

**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

HOUSE SPONSORSHIP

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

SENATE SPONSORSHIP

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House Committees

Business Affairs and Labor
Appropriations

Senate Committees

Education
Appropriations

A BILL FOR AN ACT

101 **CONCERNING THE CREATION OF CAREER PATHWAYS FOR STUDENTS**
102 **FOR CRITICAL OCCUPATIONS IN GROWING INDUSTRIES, AND, IN**
103 **CONNECTION THEREWITH, MAKING AN APPROPRIATION.**

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/bills summaries>.)

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

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.

HOUSE
3rd Reading Unamended
April 16, 2015

HOUSE
2nd Reading Unamended
April 15, 2015

pipeline work group to define critical occupations and growing industries 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.

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, AN EMPLOYER
6 ASSOCIATION, OR A LABOR ORGANIZATION SPONSORS A REGISTERED
7 APPRENTICESHIP. UPON FINISHING A TRAINING PROGRAM, THE APPRENTICE
8 EARNS A "COMPLETION OF REGISTERED APPRENTICESHIP" CERTIFICATE,
9 WHICH IS AN INDUSTRY-ISSUED AND NATIONALLY RECOGNIZED
10 CREDENTIAL THAT VALIDATES PROFICIENCY IN AN APPRENTICEABLE
11 OCCUPATION.

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

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

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

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

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

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

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

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

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

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

25 (II) BASED ON THE TOP JOBS LISTING IN THE TALENT PIPELINE
26 REPORT PREPARED IN JANUARY 2014, THE FIRST THREE GROWING
27 INDUSTRIES FOR DESIGN OF A CAREER PATHWAY ARE CONSTRUCTION AND

1 RELATED SKILLED TRADES, INFORMATION TECHNOLOGY, AND HEALTH
2 CARE.

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

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

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

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

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

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

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

27 (b) USE THE SECTOR PARTNERSHIP MODEL AND RELATIONSHIPS

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

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

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

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

- 1 (I) INDUSTRY-SECTOR CAREER AWARENESS;
2 (II) SALARY AND WAGE INFORMATION FOR THE INDUSTRY-SECTOR
3 CAREER;
4 (III) THE INDUSTRY-SECTOR EMPLOYMENT FORECAST;
5 (IV) INFORMATION ON PROGRAMS WITHIN THE CAREER PATHWAY,
6 SERVICES PROVIDED, AND FINANCIAL AID OPPORTUNITIES FOR STUDENTS;
7 AND
8 (V) ON-LINE STUDENT SUPPORT SERVICES.

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

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

16 **22-10-103. Definitions.** As used in this article, unless the context
17 otherwise requires:

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

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

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

27 **23-60-109. Career pathways - design - legislative declaration.**

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

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

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

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

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

1 23-60-1003 (2), AS THEY RELATE TO THE SPECIFIC CAREER PATHWAY
2 BEING CREATED.

3 **SECTION 4.** In Colorado Revised Statutes, **add** 23-18-308 as
4 follows:

5 **23-18-308. Fee-for-service contracts - limited purpose.**

6 (1) SUBJECT TO AVAILABLE APPROPRIATIONS, THE DEPARTMENT SHALL
7 ENTER INTO A FEE-FOR-SERVICE CONTRACT FOR THE FOLLOWING PURPOSE:

8 (a) (I) THE CREATION OF CAREER PATHWAYS FOR STUDENTS
9 PURSUANT TO SECTIONS 23-60-109 AND 24-46.3-104, C.R.S.

10 (II) NOTWITHSTANDING ANY PROVISION OF THIS PART 3 TO THE
11 CONTRARY, THE AMOUNT OF A FEE-FOR-SERVICE CONTRACT ENTERED INTO
12 PURSUANT TO THIS SECTION IS NOT INCLUDED IN THE CALCULATION OF
13 "TOTAL STATE APPROPRIATION" OR "TOTAL GOVERNING BOARD
14 APPROPRIATION" MADE PURSUANT TO THIS PART 3.

15 **SECTION 5. Appropriation.** (1) For the 2015-16 state fiscal
16 year, \$485,043 is appropriated to the department of labor and
17 employment for use by the division of employment and training. This
18 appropriation is from the general fund and is based on an assumption that
19 the division will require an additional 2.5 FTE. To implement this act, the
20 division may use this appropriation for the workforce development
21 council.

22 (2) For the 2015-16 state fiscal year, \$86,960 is appropriated to
23 the department of higher education. This appropriation is from the
24 general fund. To implement this act, the department may use this
25 appropriation for college opportunity fund program fee-for-service
26 contracts with state institutions pursuant to section 23-18-308, C.R.S.

27 (3) For the 2015-16 state fiscal year, \$86,960 is appropriated to the

1 department of higher education. This appropriation is from
2 reappropriated funds received from the college opportunity fund program
3 fee-for-service contracts with state institutions under subsection (2) of
4 this section. To implement this act, the department may use this
5 appropriation for the state board for community colleges and
6 occupational education state system community colleges.

7 (4) For the 2015-16 state fiscal year, \$200,000 is appropriated to
8 the department of higher education. This appropriation is from
9 reappropriated funds received from the department of labor and
10 employment under subsection (1) of this section. To implement this act,
11 the department may use this appropriation for Colorado commission on
12 higher education administration.

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