

**First Regular Session  
Seventieth General Assembly  
STATE OF COLORADO**

**PREAMENDED**

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

LLS NO. 15-0959.01 Brita Darling x2241

**HOUSE BILL 15-1274**

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**HOUSE SPONSORSHIP**

**Garnett and Melton**, Arndt, Danielson, Duran, Esgar, Fields, Ginal, Lee, McCann, Mitsch  
Bush, Rosenthal, Tyler, Young

**SENATE SPONSORSHIP**

**Kerr and Woods**, Todd

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**House Committees**

Business Affairs and Labor  
Appropriations

**Senate Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING THE CREATION OF CAREER PATHWAYS FOR STUDENTS**  
102 **FOR CRITICAL OCCUPATIONS IN GROWING INDUSTRIES.**

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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://www.leg.state.co.us/billsummaries>.)*

Based upon the model developed for creating the manufacturing career pathway, the bill directs the state work force development council (state council) to coordinate multiple agencies and industries in the design of industry-driven career pathways for critical occupations in growing industries. The state council will work with partners through the talent pipeline work group to define critical occupations and growing industries

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters indicate new material to be added to existing statute.  
Dashes through the words indicate deletions from existing statute.*

to determine which career pathways to design and in what order.

The bill includes the initial time frame for the development of career pathways and specifies that the first 3 career pathways will be in construction and related skilled trades, information technology, and health care. At least one career pathway must be designed and ready for implementation in the first year, and at least 2 career pathways must be created annually in subsequent years. The career pathways must include provisions that allow students to learn industry-related skills and obtain employment in the industry sector, including internship and apprenticeship opportunities, when relevant and available, as well as advance to higher levels of employment or education. The state council will provide outreach and training to agency partners and industries related to advising students on the career pathways.

The bill requires the state board of community colleges and occupational education to collaborate with the state council in the design of the career pathways and to use the development model created for the design of the manufacturing career pathway.

The bill requires information about the career pathway to be posted on-line.

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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** 24-46.3-104 as  
3 follows:

4 **24-46.3-104. Career pathways - design - definitions - legislative**  
5 **declaration.** (1) THE GENERAL ASSEMBLY HEREBY FINDS THAT CREATING  
6 INDUSTRY-DRIVEN CAREER PATHWAYS FOR EDUCATION ASSISTS STUDENTS  
7 IN ENTERING THE WORK FORCE AND PROVIDES INDUSTRIES WITH THE  
8 TALENT PIPELINE NECESSARY TO FUEL COLORADO'S ECONOMY.  
9 RECOGNIZING THE NEED FOR THE COORDINATED DEVELOPMENT OF  
10 CAREER PATHWAYS FOR STUDENTS, THE GENERAL ASSEMBLY ENACTED  
11 SECTION 24-46.3-103 IN 2014, TASKING THE STATE COUNCIL TO WORK  
12 COLLABORATIVELY WITH THE DEPARTMENT OF HIGHER EDUCATION, THE  
13 DEPARTMENT OF EDUCATION, THE DEPARTMENT OF LABOR AND  
14 EMPLOYMENT, AND THE COLORADO OFFICE OF ECONOMIC DEVELOPMENT

1 TO CREATE THE TALENT PIPELINE DEVELOPMENT INFRASTRUCTURE FOR  
2 USE IN CREATING CAREER PATHWAYS FOR STUDENTS. CREATING CAREER  
3 PATHWAYS FOR GROWING COLORADO INDUSTRIES WITH OCCUPATIONS IN  
4 HIGH DEMAND WILL:

5 (a) INCREASE THE NUMBER OF COLORADO CITIZENS ACCESSING  
6 POSTSECONDARY EDUCATION AND APPRENTICESHIPS;

7 (b) INCREASE THE NUMBER OF COLORADO CITIZENS COMPLETING  
8 DEGREES, APPRENTICESHIPS, AND OTHER CREDENTIALS;

9 (c) DECREASE THE NEED FOR REMEDIATION AT THE  
10 POSTSECONDARY LEVEL;

11 (d) INCREASE ENTRY INTO EMPLOYMENT AND INCREASE WAGES  
12 OVER TIME;

13 (e) CREATE BETTER TRANSITIONS FOR STUDENTS IN THE CAREER  
14 PATHWAYS FROM HIGH SCHOOL, COMMUNITY COLLEGES, OR ADULT  
15 EDUCATION PROGRAMS TO APPRENTICESHIPS, HIGHER EDUCATION, OR INTO  
16 THE WORK FORCE;

17 (f) CREATE BETTER CONNECTIONS BETWEEN POSTSECONDARY AND  
18 WORK FORCE READINESS INITIATIVES IN HIGH SCHOOL AND ADULT WORK  
19 FORCE PROGRAMS; AND

20 (g) THROUGH PARTNERSHIPS WITH INDUSTRY, ASSIST STUDENTS IN  
21 OBTAINING WORK EXPERIENCE AND EMPLOYMENT DURING AND AFTER  
22 PARTICIPATION IN EDUCATIONAL PROGRAMS.

23 (2) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE  
24 REQUIRES:

25 (a) "APPRENTICESHIP" MEANS A REGISTERED APPRENTICESHIP  
26 PROGRAM WITH A WRITTEN PLAN THAT IS DESIGNED TO MOVE AN  
27 APPRENTICE FROM A LOW- OR NO-SKILL ENTRY-LEVEL POSITION TO FULL

1 OCCUPATIONAL PROFICIENCY. THE PROGRAM MUST COMPLY WITH THE  
2 PARAMETERS ESTABLISHED UNDER THE "NATIONAL APPRENTICESHIP  
3 ACT", 29 U.S.C. 50, AS AMENDED, AND ITS PROMULGATING REGULATIONS,  
4 AND ADMINISTERED BY THE UNITED STATE'S DEPARTMENT OF LABOR'S  
5 OFFICE OF APPRENTICESHIP. AN INDIVIDUAL BUSINESS OR AN EMPLOYER  
6 ASSOCIATION SPONSORS A REGISTERED APPRENTICESHIP AND MAY  
7 PARTNER WITH A LABOR ORGANIZATION THROUGH A COLLECTIVE  
8 BARGAINING AGREEMENT. UPON FINISHING A TRAINING PROGRAM, THE  
9 APPRENTICE EARNS A "COMPLETION OF REGISTERED APPRENTICESHIP"  
10 CERTIFICATE, WHICH IS AN INDUSTRY-ISSUED AND NATIONALLY  
11 RECOGNIZED CREDENTIAL THAT VALIDATES PROFICIENCY IN AN  
12 APPRENTICEABLE OCCUPATION.

13 (b) "CAREER PATHWAY" MEANS A SERIES OF CONNECTED  
14 EDUCATION AND TRAINING STRATEGIES AND SUPPORT SERVICES THAT  
15 ENABLE INDIVIDUALS TO SECURE INDUSTRY-RELEVANT SKILLS AND  
16 CERTIFICATION WHERE APPLICABLE, TO OBTAIN EMPLOYMENT WITHIN AN  
17 OCCUPATIONAL AREA, AND TO ADVANCE TO HIGHER LEVELS OF FUTURE  
18 EDUCATION AND EMPLOYMENT.

19 (c) "CRITICAL OCCUPATIONS" MEANS TOP JOBS OR EMPLOYMENT  
20 IN JOBS THAT LEAD TO TOP JOBS.

21 (d) "GROWING INDUSTRIES" MEANS INDUSTRIES THAT ARE  
22 PROJECTED TO CREATE NEW JOBS ANNUALLY FOR AT LEAST THE NEXT TEN  
23 YEARS.

24 (e) "PARTNERS" MEANS, AT A MINIMUM, STATE AGENCIES AND  
25 ORGANIZATIONS DESCRIBED IN SECTION 24-46.3-103, THE STATE BOARD  
26 FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION CREATED IN  
27 SECTION 23-60-104, C.R.S., AND INTERESTED POSTSECONDARY

1     **EDUCATION PROVIDERS.**

2           (f) "STATE COUNCIL" MEANS THE COLORADO WORK FORCE  
3     DEVELOPMENT COUNCIL CREATED IN SECTION 24-46.3-101.

4           (g) "TOP JOBS" MEANS JOBS THAT HAVE STRONG PROJECTED  
5     AVERAGE OPENINGS PER YEAR FOR TEN YEARS AND PAY A LIVING WAGE AS  
6     DEFINED IN THE COLORADO TALENT PIPELINE REPORT PREPARED  
7     PURSUANT TO SECTION 24-46.3-103.

8           (3) (a) THE STATE COUNCIL, IN COLLABORATION WITH ITS  
9     PARTNERS AND AFTER CONSULTING WITH LOCAL WORK FORCE **BOARDS,**  
10    **AND A TASK FORCE WITHIN THE DEPARTMENT OF EDUCATION CONSISTING**  
11    OF LEADERSHIP FROM THE DEPARTMENT OF EDUCATION AND  
12    **SUPERINTENDENTS OF LOCAL SCHOOL DISTRICTS, SHALL DESIGN**  
13    INTEGRATED CAREER PATHWAYS FOR STUDENTS WITHIN INDUSTRY  
14    SECTORS IDENTIFIED IN THE ANNUAL COLORADO TALENT REPORT  
15    PREPARED PURSUANT TO SECTION 24-46.3-103 THAT ARE GROWING  
16    INDUSTRIES AND THAT HAVE CRITICAL OCCUPATIONS THAT ARE WITHOUT  
17    CLEARLY ARTICULATED CAREER PATHWAYS.

18           (b) (I) IN COLLABORATION WITH ITS PARTNERS PURSUANT TO  
19    PARAGRAPH (a) OF THIS SUBSECTION (3), THE STATE COUNCIL SHALL:

20           (A) DESIGN AT LEAST ONE CAREER PATHWAY THAT IS READY FOR  
21    IMPLEMENTATION BY OR BEFORE THE 2016-17 ACADEMIC YEAR FOR  
22    CRITICAL OCCUPATIONS IN A GROWING INDUSTRY; AND

23           (B) DESIGN AT LEAST TWO CAREER PATHWAYS THAT ARE READY  
24    FOR IMPLEMENTATION AT THE BEGINNING OF EACH SUBSEQUENT  
25    ACADEMIC YEAR FOR CRITICAL OCCUPATIONS IN GROWING INDUSTRIES.

26           (II) BASED ON THE TOP JOBS LISTING IN THE TALENT PIPELINE  
27    REPORT PREPARED IN JANUARY 2014, THE FIRST THREE GROWING

1 INDUSTRIES FOR DESIGN OF A CAREER PATHWAY ARE CONSTRUCTION AND  
2 RELATED SKILLED TRADES, INFORMATION TECHNOLOGY, AND HEALTH  
3 CARE.

4 (c) INDUSTRY, THROUGH REGIONAL SECTOR PARTNERSHIPS, AND  
5 STATEWIDE TRADE ASSOCIATIONS SHALL REVIEW EACH CAREER PATHWAY  
6 ANNUALLY TO ENSURE THAT THE CAREER PATHWAY REMAINS RELEVANT  
7 TO THE INDUSTRY AND SHALL PROVIDE INPUT FOR ONGOING ADJUSTMENTS  
8 TO THE CAREER PATHWAY TO MEET WORK FORCE NEEDS.

9 (d) CAREER PATHWAYS DESIGNED PURSUANT TO THIS SECTION  
10 SHALL INCLUDE:

11 (I) APPRENTICESHIP AND OTHER WORK-BASED LEARNING OPTIONS  
12 WHEN RELEVANT TO THE CAREER PATHWAY AND AVAILABLE IN THE  
13 STATE;

14 (II) DIRECT ALIGNMENT WITH POSTSECONDARY AND WORK FORCE  
15 READINESS AND INDIVIDUAL CAREER AND ACADEMIC PLANS IN HIGH  
16 SCHOOLS. THE DEPARTMENT OF EDUCATION AND LOCAL SCHOOL DISTRICTS  
17 THROUGH POSTSECONDARY AND WORK FORCE READINESS COORDINATORS  
18 SHALL PARTNER WITH THE STATE COUNCIL TO ACHIEVE THE ALIGNMENT.

19 (III) INITIATIVES FOR ADULT AND OUT-OF-SCHOOL YOUTH WHEN  
20 RELEVANT TO THE CAREER PATHWAY AND AVAILABLE.

21 (4) IN DESIGNING CAREER PATHWAYS, THE STATE COUNCIL SHALL:

22 (a) COORDINATE THE CAREER PATHWAY WORK GROUP MADE UP OF  
23 ALL PARTNERS' SUBJECT MATTER EXPERTS TO ENSURE THAT CAREER  
24 PATHWAYS ARE COMPREHENSIVE AND INTEGRATED ACROSS SECONDARY,  
25 POSTSECONDARY, WORK FORCE, AND INDUSTRY EDUCATION AND  
26 TRAINING PROGRAMS AND TO ENSURE THAT ALL PARTNERS ARE ENGAGED  
27 IN THE DESIGN OF THE CAREER PATHWAYS; AND

1 (b) USE THE SECTOR PARTNERSHIP MODEL AND RELATIONSHIPS  
2 WITH STATEWIDE TRADE ASSOCIATIONS TO ENSURE THAT ALL CAREER  
3 PATHWAYS ARE INDUSTRY DRIVEN AND RELEVANT. A CAREER PATHWAY  
4 SHALL NOT BE DESIGNED WITHOUT ACTIVE INDUSTRY ENGAGEMENT  
5 THROUGHOUT THE PROCESS, FROM THE BEGINNING OF THE PROCESS  
6 THROUGH THE FINAL CAREER PATHWAY THAT IS READY FOR  
7 IMPLEMENTATION.

8 (5) THE STATE COUNCIL AND PARTNERS SHALL USE THE MODEL  
9 DEVELOPED TO CREATE THE MANUFACTURING CAREER PATHWAY  
10 PURSUANT TO SECTION 23-60-1003, C.R.S., INCLUDING ANY  
11 IMPROVEMENTS TO THE MODEL BASED UPON THE IMPLEMENTATION OF THE  
12 MANUFACTURING CAREER PATHWAY. CONSISTENT WITH THE  
13 MANUFACTURING CAREER PATHWAY, CAREER PATHWAYS CREATED  
14 PURSUANT TO THIS SECTION MUST HAVE THE COMPONENTS DESCRIBED IN  
15 SECTION 23-60-1003 (2), C.R.S., AS THEY RELATE TO THE SPECIFIC CAREER  
16 PATHWAY BEING CREATED.

17 (6) ONCE A CAREER PATHWAY IS COMPLETED PURSUANT TO THIS  
18 SECTION, THE STATE COUNCIL SHALL FACILITATE OUTREACH AND  
19 TRAINING RELATED TO ADVISING STUDENTS ON THE CAREER PATHWAYS  
20 FOR ALL PARTNERS INVOLVED IN IMPLEMENTING THE CAREER PATHWAY,  
21 AS WELL AS OTHER LOCAL, REGIONAL, OR STATE ENTITIES THAT ARE  
22 INTERESTED IN PROMOTING THE CAREER PATHWAY TO STUDENTS.

23 (7) (a) ONCE A CAREER PATHWAY IS COMPLETED PURSUANT TO  
24 THIS SECTION, THE STATE COUNCIL SHALL COLLABORATE WITH THE  
25 DEPARTMENT OF HIGHER EDUCATION AND THE DEPARTMENT OF LABOR  
26 AND EMPLOYMENT TO CREATE A MICROSITE CONCERNING THE CAREER  
27 PATHWAY ON A STATE-PROVIDED, FREE ON-LINE RESOURCE. ■ ■ ■ AT A

1 MINIMUM, THE FOLLOWING INFORMATION MUST BE INCLUDED:

2 (I) INDUSTRY-SECTOR CAREER AWARENESS;

3 (II) SALARY AND WAGE INFORMATION FOR THE INDUSTRY-SECTOR  
4 CAREER;

5 (III) THE INDUSTRY-SECTOR EMPLOYMENT FORECAST;

6 (IV) INFORMATION ON PROGRAMS WITHIN THE CAREER PATHWAY,  
7 SERVICES PROVIDED, AND FINANCIAL AID OPPORTUNITIES FOR STUDENTS;

8 AND

9 (V) ON-LINE STUDENT SUPPORT SERVICES.

10 (b) THE STATE COUNCIL MAY USE MONEYS CREDITED TO THE  
11 TALENT PIPELINE CASH FUND, CREATED IN SECTION 24-46.3-101, TO ADD  
12 ADDITIONAL INFORMATION AND TOOLS TO A CAREER PATHWAYS  
13 MICROSITE, SIMILAR TO THE INFORMATION AND TOOLS PROVIDED IN THE  
14 MICROSITE RELATING TO THE MANUFACTURING CAREER PATHWAY.

15 **SECTION 2.** In Colorado Revised Statutes, 22-10-103, **amend**  
16 (11) (b) (IV) as follows:

17 **22-10-103. Definitions.** As used in this article, unless the context  
18 otherwise requires:

19 (11) (b) For purposes of this subsection (11), a postsecondary  
20 education or training provider includes, but need not be limited to:

21 (IV) An entity that operates programs through the manufacturing  
22 career pathway ~~established by the state board for community colleges and~~  
23 ~~occupational education as provided in~~ PURSUANT TO part 10 of article 60  
24 of title 23, C.R.S., OR ANOTHER CAREER PATHWAY PURSUANT TO SECTION  
25 24-46.3-104, C.R.S.; and

26 **SECTION 3.** In Colorado Revised Statutes, **add** 23-60-109 as  
27 follows:



1                   **23-60-109. Career pathways - design - legislative declaration.**

2           (1) THE GENERAL ASSEMBLY FINDS AND DECLARES THAT:

3                   (a) THE BOARD DEVELOPED THE MANUFACTURING CAREER  
4           PATHWAY PURSUANT TO PART 10 OF THIS ARTICLE AFTER CONSULTING  
5           WITH LOCAL DISTRICT JUNIOR COLLEGES AND AREA VOCATIONAL SCHOOLS,  
6           AND IN COLLABORATION WITH THE DEPARTMENT OF LABOR AND  
7           EMPLOYMENT, THE DEPARTMENT OF HIGHER EDUCATION, THE  
8           DEPARTMENT OF EDUCATION, AND THE STATE WORK FORCE DEVELOPMENT  
9           COUNCIL, CREATED IN SECTION 24-46.3-101, C.R.S.;

10                   (b) THE MANUFACTURING CAREER PATHWAY WAS BASED UPON  
11           GUIDELINES ENDORSED BY THE STATE WORK FORCE DEVELOPMENT  
12           COUNCIL; AND

13                   (c) THE KNOWLEDGE AND EXPERIENCE GAINED THROUGH THE  
14           PROCESS OF DESIGNING AND IMPLEMENTING THE MANUFACTURING CAREER  
15           PATHWAY SHOULD INFORM THE DESIGN AND IMPLEMENTATION OF  
16           ADDITIONAL CAREER PATHWAYS PURSUANT TO SECTION 24-46.3-104,  
17           C.R.S.

18                   (2) THE BOARD SHALL COLLABORATE WITH THE STATE WORK  
19           FORCE DEVELOPMENT COUNCIL TO DESIGN CAREER PATHWAYS PURSUANT  
20           TO THE PROVISIONS OF SECTION 24-46.3-104, C.R.S. THE STATE WORK  
21           FORCE DEVELOPMENT COUNCIL IS RESPONSIBLE FOR COORDINATING THE  
22           DESIGN OF THE CAREER PATHWAYS. CAREER PATHWAYS DESIGNED  
23           PURSUANT TO SECTION 24-46.3-104, C.R.S., MUST USE THE MODEL  
24           DEVELOPED TO CREATE THE MANUFACTURING CAREER PATHWAY  
25           PURSUANT TO SECTION 23-60-1003, INCLUDING ANY IMPROVEMENTS TO  
26           THE MODEL BASED UPON THE IMPLEMENTATION OF THE MANUFACTURING  
27           CAREER PATHWAY. CAREER PATHWAYS CREATED PURSUANT TO SECTION

1 24-46.3-104, C.R.S., MUST HAVE THE COMPONENTS DESCRIBED IN SECTION  
2 23-60-1003 (2), AS THEY RELATE TO THE SPECIFIC CAREER PATHWAY  
3 BEING CREATED.

4 **SECTION 4. Act subject to petition - effective date.** This act  
5 takes effect at 12:01 a.m. on the day following the expiration of the  
6 ninety-day period after final adjournment of the general assembly (August  
7 5, 2015, if adjournment sine die is on May 6, 2015); except that, if a  
8 referendum petition is filed pursuant to section 1 (3) of article V of the  
9 state constitution against this act or an item, section, or part of this act  
10 within such period, then the act, item, section, or part will not take effect  
11 unless approved by the people at the general election to be held in  
12 November 2016 and, in such case, will take effect on the date of the  
13 official declaration of the vote thereon by the governor.