

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

**INTRODUCED**

LLS NO. 23-0647.01 Josh Schultz x5486

**HOUSE BILL 23-1074**

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**HOUSE SPONSORSHIP**

**Dickson and Amabile,**

**SENATE SPONSORSHIP**

**(None),**

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**House Committees**  
Business Affairs & Labor

**Senate Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING A STUDY REGARDING WORKFORCE TRANSITIONS TO**  
102 **OTHER INDUSTRIES.**

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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>.)*

The bill requires the office of future of work (office) to contract with a third party to study workforce transitions in Colorado's economy. The workforce transitions study (study) must:

- Evaluate the skill transferability of workers in the oil and gas industry and in occupations in Colorado that are facing the most disruption due to automation;

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.*

- Explore training availability, skills needed, and transition strategies; and
- Provide recommendations for programs and policies to prepare the workforce for these transitions.

On or before December 1, 2024, the office is required to submit a report of the study's research and findings to the governor and to the business, labor, and technology committee of the senate and the business affairs and labor committee of the house of representatives.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** part 7 to article  
3 83 of title 8 as follows:

4 **PART 7**

5 **WORKFORCE TRANSITIONS STUDY**

6 **8-83-701. Definitions.** AS USED IN THIS PART 7, UNLESS THE  
7 CONTEXT OTHERWISE REQUIRES:

8 (1) "EMERGING INDUSTRIES" MEANS INDUSTRIES THAT ARE IN THE  
9 EARLY STAGE OF DEVELOPMENT AND MARKET SHARE BUT ARE GROWING  
10 IN ECONOMIC IMPORTANCE AND JOB CREATION.

11 (2) "OFFICE" MEANS THE COLORADO OFFICE OF FUTURE OF WORK  
12 CREATED IN SECTION 8-77-110.

13 (3) "STUDY" MEANS THE WORKFORCE TRANSITIONS STUDY  
14 REQUIRED BY SECTION 8-83-702 (1).

15 **8-83-702. Workforce transitions study - report.** (1) ON OR  
16 BEFORE DECEMBER 1, 2023, THE OFFICE SHALL CONTRACT WITH AN  
17 INDEPENDENT THIRD PARTY TO CONDUCT A STUDY THAT EXPLORES  
18 WORKFORCE TRANSITIONS IN COLORADO'S ECONOMY FOR WORKERS IN THE  
19 OIL AND GAS INDUSTRY AND WORKERS AFFECTED BY INDUSTRY  
20 DISRUPTION DUE TO AUTOMATION.

21 (2) THE OFFICE SHALL ADMINISTER A REQUEST FOR PROPOSALS

1 AND SOLICIT FIRMS OR PUBLIC ENTITIES WITH THE NECESSARY  
2 CREDENTIALS, AS DETERMINED BY THE OFFICE, TO BID ON PERFORMING  
3 THE STUDY.

4 (3) IN PERFORMING THE STUDY, THE CONTRACTOR SHALL:

5 (a) REGARDING OIL AND GAS WORKERS:

6 (I) EVALUATE THE TRANSFERABLE AND NONTRANSFERABLE SKILLS  
7 OF WORKERS IN OIL AND GAS EXTRACTION JOBS;

8 (II) IDENTIFY EMERGING INDUSTRIES RELATED TO OIL AND GAS  
9 EXTRACTION, INCLUDING, BUT NOT LIMITED TO, ADJACENT ENERGY AND  
10 CARBON MANAGEMENT INDUSTRIES SUCH AS HYDROGEN FUELS,  
11 ENHANCED GEOTHERMAL SYSTEMS, AND CARBON CAPTURE, UTILIZATION,  
12 AND SEQUESTRATION, AND EVALUATE JOB TRANSFERABILITY TO THESE  
13 EMERGING INDUSTRIES;

14 (III) IN PARTNERSHIP WITH THE COLORADO ENERGY OFFICE,  
15 CREATED IN SECTION 24-38.5-101 (1), IDENTIFY POTENTIAL WORKFORCE  
16 NEEDS IN THE SHORT AND MEDIUM TERM IN EMERGING INDUSTRIES;

17 (IV) EXPLORE SKILL DEVELOPMENT NEEDS, TRAINING  
18 AVAILABILITY, AND TRANSITION STRATEGIES FOR WORKERS AND  
19 EMPLOYERS SHIFTING FROM OIL AND GAS JOBS TO EMERGING INDUSTRIES  
20 IN THE REGION, INCLUDING CONSULTATION WITH OTHER WESTERN STATES  
21 FOR PURPOSES OF LEARNING ABOUT THEIR WORKFORCE TRANSITION IDEAS  
22 AND STRATEGIES; AND

23 (V) DEVELOP POLICY AND INCENTIVE PROPOSALS FOR PROGRAMS  
24 TO TRANSITION WORKERS TO EMERGING INDUSTRIES IN COLORADO AND  
25 THE SURROUNDING REGION, INCLUDING ANALYSIS OF FEDERAL FUNDING  
26 OPPORTUNITIES; AND

27 (b) REGARDING INDUSTRY DISRUPTION DUE TO AUTOMATION:

1 (I) EXPLORE HOW TECHNOLOGY IS SIMULTANEOUSLY REPLACING  
2 EXISTING WORK AND CREATING NEW WORK;

3 (II) EVALUATE WHICH OCCUPATIONS IN COLORADO ARE FACING  
4 THE MOST DISRUPTION DUE TO AUTOMATION;

5 (III) IDENTIFY SKILL TRANSFERABILITY TO EMERGING INDUSTRIES  
6 AND INDUSTRIES EXPERIENCING GROWTH FOR OCCUPATIONS THAT ARE  
7 DISPLACED DUE TO AUTOMATION AND DEVELOP TRANSITION STRATEGIES  
8 FOR THESE WORKERS AND EMPLOYERS;

9 (IV) IDENTIFY THE SKILLS NEEDED FOR EMERGING AND GROWING  
10 INDUSTRIES AND EXPLORE THE AVAILABILITY OF SKILLS TRAINING FOR  
11 WORKERS TRANSITIONING TO THESE INDUSTRIES; AND

12 (V) PROVIDE RECOMMENDATIONS FOR FUNDING, PROGRAMS, AND  
13 POLICIES NEEDED TO PREPARE EMPLOYERS AND WORKERS FOR THESE  
14 TRANSITIONS.

15 (4) ON OR BEFORE DECEMBER 1, 2024, THE OFFICE SHALL SUBMIT  
16 A REPORT TO THE GOVERNOR AND TO THE BUSINESS, LABOR, AND  
17 TECHNOLOGY COMMITTEE OF THE SENATE AND THE BUSINESS AFFAIRS AND  
18 LABOR COMMITTEE OF THE HOUSE OF REPRESENTATIVES, OR THEIR  
19 SUCCESSOR COMMITTEES. THE REPORT MUST INCLUDE THE STUDY'S  
20 RESEARCH, FINDINGS, AND RECOMMENDATIONS, IN ACCORDANCE WITH  
21 SUBSECTION (3) OF THIS SECTION.

22 **8-83-703. Repeal of part.** THIS PART 7 IS REPEALED, EFFECTIVE  
23 SEPTEMBER 1, 2025.

24 **SECTION 2.** In Colorado Revised Statutes, **amend** 8-77-110 as  
25 follows:

26 **8-77-110. Office of future of work - study - report.** (1) The  
27 office of future OF work in the department of labor and employment,

1 created by executive order B 2019 009, shall, within the scope of the  
2 executive order, study unemployment assistance as part of its study on the  
3 modernization of worker benefits and protections.

4 (2) On or before January 15, 2021, the office of future OF work  
5 shall submit an initial report as directed by executive order B 2019 009  
6 to the governor and to the business, labor, and technology committee of  
7 the senate and the business affairs and labor committee of the house of  
8 representatives, or their successor committees.

9 **SECTION 3.** In Colorado Revised Statutes, 8-83-601, **amend** (7)  
10 as follows:

11 **8-83-601. Definitions.** As used in this part 6:

12 (7) "Office" means the office of future OF work described in  
13 section 8-77-110.

14 **SECTION 4. Act subject to petition - effective date.** This act  
15 takes effect at 12:01 a.m. on the day following the expiration of the  
16 ninety-day period after final adjournment of the general assembly; except  
17 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
18 of the state constitution against this act or an item, section, or part of this  
19 act within such period, then the act, item, section, or part will not take  
20 effect unless approved by the people at the general election to be held in  
21 November 2024 and, in such case, will take effect on the date of the  
22 official declaration of the vote thereon by the governor.