

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

REENGROSSED

*This Version Includes All Amendments
Adopted in the House of Introduction*

LLS NO. 26-0329.01 Renee Leone x2695

HOUSE BILL 26-1010

HOUSE SPONSORSHIP

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A BILL FOR AN ACT

101 **CONCERNING INCREASING SUPPORT FOR OLDER ADULTS IN THE**
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 increases participation, representation, and support for individuals 60 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 (council), the Colorado commission on the aging, and other entities to meet twice a year, collect data, and work

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.

HOUSE
3rd Reading Unamended
February 26, 2026

HOUSE
Amended 2nd Reading
February 25, 2026

- collaboratively on issues related to individuals in the workforce who are 60 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 commission on higher education, the state apprenticeship council, and the state board for community colleges and occupational education, or their successor entities, each have at least one member serving on their governing entity that is at least 60 years old and either is actively involved in or has interest, knowledge, or experience in advocating for the interests of individuals who are 60 years old or older as related to the functions of each entity.

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

2 **SECTION 1.** In Colorado Revised Statutes, 24-46.3-100.3, **add**
 3 (2.6) as follows:

4 **24-46.3-100.3. Definitions.**

5 As used in this article 46.3, unless the context otherwise requires:

6 (2.6) "OLDER ADULT" MEANS AN INDIVIDUAL WHO IS FIFTY-FIVE
 7 YEARS OLD OR OLDER.

8 **SECTION 2.** In Colorado Revised Statutes, 24-46.3-101, **add**
 9 (2.1) as follows:

10 **24-46.3-101. State work force development council - creation**
 11 **- membership - funding through gifts, grants, and donations.**

12 (2.1) FOR APPOINTMENTS TO THE STATE COUNCIL, OR A SUCCESSOR
 13 ENTITY, MADE ON OR AFTER THE EFFECTIVE DATE OF THIS SUBSECTION
 14 (2.1), AT LEAST ONE MEMBER APPOINTED BY THE GOVERNOR PURSUANT TO

1 SUBSECTION (2)(d) OF THIS SECTION MUST BE AN INDIVIDUAL WHO:

2 (a) IS AN OLDER ADULT; AND

3 (b) EITHER IS ACTIVELY INVOLVED IN OR HAS INTEREST,
4 KNOWLEDGE, OR EXPERIENCE IN ADVOCATING FOR THE INTERESTS OF
5 OLDER ADULTS IN THE WORKFORCE.

6 **SECTION 3.** In Colorado Revised Statutes, **add 24-46.3-107** as
7 follows:

8 **24-46.3-107. Meet with Colorado commission on aging - collect**
9 **data - "SMART Act" hearing.**

10 (1) (a) BEGINNING IN 2027, AND EACH YEAR THEREAFTER, STAFF
11 OR APPOINTED MEMBERS OF THE STATE COUNCIL SHALL MEET TWICE A
12 YEAR WITH THE COLORADO COMMISSION ON THE AGING, CREATED
13 PURSUANT TO SECTION 26-11-101, OR A WORKFORCE-RELATED
14 SUBCOMMITTEE OF THE COLORADO COMMISSION ON THE AGING,
15 ESTABLISHED PURSUANT TO SECTION 26-11-102.

16 (b) THE STATE COUNCIL SHALL INVITE REPRESENTATIVES OF
17 ENTITIES WITH DEMONSTRATED INTEREST OR EXPERIENCE IN WORKFORCE
18 SERVICES FOR OLDER ADULTS, INCLUDING COMMUNITY-BASED
19 ORGANIZATIONS, ADVOCACY GROUPS, WORKFORCE POLICY EXPERTS, AND
20 NONPROFIT ORGANIZATIONS, TO PARTICIPATE IN THE MEETINGS HELD
21 PURSUANT TO SUBSECTION (1)(a) OF THIS SECTION.

22 (2) THE STATE COUNCIL, THE COLORADO COMMISSION ON THE
23 AGING, AND ANY OTHER PARTICIPATING ENTITIES SHALL WORK
24 COLLABORATIVELY TO:

25 (a) PROMOTE WORKFORCE DEVELOPMENT AND FOSTER
26 SELF-SUFFICIENCY FOR OLDER ADULTS IN THE STATE;

27 (b) EXAMINE ISSUES RELATED TO EMPLOYMENT ACCESS, TRAINING,

1 SUPPORT, AND SERVICES FOR OLDER ADULTS IN THE STATE;

2 (c) REVIEW DATA COLLECTED THROUGH EXISTING RESOURCES AND
3 PLATFORMS BY THE STATE COUNCIL OR THE COLORADO COMMISSION ON
4 THE AGING RELATED TO OLDER ADULTS IN THE WORKFORCE;

5 (d) DISCUSS AND DETERMINE WHETHER ADDITIONAL DATA SHOULD
6 BE COLLECTED BY THE STATE COUNCIL OR THE COLORADO COMMISSION
7 ON THE AGING REGARDING OLDER ADULTS IN THE WORKFORCE TO ASSIST
8 IN FURTHERING THE OBJECTIVES SET FORTH IN SUBSECTIONS (2)(a) AND
9 (2)(b) OF THIS SECTION; AND

10 (e) PROVIDE AN OVERVIEW TO THE DEPARTMENT AND THE
11 DEPARTMENT OF HUMAN SERVICES, ON OR BEFORE DECEMBER 1, 2027,
12 AND ON OR BEFORE DECEMBER 1 OF EACH YEAR THEREAFTER, OF THE
13 DATA COLLECTED PURSUANT TO THIS SUBSECTION (2).

14 (3) BEGINNING IN 2028, AND EACH YEAR THEREAFTER, THE
15 DEPARTMENT AND THE DEPARTMENT OF HUMAN SERVICES SHALL JOINTLY
16 SUBMIT A REPORT TO THE GENERAL ASSEMBLY COMPILING THE DATA
17 COLLECTED PURSUANT TO THIS SECTION AND SUMMARIZING THE STATE OF
18 WORKFORCE DEVELOPMENT AND EMPLOYMENT ACCESS FOR OLDER
19 ADULTS IN THE STATE, AND THE DEPARTMENT SHALL SUMMARIZE THE
20 REPORT IN ITS PRESENTATION TO THE SENATE BUSINESS, LABOR, AND
21 TECHNOLOGY COMMITTEE AND THE HOUSE OF REPRESENTATIVES BUSINESS
22 AFFAIRS AND LABOR COMMITTEE, OR THEIR SUCCESSOR COMMITTEES,
23 DURING THE HEARINGS HELD PURSUANT TO THE "SMART ACT", PART 2
24 OF ARTICLE 7 OF TITLE 2.

25 **SECTION 4.** In Colorado Revised Statutes, 26-11-105, **add** (2)
26 as follows:

27 **26-11-105. Duties of commission - report.**

1 (2) BEGINNING IN 2027, AND EACH YEAR THEREAFTER, THE
2 COMMISSION, OR A WORKFORCE-RELATED SUBCOMMITTEE OF THE
3 COMMISSION, SHALL MEET TWICE A YEAR WITH AND WORK
4 COLLABORATIVELY WITH THE STATE WORK FORCE DEVELOPMENT
5 COUNCIL, CREATED IN SECTION 24-46.3-101, TO PERFORM THE DUTIES SET
6 FORTH IN SECTION 24-46.3-107.

7 **SECTION 5.** In Colorado Revised Statutes, 8-15.7-105, **add**
8 (1)(b)(II.5) as follows:

9 **8-15.7-105. State apprenticeship council - created - members**
10 **- powers and duties.**

11 (1) (b) The SAC:

12 (II.5) ON AND AFTER JANUARY 1, 2027, MUST INCLUDE, AS ONE OF
13 THE REPRESENTATIVES OF EMPLOYER OR EMPLOYEE ORGANIZATIONS OR
14 MEMBERS OF THE PUBLIC REQUIRED TO BE INCLUDED BY SUBSECTION
15 (1)(b)(II) OF THIS SECTION, AN INDIVIDUAL WHO:

16 (A) IS AT LEAST FIFTY-FIVE YEARS OLD; AND

17 (B) EITHER IS ACTIVELY INVOLVED IN OR HAS INTEREST,
18 KNOWLEDGE, OR EXPERIENCE IN ADVOCATING FOR THE INTERESTS OF
19 INDIVIDUALS WHO WORK IN APPRENTICESHIP POSITIONS AND ARE
20 FIFTY-FIVE YEARS OLD OR OLDER;

21 **SECTION 6.** In Colorado Revised Statutes, 23-1-102, **amend**
22 (3)(b) as follows:

23 **23-1-102. Commission established - terms of office.**

24 (3) (b) ~~The governor shall select~~ WHEN APPOINTING the members
25 of the commission, THE GOVERNOR SHALL ENSURE THAT:

26 (I) THE MEMBERS ARE SELECTED on the basis of their knowledge
27 of and interest in higher education;

1 (II) At least one member of the commission ~~must reside~~ RESIDES
2 west of the continental divide;

3 (III) ON AND AFTER THE EFFECTIVE DATE OF THIS SUBSECTION
4 (3)(b), AS AMENDED, ~~THE GOVERNOR MAY APPOINT~~ AT LEAST ONE MEMBER
5 OF THE COMMISSION ~~THAT IS AT LEAST FIFTY-FIVE~~ YEARS OLD AND EITHER
6 IS ACTIVELY INVOLVED IN OR HAS INTEREST, KNOWLEDGE, OR EXPERIENCE
7 IN ADVOCATING FOR THE INTERESTS OF INDIVIDUALS ENGAGED IN HIGHER
8 EDUCATION WHO ARE ~~FIFTY-FIVE~~ YEARS OLD OR OLDER; AND

9 (IV) ~~No~~ THE COMMISSION DOES NOT HAVE more than a minimum
10 majority of the members ~~of the commission may be~~ affiliated with the
11 same political party at any time.

12 **SECTION 7.** In Colorado Revised Statutes, 23-1-103, **amend**
13 **(1)(c); and add (1)(d) as follows:**

14 **23-1-103. Advisory committee to the Colorado commission on**
15 **higher education.**

16 (1) There is hereby established an advisory committee to the
17 commission for the purpose of suggesting solutions for the problems and
18 needs of higher education and maintaining liaison with the general
19 assembly and the governing boards for state-supported institutions of
20 higher education. The advisory committee shall consist of not less than
21 thirteen members, to be designated as follows:

22 (c) Not more than four additional members representing
23 educational or other groups may be selected and designated by the
24 commission to serve on the advisory committee; AND

25 (d) THE COMMISSION SHALL SELECT AND DESIGNATE ONE MEMBER
26 WHO IS AT LEAST FIFTY-FIVE YEARS OLD AND EITHER IS ACTIVELY
27 INVOLVED IN OR HAS INTEREST, KNOWLEDGE, OR EXPERIENCE IN

1 ADVOCATING FOR THE INTERESTS OF INDIVIDUALS ENGAGED IN HIGHER
2 EDUCATION WHO ARE FIFTY-FIVE YEARS OLD OR OLDER. ■■■

3 **SECTION 8. Act subject to petition - effective date.** This act
4 takes effect January 1, 2027; except that, if a referendum petition is filed
5 pursuant to section 1 (3) of article V of the state constitution against this
6 act or an item, section, or part of this act within the ninety-day period
7 after final adjournment of the general assembly, then the act, item,
8 section, or part will not take effect unless approved by the people at the
9 general election to be held in November 2026 and, in such case, will take
10 effect January 1, 2027, or on the date of the official declaration of the
11 vote thereon by the governor, whichever is later.