

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

PREAMENDED

*This Unofficial Version Includes Committee
Amendments Not Yet Adopted on Second Reading*

LLS NO. 23-0647.01 Josh Schultz x5486

HOUSE BILL 23-1074

HOUSE SPONSORSHIP

Dickson and Amabile,

SENATE SPONSORSHIP

(None),

House Committees

Business Affairs & Labor
Appropriations

Senate Committees

A BILL FOR AN ACT

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

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.

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 **POTENTIAL MARKET SHARE IN COLORADO** BUT ARE
10 GROWING 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, IDENTIFY KEY
8 POPULATIONS OF THE WORKFORCE WHOSE JOBS MAY NOT EASILY
9 TRANSITION TO NEW INDUSTRIES OR NEW TYPES OF WORK, AND MAKE
10 RECOMMENDATIONS TO THE OFFICE ON NEXT STEPS TO DEVELOP
11 WORKFORCE ASSISTANCE PROGRAMS TO ASSIST THESE WORKERS;

12 (II) IDENTIFY EXISTING AND EMERGING INDUSTRIES RELATED TO
13 OIL AND GAS EXTRACTION AND THE UTILITY SECTOR, AND EVALUATE JOB
14 TRANSFERABILITY TO AND RETRAINING FOR THESE EXISTING AND
15 EMERGING INDUSTRIES, INCLUDING ADJACENT ENERGY AND CARBON
16 MANAGEMENT INDUSTRIES SUCH AS HYDROGEN FUELS; ENHANCED
17 GEOTHERMAL SYSTEMS; CARBON CAPTURE, UTILIZATION, AND
18 SEQUESTRATION; CONSTRUCTION; WELL-PLUGGING AND REMEDIATION;
19 WORKFORCE DEVELOPMENT FOR ELECTRIC LINeworkERS AND
20 CONTRACTORS FOCUSED ON BENEFICIAL ELECTRIFICATION AND ENERGY
21 EFFICIENCY PROJECTS, AND IDENTIFY WAYS TO REMOVE BARRIERS TO
22 OBTAINING APPROPRIATE SKILLS AND LICENSES;

23 (III) IN PARTNERSHIP WITH THE COLORADO ENERGY OFFICE,
24 CREATED IN SECTION 24-38.5-101 (1), IDENTIFY POTENTIAL WORKFORCE
25 NEEDS IN THE SHORT AND MEDIUM TERM IN EMERGING INDUSTRIES AND
26 RENEWABLE ENERGY RESOURCES, AS DEFINED IN SECTION 40-2-124
27 (1)(a)(VII), AND ASSESS EMPLOYMENT TRENDS, TAKING HISTORICAL DATA

1 INTO ACCOUNT;

2 (IV) EXPLORE SKILL DEVELOPMENT NEEDS, TRAINING
3 AVAILABILITY, AND TRANSITION STRATEGIES FOR WORKERS AND
4 EMPLOYERS SHIFTING FROM OIL AND GAS JOBS TO EMERGING INDUSTRIES
5 IN THE REGION, INCLUDING CONSULTATION WITH OTHER WESTERN STATES
6 FOR PURPOSES OF LEARNING ABOUT THEIR WORKFORCE TRANSITION IDEAS
7 AND STRATEGIES; AND

8 (V) DEVELOP POLICY AND INCENTIVE PROPOSALS FOR PROGRAMS
9 TO TRANSITION WORKERS TO EXISTING AND EMERGING INDUSTRIES IN
10 COLORADO AND THE SURROUNDING REGION, MAXIMIZING TRANSITION OF
11 WORKERS TO JOBS IN THE SAME COMMUNITIES, AND INCLUDING ANALYSES
12 OF FEDERAL FUNDING OPPORTUNITIES; AND

13 (b) REGARDING INDUSTRY DISRUPTION DUE TO AUTOMATION:

14 (I) EXPLORE HOW TECHNOLOGY IS SIMULTANEOUSLY REPLACING
15 EXISTING WORK AND CREATING NEW WORK;

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

18 (III) IDENTIFY SKILL TRANSFERABILITY TO EMERGING INDUSTRIES
19 AND INDUSTRIES EXPERIENCING GROWTH FOR OCCUPATIONS THAT ARE
20 DISPLACED DUE TO AUTOMATION AND DEVELOP TRANSITION STRATEGIES
21 FOR THESE WORKERS AND EMPLOYERS;

22 (IV) IDENTIFY THE SKILLS NEEDED FOR EMERGING AND GROWING
23 INDUSTRIES AND EXPLORE THE AVAILABILITY OF SKILLS TRAINING FOR
24 WORKERS TRANSITIONING TO THESE INDUSTRIES; ■

25 (V) PROVIDE RECOMMENDATIONS FOR FUNDING, PROGRAMS, AND
26 POLICIES NEEDED TO PREPARE EMPLOYERS AND WORKERS FOR THESE
27 TRANSITIONS;

1 (VI) CONSULT WITH RELEVANT STAKEHOLDERS ACROSS IMPACTED
2 INDUSTRIES IN COLORADO TO DISCUSS THEIR HUMAN RESOURCE AND
3 WORKFORCE STRATEGIES AND THEIR LONG-TERM OUTLOOK ON THE
4 INDUSTRY AND THE STATE;

5 (VII) CONSULT WITH RELEVANT EMPLOYERS AND EMPLOYEES
6 ACROSS IMPACTED INDUSTRIES IN COLORADO, INCLUDING THOSE WHO
7 MAY BE INDIRECTLY IMPACTED;

8 (VIII) CONSULT WITH EMPLOYERS AND EMPLOYEES WHO MAY BE
9 INDIRECTLY IMPACTED BY A WORKFORCE TRANSITION TO EMERGING
10 INDUSTRIES, INCLUDING EMPLOYERS AND EMPLOYEES IN ENERGY SECTOR
11 CONSTRUCTION, GAS DISTRIBUTION, NATURAL GAS UTILITIES,
12 EXPLORATION EQUIPMENT MANUFACTURING, AND WHOLESALE OR RETAIL
13 SUPPLY; AND

14 (c) REGARDING FUNDING FOR WORKFORCE TRANSITION AND
15 COMMUNITY ECONOMIC DEVELOPMENT:

16 (I) EVALUATE AND ANALYZE FEDERAL FUNDING SOURCES
17 AVAILABLE TO THE STATE GOVERNMENT, LOCAL GOVERNMENTS, AND THE
18 PRIVATE SECTOR FOR WORKFORCE DEVELOPMENT AND COMMUNITY
19 ECONOMIC DEVELOPMENT;

20 (II) EVALUATE AND ANALYZE CURRENT STATE AND LOCAL
21 GOVERNMENT WORKFORCE DEVELOPMENT, RESILIENCY, AND RECOVERY
22 INFRASTRUCTURE;

23 (III) TRACK CURRENT FEDERAL FUNDING SECURED FOR
24 WORKFORCE TRANSITION AND ECONOMIC DEVELOPMENT IN COMMUNITIES
25 AFFECTED BY WORKFORCE TRANSITION AND IDENTIFY FUNDING GAPS; AND

26 (IV) RECOMMEND POLICIES THAT PROMOTE INTERAGENCY
27 COLLABORATION TO MAXIMIZE THE POTENTIAL OF GOVERNMENT AGENCIES

1 AND THE PRIVATE SECTOR TO SECURE AVAILABLE FEDERAL FUNDING,
2 INCLUDING CONSIDERATION OF CREATING POSITIONS FOR STAFF WHO WILL
3 SERVE AS A LIAISON WITH EXISTING STATE GOVERNMENT OFFICES, LOCAL
4 GOVERNMENTS, AND THE PRIVATE SECTOR FOR THE PURPOSES OF GRANT
5 WRITING AND OTHER SUPPORT.

6 (4) (a) ON OR BEFORE DECEMBER 1, 2024, THE OFFICE SHALL
7 SUBMIT A REPORT TO THE GOVERNOR AND TO THE BUSINESS, LABOR, AND
8 TECHNOLOGY COMMITTEE OF THE SENATE AND THE BUSINESS AFFAIRS AND
9 LABOR COMMITTEE OF THE HOUSE OF REPRESENTATIVES, OR THEIR
10 SUCCESSOR COMMITTEES. THE REPORT MUST INCLUDE THE STUDY'S
11 RESEARCH, FINDINGS, AND RECOMMENDATIONS, IN ACCORDANCE WITH
12 SUBSECTION (3) OF THIS SECTION.

13 (b) THE REPORT REQUIRED BY THIS SUBSECTION (4) MUST INCLUDE,
14 BUT SHOULD NOT BE LIMITED TO:

15 (I) CONSIDERATION AND COMPARISON OF WAGES AND SALARIES IN
16 BOTH EXISTING INDUSTRIES AND EMERGING INDUSTRIES, AND AN
17 ASSESSMENT OF POTENTIAL GAPS THAT MAY EXIST; AND

18 (II) DISAGGREGATED DATA THAT MAPS THE IMPACT OF
19 WORKFORCE TRANSITION AND MAPS THE GEOGRAPHIC LOCATION OF
20 POTENTIAL JOBS IN EXISTING OR EMERGING INDUSTRIES.

21 (c) THE OFFICE SHALL ISSUE AN UPDATE ON THE KEY FINDINGS OF
22 THE STUDY TO THE BUSINESS, LABOR, AND TECHNOLOGY COMMITTEE OF
23 THE SENATE AND THE BUSINESS AFFAIRS AND LABOR COMMITTEE OF THE
24 HOUSE OF REPRESENTATIVES, OR THEIR SUCCESSOR COMMITTEES, BY
25 AUGUST 1, 2024.

26 **8-83-703. Repeal of part.** THIS PART 7 IS REPEALED, EFFECTIVE
27 SEPTEMBER 1, 2025.

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

3 **8-77-110. Office of future of work - study - report.** (1) The
4 office of future OF work in the department of labor and employment,
5 created by executive order B 2019 009, shall, within the scope of the
6 executive order, study unemployment assistance as part of its study on the
7 modernization of worker benefits and protections.

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

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

15 **8-83-601. Definitions.** As used in this part 6:

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

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