

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

**PREAMENDED**

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

LLS NO. 22-0648.01 Kristen Forrestal x4217

**SENATE BILL 22-140**

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**SENATE SPONSORSHIP**

**Coleman,**

**HOUSE SPONSORSHIP**

**McLachlan,**

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**Senate Committees**

Business, Labor, & Technology  
Appropriations

**House Committees**

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**A BILL FOR AN ACT**

101      **CONCERNING THE EXPANSION OF EXPERIENTIAL LEARNING**  
102           **OPPORTUNITIES THROUGH RELATIONSHIPS WITH EMPLOYERS,**  
103           **AND, IN CONNECTION THEREWITH, ESTABLISHING A**  
104           **WORK-BASED LEARNING INCENTIVE PROGRAM, A DIGITAL**  
105           **NAVIGATION PROGRAM, A CAREER-ALIGNED ENGLISH AS A**  
106           **SECOND LANGUAGE PROGRAM,      A GLOBAL TALENT TASK**  
107           **FORCE TO STUDY IN-DEMAND OCCUPATIONS, AND MAKING AN**  
108           **APPROPRIATION.**

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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*

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.

<http://leg.colorado.gov>.)

The bill requires the department of labor and employment (department), in partnership with the business experiential-learning commission in the department, the office of economic development, the state work force development council, the departments of education and higher education, the state board for community colleges and occupational education, and area technical colleges, to provide incentives to eligible employers to create high-quality, work-based learning opportunities for adults and youth (incentive program).

The department is required to select at least 2 work-based learning intermediaries (intermediaries) to coordinate employers, schools, youth, and adults participating in the incentive program to establish work-based learning opportunities and select employers to participate in the incentive program.

The department shall provide monetary incentives to the selected intermediaries and employers for the implementation of work-based learning opportunities. The department is required to compile data concerning the incentive program and submit a report to the business committees of the senate and house of representatives during the "State Measurement for Accountable, Responsive, and Transparent (SMART) Government Act" hearings held each legislative session.

The office of future work in the department and its partners are required to create a digital navigation program and employ digital navigators to:

- Reach out to youth and adults who have been historically excluded or disengaged from work-based learning opportunities and connect them with available opportunities;
- Address digital inequities, including access to digital technology and computer skills training, cybersecurity, and affordable internet service;
- Refer youth and adults to career navigation services; and
- Provide a one-stop service that includes: Making referrals to work-based learning programs; facilitating enrollment in digital literacy classes, workshops, and upskilling and work-based learning opportunities; and assisting with digital skill development, job applications, and access to other benefits and services.

The office of new Americans in the department is required to:

- Convene an 18-month global talent task force to study the process for certain in-demand occupational licenses, look at international credentials, and take advantage of the global pool of skilled workers; and
- Provide tools for new Americans and English language learners to enter into work-based learning programs to

improve language and skills development for specific occupations and careers.

The bill authorizes the executive director of the department to promulgate rules to implement the incentive program and the digital navigation program.

The general assembly is required to appropriate \$6,100,000 to the department for the purposes of the bill.

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

2 **SECTION 1. Legislative declaration.** (1) The general assembly  
3 hereby finds and declares that:

4 (a) The global pandemic has exacerbated challenges employers  
5 face in finding the talent they need, and as our economy recovers from the  
6 pandemic, Colorado also faces a looming worker shortage over the  
7 coming decades;

8 (b) To address the worker shortage, many employers are interested  
9 in providing high-quality, work-based learning for students and adults but  
10 face challenges in making that a reality;

11 (c) Expanding experiential, work-based learning opportunities for  
12 adults and youth is a worthwhile state investment. Evidence from multiple  
13 sources shows that students benefit from experiential learning  
14 opportunities, leading to higher grade point averages, greater engagement,  
15 and stronger postsecondary outcomes and career readiness after high  
16 school.

17 (d) Work-based learning allows youth and adults to explore new  
18 opportunities, build skills, and transition to new career pathways as work  
19 continues to evolve. Research shows paid work-based learning is a strong  
20 tool for increasing equitable access to opportunities for youth and adults  
21 from a variety of income backgrounds.

22 (e) The state has a variety of programs focused on providing

1 employers with training dollars for upskilling members of the current  
2 workforce, but not many of these programs explicitly allow training  
3 dollars to support youth who might be employed on a part-time basis as  
4 an intern or apprentice or focus on the entire continuum of high-quality,  
5 work-based learning experiences;

6 (f) Eligible employers wanting to offer high-quality, work-based  
7 learning opportunities to youth and adults would benefit from funding to  
8 help with the start-up costs associated with developing these programs,  
9 including training dollars that could be used in partnership with  
10 institutions of higher education or other training providers;

11 (g) Colorado has untapped talent pools that can meet the demands  
12 of employers in the near term. Twenty percent of Coloradans speak a  
13 language other than English at home, with the majority of these  
14 Coloradans representing immigrant families. Addressing language  
15 barriers through the alignment of education and employment can create  
16 immediate access to talent for employers.

17 (h) Many youth and adults lack sufficient digital problem-solving  
18 skills. In Colorado, over 60,000 households with children in the K-12  
19 education system have inconsistent access to computers and the internet.  
20 Closing the digital divide for disconnected Coloradans creates new  
21 opportunities for participation in society and the economy.

22 (2) Therefore, the general assembly:

23 (a) Declares that it supports employers, youth, and adults and has  
24 an interest in aligning the talent development ecosystem to maximize  
25 economic impact;

26 (b) Finds:

27 (I) Value in incentivizing employers to increase the number of

1 adults and youth participating in work-based learning and intends for the  
2 state to ensure an equal proportion of adults and youth benefit from  
3 opportunities created by a work-based learning incentive program;

4 (II) That the state should prioritize addressing barriers in adopting  
5 high-quality, work-based learning models and helping youth and adults  
6 access high-quality, work-based learning and employment through the  
7 creation of programs that close the digital divide and eliminate language  
8 barriers; and

9 (III) Value in aligning and accelerating work-based learning and  
10 skills-based hiring in existing state-funded programs in education,  
11 including higher education; training; and employment; and

12 (c) Intends for the state to ensure that programs are coordinated  
13 in a way that maximizes participation for employers, youth, and adults.

14 **SECTION 2.** In Colorado Revised Statutes, **add** part 6 to article  
15 83 of title 8 as follows:

16 PART 6

17 EXPERIENTIAL LEARNING

18 **8-83-601. Definitions.** AS USED IN THIS PART 6:

19 (1) "COMMISSION" MEANS THE BUSINESS EXPERIENTIAL-LEARNING  
20 COMMISSION IN THE DEPARTMENT CREATED BY EXECUTIVE ORDER B 2015  
21 004, WHICH WORKS IN PARTNERSHIP WITH THE OFFICE OF ECONOMIC  
22 DEVELOPMENT AND THE WORK FORCE DEVELOPMENT COUNCIL, OR A  
23 SUBSEQUENT ENTITY ESTABLISHED FOR THE SAME OR SIMILAR PURPOSE.

24 (2) "DIGITAL EQUITY" MEANS THE CONDITION IN WHICH  
25 INDIVIDUALS AND COMMUNITIES HAVE ACCESS TO THE INFORMATION  
26 TECHNOLOGY THAT IS NEEDED FOR FULL PARTICIPATION IN SOCIETY AND  
27 THE ECONOMY OF THE UNITED STATES.

1           (3) (a) "DIGITAL INCLUSION" MEANS THE ACTIVITIES THAT ARE  
2 NECESSARY TO ENSURE THAT ALL INDIVIDUALS IN THE STATE HAVE  
3 ACCESS TO, AND THE USE OF, AFFORDABLE INFORMATION AND  
4 COMMUNICATION TECHNOLOGIES, SUCH AS:

5           (I) RELIABLE FIXED AND WIRELESS BROADBAND INTERNET  
6 SERVICE;

7           (II) INTERNET-ENABLED DEVICES THAT MEET THE NEEDS OF THE  
8 USER; AND

9           (III) APPLICATIONS AND ONLINE CONTENT DESIGNED TO ENABLE  
10 AND ENCOURAGE SELF-SUFFICIENCY, PARTICIPATION, AND  
11 COLLABORATION.

12           (b) "DIGITAL INCLUSION" INCLUDES THE ABILITY TO OBTAIN:

13           (I) ACCESS TO DIGITAL LITERACY TRAINING;

14           (II) QUALITY TECHNICAL SUPPORT; AND

15           (III) BASIC AWARENESS OF MEASURES TO ENSURE ONLINE PRIVACY  
16 AND CYBERSECURITY.

17           (4) "DIGITAL LITERACY" MEANS THE SKILLS ASSOCIATED WITH  
18 USING TECHNOLOGY THAT ENABLE USERS TO FIND, EVALUATE, ORGANIZE,  
19 CREATE, DISSEMINATE, AND COMMUNICATE INFORMATION.

20           (5) "INCENTIVE PROGRAM" MEANS THE WORK-BASED LEARNING  
21 INCENTIVE PROGRAM CREATED IN SECTION 8-83-602.

22           (6) "NEXT-SKILLING" MEANS ACTIVITIES TO DEVELOP  
23 FUTURE-READY SKILLS NECESSARY FOR EMPLOYMENT IN THE  
24 TWENTY-FIRST CENTURY AND INCLUDES THE FOCUS AREAS OF HUMAN  
25 SKILLS, DIGITAL SKILLS, BUSINESS SKILLS, GROWTH MINDSET, AND A  
26 LIFELONG LEARNING MINDSET.

27           (7) "OFFICE" MEANS THE OFFICE OF FUTURE WORK DESCRIBED IN

1 SECTION 8-77-110.

2 (8) "OFFICE OF ECONOMIC DEVELOPMENT" MEANS THE COLORADO  
3 OFFICE OF ECONOMIC DEVELOPMENT CREATED IN SECTION 24-48.5-101.

4 (9) "OFFICE OF NEW AMERICANS" MEANS THE OFFICE CREATED IN  
5 SECTION 8-3.7-103.

6 (10) "PROGRAM" MEANS THE STATEWIDE DIGITAL NAVIGATOR  
7 PROGRAM CREATED IN SECTION 8-83-603.

8 (11) (a) "RESKILLING" MEANS ACTIVITIES TO:

9 (I) SUPPORT UNEMPLOYED AND UNDEREMPLOYED INDIVIDUALS  
10 WHO NEED OR WANT TO CHANGE INDUSTRIES IN ORDER TO RETURN TO  
11 FULL-TIME WORK OR WHO NEED OR WANT TO OBTAIN MORE APPROPRIATE  
12 WORK-BASED SKILLS; AND

13 (II) HELP UNEMPLOYED AND UNDEREMPLOYED INDIVIDUALS  
14 ACHIEVE ECONOMIC SELF-SUFFICIENCY.

15 (b) "RESKILLING" MAY INCLUDE TECHNICAL TRAINING FOR NEW  
16 POSITIONS AND NEW CAREERS AND ENTREPRENEURIAL TRAINING FOR  
17 INDIVIDUALS WHO WISH TO PURSUE SELF-EMPLOYMENT AND BUSINESS  
18 OWNERSHIP.

19 (12) "SKILLS-BASED HIRING" MEANS HIRING A PERSON BASED ON  
20 THE PERSON'S KNOWLEDGE, SKILLS, AND ABILITIES THAT ARE SPECIFIC TO  
21 THE JOB FOR WHICH THE PERSON IS BEING CONSIDERED.

22 (13) "TARGET POPULATIONS" INCLUDES:

23 (a) ANY HOUSEHOLD WITH AN INCOME THAT IS NOT MORE THAN  
24 ONE HUNDRED FIFTY PERCENT OF THE FEDERAL POVERTY LEVEL, AS  
25 DETERMINED BY THE MOST CURRENT FEDERAL POVERTY GUIDELINES  
26 ISSUED BY THE UNITED STATES DEPARTMENT OF HEALTH AND HUMAN  
27 SERVICES;

- 1 (b) INDIVIDUALS WHO ARE FIFTY YEARS OF AGE OR OLDER;
- 2 (c) INDIVIDUALS WHO ARE OR WERE INCARCERATED;
- 3 (d) VETERANS;
- 4 (e) INDIVIDUALS WITH DISABILITIES;
- 5 (f) INDIVIDUALS WHO HAVE RECENTLY IMMIGRATED TO THE
- 6 UNITED STATES AND RESIDE IN THIS STATE;
- 7 (g) INDIVIDUALS WHO ARE ENGLISH LANGUAGE LEARNERS;
- 8 (h) INDIVIDUALS WITH LOW LEVELS OF LITERACY;
- 9 ==
- 10 (i) INDIVIDUALS WHO PRIMARILY RESIDE IN RURAL AREAS;
- 11 (j) INDIVIDUALS EXPERIENCING HOMELESSNESS; AND
- 12 (k) YOUTH.

13 (14) "UPSKILLING" MEANS ACTIVITIES TO INCREASE THE SKILL  
14 LEVELS OF AN EMPLOYEE SO THE EMPLOYEE IS ABLE TO RETAIN  
15 EMPLOYMENT AND ADVANCE WITHIN A COMPANY.

16 (15) (a) "WORK-BASED LEARNING" MEANS LEARNING THAT  
17 OCCURS, IN WHOLE OR IN PART, IN THE WORKPLACE THAT PROVIDES YOUTH  
18 AND ADULTS WITH HANDS-ON, REAL-WORLD EXPERIENCE AND TRAINING  
19 FOR SKILLS DEVELOPMENT.

20 (b) "WORK-BASED LEARNING" INCLUDES ACTIVITIES SUCH AS JOB  
21 SHADOWING, INTERNSHIPS, EXTERNSHIPS, PRE-APPRENTICESHIPS,  
22 APPRENTICESHIPS, RESIDENCIES, AND INCUMBENT-WORKER TRAINING.

23 (16) "WORK-BASED LEARNING INTERMEDIARY" MEANS AN ENTITY  
24 SELECTED BY THE DEPARTMENT PURSUANT TO SECTION 8-83-602 (3).

25 (17) "WORK FORCE DEVELOPMENT COUNCIL" MEANS THE STATE  
26 WORK FORCE DEVELOPMENT COUNCIL CREATED IN SECTION 24-46.3-101.

27 (18) "YOUTH" MEANS AN INDIVIDUAL ELIGIBLE TO BE EDUCATED



1 IN THE PUBLIC SCHOOL SYSTEM PURSUANT TO SECTION 2 OF ARTICLE IX OF  
2 THE STATE CONSTITUTION.

3 **8-83-602. Work-based learning incentive program - creation**  
4 **- rules - appropriation. (1) Work-based learning incentive program.**

5 (a) ON OR BEFORE JANUARY 1, 2023, THE DEPARTMENT, IN  
6 CONSULTATION WITH THE COMMISSION, THE OFFICE OF ECONOMIC  
7 DEVELOPMENT, THE DEPARTMENT OF EDUCATION, THE DEPARTMENT OF  
8 HIGHER EDUCATION, THE STATE BOARD FOR COMMUNITY COLLEGES AND  
9 OCCUPATIONAL EDUCATION, LOCAL DISTRICT COLLEGES, THE WORK FORCE  
10 DEVELOPMENT COUNCIL, AND AREA TECHNICAL COLLEGES, AS DEFINED IN  
11 SECTION 23-60-103, SHALL ESTABLISH A WORK-BASED LEARNING  
12 INCENTIVE PROGRAM TO PROVIDE MONETARY INCENTIVES TO SELECTED  
13 EMPLOYERS TO CREATE HIGH-QUALITY, WORK-BASED LEARNING  
14 OPPORTUNITIES THAT BENEFIT ADULTS AND YOUTH.

15 (b) IN ADMINISTERING THE INCENTIVE PROGRAM, THE  
16 DEPARTMENT SHALL STRIVE TO CREATE AN EQUAL PROPORTION OF  
17 WORK-BASED LEARNING OPPORTUNITIES FOR YOUTH AND ADULTS AND TO  
18 SELECT EMPLOYERS AND WORK-BASED LEARNING INTERMEDIARIES WITH  
19 THE GOAL OF INCREASING THE NUMBER OF YOUTH AND ADULTS  
20 PARTICIPATING IN WORK-BASED LEARNING. THE DEPARTMENT SHALL  
21 SELECT WORK-BASED LEARNING INTERMEDIARIES THAT:

22 (I) DEMONSTRATE EXPERTISE IN AND A CONTINUED COMMITMENT  
23 TO CONNECTING, EDUCATING, AND COACHING EMPLOYERS REGARDING  
24 WORK-BASED LEARNING OPPORTUNITIES FOR ADULTS AND YOUTH, SUCH  
25 AS A CHAMBER OF COMMERCE, A NONPROFIT ENTITY, AN INDUSTRY  
26 ASSOCIATION, A LOCAL WORKFORCE AREA, OR A LOCAL GOVERNMENT  
27 ENTITY;

1 (II) WORK WITHIN AND ACROSS THE STATE TO PARTNER WITH  
2 MULTIPLE EMPLOYERS; LOCAL EDUCATION PROVIDERS, INSTITUTIONS OF  
3 HIGHER EDUCATION, OR OTHER EDUCATIONAL ENTITIES; AND OTHER  
4 PUBLIC AND PRIVATE ENTITIES TO FACILITATE WORK-BASED LEARNING  
5 EXPERIENCES; AND

6 (III) SUPPORT EMPLOYERS IN IMPLEMENTING WORK-BASED  
7 LEARNING IN COLLABORATION WITH THE COMMISSION AND IN ALIGNMENT  
8 WITH THE WORK-BASED LEARNING QUALITY EXPECTATIONS DEVELOPED IN  
9 SUBSECTION (5) OF THIS SECTION.

10 (2) **Department responsibilities.** THE DEPARTMENT SHALL:

11 (a) THROUGH AN APPLICATION PROCESS, SELECT EMPLOYERS AND  
12 AT LEAST TWO WORK-BASED LEARNING INTERMEDIARIES TO PARTICIPATE  
13 IN THE INCENTIVE PROGRAM WITH THE GOAL OF MAXIMIZING REGIONAL  
14 DIVERSITY AND ENGAGING THE OPTIMUM NUMBER OF EMPLOYER  
15 PARTICIPANTS IN HIGH-DEMAND INDUSTRIES AS DETERMINED BY THE  
16 ANNUAL COLORADO TALENT REPORT PREPARED PURSUANT TO SECTION  
17 24-46.3-103 (3);

18 (b) FOR THE PURPOSE OF PROVIDING INCENTIVES TO EMPLOYERS  
19 TO PROVIDE WORK-BASED LEARNING OPPORTUNITIES TO YOUTH AND  
20 ADULTS, ALLOCATE MONEY DIRECTLY TO EMPLOYERS AND TO  
21 WORK-BASED LEARNING INTERMEDIARIES;

22 (c) OUTLINE PERFORMANCE EXPECTATIONS FOR WORK-BASED  
23 LEARNING INTERMEDIARIES AND EMPLOYERS PARTICIPATING IN THE  
24 INCENTIVE PROGRAM THAT INCLUDE THE AUTHORITY OF THE DEPARTMENT  
25 TO DISCONTINUE AN ENTITY'S PARTICIPATION IN THE INCENTIVE PROGRAM  
26 IF THE ENTITY FAILS TO MEET THE EXPECTATIONS;

27 (d) OUTLINE A SCALE FOR THE AMOUNT OF MONEY AWARDED TO

1 AN EMPLOYER BASED ON CRITERIA SUCH AS THE DURATION OF  
2 WORK-BASED LEARNING EXPERIENCES, THE NUMBER OF PARTICIPANTS,  
3 GEOGRAPHY, BUSINESS SIZE, AND OTHER FACTORS;

4 (e) COLLECT DATA CONCERNING THE INCENTIVE PROGRAM THAT  
5 INCLUDES:

6 (I) THE WORK-BASED LEARNING INTERMEDIARIES PARTICIPATING  
7 IN THE INCENTIVE PROGRAM;

8 (II) THE NUMBER OF EMPLOYERS PARTICIPATING IN THE INCENTIVE  
9 PROGRAM;

10 (III) THE NUMBER OF WORK-BASED LEARNING OPPORTUNITIES  
11 PROVIDED BY EMPLOYERS AND THE NUMBER OF WORK-BASED LEARNING  
12 HOURS COMPLETED;

13 (IV) THE NUMBER OF WORK-BASED LEARNING OPPORTUNITIES  
14 THAT LED TO A JOB IN THE RESPECTIVE INDUSTRY;

15 (V) THE NUMBER OF YOUTH AND ADULT PARTICIPANTS IN THE  
16 INCENTIVE PROGRAM, INCLUDING EMPLOYEES, INTERNS, APPRENTICES, OR  
17 OTHER INDIVIDUALS WHO PARTICIPATED IN THE INCENTIVE PROGRAM;

18 (VI) THE DE-IDENTIFIED DEMOGRAPHIC INFORMATION OF THE  
19 INDIVIDUALS PARTICIPATING IN THE INCENTIVE PROGRAM, INCLUDING  
20 RACE, GEOGRAPHIC REGION OR ZIP CODE, AND WHETHER THE INDIVIDUALS  
21 MEET LOW-INCOME CRITERIA AS DETERMINED BY THE DEPARTMENT; AND

22 (VII) ANY OUTCOMES AND DATA TO MEASURE THE SUCCESS OF  
23 THE INCENTIVE PROGRAM, INCLUDING OUTCOMES RELATED TO EMPLOYERS  
24 THAT PARTICIPATED IN THE INCENTIVE PROGRAM AND SUBSEQUENTLY  
25 ADOPTED WORK-BASED LEARNING AS A BUSINESS PRACTICE BEYOND THE  
26 INCENTIVE PROGRAM'S DURATION.

27 (f) ENSURE THAT YOUTH AND ADULTS ARE MADE AWARE OF

1 OPPORTUNITIES FOR THEM TO LEARN IN THE WORKPLACE AT THE SAME  
2 TIME AS EARNING AN INCOME THROUGH THE INCENTIVE PROGRAM; AND

3 (g) BEGINNING IN 2023 AND EACH YEAR THEREAFTER, SUBMIT A  
4 REPORT COMPILING THE DATA COLLECTED PURSUANT TO SUBSECTION  
5 (2)(e) OF THIS SECTION TO THE SENATE BUSINESS, LABOR, AND  
6 TECHNOLOGY COMMITTEE AND THE HOUSE OF REPRESENTATIVES BUSINESS  
7 AFFAIRS AND LABOR COMMITTEE, OR THEIR SUCCESSOR COMMITTEES,  
8 DURING THE HEARINGS HELD UNDER THE "STATE MEASUREMENT FOR  
9 ACCOUNTABLE, RESPONSIVE, AND TRANSPARENT (SMART)  
10 GOVERNMENT ACT", PART 2 OF ARTICLE 7 OF TITLE 2.

11 (3) **Selection as a work-based learning intermediary.** IN ORDER  
12 TO BE CONSIDERED BY THE DEPARTMENT FOR SELECTION AS A  
13 WORK-BASED LEARNING INTERMEDIARY, THE ENTITY SHALL SUBMIT AN  
14 APPLICATION TO THE DEPARTMENT IN A FORM AND MANNER ESTABLISHED  
15 BY THE DEPARTMENT, WHICH MUST BE A SIMPLIFIED APPLICATION  
16 DESIGNED TO MAXIMIZE EMPLOYER PARTICIPATION. IN THE APPLICATION,  
17 THE ENTITY SHALL:

18 (a) DEMONSTRATE THE ENTITY'S RECORD OF CONNECTING  
19 EMPLOYERS WITH LOCAL EDUCATION PROVIDERS OR INSTITUTIONS OF  
20 HIGHER EDUCATION;

21 (b) OUTLINE HOW THE ENTITY PLANS TO BRING EMPLOYERS, LOCAL  
22 EDUCATION PROVIDERS, AND INSTITUTIONS OF HIGHER EDUCATION  
23 TOGETHER TO ACCOMPLISH THE PURPOSES OF THE INCENTIVE PROGRAM;

24 (c) OUTLINE HOW THE ENTITY WILL MEET OR EXCEED THE QUALITY  
25 EXPECTATIONS FOR WORK-BASED LEARNING ESTABLISHED BY THE OFFICE  
26 PURSUANT TO SUBSECTION (5) OF THIS SECTION; AND

27 (d) SUBMIT ANY OTHER INFORMATION DEEMED APPROPRIATE BY

1 THE DEPARTMENT, INCLUDING AN ATTESTATION OF A COMMITMENT TO  
2 DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE.

3 (4) **Responsibilities of work-based learning intermediaries.** A  
4 WORK-BASED LEARNING INTERMEDIARY SHALL DIRECTLY FACILITATE  
5 WORK-BASED LEARNING OPPORTUNITIES WITH EMPLOYERS THROUGH  
6 INCENTIVE PAYMENTS MADE DIRECTLY TO EMPLOYERS FOR TECHNICAL  
7 ASSISTANCE, BUSINESS COACHING, AND OTHER TYPES OF SUPPORT.  
8 WORK-BASED LEARNING INTERMEDIARIES AND EMPLOYERS MAY USE  
9 INCENTIVE PAYMENTS FOR:

10 (a) START-UP MANAGEMENT COSTS FOR EMPLOYERS TO CREATE  
11 WORK-BASED LEARNING PROGRAMS, INCLUDING TRAINING FOR  
12 EMPLOYERS TO ESTABLISH AND MANAGE A WORK-BASED LEARNING  
13 PROGRAM;

14 (b) DEVELOPING AND PROVIDING PERSONALIZED PARTICIPANT  
15 SUPPORTS, INCLUDING TRANSPORTATION ASSISTANCE, AND PARTNERING  
16 WITH OTHER ENTITIES TO PROVIDE ACCESS TO OR REFERRALS FOR  
17 SUPPORTIVE SERVICES, LEARNING SUPPORTS, FINANCIAL ADVISING, AND  
18 OTHER TYPES OF SUPPORT TO ENSURE ADULTS AND YOUTH CAN  
19 PARTICIPATE IN WORK-BASED LEARNING;

20 (c) EDUCATING EMPLOYERS ON HOW TO WORK WITH LOCAL  
21 EDUCATION PROVIDERS AND INSTITUTIONS OF HIGHER EDUCATION TO  
22 CREATE CAREER-CONNECTED LEARNING PARTNERSHIPS;

23 (d) TRAINING COSTS, INCLUDING ENROLLMENT, REGISTRATION,  
24 AND COURSE FEES FOR PARTICIPATION IN CLASSROOM TRAINING AND  
25 CERTIFICATIONS ALIGNED WITH WORK-BASED LEARNING;

26 (e) PROVIDING INCENTIVES FOR EMPLOYERS WHO PARTICIPATE IN  
27 THE DELIVERY OF EDUCATION SERVICES;

1 (f) ANY SERVICES, RESOURCES, AND SUPPORT IDENTIFIED BY  
2 EMPLOYERS TO SUPPORT WORK-BASED LEARNING THAT ALIGN WITH THE  
3 PURPOSES OF THIS SECTION, INCLUDING FOSTERING REGIONAL  
4 PARTNERSHIPS BY SECTOR OR INDUSTRY AND HIRING A BUSINESS COACH  
5 OR OTHER INDIVIDUAL TO ACT AS A LIAISON BETWEEN A WORK-BASED  
6 LEARNING INTERMEDIARY AND EMPLOYERS RECEIVING INCENTIVE  
7 PAYMENTS; AND

8 (g) ENSURING ALIGNMENT WITH AND AVOIDING DUPLICATION OF  
9 EXISTING PROGRAMS AND, WHERE PRACTICABLE, LEVERAGING EXISTING  
10 RESOURCES.

11 (5) **Work-based learning quality expectations.** THE OFFICE, IN  
12 CONSULTATION WITH THE DEPARTMENT, THE COMMISSION, THE OFFICE OF  
13 ECONOMIC DEVELOPMENT, THE DEPARTMENT OF EDUCATION, THE  
14 DEPARTMENT OF HIGHER EDUCATION, THE STATE BOARD FOR COMMUNITY  
15 COLLEGES AND OCCUPATIONAL EDUCATION, AREA TECHNICAL COLLEGES,  
16 AND THE WORK FORCE DEVELOPMENT COUNCIL, SHALL:

17 (a) ON OR BEFORE SEPTEMBER 15, 2022, DEVELOP WORK-BASED  
18 LEARNING QUALITY EXPECTATIONS FOR YOUTH AND ADULTS, TAKING INTO  
19 CONSIDERATION:

20 (I) HOW THE EXPECTATIONS ALIGN WITH EMPLOYER NEEDS;

21 (II) EVIDENCE-BASED PRACTICES;

22 (III) THE POTENTIAL OUTCOMES OF WORK-BASED LEARNING  
23 OPPORTUNITIES FOR YOUTH AND ADULTS; AND

24 (IV) OPPORTUNITIES TO AWARD EDUCATIONAL CREDIT OR  
25 PAYMENT FOR WORK-BASED LEARNING EXPERIENCES; AND

26 (b) REVIEW AND REVISE THE WORK-BASED LEARNING QUALITY  
27 EXPECTATIONS EVERY FIVE YEARS, INCLUDING CONSIDERATION OF:

1 (I) THE RELEVANCE OF AND INNOVATIONS IN WORK-BASED  
2 LEARNING;

3 (II) WHETHER WORK-BASED LEARNING IS DYNAMIC AND  
4 RESPONSIVE TO THE NEEDS OF BUSINESS AND EDUCATION PARTNERS;

5 (III) HOW THE WORK-BASED LEARNING EXPERIENCES ALIGN WITH  
6 EMPLOYER EXPECTATIONS FOR ADULTS AND YOUTH IN HIGH-WAGE,  
7 HIGH-DEMAND JOBS; AND

8 (IV) THE QUALITY OF WORK-BASED LEARNING PROVIDED TO  
9 PARTICIPANTS IN THE INCENTIVE PROGRAM.

10 (6) **Appropriation.** FOR THE 2022-23 STATE FISCAL YEAR, THE  
11 GENERAL ASSEMBLY SHALL APPROPRIATE THREE MILLION DOLLARS FROM  
12 THE GENERAL FUND TO THE DEPARTMENT FOR THE PURPOSES OF THIS  
13 SECTION. ANY UNEXPENDED MONEY REMAINING AT THE END OF THE  
14 2022-23 STATE FISCAL YEAR:

15 (a) DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER  
16 FUND;

17 (b) MAY BE USED BY THE DEPARTMENT IN SUBSEQUENT STATE  
18 FISCAL YEARS WITHOUT FURTHER APPROPRIATION; AND

19 (c) SHALL NOT BE USED FOR ANY OTHER PURPOSE OTHER THAN THE  
20 PURPOSES SET FORTH IN THIS SECTION.

21 (7) **Rules.** THE EXECUTIVE DIRECTOR OF THE DEPARTMENT MAY  
22 PROMULGATE RULES TO IMPLEMENT THIS SECTION.

23 **8-83-603. Statewide digital navigator program - office of**  
24 **future work - rules - appropriation.** (1) ON OR BEFORE JANUARY 1,  
25 2023, THE OFFICE SHALL CREATE A STATEWIDE DIGITAL NAVIGATOR  
26 PROGRAM. THE PURPOSE OF THE PROGRAM IS TO ADDRESS DIGITAL  
27 INEQUITIES THAT PREVENT YOUTH AND ADULTS FROM SECURING

1 EMPLOYMENT. TO ADDRESS DIGITAL INEQUITIES, THE PROGRAM MAY  
2 PROVIDE SERVICES AND SUPPORTS, INCLUDING ACCESS TO DIGITAL  
3 TECHNOLOGY, COMPUTER SKILLS TRAINING, AND AFFORDABLE INTERNET  
4 SERVICE THROUGH THE EMPLOYMENT OF DIGITAL NAVIGATORS. THE  
5 OFFICE SHALL, THROUGH AN APPLICATION PROCESS, SELECT AT LEAST ONE  
6 ADMINISTERING ENTITY TO ADMINISTER THE DIGITAL NAVIGATOR  
7 PROGRAM. THE DIGITAL NAVIGATOR PROGRAM WILL DEPLOY DIGITAL  
8 NAVIGATORS TO:

9 (a) (I) CONDUCT OUTREACH TO TARGET POPULATIONS IN NEED OF  
10 INTERNET ACCESS, HARDWARE, SOFTWARE, AND DIGITAL SKILLS;

11 (II) PROVIDE TECHNOLOGY AND LITERACY SUPPORT TO TARGET  
12 POPULATIONS; AND

13 (III) CONNECT TARGET POPULATIONS TO RESOURCES IN ORDER TO  
14 REMOVE BARRIERS TO TRAINING AND EMPLOYMENT;

15 (b) MAKE REFERRALS TO AND FACILITATE ENROLLMENT OF  
16 TARGET POPULATIONS IN:

17 (I) DIGITAL LITERACY CLASSES AND WORKSHOPS;

18 (II) RESKILLING, UPSKILLING, AND NEXT-SKILLING OPPORTUNITIES;

19 (III) SUPPORT SERVICES;

20 (IV) BASIC LITERACY OR NUMERACY INSTRUCTION OR TUTORING;

21 (V) WORKFORCE DEVELOPMENT SERVICES; AND

22 (VI) WORK-BASED LEARNING OPPORTUNITIES, INCLUDING  
23 WORK-BASED LEARNING OPPORTUNITIES CREATED IN SECTION 8-83-602;

24 (c) CONNECT TARGET POPULATIONS TO LOW-COST INTERNET  
25 PROGRAMS AND RESOURCES;

26 (d) IDENTIFY AND HELP DISTRIBUTE THE NECESSARY  
27 TECHNOLOGIES TO TARGET POPULATIONS;



1 (e) PROVIDE AD HOC BASIC DIGITAL SKILLS SUPPORT TO TARGET  
2 POPULATIONS, INCLUDING:

3 (I) SETTING UP A COMPUTER;

4 (II) CONNECTING A DEVICE TO THE INTERNET; AND

5 (III) ASSISTING PEOPLE IN COMPLETING A JOB SEARCH, CREATING  
6 A PROFILE THROUGH THE MY COLORADO JOURNEY PLATFORM  
7 ADMINISTERED BY THE STATE WORK FORCE DEVELOPMENT COUNCIL,  
8 CREATING AN ACCOUNT WITH THE CONNECTING COLORADO STUDENTS  
9 GRANT PROGRAM CREATED IN ARTICLE 103 OF TITLE 23, AND APPLYING  
10 FOR PUBLIC BENEFITS THROUGH ONLINE APPLICATIONS;

11 (f) SERVE AS ON-THE-GROUND DATA COLLECTORS TO PROVIDE A  
12 DETAILED PICTURE OF COLORADO COMMUNITY NEEDS TO INFORM THE  
13 OFFICE AND ITS PARTNERS DESCRIBED IN SUBSECTION (3) OF THIS SECTION  
14 ON WHERE ADDITIONAL RESOURCES SHOULD BE INVESTED; AND

15 (g) ALIGN AND COORDINATE WITH OTHER NAVIGATOR PROGRAMS  
16 AND SERVICE PROVIDERS.

17 (2) IN ORDER TO BE CONSIDERED BY THE OFFICE FOR SELECTION AS  
18 THE ADMINISTERING ENTITY OF THE DIGITAL NAVIGATOR PROGRAM, AN  
19 ENTITY SHALL SUBMIT AN APPLICATION TO THE OFFICE, IN A FORM AND  
20 MANNER ESTABLISHED BY THE OFFICE, THAT:

21 (a) DEMONSTRATES THE ENTITY'S RECORD OF CONDUCTING  
22 OUTREACH TO A TARGET POPULATION OR MULTIPLE TARGET POPULATIONS;

23 (b) OUTLINES HOW THE ENTITY PLANS TO PARTNER WITH  
24 COMMUNITY ORGANIZATIONS THAT INCLUDE A PUBLIC SCHOOL, A PUBLIC  
25 OR MULTIFAMILY HOUSING AUTHORITY, A LIBRARY, A HEALTH-CARE  
26 PROVIDER, A COMMUNITY COLLEGE OR OTHER INSTITUTION OF HIGHER  
27 EDUCATION, A STATE LIBRARY AGENCY, A PUBLIC WORKFORCE CENTER,

1 AND ANY OTHER NONPROFIT OR GOVERNMENTAL COMMUNITY SUPPORT  
2 ORGANIZATION, AS APPLICABLE, TO ACCOMPLISH THE PURPOSES OF THE  
3 PROGRAM; AND

4 (c) DESCRIBES THE ENTITY'S ADMINISTRATIVE CAPACITY TO  
5 SUCCESSFULLY ADMINISTER THE PROGRAM.

6 (3) THE OFFICE SHALL WORK COLLABORATIVELY WITH OTHER  
7 OFFICES AND DIVISIONS IN THE DEPARTMENT, THE DEPARTMENT OF HIGHER  
8 EDUCATION, THE DEPARTMENT OF EDUCATION, THE COLORADO  
9 BROADBAND OFFICE CREATED IN SECTION 24-37.5-903, THE DEPARTMENT  
10 OF HUMAN SERVICES, THE OFFICE OF EHEALTH INNOVATION IN THE  
11 GOVERNOR'S OFFICE, AND THE OFFICE OF ECONOMIC DEVELOPMENT TO  
12 IDENTIFY AND SUPPORT DIVERSE PARTNERS AND EMPLOYERS.

13 (4) (a) THE OFFICE SHALL SHARE OUTCOMES OF THE PROGRAM  
14 WITH PARTNERS DESCRIBED IN SUBSECTION (3) OF THIS SECTION AND  
15 COLLECT DATA CONCERNING THE PROGRAM THAT INCLUDES:

16 (I) THE OUTREACH ACTIVITIES CONDUCTED;

17 (II) THE NUMBER OF INDIVIDUALS SERVED BY THE NAVIGATORS  
18 AND THE DE-IDENTIFIED DEMOGRAPHICS OF THOSE INDIVIDUALS,  
19 INCLUDING RACE, GEOGRAPHIC REGION OR ZIP CODE, AND WHETHER THE  
20 INDIVIDUALS MEET LOW-INCOME CRITERIA AS DETERMINED BY THE  
21 DEPARTMENT; AND

22 (III) ANY OUTCOMES AND DATA TO MEASURE THE SUCCESS OF THE  
23 PROGRAM, INCLUDING SKILLS ATTAINMENT AND EMPLOYMENT  
24 ATTAINMENT.

25 (b) THE OFFICE SHALL INCLUDE THE OUTCOMES SHARED AND THE  
26 DATA COLLECTED PURSUANT TO THIS SUBSECTION (4) IN THE  
27 PRESENTATIONS REQUIRED BY SECTION 8-83-602 AT THE HEARINGS HELD

1 UNDER THE "STATE MEASUREMENT FOR ACCOUNTABLE, RESPONSIVE,  
2 AND TRANSPARENT (SMART) GOVERNMENT ACT", PART 2 OF ARTICLE 7  
3 OF TITLE 2.

4 (5) FOR THE 2022-23 STATE FISCAL YEAR, THE GENERAL  
5 ASSEMBLY SHALL APPROPRIATE TWO MILLION DOLLARS FROM THE  
6 GENERAL FUND TO THE DEPARTMENT FOR USE BY THE OFFICE FOR THE  
7 PURPOSES OF THIS SECTION. ANY UNEXPENDED MONEY REMAINING AT THE  
8 END OF THE 2022-23 STATE FISCAL YEAR:

9 (a) DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER  
10 FUND;

11 (b) MAY BE USED BY THE DEPARTMENT IN SUBSEQUENT STATE  
12 FISCAL YEARS WITHOUT FURTHER APPROPRIATION; AND

13 (c) SHALL NOT BE USED FOR ANY OTHER PURPOSE OTHER THAN THE  
14 PURPOSES SET FORTH IN THIS SECTION.

15 (6) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT MAY  
16 PROMULGATE RULES TO IMPLEMENT THIS SECTION.

17 **SECTION 3.** In Colorado Revised Statutes, **repeal and reenact,**  
18 **with amendments,** 8-3.7-102 as follows:

19 **8-3.7-102. Definitions.** AS USED IN THIS ARTICLE 3.7, UNLESS THE  
20 CONTEXT OTHERWISE REQUIRES:

21 (1) "CAREER-ALIGNED ESL CLASSES" OR "CAREER-ALIGNED  
22 ENGLISH AS A SECOND LANGUAGE PROGRAM" MEANS A CURRICULUM OR  
23 CLASSES THAT SUPPORT SPECIFIC CAREERS OR OCCUPATIONS THROUGH  
24 THE ALIGNMENT OF EDUCATION, EMPLOYMENT, AND SKILLS PROGRAMS  
25 THAT ACCELERATE AN INDIVIDUAL'S ABILITY TO COMMUNICATE ON THE  
26 JOB OR IN THE PURSUIT OF A JOB.

27 (2) "CLASSES" INCLUDES VIRTUAL CLASSES WITH A LIVE TEACHER,

1 RECORDED CLASSES, AND ADDITIONAL CURRICULUM AND OTHER SUPPORTS  
2 ASSOCIATED WITH LEARNING.

3 (3) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND  
4 EMPLOYMENT CREATED IN SECTION 24-1-121.

5 (4) "ENGLISH LANGUAGE LEARNER" OR "ELL" MEANS AN  
6 INDIVIDUAL WHO IS LINGUISTICALLY DIVERSE AND WHO HAS A LEVEL OF  
7 ENGLISH LANGUAGE PROFICIENCY THAT REQUIRES LANGUAGE SUPPORT.

8 (5) "IMMIGRANT" OR "NEW AMERICAN" MEANS A COLORADAN  
9 WHO HAS ARRIVED, OR AN INDIVIDUAL WHO WILL ARRIVE, TO COLORADO  
10 AS AN IMMIGRANT OR REFUGEE AND INCLUDES THE INDIVIDUAL'S  
11 CHILDREN. "IMMIGRANT" OR "NEW AMERICAN" INCLUDES: REFUGEES,  
12 ASYLEES, SPECIAL IMMIGRANT VISA HOLDERS, VICTIMS OF TRAFFICKING,  
13 RECIPIENTS OF THE FEDERAL DEFERRED ACTION FOR CHILDHOOD ARRIVALS  
14 PROGRAM, AND ALL OTHER IMMIGRANTS AND ASPIRING CITIZENS SEEKING  
15 OPPORTUNITY, SAFETY, OR REUNIFICATION OF FAMILY.

16 (6) "INTEGRATION" MEANS A DYNAMIC, TWO-WAY PROCESS IN  
17 WHICH IMMIGRANTS AND NEW AMERICANS AND THE RECEIVING  
18 COMMUNITY WORK TOGETHER TO BUILD SECURE, VIBRANT, AND COHESIVE  
19 COMMUNITIES WITHOUT HAVING TO FOREGO THEIR OWN CULTURAL  
20 IDENTITY.

21 (7) "ONA" MEANS THE COLORADO OFFICE OF NEW AMERICANS  
22 CREATED IN SECTION 8-3.7-103.

23 (8) "TASK FORCE" MEANS THE GLOBAL TALENT TASK FORCE  
24 CREATED BY ONA IN SECTION IN 8-3.7-107.

25 (9) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET  
26 FORTH IN SECTION 8-83-601 (15).

27 (10) "WORKFORCE PARTNERS" INCLUDES ENTITIES THAT PROVIDE

1 WORK-BASED LEARNING OPPORTUNITIES, JOB TRAINING, AND OTHER  
2 SUPPORTS THAT ENABLE INDIVIDUALS TO CONNECT WITH IN-DEMAND JOBS,  
3 INDUSTRIES, AND OCCUPATIONS.

4 **SECTION 4.** In Colorado Revised Statutes, **add** 8-3.7-106 and  
5 8-3.7-107 as follows:

6 **8-3.7-106. Virtual, career-aligned English as a second**  
7 **language program - created - report - appropriation.** (1) ON OR  
8 BEFORE JANUARY 1, 2023, THE ONA SHALL ESTABLISH A VIRTUAL,  
9 CAREER-ALIGNED ENGLISH AS A SECOND LANGUAGE PROGRAM TO:

10 (a) ENSURE ELLS HAVE ACCESS TO WORK-BASED LEARNING,  
11 JOB-TRAINING, AND EMPLOYMENT OPPORTUNITIES AND THE SUPPORTS  
12 THEY NEED FOR SUCCESS IN THE CAREER-ALIGNED ENGLISH AS A SECOND  
13 LANGUAGE PROGRAM AND EMPLOYMENT WITH WORKFORCE PARTNERS  
14 AND EMPLOYERS;

15 (b) FACILITATE WORK-BASED LEARNING BY PROVIDING  
16 ADDITIONAL SUPPORT TO HELP EMPLOYERS AND OTHER WORKFORCE  
17 PARTNERS RECRUIT, SERVE, HIRE, AND PROMOTE ELLS;

18 (c) PROVIDE EFFICIENT AND EFFECTIVE ACCESS TO ESTABLISHED,  
19 CAREER-ALIGNED ESL CLASSES FOR YOUTH AND ADULTS, WORK-BASED  
20 LEARNING PARTICIPANTS, AND OTHER JOB TRAINING PARTICIPANTS AND  
21 THEIR EMPLOYERS, PROGRAM ADMINISTRATORS, AND TEACHERS;

22 (d) STREAMLINE ACCESS TO CAREER-ALIGNED ESL CLASSES  
23 THROUGH THE PURCHASE OF LICENSES TO VIRTUAL PLATFORMS THAT ARE  
24 THEN MADE AVAILABLE TO INTERESTED WORKFORCE PARTNERS AND  
25 EMPLOYERS; AND

26 (e) ACCELERATE THE ADOPTION OF CAREER-ALIGNED ESL CLASSES  
27 INTO EMPLOYER AND WORK-BASED LEARNING PROGRAMS AND TRAINING

1 PROGRAMS FOR RESKILLING, UPSKILLING, AND NEXT-SKILLING, AS THOSE  
2 TERMS ARE DEFINED IN SECTION 8-83-601.

3 (2) THE VIRTUAL, CAREER-ALIGNED ENGLISH AS A SECOND  
4 LANGUAGE PROGRAM SHALL ADDRESS:

5 (a) THE INTERSECTION OF ENGLISH LANGUAGE LEARNING WITH  
6 OTHER WORK-BASED LEARNING AND SKILL-BASED HIRING EFFORTS;

7 (b) THE CHALLENGE OF INCORPORATING ELLS INTO OUR  
8 WORKFORCE AND WORKFORCE PROGRAMS, INCLUDING WORK-BASED  
9 LEARNING OPPORTUNITIES; AND

10 (c) OPPORTUNITIES FOR EMPLOYERS TO INTEGRATE NEW  
11 AMERICANS AND ELLS INTO WORKFORCE AND TALENT PIPELINES, IN  
12 RECOGNITION OF THE NEED FOR EQUITABLE OPPORTUNITIES AND THE  
13 IMPORTANCE OF HARNESSING THE TALENTS OF SKILLED NEW AMERICANS  
14 AND ELLS IN THIS STATE.

15 (3) (a) THE ONA SHALL:

16 (I) THROUGH A PROCESS THAT COMPLIES WITH THE  
17 "PROCUREMENT CODE", ARTICLES 101 TO 112 OF TITLE 24, SELECT AT  
18 LEAST ONE QUALIFIED VENDOR WITH AN ESTABLISHED AND EXISTING  
19 VIRTUAL PLATFORM THAT OFFERS CAREER-ALIGNED ESL CLASSES IN  
20 IN-DEMAND INDUSTRIES AND OCCUPATIONS;

21 (II) ALLOCATE FUNDING TO THE VENDOR SELECTED IN SUBSECTION  
22 (3)(a)(I) OF THIS SECTION:

23 (A) FOR THE PURCHASE OF INDIVIDUAL LICENSES THAT CAN BE  
24 DISTRIBUTED TO INTERESTED AND SELECTED EMPLOYERS AND  
25 WORK-BASED LEARNING AND WORKFORCE PARTNERS FOR INDIVIDUALS TO  
26 ACCESS VIRTUAL CLASSES AND PLATFORMS; AND

27 (B) TO CREATE NEW CAREER-ALIGNED ESL CLASSES, AS NEEDED,

1 FOR COLORADO'S IN-DEMAND OCCUPATIONS;

2 (III) DETERMINE THE MOST EFFICIENT METHOD FOR DISTRIBUTING  
3 LICENSES FOR CAREER-ALIGNED ESL CLASSES THROUGH A STREAMLINED  
4 PROCESS TO REDUCE BARRIERS TO PARTICIPATION, WITH A FOCUS ON  
5 SMALL- TO MEDIUM-SIZED EMPLOYERS AND WORK-BASED LEARNING AND  
6 WORKFORCE PARTNERS WITH EXISTING RELATIONSHIPS WITH THE  
7 DEPARTMENT AND ON OTHER STATE AGENCIES AND PARTNERS, INCLUDING  
8 LOCAL WORKFORCE CENTERS, SCHOOLS, INSTITUTIONS OF HIGHER  
9 EDUCATION, AND NONPROFIT ORGANIZATIONS;

10 (IV) COMMUNICATE THE OPPORTUNITIES CREATED THROUGH THIS  
11 SECTION HOLISTICALLY AND STATEWIDE, WITH A FOCUS ON AREAS OF THE  
12 STATE WITH HIGHER PROPORTIONS OF ELLS AND NEW AMERICANS AND IN  
13 AREAS WITHOUT EXISTING CAREER-ALIGNED ESL CLASSES OR WITH  
14 ADDITIONAL BARRIERS, SUCH AS TRANSPORTATION BARRIERS, THAT  
15 CURRENTLY PREVENT COLORADANS FROM PARTICIPATING IN ESL  
16 CLASSES, INCLUDING IN RURAL AREAS;

17 (V) WORK COLLABORATIVELY WITH OTHER OFFICES AND  
18 DIVISIONS IN THE DEPARTMENT, THE DEPARTMENT OF HIGHER EDUCATION,  
19 THE DEPARTMENT OF HUMAN SERVICES, AND THE OFFICE OF ECONOMIC  
20 DEVELOPMENT TO IDENTIFY DIVERSE PARTNERS AND EMPLOYERS AND  
21 ADDITIONAL SUPPORTS FOR PARTICIPANTS TO ENSURE THEIR SUCCESS;

22 (VI) SHARE OUTCOMES OF THE VIRTUAL CAREER-ALIGNED  
23 ENGLISH AS A SECOND LANGUAGE PROGRAM WITH THE EMPLOYER  
24 COMMUNITY; AND

25 (VII) COLLECT DATA CONCERNING THE PROGRAM THAT INCLUDES:

26 (A) THE TYPES OF ENTITIES SUPPORTED, SUCH AS AN EMPLOYER OR  
27 APPRENTICESHIP PROGRAM, AND THEIR LOCATION IN COLORADO;

- 1 (B) THE NUMBER OF PARTICIPATING ENTITIES;
- 2 (C) THE NUMBER OF INDIVIDUALS SERVED AT EACH ENTITY AND
- 3 THEIR DEMOGRAPHICS;
- 4 (D) THE CAREERS OR OCCUPATIONS SUPPORTED BY THE VIRTUAL
- 5 CAREER-ALIGNED ENGLISH AS A SECOND LANGUAGE PROGRAM; AND
- 6 (E) ANY OUTCOMES AND DATA TO MEASURE THE SUCCESS OF THE
- 7 VIRTUAL CAREER-ALIGNED ENGLISH AS A SECOND LANGUAGE PROGRAM.

8 (b) IN CONJUNCTION WITH THE DEPARTMENT, THE ONA SHALL

9 INCLUDE THE INFORMATION IN THIS SUBSECTION (3) IN THE

10 PRESENTATIONS REQUIRED BY SECTION 8-83-602 AT THE HEARINGS HELD

11 UNDER THE "STATE MEASUREMENT FOR ACCOUNTABLE, RESPONSIVE,

12 AND TRANSPARENT (SMART) GOVERNMENT ACT", PART 2 OF ARTICLE 7

13 OF TITLE 2.

14 (4) FOR THE 2022-23 STATE FISCAL YEAR THE GENERAL ASSEMBLY

15 SHALL APPROPRIATE ONE MILLION ONE HUNDRED THOUSAND DOLLARS

16 FROM THE GENERAL FUND TO THE DEPARTMENT, FOR USE BY ONA FOR

17 THE PURPOSES OF THIS SECTION. ANY UNEXPENDED MONEY REMAINING AT

18 THE END OF THE 2022-23 STATE FISCAL YEAR:

19 (a) DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER

20 FUND;

21 (b) MAY BE USED BY THE DEPARTMENT IN SUBSEQUENT STATE

22 FISCAL YEARS WITHOUT FURTHER APPROPRIATION; AND

23 (c) SHALL NOT BE USED FOR ANY OTHER PURPOSE OTHER THAN THE

24 PURPOSES SET FORTH IN THIS SECTION.

25 **8-3.7-107. Global talent task force - created - repeal.** (1) ON

26 OR BEFORE SEPTEMBER 1, 2022, THE ONA SHALL ESTABLISH A GLOBAL

27 TALENT TASK FORCE THAT INCLUDES DIVERSE REPRESENTATION



1 REFLECTIVE OF THE STATE. THE TASK FORCE SHALL:

2 (a) STUDY THE PATHWAYS FOR OBTAINING CERTAIN IN-DEMAND  
3 OCCUPATIONAL LICENSES AND INTERNATIONAL CREDENTIALS TO TAKE  
4 ADVANTAGE OF THE GLOBAL POOL OF SKILLED WORKERS IN COLORADO.  
5 THE TASK FORCE SHALL CHOOSE AT LEAST FIVE OCCUPATIONS THAT ARE  
6 RESPONSIVE TO WORKFORCE NEEDS, AS DETERMINED BY THE ANNUAL  
7 COLORADO TALENT REPORT PREPARED PURSUANT TO SECTION  
8 24-46.6-103 (3), AND THAT ARE OCCUPATIONS IN WHICH THE STATE HAS  
9 THE NEED FOR AND AN ABILITY TO PROVIDE OVERSIGHT, INCLUDING  
10 OCCUPATIONS IN EARLY CHILDHOOD EDUCATION AND CARE, EDUCATION,  
11 AND HEALTH CARE, WITH A PRIORITY GIVEN TO THE PRACTICE OF NURSING.

12 (b) ACCELERATE AND EXPAND WORK THAT THE DEPARTMENT AND  
13 OTHER STATE AGENCIES HAVE DONE TO INTEGRATE NEW AMERICANS AND  
14 INTERNATIONALLY TRAINED PROFESSIONALS INTO THE WORKFORCE; AND

15 (c) PROVIDE POLICY AND PROGRAMMATIC RECOMMENDATIONS TO  
16 THE GOVERNOR AND THE GENERAL ASSEMBLY TO INCREASE THE ABILITY  
17 OF THE STATE TO HARNESS THE SKILLS OF NEW AMERICANS, INCLUDING  
18 THROUGH WORK-BASED LEARNING OPPORTUNITIES.

19 (2) THE ONA SHALL PROVIDE ADMINISTRATIVE STAFF TO SUPPORT  
20 THE TASK FORCE.

21 (3) (a) ON OR BEFORE SEPTEMBER 1, 2022:

22 (I) THE DIRECTOR OF THE ONA SHALL APPOINT TWELVE MEMBERS  
23 OF THE TASK FORCE AS FOLLOWS:

24 (A) THREE INTERNATIONALLY TRAINED PROFESSIONALS;

25 (B) THREE REPRESENTATIVES OF COMMUNITY-BASED  
26 ORGANIZATIONS OR COALITIONS SERVING NEW AMERICANS AND  
27 INTERNATIONALLY TRAINED PROFESSIONALS;

1 (C) ONE REPRESENTATIVE OF WORK-BASED LEARNING PROGRAMS  
2 OR PROVIDERS OF EXPERIENTIAL LEARNING OPPORTUNITIES;

3 (D) ONE REPRESENTATIVE OF EMPLOYERS PARTICIPATING IN A  
4 WORK-BASED LEARNING PROGRAM; ==

5 (E) TWO REPRESENTATIVES OF IN-DEMAND INDUSTRIES, SUCH AS  
6 EDUCATION OR HEALTH CARE;

7 (F) ONE REPRESENTATIVE OF LOCAL DISTRICT COLLEGES; AND

8 (G) ONE REPRESENTATIVE OF THE STATE WORKFORCE  
9 DEVELOPMENT COUNCIL CREATED IN SECTION 24-46.3-101.

10 (II) THE PRESIDENT OF THE SENATE SHALL APPOINT TWO MEMBERS  
11 OF THE SENATE TO THE TASK FORCE, ONE OF WHOM REPRESENTS RURAL  
12 COMMUNITIES;

13 (III) THE SPEAKER OF THE HOUSE OF REPRESENTATIVES SHALL  
14 APPOINT TWO MEMBERS OF THE HOUSE OF REPRESENTATIVES TO THE TASK  
15 FORCE, ONE OF WHOM REPRESENTS RURAL COMMUNITIES;

16 (IV) THE MINORITY LEADER OF THE SENATE SHALL APPOINT ONE  
17 MEMBER OF THE SENATE TO THE TASK FORCE;

18 (V) THE MINORITY LEADER OF THE HOUSE OF REPRESENTATIVES  
19 SHALL APPOINT ONE MEMBER OF THE HOUSE OF REPRESENTATIVES TO THE  
20 TASK FORCE; AND

21 (VI) THE GOVERNOR SHALL APPOINT ONE REPRESENTATIVE OF THE  
22 OFFICE OF THE GOVERNOR.

23 (b) THE TASK FORCE ALSO CONSISTS OF:

24 (I) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OR THE  
25 EXECUTIVE DIRECTOR'S DESIGNEE;

26 (II) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF  
27 REGULATORY AGENCIES OR THE EXECUTIVE DIRECTOR'S DESIGNEE;

1 (III) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF HIGHER  
2 EDUCATION OR THE EXECUTIVE DIRECTOR'S DESIGNEE;

3 (IV) THE COMMISSIONER OF EDUCATION OR THE COMMISSIONER'S  
4 DESIGNEE; AND

5 (V) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF EARLY  
6 CHILDHOOD EDUCATION OR THE EXECUTIVE DIRECTOR'S DESIGNEE.

7 (c) THE ONA MAY, AS APPROPRIATE, PROVIDE A FIFTY-DOLLAR  
8 STIPEND TO EACH TASK FORCE MEMBER PER TASK FORCE MEETING THAT  
9 THE MEMBER ATTENDS TO RECOGNIZE THE TASK FORCE MEMBERS WHO  
10 ARE NOT OTHERWISE COMPENSATED FOR THE TIME SERVED ON THE TASK  
11 FORCE.

12 (4) ON OR BEFORE DECEMBER 31, 2023, THE TASK FORCE SHALL  
13 REPORT ITS FINDINGS AND RECOMMENDATIONS MADE PURSUANT TO THIS  
14 SECTION TO THE OFFICE OF THE GOVERNOR AND TO THE GENERAL  
15 ASSEMBLY AND SHALL MAKE THE REPORT AVAILABLE TO THE PUBLIC.

16 (5) THIS SECTION IS REPEALED, EFFECTIVE DECEMBER 31, 2024.

17 **SECTION 5.** In Colorado Revised Statutes, **amend** 8-77-110 as  
18 follows:

19 **8-77-110. Office of future work - study - report.** (1) The office  
20 of future ~~of~~ work in the department of labor and employment, created by  
21 executive order B 2019 009, shall, within the scope of the executive  
22 order, study unemployment assistance as part of its study on the  
23 modernization of worker benefits and protections.

24 (2) On or before January 15, 2021, the office of ~~the~~ future ~~of~~  
25 work shall submit an initial report as directed by ~~the~~ executive order B  
26 2019 009 to the governor and to the business, labor, and technology  
27 committee of the senate and the business affairs and labor committee of

1 the house of representatives, or their successor committees.

2 **SECTION 6.** In Colorado Revised Statutes, 22-10-103, **add**  
3 (10.5) as follows:

4 **22-10-103. Definitions.** As used in this article 10, unless the  
5 context otherwise requires:

6 (10.5) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET  
7 FORTH IN SECTION 8-83-601 (15).

8 **SECTION 7.** In Colorado Revised Statutes, 22-10-104, **amend**  
9 (1)(d) as follows:

10 **22-10-104. Adult education and literacy grant program -**  
11 **created - rules.** (1) (d) An adult education provider may use grant money  
12 received pursuant to this article 10 in combination with any money  
13 received from other public or private sources. An adult education  
14 provider may use grant money received pursuant to this article 10 on  
15 behalf of a student who:

- 16 (I) Lacks basic literacy or numeracy skills; ~~or who~~
- 17 (II) Is enrolled in or has completed the adult education and  
18 literacy program; ~~or~~
- 19 (III) Is receiving training from a postsecondary education or  
20 training provider or from a workforce development provider that  
21 participates in a workforce development partnership with the adult  
22 education provider; OR
- 23 (IV) IS PARTICIPATING IN WORK-BASED LEARNING.

24 **SECTION 8.** In Colorado Revised Statutes, 22-14-102, **amend**  
25 the introductory portion; and **add** (18) as follows:

26 **22-14-102. Definitions.** As used in this ~~article~~ ARTICLE 14, unless  
27 the context otherwise requires:

1 (18) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET  
2 FORTH IN SECTION 8-83-601 (15).

3 **SECTION 9.** In Colorado Revised Statutes, 22-14-109, **amend**  
4 (1) as follows:

5 **22-14-109. Student re-engagement grant program - rules -**  
6 **application - grants - report.** (1) There is hereby created within the  
7 department the student re-engagement grant program to provide grant  
8 money to local education providers to use in providing educational  
9 services and supports, INCLUDING WORK-BASED LEARNING, to students to  
10 maintain student engagement and support student re-engagement in high  
11 school. Subject to available appropriations, the state board shall award  
12 student re-engagement grants to local education providers from money  
13 appropriated pursuant to subsection (4) of this section.

14 **SECTION 10.** In Colorado Revised Statutes, 22-14-109.5,  
15 **amend** (5)(d) as follows:

16 **22-14-109.5. Ninth-grade success grant program - created -**  
17 **criteria - use of grant money - report - rules - definitions - repeal.**  
18 (5) A local education provider or charter school that receives a grant  
19 through the program must use the grant money to implement a  
20 ninth-grade success program that, at a minimum, must include the  
21 following elements:

22 (d) Identifying and prioritizing services, SUCH AS WORK-BASED  
23 LEARNING, for ninth-grade students who are at risk of academic failure in  
24 ninth grade;

25 **SECTION 11.** In Colorado Revised Statutes, 22-32-138.5,  
26 **amend** (2) introductory portion, (2)(b)(II), (2)(b)(VIII), (2)(b)(IX), and  
27 (2)(b)(X); and **add** (2)(b)(XI) as follows:

1           **22-32-138.5. Educational stability grant program - application**

2           **- grants - fund created - rules - report - definition.** (2) The state board  
3 of education shall adopt rules pursuant to the "State Administrative  
4 Procedure Act", article 4 of title 24, for implementation of the grant  
5 program. At a minimum, the rules shall MUST include:

6           (b) The information to be included on grant applications,  
7 including at a minimum:

8           (II) A description of services to be provided through the grant,  
9 including a description of innovative practices to address barriers for  
10 students; ~~in out-of-home placement;~~

11           (VIII) The provision of services for students ~~in out-of-home~~  
12 ~~placement~~ who receive special education services;

13           (IX) Access to extracurricular activities for students ~~in~~  
14 ~~out-of-home placement;~~ and WHO RECEIVE SPECIAL EDUCATION SERVICES;

15           (X) Transition practices relating to school moves for students; ~~in~~  
16 ~~out-of-home placement.~~ AND

17           (XI) (A) ENGAGEMENT IN ACADEMIC SUPPORTS, SUCH AS  
18 WORK-BASED LEARNING.

19           (B) AS USED IN THIS SUBSECTION (2)(b)(XI), "WORK-BASED  
20 LEARNING" HAS THE SAME MEANING AS SET FORTH IN SECTION 8-83-601  
21 (15).

22           **SECTION 12.** In Colorado Revised Statutes, 22-35.3-102, **add**  
23 (12) as follows:

24           **22-35.3-102. Definitions.** As used in this article 35.3, unless the  
25 context otherwise requires:

26           (12) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET  
27 FORTH IN SECTION 8-83-601 (15).

1           **SECTION 13.** In Colorado Revised Statutes, 22-35.3-103,  
2   **amend** (2) introductory portion and (2)(b) as follows:

3           **22-35.3-103. Pathways in technology early college high schools**  
4   **- design - requirements - approval.** (2) A p-tech school to be operated  
5   by a local education provider must be jointly approved by the  
6   commissioner of education and the executive director of the department  
7   of higher education. The commissioner and the executive director shall  
8   jointly establish ~~time-lines~~ **TIMELINES** and procedures by which a local  
9   education provider may apply to operate a p-tech school and shall develop  
10   a model p-tech agreement template that may be used by an applicant. The  
11   application must include:

12           (b) The operational model for the p-tech school, including but not  
13   limited to curricula, instructional practices, faculty roles, student support  
14   structures, class schedules, experiential learning opportunities,  
15   **WORK-BASED LEARNING**, and the associate degrees that students may  
16   attain through the p-tech school;

17           **SECTION 14.** In Colorado Revised Statutes, 22-91-102, **add** (9)  
18   as follows:

19           **22-91-102. Definitions.** As used in this article 91, unless the  
20   context otherwise requires:

21           (9) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET  
22   FORTH IN SECTION 8-83-601 (15).

23           **SECTION 15.** In Colorado Revised Statutes, 22-91-103, **amend**  
24   (1)(a) as follows:

25           **22-91-103. School counselor corps grant program - created -**  
26   **rules.** (1) (a) There is created in the department the school counselor  
27   corps grant program to provide funding to education providers. The ~~goal~~

1 GOALS of the program ~~is~~ ARE to:

2 (I) Increase the availability of effective school-based counseling  
3 to help increase the graduation rate within the state and increase the  
4 percentage of students who appropriately prepare for, apply to, and  
5 continue into postsecondary education; AND

6 (II) SUPPORT WORK-BASED LEARNING AWARENESS AND  
7 EDUCATION FOR STUDENTS AT THE MIDDLE SCHOOL AND HIGH SCHOOL  
8 LEVELS AND WORK-BASED LEARNING OPPORTUNITIES AT THE HIGH SCHOOL  
9 LEVEL.

10 **SECTION 16.** In Colorado Revised Statutes, 23-3.3-1002, **add**  
11 (10) as follows:

12 **23-3.3-1002. Definitions.** As used in this part 10, unless the  
13 context otherwise requires:

14 (10) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET  
15 FORTH IN SECTION 8-83-601 (15).

16 **SECTION 17.** In Colorado Revised Statutes, 23-3.3-1004,  
17 **amend** (4) introductory portion, (4)(a)(III)(D), and (4)(a)(III)(E); and **add**  
18 (4)(a)(III)(F) as follows:

19 **23-3.3-1004. Colorado opportunity scholarship initiative**  
20 **advisory board - created - duties - rules - repeal.** (4) ~~The board shall~~  
21 ~~hold its first meeting on or before November 1, 2014, at a time and place~~  
22 ~~to be designated by the executive director or by the executive director's~~  
23 ~~designee.~~ The board shall meet at least four times each year and shall  
24 carry out the following duties:

25 (a) Promulgate rules for administration of the initiative, including  
26 but not limited to the following:

27 (III) Rules establishing permissible uses of grant and scholarship



1 money from the initiative, which rules must stipulate that:

2 (D) To the extent practicable, grants of financial assistance must  
3 be awarded to students representing rural and urban areas of the state and  
4 to students attending area technical colleges, community colleges,  
5 four-year institutions of higher education, and research institutions; ~~and~~

6 (E) To the extent practicable, financial assistance must be evenly  
7 distributed between students with an expected family contribution of less  
8 than one hundred percent of the annual federal PELL grant award and  
9 students with an expected family contribution between one hundred  
10 percent and two hundred fifty percent of the annual federal PELL grant  
11 award; AND

12 (F) TO THE EXTENT PRACTICABLE, GRANT AND SCHOLARSHIP  
13 MONEY MAY BE USED FOR WORK-BASED LEARNING;

14 **SECTION 18. In Colorado Revised Statutes, 23-3.3-1303,**  
15 **amend (1)(b) as follows:**

16 **23-3.3-1303. Fourth-year innovation pilot program - creation**  
17 **- eligibility - award of state funding - commission policies. (1)(b) The**  
18 **pilot program is limited to five local education providers or group of**  
19 **providers with the first cohort of graduates graduating early during the**  
20 **2021-22 school year and the last cohort of graduates graduating early**  
21 **during the 2025-26 school year. EACH YEAR OF THE PROGRAM, a local**  
22 **education provider or a group of local education providers may apply to**  
23 **the department to participate in the pilot program. A SCHOOL OR LOCAL**  
24 **EDUCATION PROVIDER APPROVED BY THE DEPARTMENT MAY BE ADDED TO**  
25 **AN EXISTING GROUP OF LOCAL EDUCATION PROVIDERS. The commission**  
26 **shall select pilot program participants, including a mix of urban,**  
27 **suburban, and rural local education providers. In the pilot program**

1 application, the applicant or applicants shall indicate which high schools  
2 are participating in the pilot program. With approval of the charter school,  
3 a school district that is selected to participate in the pilot program may  
4 also include a charter school authorized by the school district as one of its  
5 designated high schools.

6 **SECTION 19.** In Colorado Revised Statutes, 24-26.3-602,  
7 **amend (3) as follows:**

8 **24-46.3-602. Definitions.** As used in this part 6 and part 7 of this  
9 article 46.3, unless the context otherwise requires:

10 (3) "Incumbent worker" means a worker who ~~qualifies as an~~  
11 ~~incumbent worker under 20 CFR 680.780~~ IS CURRENTLY EMPLOYED AND  
12 EXPECTS TO REMAIN EMPLOYED BY THE SAME EMPLOYER DURING AND  
13 AFTER PARTICIPATION IN A TRAINING PROGRAM OR TRAINING  
14 OPPORTUNITY.

15 **SECTION 20. Appropriation.** (1) For the 2022-23 state fiscal  
16 year, \$6,100,000 is appropriated to the department of labor and  
17 employment. This appropriation is from the general fund. To implement  
18 this act, the department may use this appropriation as follows:

19 (a) \$3,000,000 for state operations and program costs, which  
20 amount is based on an assumption that the division of employment and  
21 training will require an additional 2.5 FTE;

22 (b) \$2,000,000 for the office of future work, which amount is  
23 based on an assumption that the executive director's office will require an  
24 additional 1.0 FTE; and

25 (c) \$1,100,000 for the office of new americans, which amount is  
26 based on an assumption that the executive director's office will require an  
27 additional 3.4 FTE.

1           (2) Any money appropriated in this subsection (1) not expended  
2 prior to July 1, 2023, is further appropriated to the department for the  
3 2023-24 state fiscal year and subsequent fiscal years for the same  
4 purpose.

5           (3) For the 2022-23 state fiscal year, \$11,319 is appropriated to  
6 the legislative department for use by the general assembly. This  
7 appropriation is from the general fund. To implement this act, the general  
8 assembly may use this appropriation for per diem and travel  
9 reimbursement expenses.

10           **SECTION 21. Effective date.** This act takes effect July 1, 2022.

11           **SECTION 22. Safety clause.** The general assembly hereby finds,  
12 determines, and declares that this act is necessary for the immediate  
13 preservation of the public peace, health, or safety.