS THAT INCLUDE COMPETENCIES, STUDENT LEARNING  
8 OUTCOMES, PRIOR LEARNING DEMONSTRATIONS THROUGH WORK-RELATED  
9 EXPERIENCE, STACKABLE CERTIFICATES, ASSOCIATE DEGREES, OR OTHER  
10 CREDENTIALS; AND

11 (c) IMPLEMENT A PLAN TO DETERMINE HOW COMPETENCIES,  
12 STUDENT LEARNING OUTCOMES, PRIOR LEARNING DEMONSTRATIONS  
13 THROUGH WORK-RELATED EXPERIENCE, STACKABLE CERTIFICATES,  
14 ASSOCIATE DEGREES, OR OTHER CREDENTIALS DESCRIBED IN SUBSECTION  
15 (4)(b) OF THIS SECTION RESULT IN POSTSECONDARY EDUCATION CREDIT  
16 WITH GUARANTEED-TRANSFER DESIGNATION.

17 (5) IN FULFILLING THE REQUIREMENTS OF SUBSECTION (4) OF THIS  
18 SECTION, THE COUNCIL MUST REQUIRE PRIORITIZATION OF OCCUPATIONS  
19 THAT ARE THE FASTEST-GROWING INDUSTRIES IDENTIFIED IN THE MOST  
20 RECENT COLORADO TALENT PIPELINE REPORT.

21 (6) THE COUNCIL, AS A PART OF THE PLAN FOR ADOPTION AND  
22 IMPLEMENTATION PURSUANT TO SUBSECTION (3) OF THIS SECTION, SHALL  
23 EVALUATE TECHNICAL CERTIFICATE PROGRAMS TO DETERMINE WHICH  
24 CERTIFICATES CAN APPLY TOWARD A STATE PUBLIC TWO-YEAR OR  
25 FOUR-YEAR INSTITUTION OF HIGHER EDUCATION DEGREE. THESE  
26 CERTIFICATES CAN BE EARNED IN BUSINESS, MILITARY, EDUCATION, OR  
27 INDUSTRY. THE CERTIFICATES MUST BE ELIGIBLE FOR

1 GUARANTEED-TRANSFER DESIGNATION AND ALSO COURSES REQUIRED FOR  
2 THE COMPLETION OF A STATE PUBLIC TWO-YEAR OR FOUR-YEAR  
3 INSTITUTION OF HIGHER EDUCATION DEGREE. THE COUNCIL SHALL ENSURE  
4 STUDENTS WHO COMPLETE COURSES OR PROGRAMS IN TECHNICAL  
5 SCHOOLS OR COMMUNITY COLLEGES THAT LEAD TO A TECHNICAL  
6 CERTIFICATE WILL HAVE THOSE CREDITS APPLIED IN THE SAME WAY  
7 INDUSTRY CREDENTIALS WILL RECEIVE CREDIT FOR COURSES WITH  
8 GUARANTEED-TRANSFER DESIGNATION.

9 (7) THE COUNCIL, IN CREATING THE PLAN FOR ADOPTION AND  
10 IMPLEMENTATION PURSUANT TO SUBSECTION (3) OF THIS SECTION, MUST  
11 CONSULT WITH AND INCLUDE RECOMMENDATIONS, TO THE EXTENT  
12 PRACTICABLE, FROM:

- 13 (a) REPRESENTATIVES OF INSTITUTIONS;
- 14 (b) REPRESENTATIVES OF THE COLORADO WORK FORCE  
15 DEVELOPMENT COUNCIL; AND
- 16 (c) REPRESENTATIVES OF GROWING INDUSTRIES IDENTIFIED IN THE  
17 MOST RECENT COLORADO TALENT PIPELINE REPORT AND ORGANIZATIONS  
18 REPRESENTING THEM.

19 (8) ON OR BEFORE JANUARY 1, 2022, THE COUNCIL SHALL CREATE,  
20 ADOPT, IMPLEMENT, AND MAKE PUBLIC A PLAN TO DETERMINE AND AWARD  
21 ACADEMIC CREDIT FOR POSTSECONDARY EDUCATION FOR COMPETENCIES  
22 DEMONSTRATED FROM PAST AND PRESENT WORK-RELATED EXPERIENCE  
23 FOR ALL REMAINING CAREER AND TECHNICAL EDUCATION PROGRAMS NOT  
24 ADDRESSED IN SUBSECTION (5) OF THIS SECTION.

25 (9) THE PLAN CREATED, ADOPTED, AND IMPLEMENTED BY THE  
26 COUNCIL PURSUANT TO SUBSECTION (3) OF THIS SECTION MUST REQUIRE  
27 EACH CAMPUS OF THE INSTITUTION TO:

1 (a) EVALUATE WHETHER POSTSECONDARY-LEVEL EDUCATION WAS  
2 ACQUIRED BY A STUDENT FROM WORK-RELATED EXPERIENCE AND AWARD  
3 APPROPRIATE ACADEMIC CREDIT FOR THE WORK-RELATED EXPERIENCE  
4 CONSISTENT WITH STANDARDS ESTABLISHED BY THE COUNCIL'S PLAN; AND

5 (b) BEGINNING JANUARY 1, 2023, ACCEPT AND TRANSFER WITHIN  
6 THE INSTITUTION AND TO OTHER INSTITUTIONS ACADEMIC CREDIT  
7 AWARDED FOR WORK-RELATED EXPERIENCE AS COURSES WITH  
8 GUARANTEED-TRANSFER DESIGNATION, UNLESS THE COUNCIL CREATES,  
9 ADOPTS, AND IMPLEMENTS A NEW PLAN PRIOR TO JANUARY 1, 2023,  
10 CONCERNING THE TRANSFER OF ACADEMIC CREDIT AWARDED FOR  
11 WORK-RELATED EXPERIENCE FOR COURSES WITH GUARANTEED-TRANSFER  
12 DESIGNATION. THE NEW PLAN MUST REQUIRE EACH CAMPUS TO ACCEPT  
13 THE TRANSFER OF ACADEMIC CREDIT AWARDED BY AN INSTITUTION FOR  
14 WORK-RELATED EXPERIENCE. EACH CAMPUS MAY ALSO ACCEPT OTHER  
15 PRIOR ACADEMIC CREDIT AWARDED FOR WORK-RELATED EXPERIENCE  
16 TOWARD THE STUDENT'S PROGRAM OF STUDY IF THE CREDIT MEETS  
17 STANDARDS ESTABLISHED BY THE CAMPUS.

18 (10) (a) DURING THE FIRST REGULAR SESSION OF THE  
19 SEVENTY-THIRD GENERAL ASSEMBLY IN 2021, THE DEPARTMENT OF  
20 HIGHER EDUCATION SHALL REPORT TO THE EDUCATION COMMITTEES OF  
21 THE SENATE AND HOUSE OF REPRESENTATIVES, OR ANY SUCCESSOR  
22 COMMITTEES, REGARDING THE CREATION, ADOPTION, AND  
23 IMPLEMENTATION OF THE INSTITUTIONS' PLANS ADOPTED PURSUANT TO  
24 THIS SECTION.

25 (b) THIS SUBSECTION (10) IS REPEALED, EFFECTIVE JULY 1, 2021.

26 (11) (a) ON OR BEFORE MARCH 1, 2023, AND ON OR BEFORE  
27 MARCH 1 OF EACH YEAR THEREAFTER, THE COUNCIL SHALL REPORT TO



1 THE EDUCATION COMMITTEES OF THE SENATE AND HOUSE OF  
2 REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, REGARDING THE  
3 IMPLEMENTATION OF THIS SECTION. THE REPORT MUST INCLUDE, AT A  
4 MINIMUM:

5 (I) THE NUMBER OF STUDENTS WHO HAVE TRANSFERRED CREDITS  
6 TO OR FROM AN INSTITUTION PURSUANT TO THIS SECTION;

7 (II) DATA REGARDING THE AGE AND DEMOGRAPHICS OF STUDENTS  
8 WHO HAVE TRANSFERRED CREDITS TO OR FROM AN INSTITUTION PURSUANT  
9 TO THIS SECTION:

10 (III) THE IMPLEMENTATION CHALLENGES OF THIS SECTION; AND

11 (IV) ANY RECOMMENDED STATUTORY REVISIONS TO THIS SECTION.

12 (b) NOTWITHSTANDING THE PROVISIONS OF SECTION 24-1-136  
13 (11)(a)(I), THE REPORTING REQUIREMENT PURSUANT TO THIS SUBSECTION  
14 (11) CONTINUES UNTIL THE REPEAL OF THIS SUBSECTION (11).

15 (c) THIS SUBSECTION (11) IS REPEALED, EFFECTIVE JULY 1, 2028.

16 **SECTION 2.** In Colorado Revised Statutes, 23-1-125, **add** (4.7)  
17 as follows:

18 **23-1-125. Commission directive - student bill of rights - degree**  
19 **requirements - implementation of core courses - competency test -**  
20 **prior learning - prior work-related experience. (4.7) Prior**  
21 **work-related experience.** PURSUANT TO SECTION 23-5-146, THE COUNCIL  
22 CREATED AND EXISTING PURSUANT TO SECTION 23-1-108.5 SHALL CREATE,  
23 ADOPT, IMPLEMENT, AND MAKE PUBLIC A PLAN TO DETERMINE AND AWARD  
24 ACADEMIC CREDIT FOR PAST AND PRESENT WORK-RELATED EXPERIENCE.

25 **SECTION 3. Act subject to petition - effective date.** This act  
26 takes effect at 12:01 a.m. on the day following the expiration of the  
27 ninety-day period after final adjournment of the general assembly (August

1 2, 2019, if adjournment sine die is on May 3, 2019); except that, if a  
2 referendum petition is filed pursuant to section 1 (3) of article V of the  
3 state constitution against this act or an item, section, or part of this act  
4 within such period, then the act, item, section, or part will not take effect  
5 unless approved by the people at the general election to be held in  
6 November 2020 and, in such case, will take effect on the date of the  
7 official declaration of the vote thereon by the governor.