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## Labor and Employment

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During the 2019 legislative session, the General Assembly considered three bills to encourage employment and job retention and ensure access to apprenticeship programs for workers in Colorado.

The mission of the newly created Employment Support and Job Retention Services Program, outlined in *House Bill 19-1107*, is to provide funding for employment preparation and pursuit, job training, and job retention. The program, created in the Division of Employment and Training of the Department of Labor and Employment, will contract with a nonprofit entity to administer it in cooperation with public agencies and nonprofit organizations. To be eligible for the program, individuals must be 16 years old, eligible to work in the United States, have a household income at or below the federal poverty level, and be actively looking for a job or job training with the assistance of a public or nonprofit employment services organization.

*Senate Bill 19-171* requires the Department of Labor and Employment to establish the Colorado State Apprenticeship Resource Directory. The directory will provide detailed information, as specified in the bill, about apprentice programs in the state and will be updated annually.

Beginning in FY 2021-22, a general contractor must report on apprenticeship utilization for any public construction projects administered by state departments and higher education institutions. *Senate Bill 19-196* modifies contractual requirements to require that general contractors employ apprentices on public projects for most trades and to pay the local prevailing wage as determined by Department of Personnel and Administration. Apprentices must be enrolled in certified apprenticeship programs that graduate a certain percentage of apprentices each year, increasing from 15 to 30 percent over time. Local governments and the Colorado Department of Transportation are exempt from these requirements.