

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

**PREAMENDED**

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

LLS NO. 24-0899.02 Kristen Forrester x4217

**HOUSE BILL 24-1317**

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**HOUSE SPONSORSHIP**

**Young and Lieder,**

**SENATE SPONSORSHIP**

**(None),**

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**House Committees**

Business Affairs & Labor  
Appropriations

**Senate Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING THE EXPANSION OF EMPLOYMENT OPPORTUNITIES**  
102 **THROUGH STATE WORKFORCE DATA REPORTING.**

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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 director of the division of employment and training (director) in the department of labor and employment to annually collect, analyze, and make recommendations to the general assembly based on data from workforce centers; the state, in relation to data it has collected concerning workers in specific age categories, beginning at age 50; and individuals with disabilities.

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.

The bill also requires the director, every 3 years, to conduct, or contract with an another entity to conduct, a survey to better understand the experiences and needed tools and resources of individuals in Colorado who are 55 years of age or older and are considering entering or reentering the workforce, are unemployed, underemployed, or are looking for a career change.

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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 10 to article  
3 83 of title 8 as follows:

4 PART 10

5 WORKFORCE DATA AND REPORTING

6 FOR OLDER WORKERS AND PERSONS WITH DISABILITIES

7 **8-83-1001. Legislative declaration.** (1) THE GENERAL ASSEMBLY  
8 FINDS AND DECLARES:

9 (a) COLORADO IS EXPERIENCING A WORKFORCE SHORTAGE, AS  
10 BIRTH RATES HAVE BEEN DECLINING FOR NEARLY FORTY YEARS AND  
11 MIGRATION INTO THE STATE IS WANING;

12 (b) OLDER ADULTS AND INDIVIDUALS WITH DISABILITIES ARE  
13 VALUABLE TO THE COMMUNITY AND ESSENTIAL COMPONENTS OF THE  
14 WORKFORCE, AND OLDER ADULTS ARE ONE OF THE FASTEST GROWING  
15 SEGMENTS OF THE WORKFORCE;

16 (c) THE SOCIETY FOR HUMAN RESOURCE MANAGEMENT REPORTS  
17 THAT THE PERCENTAGE OF INDIVIDUALS WITH DISABILITIES PARTICIPATING  
18 IN THE WORKFORCE HAS REACHED RECORD HIGHS;

19 (d) INTERGENERATIONAL AND DIVERSE WORKPLACES HAVE BEEN  
20 SHOWN TO BE MORE INNOVATIVE AND PRODUCTIVE, AS OLDER WORKERS  
21 AND INDIVIDUALS WITH DISABILITIES BRING TREMENDOUS SKILLS AND  
22 DIVERSE PERSPECTIVES THAT BENEFIT EMPLOYERS AND BUSINESSES;

1 (e) AT THE SAME TIME THAT THEIR SKILLS AND TALENTS ARE  
2 NEEDED, OLDER WORKERS AND INDIVIDUALS WITH DISABILITIES OFTEN  
3 FACE BARRIERS IN FINDING AND MAINTAINING EMPLOYMENT, AND DATA  
4 SHOWS THAT THESE WORKERS ARE AMONGST THOSE WITH THE HIGHEST  
5 LONG-TERM UNEMPLOYMENT RATES; AND

6 (f) EMPLOYING OLDER ADULTS AND INDIVIDUALS WITH  
7 DISABILITIES IS ESSENTIAL FOR THE STATE TO ACHIEVE ECONOMIC  
8 GROWTH.

9 (2) THE GENERAL ASSEMBLY FURTHER FINDS AND DECLARES:

10 (a) THERE IS A SIGNIFICANT LACK OF DETAILED AND  
11 DISAGGREGATED DATA RELATED TO OLDER WORKERS AND INDIVIDUALS  
12 WITH DISABILITIES;

13 (b) INCREASED INFORMATION ABOUT THE CHARACTERISTICS AND  
14 NEEDS OF THESE WORKERS CAN HELP ENSURE THAT THEY RECEIVE NEEDED  
15 WORKFORCE-RELATED RESOURCES, TRAINING, AND UPSKILLING, AS WELL  
16 AS RELATED SERVICES AND SUPPORTS THAT BENEFIT THEM AND THEIR  
17 FAMILIES; AND

18 (c) WITH THE STATE'S EMPHASIS IN DRIVING POLICY,  
19 PROGRAMMING, AND LEGISLATION BASED ON DATA, IT IS ESSENTIAL TO  
20 FUTURE POLICY DEVELOPMENT TO INCREASE AND IMPROVE THE DATA SETS  
21 RELATIVE TO THESE TWO POPULATIONS.

22 **8-83-1002. Director - workforce data collection - outreach**  
23 **strategies overview - survey - report.** (1) (a) THE DIRECTOR SHALL  
24 COLLECT ANNUALLY THE FOLLOWING DATA FROM ALL STATE WORKFORCE  
25 CENTERS CONCERNING INDIVIDUALS WITH DISABILITIES AND INDIVIDUALS  
26 WHO ARE FIFTY TO FIFTY-FIVE YEARS OF AGE, FIFTY-SIX TO SIXTY YEARS  
27 OF AGE, SIXTY-ONE TO SIXTY-FIVE YEARS OF AGE, SIXTY-SIX TO SEVENTY

1 YEARS OF AGE, SEVENTY-ONE TO SEVENTY-FIVE YEARS OF AGE,  
2 SEVENTY-SIX TO EIGHTY YEARS OF AGE, AND EIGHTY-ONE YEARS OF AGE  
3 OR OLDER:

- 4 (I) THE NUMBER OF INDIVIDUALS SERVED;
- 5 (II) THE EDUCATIONAL ATTAINMENT OF EACH INDIVIDUAL SERVED;
- 6 (III) TRAINING AND PLACEMENT OUTCOMES, INCLUDING  
7 APPRENTICESHIP, EMPLOYMENT, AND EARNINGS SIX MONTHS AFTER  
8 RECEIVING SERVICES;
- 9 (IV) SKILLS GAINED THAT ARE MEASURABLE;
- 10 (V) THE SATISFACTION OF THE INDIVIDUALS SERVED;
- 11 (VI) REFERRALS TO OTHER PROGRAMS, INCLUDING TECHNICAL  
12 TRAINING, ENTREPRENEURSHIP PROGRAMS, AND APPRENTICESHIPS; AND  
13 (VII) THE NUMBER AND PERCENTAGES OF WORKFORCE STAFF THAT  
14 HAVE RECEIVED TRAINING IN AGE-INCLUSIVE AND DISABILITY-INCLUSIVE  
15 TRAINING.

16 (b) THE DIRECTOR SHALL ANNUALLY INCORPORATE AND SHARE  
17 THE DATA COLLECTED PURSUANT TO SUBSECTIONS (1)(a) AND (1)(c) OF  
18 THIS SECTION IN THE COLORADO TALENT PIPELINE REPORT PREPARED  
19 PURSUANT TO SECTION 24-46.3-103. IN REPORTING THIS DATA, THE  
20 DIRECTOR MAY ALSO INCLUDE ADDITIONAL INFORMATION COLLECTED BY  
21 THE DEPARTMENT RELATED TO THE LABOR FORCE PARTICIPATION OF  
22 OLDER COLORADANS AND COLORADANS WITH DISABILITIES AND  
23 INFORMATION COLLECTED BY COMMUNITY STAKEHOLDERS AND  
24 ORGANIZATIONS THAT WORK WITH OLDER ADULTS AND PEOPLE WITH  
25 DISABILITIES.

26 (c) THE DIRECTOR SHALL COMPILE INFORMATION REGARDING  
27 OUTREACH STRATEGIES USED IN THE PAST TO CONNECT WITH OLDER

1 ADULTS AND INDIVIDUALS WITH DISABILITIES. THE INFORMATION MUST  
2 INCLUDE A DELINEATION OF SPECIFIC STRATEGIES, FUNDING, AND  
3 RESOURCES AVAILABLE FOR OUTREACH TO COMMUNITIES THAT SERVE  
4 OLDER ADULTS AND INDIVIDUALS WITH DISABILITIES.

5 (2) (a) ON OR BEFORE JANUARY 1, 2025, AND ON OR BEFORE  
6 JANUARY 1 EVERY THREE YEARS THEREAFTER, THE DIRECTOR SHALL  
7 CONDUCT, OR CONTRACT WITH ANOTHER ENTITY TO CONDUCT, A SURVEY  
8 TO BETTER UNDERSTAND THE EXPERIENCES OF INDIVIDUALS WITH  
9 DISABILITIES IN COLORADO AND INDIVIDUALS WHO ARE FIFTY YEARS OF  
10 AGE OR OLDER AND ARE CONSIDERING ENTERING THE WORKFORCE, ARE  
11 UNEMPLOYED OR UNDEREMPLOYED, OR ARE LOOKING FOR A CAREER  
12 CHANGE. THE DESIGN OF THE SURVEY MUST BE DONE IN CONSULTATION  
13 WITH STAKEHOLDERS WHO ARE AGING OR ARE INDIVIDUALS WITH  
14 DISABILITIES IN COLORADO, INCLUDING THE COLORADO COMMISSION ON  
15 THE AGING CREATED IN SECTION 26-11-101 AND ANY STATE OFFICE  
16 CREATED TO MEET THE WORKFORCE NEEDS OF INDIVIDUALS WITH  
17 DISABILITIES. THE SURVEY MUST GATHER INFORMATION THAT INCLUDES  
18 THE FOLLOWING:

19 (I) THE NUMBER OF OLDER WORKERS AND INDIVIDUALS WITH  
20 DISABILITIES LOOKING OR WHO MAY BE LOOKING FOR WORK;

21 (II) THE TYPE OF WORK OLDER WORKERS AND INDIVIDUALS WITH  
22 DISABILITIES ARE LOOKING FOR;

23 (III) WHY OLDER WORKERS AND INDIVIDUALS WITH DISABILITIES  
24 ARE OR MAY BE LOOKING FOR WORK;

25 (IV) WHERE OLDER WORKERS AND INDIVIDUALS WITH  
26 DISABILITIES ARE LOOKING FOR WORK;

27 (V) WHAT COMMUNITY RESOURCES OLDER WORKERS AND

1 INDIVIDUALS WITH DISABILITIES ARE USING TO FIND WORK AND TO BUILD  
2 NEEDED SKILLS;

3 (VI) THE DEMOGRAPHIC CHARACTERISTICS OF OLDER WORKERS  
4 AND INDIVIDUALS WITH DISABILITIES; AND

5 (VII) RETRAINING AND UPSKILLING INFORMATION THAT OLDER  
6 WORKERS AND INDIVIDUALS WITH DISABILITIES NEED.

7 (b) THE DIRECTOR SHALL, UPON COMPLETION ONCE EVERY THREE  
8 YEARS, SHARE THE RESULTS OF THE SURVEY CONDUCTED PURSUANT TO  
9 SUBSECTION (2)(a) OF THIS SECTION AND OTHER RELEVANT INFORMATION  
10 COLLECTED BY THE DEPARTMENT REGARDING WORKERS FIFTY YEARS OF  
11 AGE OR OLDER AND INDIVIDUALS WITH DISABILITIES IN THE COLORADO  
12 TALENT PIPELINE REPORT PREPARED PURSUANT TO SECTION 24-46.3-103.

13 (3)(a) WITH THE OFFICE OF FUTURE OF WORK CREATED IN SECTION  
14 8-15.8-103, THE COLORADO COMMISSION ON HIGHER EDUCATION, AND  
15 OTHER STATE AGENCIES ENGAGED IN WORKFORCE ACTIVITIES, THE  
16 DIRECTOR SHALL MEET WITH THE COLORADO COMMISSION ON THE AGING,  
17 CREATED IN SECTION 26-11-101, AND REPRESENTATIVES OF ANY STATE  
18 OFFICE CREATED TO MEET THE WORKFORCE NEEDS OF INDIVIDUALS WITH  
19 DISABILITIES, AT LEAST TWICE PER CALENDAR YEAR TO IDENTIFY  
20 WORKFORCE DATA RELATED TO OLDER WORKERS TRACKED PURSUANT TO  
21 SECTION 26-11-203 (1) AND TO IDENTIFY GAPS, PROGRAMMING NEEDS,  
22 AND POLICY CHANGES THAT RELATE TO OLDER ADULTS AND INDIVIDUALS  
23 WITH DISABILITIES IN ORDER TO HELP THE INDIVIDUALS SECURE AND  
24 RETAIN EMPLOYMENT. THE DEPARTMENT SHALL INCORPORATE THE DATA  
25 TRACKED PURSUANT TO SECTION 26-11-203, AND THE GAPS,  
26 PROGRAMMING NEEDS, AND POLICY NEEDS IDENTIFIED PURSUANT TO THIS  
27 SUBSECTION (3)(a) INTO REPORTS AND STRATEGIC PLANS, INCLUDING

1 STATE, REGIONAL, AND SECTOR WORKFORCE PLANS GENERATED BY THE  
2 DEPARTMENT AFTER THE EFFECTIVE DATE OF THIS SUBSECTION (3)(a),  
3 THAT ARE RELATED TO UNDERUTILIZED AND OFTEN OVERLOOKED  
4 WORKFORCE POPULATIONS.

5 (b) (I) MEETINGS CONDUCTED PURSUANT TO THIS SUBSECTION (3)  
6 ARE OPEN TO THE PUBLIC AND MUST PROVIDE AN OPPORTUNITY FOR  
7 MEMBERS OF THE PUBLIC TO PROVIDE FEEDBACK CONCERNING FEDERAL,  
8 STATE, AND LOCAL POLICIES, PROGRAMS, AND POTENTIAL LEGISLATION  
9 REGARDING OLDER WORKERS AND INDIVIDUALS OR WORKERS WITH  
10 DISABILITIES.

11 (II) MEETINGS MUST BE PUBLICLY NOTICED AT LEAST TWO WEEKS  
12 IN ADVANCE OF THE DATE OF THE MEETING SO THAT STAKEHOLDERS WHO  
13 ARE AGING OR WHO HAVE A DISABILITY AND THE ORGANIZATIONS THAT  
14 REPRESENT THEM ARE AWARE OF AND CAN ATTEND THE MEETINGS.

15 (c) BASED ON THE MEETINGS REQUIRED BY THIS SUBSECTION (3),  
16 THE DIRECTOR SHALL MAKE RECOMMENDATIONS TO THE GENERAL  
17 ASSEMBLY, AS PART OF THE DEPARTMENT'S ANNUAL PRESENTATION AT  
18 THE "SMART ACT" HEARING HELD PURSUANT TO SECTION 2-7-203,  
19 REGARDING LEGISLATIVE, POLICY, AND PROGRAM RECOMMENDATIONS  
20 THAT BEST SUPPORT OLDER ADULTS AND INDIVIDUALS WITH DISABILITIES  
21 AND HOW THE RECOMMENDATIONS MAY BE IMPLEMENTED INTO FEDERAL,  
22 STATE, AND LOCAL PLANS.

23 **SECTION 2. Act subject to petition - effective date.** This act  
24 takes effect at 12:01 a.m. on the day following the expiration of the  
25 ninety-day period after final adjournment of the general assembly; except  
26 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
27 of the state constitution against this act or an item, section, or part of this

1 act within such period, then the act, item, section, or part will not take  
2 effect unless approved by the people at the general election to be held in  
3 November 2024 and, in such case, will take effect on the date of the  
4 official declaration of the vote thereon by the governor.