Second Regular Session Seventy-first General Assembly STATE OF COLORADO

REENGROSSED

This Version Includes All Amendments Adopted in the House of Introduction SENATE BILL 18-042

LLS NO. 18-0132.02 Kip Kolkmeier x4510

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Senate Committees Agriculture, Natural Resources, & Energy Appropriations **House Committees**

A BILL FOR AN ACT

101 CONCERNING THE CREATION OF THE AGRICULTURAL WORKFORCE

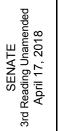
102 DEVELOPMENT <u>PROGRAM, AND, IN CONNECTION THEREWITH</u>,

103 <u>MAKING AN APPROPRIATION.</u>

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 <u>http://leg.colorado.gov/</u>.)

Young and Beginning Farmers Interim Study Committee. The bill requires the commissioner of agriculture to create, by rule, the agricultural workforce development program to provide incentives to agricultural businesses to hire interns. Qualified agricultural businesses may be reimbursed an amount not to exceed 50% of the actual cost of





hiring a qualified intern. The rules must include specified criteria for qualifying businesses and interns participating in the program. Qualified internships must include at least 130 hours of work experience and cannot exceed 6 months in duration. The program is repealed on July 1, 2024.

1	Be it enacted by the General Assembly of the State of Colorado:
2	SECTION 1. In Colorado Revised Statutes, add 35-1-104.5 as
3	follows:
4	35-1-104.5. Agricultural workforce development program -
5	legislative declaration - creation - rules - repeal. (1) THE GENERAL
6	ASSEMBLY FINDS AND DECLARES THAT:
7	(a) FINDING QUALIFIED AND TRAINED AGRICULTURAL EMPLOYEES
8	IS A SIGNIFICANT CHALLENGE FOR AGRICULTURAL BUSINESSES. IT IS
9	ESPECIALLY DIFFICULT TO PROVIDE TRAINING AND EXPERIENCE TO YOUNG
10	AND BEGINNING FARMERS AND RANCHERS.
11	(b) The barriers to entry for young and beginning farmers
12	AND RANCHERS ARE SIGNIFICANT. AMONG THESE BARRIERS ARE ACCESS
13	TO TRAINING PROGRAMS THAT PROVIDE REAL-WORLD WORK EXPERIENCE.
14	(c) INTERNSHIPS ARE A RECOGNIZED WAY TO BUILD A TALENT
15	PIPELINE AND CAREER PATHWAY TO ALIGN EDUCATION, TRAINING, AND
16	WORK-BASED LEARNING; AND
17	(d) BY OFFERING INCENTIVES TO AGRICULTURAL BUSINESSES TO
18	CREATE INTERNSHIPS, THERE WILL BE MORE OPPORTUNITIES FOR STUDENTS
19	TO OBTAIN WORK EXPERIENCE IN AGRICULTURE.
20	(2) THE COMMISSIONER SHALL PROMULGATE RULES BY JANUARY
21	1, 2019, CREATING THE AGRICULTURAL WORKFORCE DEVELOPMENT
22	PROGRAM TO PROVIDE INCENTIVES TO AGRICULTURAL BUSINESSES TO HIRE
23	INTERNS THROUGH PARTIAL REIMBURSEMENT OF INTERNSHIP COSTS. THE

042

1 RULES MUST SPECIFY, AT A MINIMUM:

2 (a) THE CRITERIA FOR SELECTING AN AGRICULTURAL BUSINESS FOR
3 PARTICIPATION IN THE PROGRAM, INCLUDING THE ABILITY OF THE
4 BUSINESS TO EFFECTIVELY SUPERVISE AN INTERN AND THE OPPORTUNITY
5 FOR AN INTERN TO GET MEANINGFUL WORK EXPERIENCE:

6 (b) THE CRITERIA FOR AN INTERNSHIP TO QUALIFY UNDER THE7 PROGRAM, INCLUDING THE FOLLOWING:

8 (I) THE INTERNSHIP MUST PROVIDE AN INTERN AT LEAST ONE
9 HUNDRED THIRTY HOURS OF WORK EXPERIENCE; AND

10 (II) THE INTERNSHIP CANNOT EXCEED SIX MONTHS IN DURATION
11 PER INTERN.

12 (c) THE CRITERIA FOR AN AGRICULTURAL BUSINESS TO USE IN
13 SELECTING QUALIFIED INTERNS, INCLUDING THE REQUIRED EDUCATIONAL
14 EXPERIENCE FOR AN INTERN AND THE ABILITY OF THE INTERN TO PERFORM
15 MEANINGFUL WORK FOR THE BUSINESS;

16 (d) THE PROCESS AND TIMETABLE FOR SELECTING QUALIFIED
17 BUSINESSES AND QUALIFIED INTERNS;

18 (e) THE ACCOUNTING REQUIREMENTS FOR TRACKING INTERNSHIP19 COSTS; AND

20 (f) The process for a business to seek reimbursement.

(3) SUBJECT TO APPROPRIATION, THE DEPARTMENT MAY
REIMBURSE A QUALIFIED BUSINESS AN AMOUNT NOT TO EXCEED FIFTY
PERCENT OF THE ACTUAL COST TO THE BUSINESS TO EMPLOY THE INTERN.
ACTUAL COST INCLUDES THE WAGES PAID TO THE INTERN, A REASONABLE
ALLOCATION OF FIXED OVERHEAD EXPENSES, AND ALL INCIDENTAL COSTS
DIRECTLY RELATED TO THE INTERNSHIP. BASED ON THE ANNUAL
APPROPRIATION FOR THE PROGRAM, THE COMMISSIONER SHALL

042

DETERMINE HOW MANY INTERNSHIPS MAY BE APPROVED, THE AMOUNT OF
 REIMBURSEMENT PER INTERNSHIP, AND WHETHER A BUSINESS MAY BE
 REIMBURSED FOR MORE THAN ONE INTERN IN THE SAME FISCAL YEAR.
 HOWEVER, NO BUSINESS MAY BE REIMBURSED FOR MORE THAN THREE
 INTERNSHIPS IN THE SAME FISCAL YEAR.

6

(4) This section is repealed, effective July 1, 2024.

SECTION 2. Appropriation. For the 2018-19 state fiscal year,
 \$43,157 is appropriated to the department of agriculture for use by the
 commissioner's office. This appropriation is from the general fund and is
 based on an assumption that the department will require an additional 0.3
 FTE. To implement this act, the office may use this appropriation for the
 agriculture workforce development program.

13 SECTION 3. Act subject to petition - effective date. This act 14 takes effect at 12:01 a.m. on the day following the expiration of the 15 ninety-day period after final adjournment of the general assembly (August 16 8, 2018, if adjournment sine die is on May 9, 2018); except that, if a 17 referendum petition is filed pursuant to section 1 (3) of article V of the 18 state constitution against this act or an item, section, or part of this act 19 within such period, then the act, item, section, or part will not take effect 20 unless approved by the people at the general election to be held in 21 November 2019 and, in such case, will take effect on the date of the 22 official declaration of the vote thereon by the governor.

-4-