

**Second Regular Session
Seventy-third General Assembly
STATE OF COLORADO**

REREVISED

*This Version Includes All Amendments
Adopted in the Second House*

LLS NO. 22-0648.01 Kristen Forrestal x4217

SENATE BILL 22-140

SENATE SPONSORSHIP

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Senate Committees

Business, Labor, & Technology
Appropriations

House Committees

Business Affairs & Labor
Appropriations

A BILL FOR AN ACT

101 **CONCERNING THE EXPANSION OF EXPERIENTIAL LEARNING**
102 **OPPORTUNITIES THROUGH RELATIONSHIPS WITH EMPLOYERS,**
103 **AND, IN CONNECTION THEREWITH, ESTABLISHING A**
104 **WORK-BASED LEARNING INCENTIVE PROGRAM, A DIGITAL**
105 **NAVIGATION PROGRAM, A CAREER-ALIGNED ENGLISH AS A**
106 **SECOND LANGUAGE PROGRAM, A GLOBAL TALENT TASK**
107 **FORCE TO STUDY IN-DEMAND OCCUPATIONS, AND MAKING AN**
108 **APPROPRIATION.**

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

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.

HOUSE
3rd Reading Unamended
May 9, 2022

HOUSE
Amended 2nd Reading
May 3, 2022

SENATE
3rd Reading Unamended
April 21, 2022

SENATE
Amended 2nd Reading
April 20, 2022

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

The bill requires the department of labor and employment (department), in partnership with the business experiential-learning commission in the department, the office of economic development, the state work force development council, the departments of education and higher education, the state board for community colleges and occupational education, and area technical colleges, to provide incentives to eligible employers to create high-quality, work-based learning opportunities for adults and youth (incentive program).

The department is required to select at least 2 work-based learning intermediaries (intermediaries) to coordinate employers, schools, youth, and adults participating in the incentive program to establish work-based learning opportunities and select employers to participate in the incentive program.

The department shall provide monetary incentives to the selected intermediaries and employers for the implementation of work-based learning opportunities. The department is required to compile data concerning the incentive program and submit a report to the business committees of the senate and house of representatives during the "State Measurement for Accountable, Responsive, and Transparent (SMART) Government Act" hearings held each legislative session.

The office of future work in the department and its partners are required to create a digital navigation program and employ digital navigators to:

- Reach out to youth and adults who have been historically excluded or disengaged from work-based learning opportunities and connect them with available opportunities;
- Address digital inequities, including access to digital technology and computer skills training, cybersecurity, and affordable internet service;
- Refer youth and adults to career navigation services; and
- Provide a one-stop service that includes: Making referrals to work-based learning programs; facilitating enrollment in digital literacy classes, workshops, and upskilling and work-based learning opportunities; and assisting with digital skill development, job applications, and access to other benefits and services.

The office of new Americans in the department is required to:

- Convene an 18-month global talent task force to study the process for certain in-demand occupational licenses, look at international credentials, and take advantage of the global pool of skilled workers; and
- Provide tools for new Americans and English language learners to enter into work-based learning programs to

improve language and skills development for specific occupations and careers.

The bill authorizes the executive director of the department to promulgate rules to implement the incentive program and the digital navigation program.

The general assembly is required to appropriate \$6,100,000 to the department for the purposes of the bill.

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

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

4 (a) The global pandemic has exacerbated challenges employers
5 face in finding the talent they need, and as our economy recovers from the
6 pandemic, Colorado also faces a looming worker shortage over the
7 coming decades;

8 (b) To address the worker shortage, many employers are interested
9 in providing high-quality, work-based learning for students and adults but
10 face challenges in making that a reality;

11 (c) Expanding experiential, work-based learning opportunities for
12 adults and youth is a worthwhile state investment. Evidence from multiple
13 sources shows that students benefit from experiential learning
14 opportunities, leading to higher grade point averages, greater engagement,
15 and stronger postsecondary outcomes and career readiness after high
16 school.

17 (d) Work-based learning allows youth and adults to explore new
18 opportunities, build skills, and transition to new career pathways as work
19 continues to evolve. Research shows paid work-based learning is a strong
20 tool for increasing equitable access to opportunities for youth and adults
21 from a variety of income backgrounds.

22 (e) The state has a variety of programs focused on providing

1 employers with training dollars for upskilling members of the current
2 workforce, but not many of these programs explicitly allow training
3 dollars to support youth who might be employed on a part-time basis as
4 an intern or apprentice or focus on the entire continuum of high-quality,
5 work-based learning experiences;

6 (f) Eligible employers wanting to offer high-quality, work-based
7 learning opportunities to youth and adults would benefit from funding to
8 help with the start-up costs associated with developing these programs,
9 including training dollars that could be used in partnership with
10 institutions of higher education or other training providers;

11 (g) Colorado has untapped talent pools that can meet the demands
12 of employers in the near term. Twenty percent of Coloradans speak a
13 language other than English at home, with the majority of these
14 Coloradans representing immigrant families. Addressing language
15 barriers through the alignment of education and employment can create
16 immediate access to talent for employers.

17 (h) Many youth and adults lack sufficient digital problem-solving
18 skills. In Colorado, over 60,000 households with children in the K-12
19 education system have inconsistent access to computers and the internet.
20 Closing the digital divide for disconnected Coloradans creates new
21 opportunities for participation in society and the economy, especially in
22 critical and growing industries including construction, education, health
23 care, and technology.

24 (2) Therefore, the general assembly:

25 (a) Declares that it supports employers, youth, and adults and has
26 an interest in aligning the talent development ecosystem to maximize
27 economic impact;

- 1 (b) Finds:
- 2 (I) Value in incentivizing employers to increase the number of
- 3 adults and youth participating in work-based learning and intends for the
- 4 state to ensure an equal proportion of adults and youth benefit from
- 5 opportunities created by a work-based learning incentive program;
- 6 (II) That the state should prioritize addressing barriers in adopting
- 7 high-quality, work-based learning models and helping youth and adults
- 8 access high-quality, work-based learning and employment through the
- 9 creation of programs that close the digital divide and eliminate language
- 10 barriers; and
- 11 (III) Value in aligning and accelerating work-based learning and
- 12 skills-based hiring in existing state-funded programs in education,
- 13 including higher education; training; and employment; and
- 14 (c) Intends for the state to ensure that programs are coordinated
- 15 in a way that maximizes participation for employers, youth, and adults.

16 **SECTION 2.** In Colorado Revised Statutes, **add** part 6 to article

17 83 of title 8 as follows:

18 **PART 6**

19 **EXPERIENTIAL LEARNING**

20 **8-83-601. Definitions.** AS USED IN THIS PART 6:

21 (1) "COMMISSION" MEANS THE BUSINESS EXPERIENTIAL-LEARNING

22 COMMISSION IN THE DEPARTMENT CREATED BY EXECUTIVE ORDER B 2015

23 004, WHICH WORKS IN PARTNERSHIP WITH THE OFFICE OF ECONOMIC

24 DEVELOPMENT AND THE WORK FORCE DEVELOPMENT COUNCIL, OR A

25 SUBSEQUENT ENTITY ESTABLISHED FOR THE SAME OR SIMILAR PURPOSE.

26 (2) "DIGITAL EQUITY" MEANS THE CONDITION IN WHICH

27 INDIVIDUALS AND COMMUNITIES HAVE ACCESS TO THE INFORMATION

1 TECHNOLOGY THAT IS NEEDED FOR FULL PARTICIPATION IN SOCIETY AND
2 THE ECONOMY OF THE UNITED STATES.

3 (3) (a) "DIGITAL INCLUSION" MEANS THE ACTIVITIES THAT ARE
4 NECESSARY TO ENSURE THAT ALL INDIVIDUALS IN THE STATE HAVE
5 ACCESS TO, AND THE USE OF, AFFORDABLE INFORMATION AND
6 COMMUNICATION TECHNOLOGIES, SUCH AS:

7 (I) RELIABLE FIXED AND WIRELESS BROADBAND INTERNET
8 SERVICE;

9 (II) INTERNET-ENABLED DEVICES THAT MEET THE NEEDS OF THE
10 USER; AND

11 (III) APPLICATIONS AND ONLINE CONTENT DESIGNED TO ENABLE
12 AND ENCOURAGE SELF-SUFFICIENCY, PARTICIPATION, AND
13 COLLABORATION.

14 (b) "DIGITAL INCLUSION" INCLUDES THE ABILITY TO OBTAIN:

15 (I) ACCESS TO DIGITAL LITERACY TRAINING;

16 (II) QUALITY TECHNICAL SUPPORT; AND

17 (III) BASIC AWARENESS OF MEASURES TO ENSURE ONLINE PRIVACY
18 AND CYBERSECURITY.

19 (4) "DIGITAL LITERACY" MEANS THE SKILLS ASSOCIATED WITH
20 USING TECHNOLOGY THAT ENABLE USERS TO FIND, EVALUATE, ORGANIZE,
21 CREATE, DISSEMINATE, AND COMMUNICATE INFORMATION.

22 (5) "INCENTIVE PROGRAM" MEANS THE WORK-BASED LEARNING
23 INCENTIVE PROGRAM CREATED IN SECTION 8-83-602.

24 (6) "NEXT-SKILLING" MEANS ACTIVITIES TO DEVELOP
25 FUTURE-READY SKILLS NECESSARY FOR EMPLOYMENT IN THE
26 TWENTY-FIRST CENTURY AND INCLUDES THE FOCUS AREAS OF HUMAN
27 SKILLS, DIGITAL SKILLS, BUSINESS SKILLS, GROWTH MINDSET, AND A

1 LIFELONG LEARNING MINDSET.

2 (7) "OFFICE" MEANS THE OFFICE OF FUTURE WORK DESCRIBED IN
3 SECTION 8-77-110.

4 (8) "OFFICE OF ECONOMIC DEVELOPMENT" MEANS THE COLORADO
5 OFFICE OF ECONOMIC DEVELOPMENT CREATED IN SECTION 24-48.5-101.

6 (9) "OFFICE OF NEW AMERICANS" MEANS THE OFFICE CREATED IN
7 SECTION 8-3.7-103.

8 (10) "PROGRAM" MEANS THE STATEWIDE DIGITAL NAVIGATOR
9 PROGRAM CREATED IN SECTION 8-83-603.

10 (11) (a) "RESKILLING" MEANS ACTIVITIES TO:

11 (I) SUPPORT UNEMPLOYED AND UNDEREMPLOYED INDIVIDUALS
12 WHO NEED OR WANT TO CHANGE INDUSTRIES IN ORDER TO RETURN TO
13 FULL-TIME WORK OR WHO NEED OR WANT TO OBTAIN MORE APPROPRIATE
14 WORK-BASED SKILLS; AND

15 (II) HELP UNEMPLOYED AND UNDEREMPLOYED INDIVIDUALS
16 ACHIEVE ECONOMIC SELF-SUFFICIENCY.

17 (b) "RESKILLING" MAY INCLUDE TECHNICAL TRAINING FOR NEW
18 POSITIONS AND NEW CAREERS AND ENTREPRENEURIAL TRAINING FOR
19 INDIVIDUALS WHO WISH TO PURSUE SELF-EMPLOYMENT AND BUSINESS
20 OWNERSHIP.

21 (12) "SKILLS-BASED HIRING" MEANS HIRING A PERSON BASED ON
22 THE PERSON'S KNOWLEDGE, SKILLS, AND ABILITIES THAT ARE SPECIFIC TO
23 THE JOB FOR WHICH THE PERSON IS BEING CONSIDERED.

24 (13) "TARGET POPULATIONS" INCLUDES:

25 (a) ANY HOUSEHOLD WITH AN INCOME THAT IS NOT MORE THAN
26 ONE HUNDRED FIFTY PERCENT OF THE FEDERAL POVERTY LEVEL, AS
27 DETERMINED BY THE MOST CURRENT FEDERAL POVERTY GUIDELINES

1 ISSUED BY THE UNITED STATES DEPARTMENT OF HEALTH AND HUMAN
2 SERVICES;

3 (b) INDIVIDUALS WHO ARE FIFTY YEARS OF AGE OR OLDER;

4 (c) INDIVIDUALS WHO ARE OR WERE INCARCERATED;

5 (d) VETERANS;

6 (e) INDIVIDUALS WITH DISABILITIES;

7 (f) INDIVIDUALS WHO HAVE RECENTLY IMMIGRATED TO THE
8 UNITED STATES AND RESIDE IN THIS STATE;

9 (g) INDIVIDUALS WHO ARE ENGLISH LANGUAGE LEARNERS;

10 (h) INDIVIDUALS WITH LOW LEVELS OF LITERACY;

11 ==

12 (i) INDIVIDUALS WHO PRIMARILY RESIDE IN RURAL AREAS;

13 (j) INDIVIDUALS EXPERIENCING HOMELESSNESS; AND

14 (k) YOUTH.

15 (14) "UPSKILLING" MEANS ACTIVITIES TO INCREASE THE SKILL
16 LEVELS OF AN EMPLOYEE SO THE EMPLOYEE IS ABLE TO RETAIN
17 EMPLOYMENT AND ADVANCE WITHIN A COMPANY.

18 (15) (a) "WORK-BASED LEARNING" MEANS LEARNING THAT
19 OCCURS, IN WHOLE OR IN PART, IN THE WORKPLACE THAT PROVIDES YOUTH
20 AND ADULTS WITH HANDS-ON, REAL-WORLD EXPERIENCE AND TRAINING
21 FOR SKILLS DEVELOPMENT.

22 (b) "WORK-BASED LEARNING" INCLUDES ACTIVITIES SUCH AS JOB
23 SHADOWING, INTERNSHIPS, EXTERNSHIPS, PRE-APPRENTICESHIPS,
24 APPRENTICESHIPS, RESIDENCIES, AND INCUMBENT-WORKER TRAINING.

25 (16) "WORK-BASED LEARNING INTERMEDIARY" MEANS AN ENTITY
26 SELECTED BY THE DEPARTMENT PURSUANT TO SECTION 8-83-602 (3).

27 (17) "WORK FORCE DEVELOPMENT COUNCIL" MEANS THE STATE

1 WORK FORCE DEVELOPMENT COUNCIL CREATED IN SECTION 24-46.3-101.

2 (18) "YOUTH" MEANS AN INDIVIDUAL ELIGIBLE TO BE EDUCATED
3 IN THE PUBLIC SCHOOL SYSTEM PURSUANT TO SECTION 2 OF ARTICLE IX OF
4 THE STATE CONSTITUTION.

5 **8-83-602. Work-based learning incentive program - creation**
6 **- rules - appropriation. (1) Work-based learning incentive program.**

7 (a) ON OR BEFORE JANUARY 1, 2023, THE DEPARTMENT, IN
8 CONSULTATION WITH THE COMMISSION, THE OFFICE OF ECONOMIC
9 DEVELOPMENT, THE DEPARTMENT OF EDUCATION, THE DEPARTMENT OF
10 HIGHER EDUCATION, THE STATE BOARD FOR COMMUNITY COLLEGES AND
11 OCCUPATIONAL EDUCATION, LOCAL DISTRICT COLLEGES, THE WORK FORCE
12 DEVELOPMENT COUNCIL, AND AREA TECHNICAL COLLEGES, AS DEFINED IN
13 SECTION 23-60-103, SHALL ESTABLISH A WORK-BASED LEARNING
14 INCENTIVE PROGRAM TO PROVIDE MONETARY INCENTIVES TO SELECTED
15 EMPLOYERS TO CREATE HIGH-QUALITY, WORK-BASED LEARNING
16 OPPORTUNITIES THAT BENEFIT ADULTS AND YOUTH.

17 (b) IN ADMINISTERING THE INCENTIVE PROGRAM, THE
18 DEPARTMENT SHALL STRIVE TO CREATE AN EQUAL PROPORTION OF
19 WORK-BASED LEARNING OPPORTUNITIES FOR YOUTH AND ADULTS AND TO
20 SELECT EMPLOYERS AND WORK-BASED LEARNING INTERMEDIARIES WITH
21 THE GOAL OF INCREASING THE NUMBER OF YOUTH AND ADULTS
22 PARTICIPATING IN WORK-BASED LEARNING. THE DEPARTMENT SHALL
23 SELECT WORK-BASED LEARNING INTERMEDIARIES THAT:

24 (I) DEMONSTRATE EXPERTISE IN AND A CONTINUED COMMITMENT
25 TO CONNECTING, EDUCATING, AND COACHING EMPLOYERS REGARDING
26 WORK-BASED LEARNING OPPORTUNITIES FOR ADULTS AND YOUTH, SUCH
27 AS A CHAMBER OF COMMERCE, A NONPROFIT ENTITY, AN INDUSTRY

1 ASSOCIATION, A LOCAL WORKFORCE AREA, A REGISTERED APPRENTICESHIP
2 PROGRAM, OR A LOCAL GOVERNMENT ENTITY;

3 (II) WORK WITHIN AND ACROSS THE STATE TO PARTNER WITH
4 MULTIPLE EMPLOYERS; LOCAL EDUCATION PROVIDERS, INSTITUTIONS OF
5 HIGHER EDUCATION, OR OTHER EDUCATIONAL ENTITIES; AND OTHER
6 PUBLIC AND PRIVATE ENTITIES TO FACILITATE WORK-BASED LEARNING
7 EXPERIENCES; ==

8 (III) SUPPORT EMPLOYERS IN IMPLEMENTING WORK-BASED
9 LEARNING IN COLLABORATION WITH THE COMMISSION AND IN ALIGNMENT
10 WITH THE WORK-BASED LEARNING QUALITY EXPECTATIONS DEVELOPED IN
11 SUBSECTION (5) OF THIS SECTION; AND

12 (IV) SUPPORT EMPLOYERS IN LEARNING ABOUT THE WORK-BASED
13 LEARNING QUALITY EXPECTATIONS AND SHARE BEST PRACTICES FOR
14 MEETING THE WORK-BASED LEARNING QUALITY EXPECTATIONS
15 DEVELOPED IN SUBSECTION (5) OF THIS SECTION.

16 (2) **Department responsibilities.** THE DEPARTMENT SHALL:

17 (a) THROUGH AN APPLICATION PROCESS, SELECT EMPLOYERS AND
18 AT LEAST TWO WORK-BASED LEARNING INTERMEDIARIES TO PARTICIPATE
19 IN THE INCENTIVE PROGRAM WITH THE GOAL OF MAXIMIZING REGIONAL
20 DIVERSITY AND ENGAGING THE OPTIMUM NUMBER OF EMPLOYER
21 PARTICIPANTS IN HIGH-DEMAND INDUSTRIES AS DETERMINED BY THE
22 ANNUAL COLORADO TALENT REPORT PREPARED PURSUANT TO SECTION
23 24-46.3-103 (3);

24 (b) FOR THE PURPOSE OF PROVIDING INCENTIVES TO EMPLOYERS
25 TO PROVIDE WORK-BASED LEARNING OPPORTUNITIES TO YOUTH AND
26 ADULTS, ALLOCATE MONEY DIRECTLY TO EMPLOYERS AND TO
27 WORK-BASED LEARNING INTERMEDIARIES;

1 (c) OUTLINE PERFORMANCE EXPECTATIONS FOR WORK-BASED
2 LEARNING INTERMEDIARIES AND EMPLOYERS PARTICIPATING IN THE
3 INCENTIVE PROGRAM THAT INCLUDE THE AUTHORITY OF THE DEPARTMENT
4 TO DISCONTINUE AN ENTITY'S PARTICIPATION IN THE INCENTIVE PROGRAM
5 IF THE ENTITY FAILS TO MEET THE EXPECTATIONS;

6 (d) OUTLINE A SCALE FOR THE AMOUNT OF MONEY AWARDED TO
7 AN EMPLOYER BASED ON CRITERIA SUCH AS THE DURATION OF
8 WORK-BASED LEARNING EXPERIENCES, THE NUMBER OF PARTICIPANTS,
9 GEOGRAPHY, BUSINESS SIZE, AND OTHER FACTORS;

10 (e) COLLECT DATA CONCERNING THE INCENTIVE PROGRAM THAT
11 INCLUDES:

12 (I) THE WORK-BASED LEARNING INTERMEDIARIES PARTICIPATING
13 IN THE INCENTIVE PROGRAM;

14 (II) THE NUMBER OF EMPLOYERS PARTICIPATING IN THE INCENTIVE
15 PROGRAM;

16 (III) THE NUMBER OF WORK-BASED LEARNING OPPORTUNITIES
17 PROVIDED BY EMPLOYERS AND THE NUMBER OF WORK-BASED LEARNING
18 HOURS COMPLETED;

19 (IV) THE NUMBER OF WORK-BASED LEARNING OPPORTUNITIES
20 THAT LED TO A JOB IN THE RESPECTIVE INDUSTRY;

21 (V) THE NUMBER OF YOUTH AND ADULT PARTICIPANTS IN THE
22 INCENTIVE PROGRAM, INCLUDING EMPLOYEES, INTERNS, APPRENTICES, OR
23 OTHER INDIVIDUALS WHO PARTICIPATED IN THE INCENTIVE PROGRAM;

24 (VI) THE DE-IDENTIFIED DEMOGRAPHIC INFORMATION OF THE
25 INDIVIDUALS PARTICIPATING IN THE INCENTIVE PROGRAM, INCLUDING
26 RACE, GEOGRAPHIC REGION OR ZIP CODE, AND WHETHER THE INDIVIDUALS
27 MEET LOW-INCOME CRITERIA AS DETERMINED BY THE DEPARTMENT; AND

1 (VII) ANY OUTCOMES AND DATA TO MEASURE THE SUCCESS OF
2 THE INCENTIVE PROGRAM, INCLUDING OUTCOMES RELATED TO EMPLOYERS
3 THAT PARTICIPATED IN THE INCENTIVE PROGRAM AND SUBSEQUENTLY
4 ADOPTED WORK-BASED LEARNING AS A BUSINESS PRACTICE BEYOND THE
5 INCENTIVE PROGRAM'S DURATION.

6 (f) ENSURE THAT YOUTH AND ADULTS ARE MADE AWARE OF
7 OPPORTUNITIES FOR THEM TO LEARN IN THE WORKPLACE AT THE SAME
8 TIME AS EARNING AN INCOME THROUGH THE INCENTIVE PROGRAM;

9 (g) PROVIDE TECHNICAL ASSISTANCE AND PLANNING ASSISTANCE
10 TO EMPLOYERS AND WORK-BASED LEARNING INTERMEDIARIES REGARDING
11 THE WORK-BASED LEARNING QUALITY EXPECTATIONS DEVELOPED IN
12 SUBSECTION (5) OF THIS SECTION; AND

13 (h) BEGINNING IN 2023 AND EACH YEAR THEREAFTER, SUBMIT A
14 REPORT COMPILING THE DATA COLLECTED PURSUANT TO SUBSECTION
15 (2)(e) OF THIS SECTION TO THE SENATE BUSINESS, LABOR, AND
16 TECHNOLOGY COMMITTEE AND THE HOUSE OF REPRESENTATIVES BUSINESS
17 AFFAIRS AND LABOR COMMITTEE, OR THEIR SUCCESSOR COMMITTEES,
18 DURING THE HEARINGS HELD UNDER THE "STATE MEASUREMENT FOR
19 ACCOUNTABLE, RESPONSIVE, AND TRANSPARENT (SMART)
20 GOVERNMENT ACT", PART 2 OF ARTICLE 7 OF TITLE 2.

21 **(3) Selection as a work-based learning intermediary.** IN ORDER
22 TO BE CONSIDERED BY THE DEPARTMENT FOR SELECTION AS A
23 WORK-BASED LEARNING INTERMEDIARY, THE ENTITY SHALL SUBMIT AN
24 APPLICATION TO THE DEPARTMENT IN A FORM AND MANNER ESTABLISHED
25 BY THE DEPARTMENT, WHICH MUST BE A SIMPLIFIED APPLICATION
26 DESIGNED TO MAXIMIZE EMPLOYER PARTICIPATION. IN THE APPLICATION,
27 THE ENTITY SHALL:

1 (a) DEMONSTRATE THE ENTITY'S RECORD OF CONNECTING
2 EMPLOYERS WITH LOCAL EDUCATION PROVIDERS, INSTITUTIONS OF HIGHER
3 EDUCATION, OR OTHER TRAINING PROVIDERS SUCH AS REGISTERED
4 APPRENTICESHIP PROGRAMS;

5 (b) OUTLINE HOW THE ENTITY PLANS TO BRING EMPLOYERS, LOCAL
6 EDUCATION PROVIDERS, _____ INSTITUTIONS OF HIGHER EDUCATION, OR
7 OTHER TRAINING PROVIDERS SUCH AS REGISTERED APPRENTICESHIP
8 PROGRAMS TOGETHER TO ACCOMPLISH THE PURPOSES OF THE INCENTIVE
9 PROGRAM;

10 (c) OUTLINE HOW THE ENTITY WILL MEET OR EXCEED THE QUALITY
11 EXPECTATIONS FOR WORK-BASED LEARNING ESTABLISHED BY THE OFFICE
12 PURSUANT TO SUBSECTION (5) OF THIS SECTION; AND

13 (d) SUBMIT ANY OTHER INFORMATION DEEMED APPROPRIATE BY
14 THE DEPARTMENT, INCLUDING AN ATTESTATION OF A COMMITMENT TO
15 DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE.

16 (4) **Responsibilities of work-based learning intermediaries.** A
17 WORK-BASED LEARNING INTERMEDIARY SHALL DIRECTLY FACILITATE
18 WORK-BASED LEARNING OPPORTUNITIES WITH EMPLOYERS THROUGH
19 INCENTIVE PAYMENTS MADE DIRECTLY TO EMPLOYERS FOR TECHNICAL
20 ASSISTANCE, BUSINESS COACHING, AND OTHER TYPES OF SUPPORT.
21 WORK-BASED LEARNING INTERMEDIARIES AND EMPLOYERS MAY USE
22 INCENTIVE PAYMENTS FOR:

23 (a) START-UP MANAGEMENT COSTS FOR EMPLOYERS TO CREATE
24 WORK-BASED LEARNING PROGRAMS, INCLUDING TRAINING FOR
25 EMPLOYERS TO ESTABLISH AND MANAGE A WORK-BASED LEARNING
26 PROGRAM;

27 (b) DEVELOPING AND PROVIDING PERSONALIZED PARTICIPANT

1 SUPPORTS, INCLUDING TRANSPORTATION ASSISTANCE, AND PARTNERING
2 WITH OTHER ENTITIES TO PROVIDE ACCESS TO OR REFERRALS FOR
3 SUPPORTIVE SERVICES, LEARNING SUPPORTS, FINANCIAL ADVISING, AND
4 OTHER TYPES OF SUPPORT TO ENSURE ADULTS AND YOUTH CAN
5 PARTICIPATE IN WORK-BASED LEARNING;

6 (c) EDUCATING EMPLOYERS ON HOW TO WORK WITH LOCAL
7 EDUCATION PROVIDERS AND INSTITUTIONS OF HIGHER EDUCATION TO
8 CREATE CAREER-CONNECTED LEARNING PARTNERSHIPS;

9 (d) TRAINING COSTS, INCLUDING ENROLLMENT, REGISTRATION,
10 AND COURSE FEES FOR PARTICIPATION IN CLASSROOM TRAINING AND
11 CERTIFICATIONS ALIGNED WITH WORK-BASED LEARNING;

12 (e) PROVIDING INCENTIVES FOR EMPLOYERS WHO PARTICIPATE IN
13 THE DELIVERY OF EDUCATION SERVICES;

14 (f) ANY SERVICES, RESOURCES, AND SUPPORT IDENTIFIED BY
15 EMPLOYERS TO SUPPORT WORK-BASED LEARNING THAT ALIGN WITH THE
16 PURPOSES OF THIS SECTION, INCLUDING FOSTERING REGIONAL
17 PARTNERSHIPS BY SECTOR OR INDUSTRY AND HIRING A BUSINESS COACH
18 OR OTHER INDIVIDUAL TO ACT AS A LIAISON BETWEEN A WORK-BASED
19 LEARNING INTERMEDIARY AND EMPLOYERS RECEIVING INCENTIVE
20 PAYMENTS; AND

21 (g) ENSURING ALIGNMENT WITH AND AVOIDING DUPLICATION OF
22 EXISTING PROGRAMS AND, WHERE PRACTICABLE, LEVERAGING EXISTING
23 RESOURCES.

24 (5) **Work-based learning quality expectations.** THE OFFICE, IN
25 CONSULTATION WITH THE DEPARTMENT, THE COMMISSION, THE OFFICE OF
26 ECONOMIC DEVELOPMENT, THE DEPARTMENT OF EDUCATION, THE
27 DEPARTMENT OF HIGHER EDUCATION, THE STATE BOARD FOR COMMUNITY

1 COLLEGES AND OCCUPATIONAL EDUCATION, AREA TECHNICAL COLLEGES,
2 AND THE WORK FORCE DEVELOPMENT COUNCIL, SHALL:

3 (a) ON OR BEFORE SEPTEMBER 15, 2022, DEVELOP WORK-BASED
4 LEARNING QUALITY EXPECTATIONS FOR YOUTH AND ADULTS, TAKING INTO
5 CONSIDERATION:

6 (I) HOW THE EXPECTATIONS ALIGN WITH EMPLOYER NEEDS;

7 (II) EVIDENCE-BASED PRACTICES;

8 (III) THE POTENTIAL OUTCOMES OF WORK-BASED LEARNING
9 OPPORTUNITIES FOR YOUTH AND ADULTS; ==

10 (IV) OPPORTUNITIES TO AWARD EDUCATIONAL CREDIT OR
11 PAYMENT FOR WORK-BASED LEARNING EXPERIENCES; ==

12 (V) ALIGNMENT WITH THE MINIMUM STANDARDS SET BY THE
13 FEDERAL DEPARTMENT OF LABOR OR THE STATE APPRENTICESHIP AGENCY,
14 WHERE APPLICABLE; AND

15 (VI) GRADUATION AND COMPLETION RATES OF THE PROGRAMS,
16 WHERE APPLICABLE; AND

17 (b) REVIEW AND REVISE THE WORK-BASED LEARNING QUALITY
18 EXPECTATIONS EVERY FIVE YEARS, INCLUDING CONSIDERATION OF:

19 (I) THE RELEVANCE OF AND INNOVATIONS IN WORK-BASED
20 LEARNING;

21 (II) WHETHER WORK-BASED LEARNING IS DYNAMIC AND
22 RESPONSIVE TO THE NEEDS OF BUSINESS AND EDUCATION PARTNERS;

23 (III) HOW THE WORK-BASED LEARNING EXPERIENCES ALIGN WITH
24 EMPLOYER EXPECTATIONS FOR ADULTS AND YOUTH IN HIGH-WAGE,
25 HIGH-DEMAND JOBS; AND

26 (IV) THE QUALITY OF WORK-BASED LEARNING PROVIDED TO
27 PARTICIPANTS IN THE INCENTIVE PROGRAM.

1 **(6) Appropriation.** FOR THE 2022-23 STATE FISCAL YEAR, THE
2 GENERAL ASSEMBLY SHALL APPROPRIATE THREE MILLION DOLLARS FROM
3 THE GENERAL FUND TO THE DEPARTMENT FOR THE PURPOSES OF THIS
4 SECTION. ANY UNEXPENDED MONEY REMAINING AT THE END OF THE
5 2022-23 STATE FISCAL YEAR:

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

8 (b) MAY BE USED BY THE DEPARTMENT IN THE 2023-24 STATE
9 FISCAL YEAR WITHOUT FURTHER APPROPRIATION; AND

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

12 **(7) Rules.** THE EXECUTIVE DIRECTOR OF THE DEPARTMENT MAY
13 PROMULGATE RULES TO IMPLEMENT THIS SECTION.

14 **8-83-603. Statewide digital navigator program - office of**
15 **future work - rules - appropriation.** (1) ON OR BEFORE JANUARY 1,
16 2023, THE OFFICE SHALL CREATE A STATEWIDE DIGITAL NAVIGATOR
17 PROGRAM. THE PURPOSE OF THE PROGRAM IS TO ADDRESS DIGITAL
18 INEQUITIES THAT PREVENT YOUTH AND ADULTS FROM SECURING
19 EMPLOYMENT. TO ADDRESS DIGITAL INEQUITIES, THE PROGRAM MAY
20 PROVIDE SERVICES AND SUPPORTS, INCLUDING ACCESS TO DIGITAL
21 TECHNOLOGY, COMPUTER AND TECHNOLOGY SKILLS TRAINING, AND
22 AFFORDABLE INTERNET SERVICE THROUGH THE EMPLOYMENT OF DIGITAL
23 NAVIGATORS. THE OFFICE SHALL, THROUGH AN APPLICATION PROCESS,
24 SELECT AT LEAST ONE ADMINISTERING ENTITY TO ADMINISTER THE
25 DIGITAL NAVIGATOR PROGRAM. THE DIGITAL NAVIGATOR PROGRAM WILL
26 DEPLOY DIGITAL NAVIGATORS TO:

27 (a) (I) CONDUCT OUTREACH TO TARGET POPULATIONS IN NEED OF

1 INTERNET ACCESS, HARDWARE, SOFTWARE, AND DIGITAL SKILLS;
2 (II) PROVIDE TECHNOLOGY AND LITERACY SUPPORT TO TARGET
3 POPULATIONS; AND
4 (III) CONNECT TARGET POPULATIONS TO RESOURCES IN ORDER TO
5 REMOVE BARRIERS TO TRAINING AND EMPLOYMENT;
6 (b) MAKE REFERRALS TO AND FACILITATE ENROLLMENT OF
7 TARGET POPULATIONS IN:
8 (I) DIGITAL LITERACY CLASSES AND WORKSHOPS;
9 (II) RESKILLING, UPSKILLING, AND NEXT-SKILLING OPPORTUNITIES;
10 (III) SUPPORT SERVICES;
11 (IV) BASIC LITERACY OR NUMERACY INSTRUCTION OR TUTORING;
12 (V) WORKFORCE DEVELOPMENT SERVICES; AND
13 (VI) WORK-BASED LEARNING OPPORTUNITIES, INCLUDING
14 WORK-BASED LEARNING OPPORTUNITIES CREATED IN SECTION 8-83-602;
15 (c) CONNECT TARGET POPULATIONS TO LOW-COST INTERNET
16 PROGRAMS AND RESOURCES;
17 (d) IDENTIFY AND HELP DISTRIBUTE THE NECESSARY
18 TECHNOLOGIES TO TARGET POPULATIONS;
19 (e) PROVIDE AD HOC BASIC DIGITAL SKILLS SUPPORT TO TARGET
20 POPULATIONS, INCLUDING:
21 (I) SETTING UP A COMPUTER;
22 (II) CONNECTING A DEVICE TO THE INTERNET; AND
23 (III) ASSISTING PEOPLE IN COMPLETING A JOB SEARCH, CREATING
24 A PROFILE THROUGH THE MY COLORADO JOURNEY PLATFORM
25 ADMINISTERED BY THE STATE WORK FORCE DEVELOPMENT COUNCIL,
26 CREATING AN ACCOUNT WITH THE CONNECTING COLORADO STUDENTS
27 GRANT PROGRAM CREATED IN ARTICLE 103 OF TITLE 23, AND APPLYING

1 FOR PUBLIC BENEFITS THROUGH ONLINE APPLICATIONS;

2 (f) SERVE AS ON-THE-GROUND DATA COLLECTORS TO PROVIDE A
3 DETAILED PICTURE OF COLORADO COMMUNITY NEEDS TO INFORM THE
4 OFFICE AND ITS PARTNERS DESCRIBED IN SUBSECTION (3) OF THIS SECTION
5 ON WHERE ADDITIONAL RESOURCES SHOULD BE INVESTED; AND

6 (g) ALIGN AND COORDINATE WITH OTHER NAVIGATOR PROGRAMS
7 AND SERVICE PROVIDERS.

8 (2) IN ORDER TO BE CONSIDERED BY THE OFFICE FOR SELECTION AS
9 THE ADMINISTERING ENTITY OF THE DIGITAL NAVIGATOR PROGRAM, AN
10 ENTITY SHALL SUBMIT AN APPLICATION TO THE OFFICE, IN A FORM AND
11 MANNER ESTABLISHED BY THE OFFICE, THAT:

12 (a) DEMONSTRATES THE ENTITY'S RECORD OF CONDUCTING
13 OUTREACH TO A TARGET POPULATION OR MULTIPLE TARGET POPULATIONS;

14 (b) OUTLINES HOW THE ENTITY PLANS TO PARTNER WITH
15 COMMUNITY ORGANIZATIONS THAT INCLUDE A PUBLIC SCHOOL, A PUBLIC
16 OR MULTIFAMILY HOUSING AUTHORITY, A LIBRARY, A HEALTH-CARE
17 PROVIDER, A COMMUNITY COLLEGE OR OTHER INSTITUTION OF HIGHER
18 EDUCATION, A STATE LIBRARY AGENCY, A PUBLIC WORKFORCE CENTER,
19 AND ANY OTHER NONPROFIT OR GOVERNMENTAL COMMUNITY SUPPORT
20 ORGANIZATION, AS APPLICABLE, TO ACCOMPLISH THE PURPOSES OF THE
21 PROGRAM; AND

22 (c) DESCRIBES THE ENTITY'S ADMINISTRATIVE CAPACITY TO
23 SUCCESSFULLY ADMINISTER THE PROGRAM.

24 (3) THE OFFICE SHALL WORK COLLABORATIVELY WITH OTHER
25 OFFICES AND DIVISIONS IN THE DEPARTMENT, THE DEPARTMENT OF HIGHER
26 EDUCATION, THE DEPARTMENT OF EDUCATION, THE COLORADO
27 BROADBAND OFFICE CREATED IN SECTION 24-37.5-903, THE DEPARTMENT

1 OF HUMAN SERVICES, THE OFFICE OF EHEALTH INNOVATION IN THE
2 GOVERNOR'S OFFICE, AND THE OFFICE OF ECONOMIC DEVELOPMENT TO
3 IDENTIFY AND SUPPORT DIVERSE PARTNERS AND EMPLOYERS.

4 (4) (a) THE OFFICE SHALL SHARE OUTCOMES OF THE PROGRAM
5 WITH PARTNERS DESCRIBED IN SUBSECTION (3) OF THIS SECTION AND
6 COLLECT DATA CONCERNING THE PROGRAM THAT INCLUDES:

7 (I) THE OUTREACH ACTIVITIES CONDUCTED;

8 (II) THE NUMBER OF INDIVIDUALS SERVED BY THE NAVIGATORS
9 AND THE DE-IDENTIFIED DEMOGRAPHICS OF THOSE INDIVIDUALS,
10 INCLUDING RACE, GEOGRAPHIC REGION OR ZIP CODE, AND WHETHER THE
11 INDIVIDUALS MEET LOW-INCOME CRITERIA AS DETERMINED BY THE
12 DEPARTMENT; AND

13 (III) ANY OUTCOMES AND DATA TO MEASURE THE SUCCESS OF THE
14 PROGRAM, INCLUDING SKILLS ATTAINMENT AND EMPLOYMENT
15 ATTAINMENT.

16 (b) THE OFFICE SHALL INCLUDE THE OUTCOMES SHARED AND THE
17 DATA COLLECTED PURSUANT TO THIS SUBSECTION (4) IN THE
18 PRESENTATIONS REQUIRED BY SECTION 8-83-602 AT THE HEARINGS HELD
19 UNDER THE "STATE MEASUREMENT FOR ACCOUNTABLE, RESPONSIVE,
20 AND TRANSPARENT (SMART) GOVERNMENT ACT", PART 2 OF ARTICLE 7
21 OF TITLE 2.

22 (5) FOR THE 2022-23 STATE FISCAL YEAR, THE GENERAL
23 ASSEMBLY SHALL APPROPRIATE TWO MILLION DOLLARS FROM THE
24 GENERAL FUND TO THE DEPARTMENT FOR USE BY THE OFFICE FOR THE
25 PURPOSES OF THIS SECTION. ANY UNEXPENDED MONEY REMAINING AT THE
26 END OF THE 2022-23 STATE FISCAL YEAR:

27 (a) DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER

1 FUND;

2 (b) MAY BE USED BY THE DEPARTMENT IN THE 2023-24 STATE
3 FISCAL YEAR WITHOUT FURTHER APPROPRIATION; AND

4 (c) SHALL NOT BE USED FOR ANY OTHER PURPOSE OTHER THAN THE
5 PURPOSES SET FORTH IN THIS SECTION.

6 (6) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT MAY
7 PROMULGATE RULES TO IMPLEMENT THIS SECTION.

8 **SECTION 3.** In Colorado Revised Statutes, **repeal and reenact,**
9 **with amendments,** 8-3.7-102 as follows:

10 **8-3.7-102. Definitions.** AS USED IN THIS ARTICLE 3.7, UNLESS THE
11 CONTEXT OTHERWISE REQUIRES:

12 (1) "CAREER-ALIGNED ESL CLASSES" OR "CAREER-ALIGNED
13 ENGLISH AS A SECOND LANGUAGE PROGRAM" MEANS A CURRICULUM OR
14 CLASSES THAT SUPPORT SPECIFIC CAREERS OR OCCUPATIONS THROUGH
15 THE ALIGNMENT OF EDUCATION, EMPLOYMENT, AND SKILLS PROGRAMS
16 THAT ACCELERATE AN INDIVIDUAL'S ABILITY TO COMMUNICATE ON THE
17 JOB OR IN THE PURSUIT OF A JOB.

18 (2) "CLASSES" INCLUDES VIRTUAL CLASSES WITH A LIVE TEACHER,
19 RECORDED CLASSES, AND ADDITIONAL CURRICULUM AND OTHER SUPPORTS
20 ASSOCIATED WITH LEARNING.

21 (3) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND
22 EMPLOYMENT CREATED IN SECTION 24-1-121.

23 (4) "ENGLISH LANGUAGE LEARNER" OR "ELL" MEANS AN
24 INDIVIDUAL WHO IS LINGUISTICALLY DIVERSE AND WHO HAS A LEVEL OF
25 ENGLISH LANGUAGE PROFICIENCY THAT REQUIRES LANGUAGE SUPPORT.

26 (5) "IMMIGRANT" OR "NEW AMERICAN" MEANS A COLORADAN
27 WHO HAS ARRIVED, OR AN INDIVIDUAL WHO WILL ARRIVE, TO COLORADO

1 AS AN IMMIGRANT OR REFUGEE AND INCLUDES THE INDIVIDUAL'S
2 CHILDREN. "IMMIGRANT" OR "NEW AMERICAN" INCLUDES: REFUGEES,
3 ASYLEES, SPECIAL IMMIGRANT VISA HOLDERS, VICTIMS OF TRAFFICKING,
4 RECIPIENTS OF THE FEDERAL DEFERRED ACTION FOR CHILDHOOD ARRIVALS
5 PROGRAM, AND ALL OTHER IMMIGRANTS AND ASPIRING CITIZENS SEEKING
6 OPPORTUNITY, SAFETY, OR REUNIFICATION OF FAMILY.

7 (6) "INTEGRATION" MEANS A DYNAMIC, TWO-WAY PROCESS IN
8 WHICH IMMIGRANTS AND NEW AMERICANS AND THE RECEIVING
9 COMMUNITY WORK TOGETHER TO BUILD SECURE, VIBRANT, AND COHESIVE
10 COMMUNITIES WITHOUT HAVING TO FOREGO THEIR OWN CULTURAL
11 IDENTITY.

12 (7) "ONA" MEANS THE COLORADO OFFICE OF NEW AMERICANS
13 CREATED IN SECTION 8-3.7-103.

14 (8) "TASK FORCE" MEANS THE GLOBAL TALENT TASK FORCE
15 CREATED BY ONA IN SECTION IN 8-3.7-107.

16 (9) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET
17 FORTH IN SECTION 8-83-601 (15).

18 (10) "WORKFORCE PARTNERS" INCLUDES ENTITIES THAT PROVIDE
19 WORK-BASED LEARNING OPPORTUNITIES, JOB TRAINING, AND OTHER
20 SUPPORTS THAT ENABLE INDIVIDUALS TO CONNECT WITH IN-DEMAND JOBS,
21 INDUSTRIES, AND OCCUPATIONS.

22 **SECTION 4.** In Colorado Revised Statutes, **add** 8-3.7-106 and
23 8-3.7-107 as follows:

24 **8-3.7-106. Virtual, career-aligned English as a second**
25 **language program - created - report - appropriation.** (1) ON OR
26 BEFORE JANUARY 1, 2023, THE ONA SHALL ESTABLISH A VIRTUAL,
27 CAREER-ALIGNED ENGLISH AS A SECOND LANGUAGE PROGRAM TO:

1 (a) ENSURE ELLS HAVE ACCESS TO WORK-BASED LEARNING,
2 JOB-TRAINING, AND EMPLOYMENT OPPORTUNITIES AND THE SUPPORTS
3 THEY NEED FOR SUCCESS IN THE CAREER-ALIGNED ENGLISH AS A SECOND
4 LANGUAGE PROGRAM AND EMPLOYMENT WITH WORKFORCE PARTNERS
5 AND EMPLOYERS;

6 (b) FACILITATE WORK-BASED LEARNING BY PROVIDING
7 ADDITIONAL SUPPORT TO HELP EMPLOYERS AND OTHER WORKFORCE
8 PARTNERS RECRUIT, SERVE, HIRE, AND PROMOTE ELLS;

9 (c) PROVIDE EFFICIENT AND EFFECTIVE ACCESS TO ESTABLISHED,
10 CAREER-ALIGNED ESL CLASSES FOR YOUTH AND ADULTS, WORK-BASED
11 LEARNING PARTICIPANTS, AND OTHER JOB TRAINING PARTICIPANTS AND
12 THEIR EMPLOYERS, PROGRAM ADMINISTRATORS, AND TEACHERS;

13 (d) STREAMLINE ACCESS TO CAREER-ALIGNED ESL CLASSES
14 THROUGH THE PURCHASE OF LICENSES TO VIRTUAL PLATFORMS THAT ARE
15 THEN MADE AVAILABLE TO INTERESTED WORKFORCE PARTNERS AND
16 EMPLOYERS; AND

17 (e) ACCELERATE THE ADOPTION OF CAREER-ALIGNED ESL CLASSES
18 INTO EMPLOYER AND WORK-BASED LEARNING PROGRAMS AND TRAINING
19 PROGRAMS FOR RESKILLING, UPSKILLING, AND NEXT-SKILLING, AS THOSE
20 TERMS ARE DEFINED IN SECTION 8-83-601.

21 (2) THE VIRTUAL, CAREER-ALIGNED ENGLISH AS A SECOND
22 LANGUAGE PROGRAM SHALL ADDRESS:

23 (a) THE INTERSECTION OF ENGLISH LANGUAGE LEARNING WITH
24 OTHER WORK-BASED LEARNING AND SKILL-BASED HIRING EFFORTS;

25 (b) THE CHALLENGE OF INCORPORATING ELLS INTO OUR
26 WORKFORCE AND WORKFORCE PROGRAMS, INCLUDING WORK-BASED
27 LEARNING OPPORTUNITIES; AND

1 (c) OPPORTUNITIES FOR EMPLOYERS TO INTEGRATE NEW
2 AMERICANS AND ELLS INTO WORKFORCE AND TALENT PIPELINES, IN
3 RECOGNITION OF THE NEED FOR EQUITABLE OPPORTUNITIES AND THE
4 IMPORTANCE OF HARNESSING THE TALENTS OF SKILLED NEW AMERICANS
5 AND ELLS IN THIS STATE.

6 (3) (a) THE ONA SHALL:

7 (I) THROUGH A PROCESS THAT COMPLIES WITH THE
8 "PROCUREMENT CODE", ARTICLES 101 TO 112 OF TITLE 24, SELECT AT
9 LEAST ONE QUALIFIED VENDOR WITH AN ESTABLISHED AND EXISTING
10 VIRTUAL PLATFORM THAT OFFERS CAREER-ALIGNED ESL CLASSES IN
11 IN-DEMAND INDUSTRIES AND OCCUPATIONS;

12 (II) ALLOCATE FUNDING TO THE VENDOR SELECTED IN SUBSECTION
13 (3)(a)(I) OF THIS SECTION:

14 (A) FOR THE PURCHASE OF INDIVIDUAL LICENSES THAT CAN BE
15 DISTRIBUTED TO INTERESTED AND SELECTED EMPLOYERS AND
16 WORK-BASED LEARNING AND WORKFORCE PARTNERS FOR INDIVIDUALS TO
17 ACCESS VIRTUAL CLASSES AND PLATFORMS; AND

18 (B) TO CREATE NEW CAREER-ALIGNED ESL CLASSES, AS NEEDED,
19 FOR COLORADO'S IN-DEMAND OCCUPATIONS;

20 (III) DETERMINE THE MOST EFFICIENT METHOD FOR DISTRIBUTING
21 LICENSES FOR CAREER-ALIGNED ESL CLASSES THROUGH A STREAMLINED
22 PROCESS TO REDUCE BARRIERS TO PARTICIPATION, WITH A FOCUS ON
23 SMALL- TO MEDIUM-SIZED EMPLOYERS AND WORK-BASED LEARNING AND
24 WORKFORCE PARTNERS WITH EXISTING RELATIONSHIPS WITH THE
25 DEPARTMENT AND ON OTHER STATE AGENCIES AND PARTNERS, INCLUDING
26 LOCAL WORKFORCE CENTERS, SCHOOLS, INSTITUTIONS OF HIGHER
27 EDUCATION, AND NONPROFIT ORGANIZATIONS;

1 (IV) COMMUNICATE THE OPPORTUNITIES CREATED THROUGH THIS
2 SECTION HOLISTICALLY AND STATEWIDE, WITH A FOCUS ON AREAS OF THE
3 STATE WITH HIGHER PROPORTIONS OF ELLS AND NEW AMERICANS AND IN
4 AREAS WITHOUT EXISTING CAREER-ALIGNED ESL CLASSES OR WITH
5 ADDITIONAL BARRIERS, SUCH AS TRANSPORTATION BARRIERS, THAT
6 CURRENTLY PREVENT COLORADANS FROM PARTICIPATING IN ESL
7 CLASSES, INCLUDING IN RURAL AREAS;

8 (V) WORK COLLABORATIVELY WITH OTHER OFFICES AND
9 DIVISIONS IN THE DEPARTMENT, THE DEPARTMENT OF HIGHER EDUCATION,
10 THE DEPARTMENT OF HUMAN SERVICES, AND THE OFFICE OF ECONOMIC
11 DEVELOPMENT TO IDENTIFY DIVERSE PARTNERS AND EMPLOYERS AND
12 ADDITIONAL SUPPORTS FOR PARTICIPANTS TO ENSURE THEIR SUCCESS;

13 (VI) SHARE OUTCOMES OF THE VIRTUAL CAREER-ALIGNED
14 ENGLISH AS A SECOND LANGUAGE PROGRAM WITH THE EMPLOYER
15 COMMUNITY; AND

16 (VII) COLLECT DATA CONCERNING THE PROGRAM THAT INCLUDES:

17 (A) THE TYPES OF ENTITIES SUPPORTED, SUCH AS AN EMPLOYER OR
18 APPRENTICESHIP PROGRAM, AND THEIR LOCATION IN COLORADO;

19 (B) THE NUMBER OF PARTICIPATING ENTITIES;

20 (C) THE NUMBER OF INDIVIDUALS SERVED AT EACH ENTITY AND
21 THEIR DEMOGRAPHICS;

22 (D) THE CAREERS OR OCCUPATIONS SUPPORTED BY THE VIRTUAL
23 CAREER-ALIGNED ENGLISH AS A SECOND LANGUAGE PROGRAM; AND

24 (E) ANY OUTCOMES AND DATA TO MEASURE THE SUCCESS OF THE
25 VIRTUAL CAREER-ALIGNED ENGLISH AS A SECOND LANGUAGE PROGRAM.

26 (b) IN CONJUNCTION WITH THE DEPARTMENT, THE ONA SHALL
27 INCLUDE THE INFORMATION IN THIS SUBSECTION (3) IN THE

1 PRESENTATIONS REQUIRED BY SECTION 8-83-602 AT THE HEARINGS HELD
2 UNDER THE "STATE MEASUREMENT FOR ACCOUNTABLE, RESPONSIVE,
3 AND TRANSPARENT (SMART) GOVERNMENT ACT", PART 2 OF ARTICLE 7
4 OF TITLE 2.

5 (4) FOR THE 2022-23 STATE FISCAL YEAR THE GENERAL ASSEMBLY
6 SHALL APPROPRIATE ONE MILLION ONE HUNDRED THOUSAND DOLLARS
7 FROM THE GENERAL FUND TO THE DEPARTMENT, FOR USE BY ONA FOR
8 THE PURPOSES OF THIS SECTION. ANY UNEXPENDED MONEY REMAINING AT
9 THE END OF THE 2022-23 STATE FISCAL YEAR:

10 (a) DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER
11 FUND;

12 (b) MAY BE USED BY THE DEPARTMENT IN THE 2023-24 STATE
13 FISCAL YEAR WITHOUT FURTHER APPROPRIATION; AND

14 (c) SHALL NOT BE USED FOR ANY OTHER PURPOSE OTHER THAN THE
15 PURPOSES SET FORTH IN THIS SECTION.

16 **8-3.7-107. Global talent task force - created - repeal.** (1) ON
17 OR BEFORE SEPTEMBER 1, 2022, THE ONA SHALL ESTABLISH A GLOBAL
18 TALENT TASK FORCE THAT INCLUDES DIVERSE REPRESENTATION
19 REFLECTIVE OF THE STATE. THE TASK FORCE SHALL:

20 (a) STUDY THE PATHWAYS FOR OBTAINING CERTAIN IN-DEMAND
21 OCCUPATIONAL LICENSES AND INTERNATIONAL CREDENTIALS TO TAKE
22 ADVANTAGE OF THE GLOBAL POOL OF SKILLED WORKERS IN COLORADO.
23 THE TASK FORCE SHALL CHOOSE AT LEAST FIVE OCCUPATIONS THAT ARE
24 RESPONSIVE TO WORKFORCE NEEDS, AS DETERMINED BY THE ANNUAL
25 COLORADO TALENT REPORT PREPARED PURSUANT TO SECTION
26 24-46.6-103 (3), AND THAT ARE OCCUPATIONS IN WHICH THE STATE HAS
27 THE NEED FOR AND AN ABILITY TO PROVIDE OVERSIGHT, INCLUDING

1 OCCUPATIONS IN EARLY CHILDHOOD EDUCATION AND CARE, EDUCATION,
2 AND HEALTH CARE, WITH A PRIORITY GIVEN TO THE PRACTICE OF NURSING.

3 (b) ACCELERATE AND EXPAND WORK THAT THE DEPARTMENT AND
4 OTHER STATE AGENCIES HAVE DONE TO INTEGRATE NEW AMERICANS AND
5 INTERNATIONALLY TRAINED PROFESSIONALS INTO THE WORKFORCE; AND

6 (c) PROVIDE POLICY AND PROGRAMMATIC RECOMMENDATIONS TO
7 THE GOVERNOR AND THE GENERAL ASSEMBLY TO INCREASE THE ABILITY
8 OF THE STATE TO HARNESS THE SKILLS OF NEW AMERICANS, INCLUDING
9 THROUGH WORK-BASED LEARNING OPPORTUNITIES.

10 (2) THE ONA SHALL PROVIDE ADMINISTRATIVE STAFF TO SUPPORT
11 THE TASK FORCE.

12 (3) (a) ON OR BEFORE SEPTEMBER 1, 2022:

13 (I) THE DIRECTOR OF THE ONA SHALL APPOINT TWELVE MEMBERS
14 OF THE TASK FORCE AS FOLLOWS:

15 (A) THREE INTERNATIONALLY TRAINED PROFESSIONALS;

16 (B) THREE REPRESENTATIVES OF COMMUNITY-BASED
17 ORGANIZATIONS OR COALITIONS SERVING NEW AMERICANS AND
18 INTERNATIONALLY TRAINED PROFESSIONALS;

19 (C) ONE REPRESENTATIVE OF WORK-BASED LEARNING PROGRAMS
20 OR PROVIDERS OF EXPERIENTIAL LEARNING OPPORTUNITIES;

21 (D) ONE REPRESENTATIVE OF EMPLOYERS PARTICIPATING IN A
22 WORK-BASED LEARNING PROGRAM;

23 (E) TWO REPRESENTATIVES OF IN-DEMAND INDUSTRIES, SUCH AS
24 EDUCATION OR HEALTH CARE;

25 (F) ONE REPRESENTATIVE OF LOCAL DISTRICT COLLEGES; AND

26 (G) ONE REPRESENTATIVE OF THE STATE WORKFORCE
27 DEVELOPMENT COUNCIL CREATED IN SECTION 24-46.3-101.

1 (II) THE PRESIDENT OF THE SENATE SHALL APPOINT TWO MEMBERS
2 OF THE SENATE TO THE TASK FORCE, ONE OF WHOM REPRESENTS RURAL
3 COMMUNITIES;

4 (III) THE SPEAKER OF THE HOUSE OF REPRESENTATIVES SHALL
5 APPOINT TWO MEMBERS OF THE HOUSE OF REPRESENTATIVES TO THE TASK
6 FORCE, ONE OF WHOM REPRESENTS RURAL COMMUNITIES;

7 (IV) THE MINORITY LEADER OF THE SENATE SHALL APPOINT ONE
8 MEMBER OF THE SENATE TO THE TASK FORCE;

9 (V) THE MINORITY LEADER OF THE HOUSE OF REPRESENTATIVES
10 SHALL APPOINT ONE MEMBER OF THE HOUSE OF REPRESENTATIVES TO THE
11 TASK FORCE; AND

12 (VI) THE GOVERNOR SHALL APPOINT ONE REPRESENTATIVE OF THE
13 OFFICE OF THE GOVERNOR.

14 (b) THE TASK FORCE ALSO CONSISTS OF:

15 (I) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OR THE
16 EXECUTIVE DIRECTOR'S DESIGNEE;

17 (II) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF
18 REGULATORY AGENCIES OR THE EXECUTIVE DIRECTOR'S DESIGNEE;

19 (III) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF HIGHER
20 EDUCATION OR THE EXECUTIVE DIRECTOR'S DESIGNEE;

21 (IV) THE COMMISSIONER OF EDUCATION OR THE COMMISSIONER'S
22 DESIGNEE; AND

23 (V) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF EARLY
24 CHILDHOOD EDUCATION OR THE EXECUTIVE DIRECTOR'S DESIGNEE.

25 (c) THE ONA MAY, AS APPROPRIATE, PROVIDE A FIFTY-DOLLAR
26 STIPEND TO EACH TASK FORCE MEMBER PER TASK FORCE MEETING THAT
27 THE MEMBER ATTENDS TO RECOGNIZE THE TASK FORCE MEMBERS WHO

1 ARE NOT OTHERWISE COMPENSATED FOR THE TIME SERVED ON THE TASK
2 FORCE.

3 (4) ON OR BEFORE DECEMBER 31, 2023, THE TASK FORCE SHALL
4 REPORT ITS FINDINGS AND RECOMMENDATIONS MADE PURSUANT TO THIS
5 SECTION TO THE OFFICE OF THE GOVERNOR AND TO THE GENERAL
6 ASSEMBLY AND SHALL MAKE THE REPORT AVAILABLE TO THE PUBLIC.

7 (5) THIS SECTION IS REPEALED, EFFECTIVE DECEMBER 31, 2024.

8 **SECTION 5.** In Colorado Revised Statutes, **amend** 8-77-110 as
9 follows:

10 **8-77-110. Office of future work - study - report.** (1) The office
11 of future of work in the department of labor and employment, created by
12 executive order B 2019 009, shall, within the scope of the executive
13 order, study unemployment assistance as part of its study on the
14 modernization of worker benefits and protections.

15 (2) On or before January 15, 2021, the office of ~~the future of~~
16 work shall submit an initial report as directed by ~~the~~ executive order B
17 2019 009 to the governor and to the business, labor, and technology
18 committee of the senate and the business affairs and labor committee of
19 the house of representatives, or their successor committees.

20 **SECTION 6.** In Colorado Revised Statutes, 22-10-103, **add**
21 (10.5) as follows:

22 **22-10-103. Definitions.** As used in this article 10, unless the
23 context otherwise requires:

24 (10.5) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET
25 FORTH IN SECTION 8-83-601 (15).

26 **SECTION 7.** In Colorado Revised Statutes, 22-10-104, **amend**
27 (1)(d) as follows:

1 **22-10-104. Adult education and literacy grant program -**
2 **created - rules.** (1) (d) An adult education provider may use grant money
3 received pursuant to this article 10 in combination with any money
4 received from other public or private sources. An adult education
5 provider may use grant money received pursuant to this article 10 on
6 behalf of a student who:

7 (I) Lacks basic literacy or numeracy skills; ~~or who~~

8 (II) Is enrolled in or has completed the adult education and
9 literacy program; ~~or~~

10 (III) Is receiving training from a postsecondary education or
11 training provider or from a workforce development provider that
12 participates in a workforce development partnership with the adult
13 education provider; OR

14 (IV) IS PARTICIPATING IN WORK-BASED LEARNING.

15 **SECTION 8.** In Colorado Revised Statutes, 22-14-102, **amend**
16 the introductory portion; and **add** (18) as follows:

17 **22-14-102. Definitions.** As used in this ~~article~~ ARTICLE 14, unless
18 the context otherwise requires:

19 (18) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET
20 FORTH IN SECTION 8-83-601 (15).

21 **SECTION 9.** In Colorado Revised Statutes, 22-14-109, **amend**
22 (1) as follows:

23 **22-14-109. Student re-engagement grant program - rules -**
24 **application - grants - report.** (1) There is hereby created within the
25 department the student re-engagement grant program to provide grant
26 money to local education providers to use in providing educational
27 services and supports, INCLUDING WORK-BASED LEARNING, to students to

1 maintain student engagement and support student re-engagement in high
2 school. Subject to available appropriations, the state board shall award
3 student re-engagement grants to local education providers from money
4 appropriated pursuant to subsection (4) of this section.

5 **SECTION 10.** In Colorado Revised Statutes, 22-14-109.5,
6 **amend** (5)(d) as follows:

7 **22-14-109.5. Ninth-grade success grant program - created -**
8 **criteria - use of grant money - report - rules - definitions - repeal.**

9 (5) A local education provider or charter school that receives a grant
10 through the program must use the grant money to implement a
11 ninth-grade success program that, at a minimum, must include the
12 following elements:

13 (d) Identifying and prioritizing services, SUCH AS WORK-BASED
14 LEARNING, for ninth-grade students who are at risk of academic failure in
15 ninth grade;

16 **SECTION 11.** In Colorado Revised Statutes, 22-32-138.5,
17 **amend** (2) introductory portion, (2)(b)(II), (2)(b)(VIII), (2)(b)(IX), and
18 (2)(b)(X); and **add** (2)(b)(XI) as follows:

19 **22-32-138.5. Educational stability grant program - application**
20 **- grants - fund created - rules - report - definition.** (2) The state board
21 of education shall adopt rules pursuant to the "State Administrative
22 Procedure Act", article 4 of title 24, for implementation of the grant
23 program. At a minimum, the rules ~~shall~~ **MUST** include:

24 (b) The information to be included on grant applications,
25 including at a minimum:

26 (II) A description of services to be provided through the grant,
27 including a description of innovative practices to address barriers for

1 students; ~~in out-of-home placement~~;

2 (VIII) The provision of services for students ~~in out-of-home~~
3 ~~placement~~ who receive special education services;

4 (IX) Access to extracurricular activities for students ~~in~~
5 ~~out-of-home placement~~; and WHO RECEIVE SPECIAL EDUCATION SERVICES;

6 (X) Transition practices relating to school moves for students; ~~in~~
7 ~~out-of-home placement~~. AND

8 (XI) (A) ENGAGEMENT IN ACADEMIC SUPPORTS, SUCH AS
9 WORK-BASED LEARNING.

10 (B) AS USED IN THIS SUBSECTION (2)(b)(XI), "WORK-BASED
11 LEARNING" HAS THE SAME MEANING AS SET FORTH IN SECTION 8-83-601
12 (15).

13 **SECTION 12.** In Colorado Revised Statutes, 22-35.3-102, **add**
14 (12) as follows:

15 **22-35.3-102. Definitions.** As used in this article 35.3, unless the
16 context otherwise requires:

17 (12) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET
18 FORTH IN SECTION 8-83-601 (15).

19 **SECTION 13.** In Colorado Revised Statutes, 22-35.3-103,
20 **amend** (2) introductory portion and (2)(b) as follows:

21 **22-35.3-103. Pathways in technology early college high schools**
22 **- design - requirements - approval.** (2) A p-tech school to be operated
23 by a local education provider must be jointly approved by the
24 commissioner of education and the executive director of the department
25 of higher education. The commissioner and the executive director shall
26 jointly establish ~~time lines~~ TIMELINES and procedures by which a local
27 education provider may apply to operate a p-tech school and shall develop

1 a model p-tech agreement template that may be used by an applicant. The
2 application must include:

3 (b) The operational model for the p-tech school, including but not
4 limited to curricula, instructional practices, faculty roles, student support
5 structures, class schedules, experiential learning opportunities,
6 WORK-BASED LEARNING, and the associate degrees that students may
7 attain through the p-tech school;

8 **SECTION 14.** In Colorado Revised Statutes, 22-91-102, **add** (9)
9 as follows:

10 **22-91-102. Definitions.** As used in this article 91, unless the
11 context otherwise requires:

12 (9) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET
13 FORTH IN SECTION 8-83-601 (15).

14 **SECTION 15.** In Colorado Revised Statutes, 22-91-103, **amend**
15 (1)(a) as follows:

16 **22-91-103. School counselor corps grant program - created -**
17 **rules.** (1) (a) There is created in the department the school counselor
18 corps grant program to provide funding to education providers. The ~~goal~~
19 GOALS of the program ~~is~~ ARE to:

20 (I) Increase the availability of effective school-based counseling
21 to help increase the graduation rate within the state and increase the
22 percentage of students who appropriately prepare for, apply to, and
23 continue into postsecondary education; AND

24 (II) SUPPORT WORK-BASED LEARNING AWARENESS AND
25 EDUCATION FOR STUDENTS AT THE MIDDLE SCHOOL AND HIGH SCHOOL
26 LEVELS AND WORK-BASED LEARNING OPPORTUNITIES AT THE HIGH SCHOOL
27 LEVEL.

1 **SECTION 16.** In Colorado Revised Statutes, 23-3.3-1002, **add**
2 (10) as follows:

3 **23-3.3-1002. Definitions.** As used in this part 10, unless the
4 context otherwise requires:

5 (10) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET
6 FORTH IN SECTION 8-83-601 (15).

7 **SECTION 17.** In Colorado Revised Statutes, 23-3.3-1004,
8 **amend** (4) introductory portion, (4)(a)(III)(D), and (4)(a)(III)(E); and **add**
9 (4)(a)(III)(F) as follows:

10 **23-3.3-1004. Colorado opportunity scholarship initiative**
11 **advisory board - created - duties - rules - repeal.** (4) ~~The board shall~~
12 ~~hold its first meeting on or before November 1, 2014, at a time and place~~
13 ~~to be designated by the executive director or by the executive director's~~
14 ~~designee.~~ The board shall meet at least four times each year and shall
15 carry out the following duties:

16 (a) Promulgate rules for administration of the initiative, including
17 but not limited to the following:

18 (III) Rules establishing permissible uses of grant and scholarship
19 money from the initiative, which rules must stipulate that:

20 (D) To the extent practicable, grants of financial assistance must
21 be awarded to students representing rural and urban areas of the state and
22 to students attending area technical colleges, community colleges,
23 four-year institutions of higher education, and research institutions; ~~and~~

24 (E) To the extent practicable, financial assistance must be evenly
25 distributed between students with an expected family contribution of less
26 than one hundred percent of the annual federal PELL grant award and
27 students with an expected family contribution between one hundred

1 percent and two hundred fifty percent of the annual federal PELL grant
2 award; AND

3 (F) TO THE EXTENT PRACTICABLE, GRANT AND SCHOLARSHIP
4 MONEY MAY BE USED FOR WORK-BASED LEARNING;

5 **SECTION 18.** In Colorado Revised Statutes, 23-3.3-1303,
6 **amend (1)(b) as follows:**

7 **23-3.3-1303. Fourth-year innovation pilot program - creation**
8 **- eligibility - award of state funding - commission policies.** (1)(b) The
9 pilot program is limited to five local education providers or group of
10 providers with the first cohort of graduates graduating early during the
11 2021-22 school year and the last cohort of graduates graduating early
12 during the 2025-26 school year. EACH YEAR OF THE PROGRAM, a local
13 education provider or a group of local education providers may apply to
14 the department to participate in the pilot program. A SCHOOL OR LOCAL
15 EDUCATION PROVIDER APPROVED BY THE DEPARTMENT MAY BE ADDED TO
16 AN EXISTING GROUP OF LOCAL EDUCATION PROVIDERS. The commission
17 shall select pilot program participants, including a mix of urban,
18 suburban, and rural local education providers. In the pilot program
19 application, the applicant or applicants shall indicate which high schools
20 are participating in the pilot program. With approval of the charter school,
21 a school district that is selected to participate in the pilot program may
22 also include a charter school authorized by the school district as one of its
23 designated high schools.

24 **SECTION 19.** In Colorado Revised Statutes, 24-26.3-602,
25 **amend (3) as follows:**

26 **24-46.3-602. Definitions.** As used in this part 6 and part 7 of this
27 article 46.3, unless the context otherwise requires:

1 (3) "Incumbent worker" means a worker who ~~qualifies as an~~
2 incumbent worker under 20 CFR 680.780 IS CURRENTLY EMPLOYED AND
3 EXPECTS TO REMAIN EMPLOYED BY THE SAME EMPLOYER DURING AND
4 AFTER PARTICIPATION IN A TRAINING PROGRAM OR TRAINING
5 OPPORTUNITY.

6 **SECTION 20. Appropriation.** (1) For the 2022-23 state fiscal
7 year, \$6,100,000 is appropriated to the department of labor and
8 employment. This appropriation is from the general fund. To implement
9 this act, the department may use this appropriation as follows:

10 (a) \$3,000,000 for state operations and program costs, which
11 amount is based on an assumption that the division of employment and
12 training will require an additional 2.3 FTE;

13 (b) \$2,000,000 for the office of future work, which amount is
14 based on an assumption that the executive director's office will require an
15 additional 0.9 FTE; and

16 (c) \$1,100,000 for the office of new americans, which amount is
17 based on an assumption that the executive director's office will require an
18 additional 1.9 FTE.

19 (2) Any money appropriated in this subsection (1) not expended
20 prior to July 1, 2023, is further appropriated to the department for the
21 2023-24 state fiscal year for the same purpose.

22 (3) For the 2022-23 state fiscal year, \$11,319 is appropriated to
23 the legislative department for use by the general assembly. This
24 appropriation is from the general fund. To implement this act, the general
25 assembly may use this appropriation for per diem and travel
26 reimbursement expenses.

27 **SECTION 21. Effective date.** This act takes effect July 1, 2022.

1 **SECTION 22. Safety clause.** The general assembly hereby finds,
2 determines, and declares that this act is necessary for the immediate
3 preservation of the public peace, health, or safety.