

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

**REVISED**

*This Version Includes All Amendments Adopted  
on Second Reading in the Second House*

LLS NO. 24-0785.01 Kristen Forrestal x4217

**SENATE BILL 24-104**

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**SENATE SPONSORSHIP**

**Danielson**, Bridges, Buckner, Coleman, Cutter, Exum, Fenberg, Fields, Ginal, Gonzales, Hansen, Hinrichsen, Jaquez Lewis, Kolker, Marchman, Michaelson Jenet, Mullica, Priola, Roberts, Rodriguez, Sullivan, Winter F.

**HOUSE SPONSORSHIP**

**Hamrick**,

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**Senate Committees**

Business, Labor, & Technology  
Appropriations

**House Committees**

Education  
Appropriations

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**A BILL FOR AN ACT**

101      **CONCERNING THE ALIGNMENT OF EDUCATIONAL PROGRAMS WITH**  
102              **REGISTERED APPRENTICESHIPS, AND, IN CONNECTION**  
103              **THEREWITH, MAKING AN 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 <http://leg.colorado.gov>.)*

The bill requires the state apprenticeship agency in the department of labor and employment, in coordination with the career and technical education division of the Colorado community college system, to align the high school career and technical education system and the registered apprenticeship system for programs and occupations related to

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.*

HOUSE  
2nd Reading Unamended  
May 3, 2024

SENATE  
3rd Reading Unamended  
March 13, 2024

SENATE  
Amended 2nd Reading  
March 12, 2024

infrastructure, advanced manufacturing, education, or health care. On or before July 1, 2026, the bill requires both entities to expand the number of aligned pathways, prioritizing programs and occupations identified as top jobs by the annual Colorado talent pipeline report.

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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 finds and declares that:

4 (a) As the economy continues to evolve and workforce shortages  
5 threaten businesses, employers need strategies to build their talent  
6 pipelines and workers need opportunities to earn while they learn,  
7 transition to new industries, and build valuable skills;

8 (b) Registered apprenticeships are a powerful model that meets  
9 each of these needs;

10 (c) Registered apprenticeships are industry-driven, high-quality  
11 career pathways where employers can develop and prepare their future  
12 workforce and individuals can obtain paid work experience, related  
13 instruction, and a portable, nationally recognized credential;

14 (d) Colorado has made significant progress in advancing  
15 registered apprenticeships over the last several years; however,  
16 apprentices still make up only 0.1% of Colorado's labor force, with just  
17 over 6,000 active apprentices;

18 (e) Evidence from multiple sources shows that students benefit  
19 from experiential learning opportunities, leading to higher grade point  
20 averages, greater engagement, and stronger postsecondary outcomes and  
21 career readiness after high school;

22 (f) Colorado career and technical education data shows that  
23 students graduate from high school at an increased rate when participating

1 in career and technical education that is aligned to industry- and  
2 work-based learning; and

3 (g) Colorado has a robust career and technical education system  
4 in high schools that could better serve businesses and learners through  
5 connections and pathways into registered apprenticeships.

6 (2) Therefore, the general assembly:

7 (a) Declares its interest in aligning education and workforce  
8 systems in order to increase adoption of registered apprenticeships across  
9 employers and to increase access for more Coloradans;

10 (b) Finds value in aligning high school career and technical  
11 education policies and programs with registered apprenticeships; and

12 (c) Intends for the state to ensure that programs are coordinated  
13 in a way that maximizes benefits and improves access to registered  
14 apprenticeship pathways for high school students and engages employers  
15 to ensure they get the talent they need.

16 **SECTION 2.** In Colorado Revised Statutes, 8-15.7-101, **add** (18)  
17 as follows:

18 **8-15.7-101. Definitions.** As used in this article 15.7, unless the  
19 context otherwise requires:

20 (18) "STATE-APPROVED PROGRAM" MEANS A HIGH SCHOOL CAREER  
21 AND TECHNICAL EDUCATION PROGRAM ESTABLISHED BY A STATE-LEVEL  
22 ADVISORY BOARD DESCRIBED IN SECTION 8-15.7-201 (2).

23 **SECTION 3.** In Colorado Revised Statutes, **add** part 2 to article  
24 15.7 of title 8 as follows:

25 **PART 2**  
26 **CAREER AND TECHNICAL EDUCATION**  
27 **AND REGISTERED APPRENTICESHIPS**

1           **8-15.7-201. State apprenticeship agency - community college**  
2           **system - career and technical education - apprenticeship programs**

3           **- alignment.** (1) THE STATE APPRENTICESHIP AGENCY, IN COORDINATION  
4 WITH THE CAREER AND TECHNICAL EDUCATION DIVISION OF THE  
5 COLORADO COMMUNITY COLLEGE SYSTEM, SHALL ALIGN THE HIGH  
6 SCHOOL CAREER AND TECHNICAL EDUCATION SYSTEM AND THE  
7 REGISTERED APPRENTICESHIP SYSTEM FOR PROGRAMS AND OCCUPATIONS  
8 RELATED TO INFRASTRUCTURE, ADVANCED MANUFACTURING, EDUCATION,  
9 OR HEALTH CARE. ON OR BEFORE JULY 1, 2026, THE STATE  
10 APPRENTICESHIP AGENCY AND THE CAREER AND TECHNICAL EDUCATION  
11 DIVISION MUST:

12           (a) ESTABLISH AT LEAST ONE STATE-LEVEL ADVISORY BOARD THAT  
13 WILL CREATE STATE-APPROVED PROGRAMS THAT ALIGN WITH REGISTERED  
14 APPRENTICESHIP PROGRAMS;

15           (b) USE EACH STATE-LEVEL ADVISORY BOARD TO ALIGN THE  
16 COMPETENCIES OF HIGH SCHOOL CAREER AND TECHNICAL EDUCATION  
17 DIVISION PROGRAMS WITH REGISTERED APPRENTICESHIP PROGRAMS; AND

18           (c) EDUCATE REGISTERED APPRENTICESHIP SPONSORS ON HOW TO  
19 INCLUDE CREDIT FOR PREVIOUS EXPERIENCE FROM CAREER AND  
20 TECHNICAL EDUCATION IN PROGRAM STANDARDS.

21           (2) THE STATE-LEVEL ADVISORY BOARDS SHALL SELECT WHICH  
22 HIGH SCHOOL CAREER AND TECHNICAL EDUCATION DIVISION PROGRAMS  
23 TO ALIGN WITH REGISTERED APPRENTICESHIP PROGRAMS BASED ON  
24 AVAILABLE REGISTERED APPRENTICESHIP PROGRAMS IN THE RELEVANT  
25 OCCUPATIONS AND OTHER CRITERIA AS ESTABLISHED BY THE STATE  
26 APPRENTICESHIP AGENCY IN COLLABORATION WITH THE CAREER AND  
27 TECHNICAL EDUCATION DIVISION.

1 (3) ON AND AFTER JULY 1, 2026, THE STATE APPRENTICESHIP  
2 AGENCY, IN COORDINATION WITH THE CAREER AND TECHNICAL EDUCATION  
3 DIVISION OF THE COLORADO COMMUNITY COLLEGE SYSTEM, SHALL  
4 EXPAND THE NUMBER OF ALIGNED PROGRAMS IN INFRASTRUCTURE,  
5 ADVANCED MANUFACTURING, EDUCATION, AND HEALTH CARE OR  
6 RELATED OCCUPATIONS IDENTIFIED AS TOP JOBS BY THE ANNUAL  
7 COLORADO TALENT PIPELINE REPORT PRODUCED PURSUANT TO SECTION  
8 24-46.3-103 (3)(a). THE STATE-APPROVED PROGRAMS DO NOT INVALIDATE  
9 EXISTING OR FUTURE CAREER AND TECHNICAL EDUCATION DIVISION  
10 PROGRAMS THAT HAVE DEMONSTRATED ALIGNMENT TO HIGH WAGE, HIGH  
11 SKILLS, OR IN-DEMAND INDUSTRIES.

12 (4) THE OFFICE OF THE FUTURE OF WORK IN THE DEPARTMENT  
13 SHALL ENGAGE IN PROACTIVE OUTREACH TO FOSTER COLLABORATION  
14 BETWEEN REGISTERED APPRENTICESHIP PROGRAMS, THE COLORADO  
15 COMMUNITY COLLEGE SYSTEM, CAREER AND TECHNICAL EDUCATION  
16 PROGRAMS, INSTITUTIONS OF HIGHER EDUCATION, AND OTHER TRAINING  
17 PROVIDERS IN THE RELATED PROGRAMS AND OCCUPATIONS TO FACILITATE  
18 AWARENESS OF OPPORTUNITIES FOR CURRENT AND PROSPECTIVE  
19 PARTICIPANTS.

20 (5) THE COMMUNITY COLLEGE SYSTEM MAY RECEIVE FUNDING FOR  
21 THE SERVICES DESCRIBED IN THIS SECTION THROUGH A LIMITED PURPOSE  
22 FEE-FOR-SERVICE CONTRACT PURSUANT TO SECTION 23-18-308 (1)(m).

23 **SECTION 4.** In Colorado Revised Statutes, 23-18-308, add  
24 (1)(m) as follows:

25 **23-18-308. Fee-for-service contracts - grants to local district**  
26 **colleges - limited purpose - repeal.** (1) Subject to available  
27 appropriations, the department shall enter into fee-for-service contracts

1 for the following purposes:

2 (m) THE CREATION OF EDUCATION PROGRAMS PURSUANT TO  
3 SECTION 8-15.7-201.

4 **SECTION 5. Appropriation.** (1) For the 2024-25 state fiscal  
5 year, \$87,326 is appropriated to the department of labor and employment  
6 for use by the executive director's office. This appropriation is from the  
7 general fund and is based on an assumption that the office will require an  
8 additional 0.8 FTE. To implement this act, the office may use this  
9 appropriation for the state apprenticeship agency.

10 (2) For the 2024-25 state fiscal year, \$95,245 is appropriated to  
11 the department of higher education. This appropriation is from the general  
12 fund. To implement this act, the department may use this appropriation  
13 for the college opportunity fund program to be used for limited purpose  
14 fee-for-service contracts with state institutions.

15 (3) For the 2024-25 state fiscal year, \$95,245 is appropriated to  
16 the department of higher education. This appropriation is from  
17 reappropriated funds received from the limited purpose fee-for-service  
18 contracts with state institutions under subsection (2) of this section. To  
19 implement this act, the department may use this appropriation for the state  
20 board for community colleges and occupational education state system  
21 community colleges.

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

1 effect unless approved by the people at the general election to be held in  
2 November 2024 and, in such case, will take effect on the date of the  
3 official declaration of the vote thereon by the governor.