

Second Regular Session  
Seventy-second General Assembly  
STATE OF COLORADO

INTRODUCED

LLS NO. 20-0357.01 Brita Darling x2241

HOUSE BILL 20-1053

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HOUSE SPONSORSHIP

**Sirota and Wilson**, McCluskie

SENATE SPONSORSHIP

**Story**, Pettersen

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**House Committees**

Education  
Appropriations

**Senate Committees**

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A BILL FOR AN ACT

101 CONCERNING MEASURES TO SUPPORT THE EARLY CHILDHOOD  
102 EDUCATOR WORKFORCE.

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**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/>.)*

**Early Childhood and School Readiness Legislative Commission.** The bill directs the state board of human services (state board) in the department of human services (DHS) to establish licensing standards that will allow an early care and education program to be licensed for a period of time determined by the state board if one or more early childhood educators have pursued DHS-approved early childhood

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.

credentials but have not yet completed the credential and other state-board-determined quality, safety, and supervision conditions are met.

The state board shall also promulgate rules allowing an early childhood educator to earn points toward an early childhood credential based on the candidate's prior experience and demonstrated competency.

The bill directs DHS and the department of education (CDE) to streamline and align the early childhood professional credential, child care program licensing, and educator licensing to make requirements clear and consistent and to reduce the administrative burden and paperwork burden relating to credentialing and licensing of early childhood educators.

The bill directs DHS to analyze and prepare a written report every 2 years on the gap between Colorado's current supply of early childhood educators and the current and future need for early childhood educators in the state. The report will be posted on DHS's website.

The bill directs DHS and CDE to direct resources to support concurrent enrollment opportunities and career pathways for high school students and other nontraditional students interested in earning college credit toward becoming an early childhood educator.

The bill creates the early care and education recruitment and retention grant and scholarship program in DHS (grant and scholarship program). DHS shall administer the program directly or by contract. The state board shall establish an application process for the grant and scholarship program, and DHS shall award grants and scholarships to eligible individuals or entities for the purposes of increasing the number of individuals qualified as early childhood educators to teach in a program serving children 5 years of age or younger and to retain early childhood educators teaching in those programs.

Individuals and entities eligible for a grant or scholarship include individuals pursuing a career in early childhood education, nonprofit entities that administer scholarship programs aligned with the purposes of the grant and scholarship program, licensed early care and education programs, and institutions of higher education that administer scholarship programs aligned with the purposes of the grant and scholarship program.

The bill includes a list of eligible expenditures of the grant or scholarship money, including, among others, payment of tuition and other expenses for courses that lead to a degree or credential as an early childhood educator or a higher degree or qualification that results in retention of an educator; payment for the costs of coaching, mentoring, professional development, and other costs and programs that lead to credentialing; payments to licensed providers; and money for programs, schools, and institutions of higher education to establish "grow-your-own" programs to support individuals completing qualifications to become early childhood educators.

The bill creates a fund for the grant and scholarship program and requires DHS to report on the grant and scholarship program at least every 2 years and post the report on its website.

The bill creates the early childhood educator apprenticeship program (apprenticeship program) in the division of employment and training (division) in the department of labor and employment (CDLE). The division shall administer the apprenticeship program. The executive director of CDLE shall establish program standards relating to eligibility criteria for local entities, including workforce development programs, nonprofit organizations, institutions of higher education, and early childhood councils, to receive money to support existing apprenticeship programs and to implement new apprenticeship programs for early childhood educators. The bill includes the approved uses of funding provided through the apprenticeship program. The bill creates a fund for the apprenticeship program.

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

2           **SECTION 1.** In Colorado Revised Statutes, 26-6-106, **add** (7) as  
3 follows:

4           **26-6-106. Standards for facilities and agencies - rules.** (7) THE  
5 STATE BOARD SHALL PROMULGATE RULES CONCERNING STANDARDS FOR  
6 LICENSING EARLY CARE AND EDUCATION PROGRAMS THAT FACILITATE THE  
7 RECRUITMENT AND RETENTION OF COLORADO'S EARLY CHILDHOOD  
8 EDUCATOR WORKFORCE AS DESCRIBED IN SECTION 26-6-122.

9           **SECTION 2.** In Colorado Revised Statutes, **add** 26-6-122 as  
10 follows:

11           **26-6-122. Pathways to the classroom and retention strategies**  
12 **for early childhood educators - standards - alignment across agencies**  
13 **- report - rules.** (1) THE STATE BOARD SHALL PROMULGATE RULES  
14 ESTABLISHING STANDARDS FOR LICENSING THAT ALLOW AN EARLY CARE  
15 AND EDUCATION PROGRAM TO BE LICENSED FOR A PERIOD OF TIME  
16 DETERMINED BY THE STATE BOARD, IF A STATE-BOARD-APPROVED  
17 NUMBER OF ASPIRING EARLY CHILDHOOD EDUCATORS IN THE PROGRAM

1 ARE PURSUING A STATE-AGENCY-APPROVED EARLY CHILDHOOD  
2 CREDENTIAL, AND OTHER QUALITY, SAFETY, AND SUPERVISION  
3 CONDITIONS ARE MET.

4 (2) THE STATE BOARD SHALL PROMULGATE RULES THAT ALLOW AN  
5 EARLY CHILDHOOD EDUCATOR TO EARN POINTS TOWARD AN EARLY  
6 CHILDHOOD CREDENTIAL THAT MEETS CHILD CARE LICENSING STANDARDS  
7 BASED ON THE CANDIDATE'S PRIOR EXPERIENCE AND DEMONSTRATED  
8 COMPETENCY. THE LICENSING PATHWAY MUST ALSO INCLUDE WAYS IN  
9 WHICH A CANDIDATE IN A SECOND CAREER OR CHANGING CAREERS CAN  
10 EARN POINTS OR CREDITS FOR PRIOR EXPERIENCE AND COMPETENCIES  
11 THAT APPLY TOWARD THE QUALIFICATIONS FOR AN EARLY CHILDHOOD  
12 EDUCATOR CREDENTIAL. THE STANDARDS AND CREDENTIAL AWARDED  
13 PROCESS MUST EXPAND THE NUMBER OF PEOPLE AND ORGANIZATIONS  
14 THAT CAN USE IDENTIFIED AND VALIDATED TOOLS TO AWARD POINTS FOR  
15 DEMONSTRATED COMPETENCIES AND INCREASE THE NUMBER OF  
16 COMMUNITY-BASED ORGANIZATIONS APPROVED BY THE STATE  
17 DEPARTMENT TO REVIEW AND AWARD CREDENTIALS.

18 (3) THE STATE DEPARTMENT AND THE DEPARTMENT OF EDUCATION  
19 SHALL ALIGN, TO THE EXTENT POSSIBLE, THE STATE'S EARLY CHILDHOOD  
20 PROFESSIONAL CREDENTIAL, DEPARTMENT OF EDUCATION EDUCATOR  
21 LICENSING, AND CHILD CARE PROGRAM LICENSING IN ORDER TO MAKE THE  
22 REQUIREMENTS AS CONSISTENT AND CLEAR AS POSSIBLE TO EDUCATORS  
23 AND PROVIDERS. THE ALIGNMENT PROCESS MUST INCLUDE EXAMINING  
24 STRATEGIES THAT SUPPORT RECIPROCITY FOR EARLY CHILDHOOD  
25 EDUCATOR CREDENTIALS OR QUALIFICATIONS EARNED OUTSIDE OF  
26 COLORADO.

27 (4) THE STATE DEPARTMENT AND THE DEPARTMENT OF EDUCATION

1 SHALL STREAMLINE ALL PAPERWORK THAT LICENSED EARLY CARE AND  
2 EDUCATION PROGRAMS AND EARLY CHILDHOOD EDUCATORS MUST  
3 COMPLETE TO MEET CHILD CARE LICENSING AND EARLY CHILDHOOD  
4 EDUCATOR CREDENTIALING COMPLIANCE REQUIREMENTS. THE STATE  
5 AGENCIES SHALL IDENTIFY WAYS TO SHARE INFORMATION AND REPORTS  
6 ACROSS THE AGENCIES IN ORDER TO REDUCE THE ADMINISTRATIVE AND  
7 PAPERWORK BURDEN ON EARLY CARE AND EDUCATION PROGRAMS AND  
8 EDUCATORS. THE STREAMLINING PROCESS MUST INCLUDE A SYSTEMS SCAN  
9 OF PROGRAMS AND INITIATIVES, IDENTIFICATION OF OVERLAPPING  
10 REPORTING REQUIREMENTS, AND WAYS TO REDUCE THE ADMINISTRATIVE  
11 AND PAPERWORK BURDEN ON PROGRAMS AND EDUCATORS.

12 (5) (a) NO LATER THAN JANUARY 31, 2021, AND NO LATER THAN  
13 JANUARY 31 EVERY TWO YEARS THEREAFTER, THE STATE DEPARTMENT  
14 SHALL ANALYZE AND PREPARE A WRITTEN REPORT CONCERNING:

15 (I) THE GAP, IF ANY, BETWEEN COLORADO'S CURRENT SUPPLY OF  
16 QUALIFIED EARLY CHILDHOOD EDUCATORS AND THE CURRENT UNMET  
17 NEED FOR QUALIFIED EARLY CHILDHOOD EDUCATORS; AND

18 (II) THE GAP, IF ANY, BETWEEN COLORADO'S CURRENT SUPPLY OF  
19 QUALIFIED EARLY CHILDHOOD EDUCATORS AND THE ANTICIPATED FUTURE  
20 NEED FOR QUALIFIED EARLY CHILDHOOD EDUCATORS GIVEN THE  
21 EXPECTED PARTICIPATION IN THE EARLY CHILDHOOD EDUCATOR  
22 WORKFORCE AND THE ANTICIPATED GROWTH IN THE STATE'S CHILD  
23 POPULATION.

24 (b) TO THE FULLEST EXTENT POSSIBLE, THE ANALYSES REQUIRED  
25 PURSUANT TO SUBSECTION (5)(a) OF THIS SECTION MUST BE CONDUCTED  
26 BY AGE GROUP AND GEOGRAPHIC AREA OF THE STATE.

27 (c) THE STATE DEPARTMENT SHALL MAKE THE WRITTEN REPORTS

1 AVAILABLE TO THE PUBLIC ON THE STATE DEPARTMENT'S WEBSITE.

2 (6) THE STATE DEPARTMENT, THE DEPARTMENT OF HIGHER  
3 EDUCATION, AND THE DEPARTMENT OF EDUCATION SHALL DEVELOP  
4 RESOURCES TO SUPPORT LOCAL COMMUNITIES TO INCREASE CONCURRENT  
5 ENROLLMENT OPPORTUNITIES FOR HIGH SCHOOL STUDENTS OR OTHER  
6 NONTRADITIONAL STUDENTS TO EARN HIGHER EDUCATION CREDITS AND  
7 DEGREES THAT ALLOW THEM TO SERVE AS EARLY CHILDHOOD EDUCATORS  
8 AND SHALL SUPPORT CAREER PATHWAYS FOR HIGH SCHOOL STUDENTS  
9 EARNING COLLEGE CREDITS TOWARD BECOMING EARLY CHILDHOOD  
10 EDUCATORS, INCLUDING CONCURRENT ENROLLMENT, CAREER AND  
11 TECHNICAL EDUCATION, THE ASCENT PROGRAM, AND OTHER CAREER  
12 PATHWAYS.

13 **SECTION 3.** In Colorado Revised Statutes, **add** part 4 to article  
14 6.5 of title 26 as follows:

15 PART 4

16 EARLY CARE AND EDUCATION

17 RECRUITMENT AND RETENTION

18 GRANT AND SCHOLARSHIP PROGRAM

19 **26-6.5-401. Definitions.** AS USED IN THIS PART 4, UNLESS THE  
20 CONTEXT OTHERWISE REQUIRES:

21 (1) "GRANT AND SCHOLARSHIP PROGRAM" MEANS THE EARLY  
22 CARE AND EDUCATION RECRUITMENT AND RETENTION GRANT AND  
23 SCHOLARSHIP PROGRAM CREATED IN THIS PART 4.

24 **26-6.5-402. Early care and education recruitment and**  
25 **retention grant and scholarship program - created - eligibility -**  
26 **awards - rules.** (1) THERE IS CREATED IN THE STATE DEPARTMENT THE  
27 EARLY CARE AND EDUCATION RECRUITMENT AND RETENTION GRANT AND

1 SCHOLARSHIP PROGRAM. THE STATE DEPARTMENT SHALL ADMINISTER,  
2 DIRECTLY OR BY CONTRACT, THE GRANT AND SCHOLARSHIP PROGRAM.

3 (2) THE PURPOSES OF THE GRANT AND SCHOLARSHIP PROGRAM ARE  
4 TO:

5 (a) INCREASE THE NUMBER OF INDIVIDUALS THROUGHOUT THE  
6 STATE WHO ARE QUALIFIED TO SERVE AS EARLY CHILDHOOD EDUCATORS  
7 IN PROGRAMS LICENSED BY THE STATE DEPARTMENT SERVING CHILDREN  
8 FIVE YEARS OF AGE OR YOUNGER; AND

9 (b) RETAIN EARLY CHILDHOOD EDUCATORS WORKING IN  
10 PROGRAMS LICENSED BY THE STATE DEPARTMENT SERVING CHILDREN FIVE  
11 YEARS OF AGE OR YOUNGER.

12 (3) THE STATE DEPARTMENT SHALL ESTABLISH A PROCESS FOR  
13 ELIGIBLE INDIVIDUALS OR ENTITIES, AS DESCRIBED IN THIS SUBSECTION  
14 (3), TO APPLY FOR A GRANT OR SCHOLARSHIP THAT ALIGNS WITH THE  
15 PURPOSES OF THE GRANT AND SCHOLARSHIP PROGRAM. INDIVIDUALS AND  
16 ENTITIES ELIGIBLE TO APPLY FOR THE GRANT OR SCHOLARSHIP MONEY  
17 INCLUDE, BUT ARE NOT LIMITED TO:

18 (a) INDIVIDUALS PURSUING A CAREER IN EARLY CARE AND  
19 EDUCATION AND WHO ARE PARTICIPATING IN ACTIVITIES THAT ARE  
20 ELIGIBLE FOR SCHOLARSHIP MONEY;

21 (b) NONPROFIT ENTITIES THAT ADMINISTER OR PLAN TO  
22 ADMINISTER SCHOLARSHIP PROGRAMS THAT ARE ALIGNED WITH THE  
23 PURPOSES OF THE GRANT AND SCHOLARSHIP PROGRAM;

24 (c) EARLY CARE AND EDUCATION PROGRAMS LICENSED BY THE  
25 STATE DEPARTMENT THAT ARE SERVING CHILDREN FIVE YEARS OF AGE OR  
26 YOUNGER; AND

27 (d) INSTITUTIONS OF HIGHER EDUCATION THAT ADMINISTER

1 SCHOLARSHIP PROGRAMS THAT ARE ALIGNED WITH THE PURPOSES OF THE  
2 GRANT AND SCHOLARSHIP PROGRAM.

3 (4) THE STATE DEPARTMENT MAY SEEK APPLICATIONS FROM  
4 INDIVIDUALS FOR THE AWARD OF SCHOLARSHIP MONEY FOR ELIGIBLE  
5 PURPOSES AND MAY ACCEPT APPLICATIONS FOR GRANT MONEY FROM  
6 NONPROFIT ENTITIES THAT HAVE ESTABLISHED PROGRAMS TO DISTRIBUTE  
7 SCHOLARSHIP MONEY TO INDIVIDUALS FOR ELIGIBLE PURPOSES. THE STATE  
8 BOARD SHALL ESTABLISH A PROCESS FOR INDIVIDUALS AND ENTITIES TO  
9 APPLY FOR GRANT OR SCHOLARSHIP MONEY. THE STATE DEPARTMENT  
10 SHALL SELECT GRANT AND SCHOLARSHIP RECIPIENTS FROM A LIST  
11 PREPARED BY THE STATE DEPARTMENT OF ELIGIBLE RECIPIENTS, WHICH  
12 INCLUDES THE INTENDED USE OF THE GRANT OR SCHOLARSHIP MONEY.  
13 GRANT AND SCHOLARSHIP AWARDS MAY BE MADE FROM EITHER THE FUND  
14 CREATED IN SECTION 26-6.5-403, OR FROM OTHER SOURCES OF MONEY  
15 RECEIVED BY THE STATE DEPARTMENT THAT IS AUTHORIZED TO BE  
16 EXPENDED FOR THE PURPOSES OF THE GRANT AND SCHOLARSHIP PROGRAM  
17 CREATED IN THIS PART 4.

18 (5) ELIGIBLE EXPENDITURES OF GRANT OR SCHOLARSHIP MONEY  
19 BY RECIPIENTS INCLUDE:

20 (a) ADMINISTRATION BY A NONPROFIT ENTITY OF A SCHOLARSHIP  
21 PROGRAM UP TO A FIXED DOLLAR AMOUNT OR PERCENTAGE OF GRANT  
22 PROCEEDS AS DETERMINED BY THE STATE BOARD;

23 (b) PAYMENT OF TUITION, FEES, AND MATERIALS, INCLUDING  
24 BOOKS AND ANY OTHER MATERIALS AS DETERMINED BY THE STATE  
25 BOARD, FOR COURSES THAT LEAD TO A DEGREE OR CREDENTIAL OR FOR  
26 OTHER FORMAL TRAINING, WHICH COURSES OR TRAINING RESULTS IN A  
27 RECIPIENT WHO IS NOT YET QUALIFIED TO SERVE AS AN EARLY CHILDHOOD



1 EDUCATOR IN A STATE-DEPARTMENT-LICENSED PROGRAM SERVING  
2 CHILDREN FIVE YEARS OF AGE OR YOUNGER TO BECOME QUALIFIED TO DO  
3 SO;

4 (c) PAYMENT OF TUITION, FEES, AND MATERIALS, INCLUDING  
5 BOOKS AND ANY OTHER MATERIALS AS DETERMINED BY THE STATE  
6 BOARD, FOR A RECIPIENT WHO IS ALREADY A CREDENTIALLED EARLY  
7 CHILDHOOD EDUCATOR FOR COURSES THAT LEAD TO A DEGREE OR  
8 CREDENTIAL OR FOR OTHER FORMAL TRAINING, WHICH COURSES OR  
9 TRAINING RESULTS IN THE RECIPIENT BEING ELIGIBLE FOR A HIGHER LEVEL  
10 CREDENTIAL IN THE STATE DEPARTMENT'S PROFESSIONAL DEVELOPMENT  
11 INFORMATION SYSTEM OR A HIGHER DEGREE OR QUALIFICATION THAT  
12 RESULTS IN THE RETENTION OF THE EDUCATOR IN A  
13 STATE-DEPARTMENT-LICENSED PROGRAM SERVING CHILDREN FIVE YEARS  
14 OF AGE OR YOUNGER;

15 (d) PAYMENT FOR COSTS ASSOCIATED WITH A CREDENTIALLED  
16 EARLY CHILDHOOD EDUCATOR EARNING A COACHING, FORMAL TRAINER,  
17 MENTORSHIP, OR PROFESSIONAL DEVELOPMENT CERTIFICATION THAT  
18 ALLOWS THE EDUCATOR TO SERVE AS A TRAINER OR MENTOR OF OTHER  
19 CURRENT OR POTENTIAL EARLY CHILDHOOD EDUCATORS PURSUING  
20 PROGRAMMING THAT LEADS THE CURRENT OR POTENTIAL EARLY  
21 CHILDHOOD EDUCATOR TO A CREDENTIAL;

22 (e) PAYMENTS TO LICENSED PROVIDERS TO COVER PAID RELEASE  
23 TIME FOR INDIVIDUALS, SUBSTITUTES, AND PROGRAM COSTS TO ALLOW  
24 ELIGIBLE INDIVIDUALS TO PURSUE PROGRAMS, COURSEWORK,  
25 CREDENTIALS, DEGREES, AND OTHER FORMAL TRAINING THAT INCREASE  
26 THE NUMBER OF QUALIFIED EARLY CHILDHOOD EDUCATORS OR RETAIN  
27 CURRENT EARLY CHILDHOOD EDUCATORS IN

1 STATE-DEPARTMENT-LICENSED PROGRAMS SERVING CHILDREN FIVE YEARS  
2 OF AGE OR YOUNGER;

3 (f) PAYMENTS TO LICENSED PROVIDERS, SCHOOLS, COMMUNITY  
4 COLLEGES, INSTITUTIONS OF HIGHER EDUCATION, EARLY CHILDHOOD  
5 COUNCILS, OR OTHER LOCAL NONPROFIT ENTITIES TO COVER THE COSTS OF  
6 "GROW-YOUR-OWN" PROGRAMS THAT SUPPORT CURRENT PARENTS, STAFF,  
7 OR LOCAL COMMUNITY MEMBERS TO MEET QUALIFICATIONS TO SERVE AS  
8 AN EARLY CHILDHOOD EDUCATOR TO COMPLETE APPROPRIATE PROGRAMS,  
9 CERTIFICATIONS, OR TRAINING THAT RESULTS IN PARTICIPANTS BEING  
10 ABLE TO SERVE AS QUALIFIED EARLY CHILDHOOD EDUCATORS IN  
11 STATE-DEPARTMENT-LICENSED PROGRAMS SERVING CHILDREN FIVE YEARS  
12 OF AGE OR YOUNGER;

13 (g) PAYMENTS TO LICENSED PROVIDERS TO COVER THE COSTS OF  
14 PROMOTING TEACHERS TO COACHING AND MENTORSHIP ROLES WITH THE  
15 INTENT OF INCREASING ACCESS TO COACHING AND PROFESSIONAL  
16 LEARNING COMMUNITIES AND TO PROVIDE FLEXIBILITY IN SCHEDULING  
17 FOR EARLY CHILDHOOD EDUCATORS; AND

18 (h) RAISES, BONUSES, AND OTHER FINANCIAL INCENTIVES, WHICH  
19 COULD INCLUDE LOAN FORGIVENESS PROVIDED BY LICENSED EARLY  
20 CHILDHOOD EDUCATOR PROGRAMS OR THROUGH SCHOLARSHIP PROGRAMS,  
21 FOR CURRENT OR POTENTIAL EARLY CHILDHOOD EDUCATORS TO REWARD  
22 PROGRESS TOWARD QUALIFICATIONS THAT ALLOW THE INDIVIDUAL TO  
23 SERVE AS AN EARLY CHILDHOOD EDUCATOR IN A  
24 STATE-DEPARTMENT-LICENSED EARLY CARE AND EDUCATION PROGRAM  
25 OR TO IMPROVE RETENTION OF EARLY CHILDHOOD EDUCATORS IN  
26 STATE-DEPARTMENT-LICENSED EARLY CARE AND EDUCATION PROGRAMS.

27 (6) THE STATE BOARD SHALL ADOPT RULES FOR THE

1 ADMINISTRATION OF THE GRANT AND SCHOLARSHIP PROGRAM.

2 **26-6.5-403. Early care and education recruitment and**  
3 **retention grant and scholarship program fund.** (1) THERE IS CREATED  
4 IN THE STATE TREASURY THE EARLY CARE AND EDUCATION RECRUITMENT  
5 AND RETENTION GRANT AND SCHOLARSHIP FUND, REFERRED TO IN THIS  
6 PART 4 AS THE "FUND". THE FUND CONSISTS OF MONEY THAT THE GENERAL  
7 ASSEMBLY MAY APPROPRIATE OR TRANSFER TO THE FUND.

8 (2) THE STATE TREASURER SHALL CREDIT ALL INTEREST AND  
9 INCOME DERIVED FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE  
10 FUND TO THE FUND.

11 (3) SUBJECT TO ANNUAL APPROPRIATION BY THE GENERAL  
12 ASSEMBLY, THE STATE DEPARTMENT MAY EXPEND MONEY FROM THE FUND  
13 FOR GRANTS AND SCHOLARSHIPS FOR THE PURPOSES SPECIFIED IN SECTION  
14 26-6.5-402.

15 **26-6.5-404. Reporting.** (1) AS PART OF PARTICIPATING IN THE  
16 GRANT AND SCHOLARSHIP PROGRAM, THE STATE DEPARTMENT SHALL  
17 REQUIRE GRANT OR SCHOLARSHIP RECIPIENTS TO REPORT PROGRAM  
18 OUTCOMES TO THE STATE DEPARTMENT, INCLUDING BUT NOT LIMITED TO  
19 THE INCREASE IN THE NUMBER OF INDIVIDUALS CREDENTIALLED TO TEACH  
20 OR WHO RECEIVE A HIGHER-LEVEL CREDENTIAL TO TEACH AT  
21 STATE-DEPARTMENT-LICENSED PROGRAMS SERVING CHILDREN FIVE YEARS  
22 OF AGE OR YOUNGER AS A RESULT OF THE GRANT AND SCHOLARSHIP  
23 PROGRAM, AS WELL AS INFORMATION RELATING TO RETENTION OF EARLY  
24 CHILDHOOD EDUCATORS AS A RESULT OF THE GRANT AND SCHOLARSHIP  
25 PROGRAM.

26 (2) AS LONG AS THE GRANT AND SCHOLARSHIP PROGRAM IS  
27 AWARDING MONEY PURSUANT TO THIS PART 4, THE STATE DEPARTMENT

1 SHALL SUMMARIZE AND POST, NOT LESS THAN EVERY TWO YEARS, THE  
2 INFORMATION DESCRIBED IN SUBSECTION (1) OF THIS SECTION ON THE  
3 PORTION OF THE STATE DEPARTMENT'S WEBSITE RELATING TO EARLY  
4 CHILDHOOD EDUCATION.

5 **SECTION 4.** In Colorado Revised Statutes, **add** part 6 to article  
6 83 of title 8 as follows:

7 **PART 6**

8 **EARLY CHILDHOOD EDUCATOR**

9 **APPRENTICESHIP PROGRAM**

10 **8-83-601. Definitions.** AS USED IN THIS PART 6, UNLESS THE  
11 CONTEXT OTHERWISE REQUIRES:

12 (1) "APPRENTICESHIP PROGRAM" MEANS THE EARLY CHILDHOOD  
13 EDUCATOR APPRENTICESHIP PROGRAM CREATED IN THIS PART 6.

14 **8-83-602. Early childhood educator apprenticeship program**  
15 **- created - eligibility - standards.** (1) THERE IS CREATED IN THE  
16 DIVISION THE EARLY CHILDHOOD EDUCATOR APPRENTICESHIP PROGRAM.  
17 THE DIVISION SHALL ADMINISTER THE APPRENTICESHIP PROGRAM.

18 (2) THE PURPOSE OF THE APPRENTICESHIP PROGRAM IS TO CREATE  
19 WORK-BASED LEARNING OPPORTUNITIES FOR INDIVIDUALS INTERESTED IN  
20 ENTERING THE FIELD OF EARLY CARE AND EDUCATION, SERVING CHILDREN  
21 FIVE YEARS OF AGE OR YOUNGER, SO THAT THEY CAN RECEIVE ON-THE-JOB  
22 TRAINING, CLASSROOM INSTRUCTION, AND FINANCIAL REWARDS FOR GAINS  
23 IN SKILLS AND EARN CREDENTIALS, CREDITS, OR HIGHER EDUCATION  
24 DEGREES. THE APPRENTICESHIP PROGRAM MUST CREATE PATHWAYS INTO  
25 THE PROFESSION.

26 (3) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT SHALL  
27 ESTABLISH PROGRAM STANDARDS THAT:

1 (a) DEFINE AND ESTABLISH ELIGIBILITY CRITERIA FOR LOCAL  
2 ENTITIES TO RECEIVE MONEY TO IMPLEMENT APPRENTICESHIPS, WHICH  
3 LOCAL ENTITIES INCLUDE, AT A MINIMUM, WORKFORCE DEVELOPMENT  
4 PROGRAMS, NONPROFIT ORGANIZATIONS, INSTITUTIONS OF HIGHER  
5 EDUCATION, AND EARLY CHILDHOOD COUNCILS;

6 (b) ESTABLISH, IF APPROPRIATE, ELIGIBLE USES OF MONEY  
7 AWARDED PURSUANT TO THE APPRENTICESHIP PROGRAM BEYOND THOSE  
8 USES DESCRIBED IN SUBSECTION (6) OF THIS SECTION; AND

9 (c) ESTABLISH APPROPRIATE STANDARDS FOR A PROGRAM TO  
10 QUALIFY AS A FORMALLY RECOGNIZED EARLY CHILDHOOD EDUCATOR  
11 APPRENTICESHIP PURSUANT TO THIS SECTION. AT A MINIMUM, THE  
12 STANDARDS FOR FORMALLY RECOGNIZED APPRENTICESHIP PROGRAMS  
13 MUST ADDRESS THE FOLLOWING PROGRAM COMPONENTS:

14 (I) EXPECTATIONS FOR EMPLOYER INVOLVEMENT, WHETHER THE  
15 EMPLOYER IS A LICENSED PROVIDER, SCHOOL DISTRICT, HEAD START OR  
16 EARLY HEAD START PROGRAM, OR OTHER EMPLOYER;

17 (II) STANDARDS FOR ON-THE-JOB TRAINING, INCLUDING  
18 OPPORTUNITIES TO EARN HIGHER EDUCATION CREDITS FOR ON-THE-JOB,  
19 WORK-BASED LEARNING;

20 (III) ENSURING THE AVAILABILITY OF RELEVANT TRAINING AND  
21 CLASSROOM INSTRUCTION;

22 (IV) REWARDS FOR SKILLS GAINS; AND

23 (V) THE PATHWAY OR PATHWAYS TO EARNING A CREDENTIAL  
24 THROUGH THE APPRENTICESHIP PROGRAM.

25 (4) THE DIVISION SHALL COLLABORATE WITH THE DEPARTMENT OF  
26 HUMAN SERVICES, THE DEPARTMENT OF HIGHER EDUCATION, AND THE  
27 DEPARTMENT OF EDUCATION TO CREATE STANDARDS FOR THE

1 APPRENTICESHIP PROGRAM AND TO SUPPORT LOCAL COMMUNITIES IN  
2 IMPLEMENTING APPRENTICESHIP PROGRAMS FOR EARLY CARE AND  
3 EDUCATION PROFESSIONALS.

4 (5) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT MAY AWARD  
5 MONEY FROM EITHER THE FUND CREATED IN SECTION 8-83-603 OR FROM  
6 OTHER SOURCES OF MONEY RECEIVED BY THE DEPARTMENT THAT IS  
7 AUTHORIZED TO BE EXPENDED FOR THE PURPOSES OF THE APPRENTICESHIP  
8 PROGRAM CREATED IN THIS PART 6. THE DEPARTMENT OF HUMAN  
9 SERVICES, THE DEPARTMENT OF HIGHER EDUCATION, AND THE  
10 DEPARTMENT OF EDUCATION SHALL ALSO EXAMINE THE POTENTIAL ROLE  
11 OF MONEY RECEIVED BY THOSE DEPARTMENTS FROM FEDERAL AND OTHER  
12 SOURCES IN ESTABLISHING OR SUPPORTING APPRENTICESHIP PROGRAMS  
13 THAT MEET THE GOALS OF THIS PART 6.

14 (6) THE DIRECTOR MAY AWARD MONEY PURSUANT TO THIS PART  
15 6 TO SUPPORT LOCAL COMMUNITIES IN IMPLEMENTING APPRENTICESHIP  
16 PROGRAMS FOR EARLY CHILDHOOD EDUCATORS AND TO SUPPORT LOCAL  
17 PROGRAMS IN ACHIEVING THE PURPOSES OF THIS PART 6. MONETARY  
18 AWARDS MAY BE GIVEN FOR USES, INCLUDING BUT NOT LIMITED TO:

19 (a) SUPPORTING EXISTING APPRENTICESHIP PROGRAMS OR THE  
20 CREATION OF NEW APPRENTICESHIP PROGRAMS BY MAKING MONEY  
21 AVAILABLE TO LOCAL ENTITIES, INCLUDING THOSE DESCRIBED IN  
22 SUBSECTION (3)(a) OF THIS SECTION;

23 (b) SUPPORTING EXISTING APPRENTICESHIP PROGRAMS IN  
24 EXPANDING THEIR REACH TO SERVE MORE APPRENTICES;

25 (c) TECHNICAL ASSISTANCE RELATING TO ESTABLISHING THE  
26 PARTNERSHIPS NECESSARY TO CREATE APPRENTICESHIPS;

27 (d) MONEY FOR THE RECRUITMENT OF MENTOR TEACHERS;

- 1 (e) INCENTIVES FOR PROGRAM PARTICIPANTS;
- 2 (f) FINANCIAL REWARDS FOR SKILLS GAINS IN THE APPRENTICESHIP
- 3 PROGRAM;
- 4 (g) INCENTIVES FOR DEPARTMENT-OF-HUMAN-SERVICES-LICENSED
- 5 PROVIDERS TO PARTICIPATE IN APPRENTICESHIPS;
- 6 (h) MONEY TO COVER THE COSTS OF CLASSROOM TRAINING AND
- 7 INSTRUCTION;
- 8 (i) MONEY TO COVER THE COSTS OF EARNING A CREDENTIAL; AND
- 9 (j) MONEY TO SUPPORT ON-THE-JOB TRAINING.

10 **8-83-603. Early childhood educator apprenticeship program**

11 **fund.** (1) THERE IS CREATED IN THE STATE TREASURY THE EARLY  
12 CHILDHOOD EDUCATOR APPRENTICESHIP PROGRAM FUND, REFERRED TO IN  
13 THIS PART 6 AS THE "FUND". THE FUND CONSISTS OF MONEY THAT THE  
14 GENERAL ASSEMBLY MAY APPROPRIATE OR TRANSFER TO THE FUND.

15 (2) THE STATE TREASURER SHALL CREDIT ALL INTEREST AND  
16 INCOME DERIVED FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE  
17 FUND TO THE FUND.

18 (3) SUBJECT TO ANNUAL APPROPRIATION BY THE GENERAL  
19 ASSEMBLY, THE DEPARTMENT MAY EXPEND MONEY FROM THE FUND FOR  
20 THE PURPOSES SPECIFIED IN SECTION 8-83-602.

21 **SECTION 5. Act subject to petition - effective date.** This act  
22 takes effect at 12:01 a.m. on the day following the expiration of the  
23 ninety-day period after final adjournment of the general assembly (August  
24 5, 2020, if adjournment sine die is on May 6, 2020); except that, if a  
25 referendum petition is filed pursuant to section 1 (3) of article V of the  
26 state constitution against this act or an item, section, or part of this act  
27 within such period, then the act, item, section, or part will not take effect

1 unless approved by the people at the general election to be held in  
2 November 2020 and, in such case, will take effect on the date of the  
3 official declaration of the vote thereon by the governor.