

**NOTE: This bill has been prepared for the signatures of the appropriate legislative officers and the Governor. To determine whether the Governor has signed the bill or taken other action on it, please consult the legislative status sheet, the legislative history, or the Session Laws.**

# An Act

HOUSE BILL 16-1287

BY REPRESENTATIVE(S) Rosenthal and Wilson, Brown, Duran, Esgar, Fields, Garnett, Ginal, Lontine, Mitsch Bush, Priola, Ryden, Williams, Windholz, Winter, Hullinghorst, Kraft-Tharp, Pabon, Vigil;  
also SENATOR(S) Cooke and Kefalas, Aguilar, Baumgardner, Heath, Jones, Kerr, Martinez Humenik, Merrifield, Newell, Scheffel, Tate, Todd.

CONCERNING A REQUIREMENT THAT THE DEPARTMENT OF LABOR AND EMPLOYMENT STUDY THE INTEGRATION OF ALTERNATIVE TRAINING BY COLORADO BUSINESSES.

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

**SECTION 1.** In Colorado Revised Statutes, 24-46.3-103, **amend** (3) (a) (VI) and (3) (a) (VII); and **add** (3) (a) (VIII) as follows:

**24-46.3-103. Key industries talent pipeline working group.**  
(3) (a) In doing the work specified in subsection (2) of this section, the state council, in partnership with the department of higher education, the department of education, the department of labor and employment, and the Colorado office of economic development, shall coordinate the production of an annual Colorado talent report. In preparing the annual Colorado talent report, the state council, the departments, and the office may use previously collected data and are not required to collect new data for the purposes of

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*Capital letters indicate new material added to existing statutes; dashes through words indicate deletions from existing statutes and such material not part of act.*

the report. The talent report shall:

(VI) Include recommendations related to advancing talent pipeline and career pathways development; and

(VII) Include recommendations regarding the alignment and consistency of data nomenclature, collection practices, and data-sharing. THE RECOMMENDATIONS SHALL NOT ALLOW THE DISCLOSURE OF THE PERSONALLY IDENTIFIABLE INFORMATION OF A STUDENT ENROLLED IN KINDERGARTEN OR ONE OF GRADES ONE THROUGH TWELVE WITHOUT INFORMED WRITTEN PERMISSION FROM THE STUDENT'S PARENT OR LEGAL GUARDIAN. THE RECOMMENDATIONS MAY DISCLOSE DE-IDENTIFIED, ANONYMOUS, OR AGGREGATE KINDERGARTEN-THROUGH-TWELFTH-GRADE STUDENT DATA WITHOUT PERMISSION FROM A PARENT OR LEGAL GUARDIAN.

(VIII) INCLUDE THE REPORT AND RECOMMENDATIONS FROM THE DEPARTMENT OF LABOR AND EMPLOYMENT REGARDING PRE-APPRENTICESHIP AND APPRENTICESHIP IN COLORADO, PREPARED AS REQUIRED BY SECTION 8-15-101, C.R.S.

**SECTION 2.** In Colorado Revised Statutes, **recreate and reenact, with amendments,** article 15 of title 8 as follows:

**8-15-101. Pre-apprenticeship and apprenticeship study - report and recommendations - definitions - repeal.** (1) NOT LATER THAN JULY 1, 2017, THE DEPARTMENT SHALL REVIEW EMPLOYER AND EMPLOYEE REQUIREMENTS, SERVICES, PROCESSES, BENEFITS, AND OTHER REGULATIONS WITHIN THE DEPARTMENT THAT MAY IMPACT THE ESTABLISHMENT OR INTEGRATION OF PRE-APPRENTICESHIPS AND APPRENTICESHIPS INTO COLORADO BUSINESSES, INCLUDING BUT NOT LIMITED TO A REVIEW OF EXISTING RULES OF THE FOLLOWING DIVISIONS IN THE DEPARTMENT:

- (a) THE DIVISION OF UNEMPLOYMENT INSURANCE;
- (b) THE DIVISION OF WORKERS' COMPENSATION; AND
- (c) THE DIVISION OF LABOR.

(2) AFTER COMPLETING THE REVIEW REQUIRED BY SUBSECTION (1) OF THIS SECTION, THE DEPARTMENT SHALL PREPARE A REPORT AND

ASSOCIATED RECOMMENDATIONS.

(3) AFTER ALLOWING FOR A PERIOD OF PUBLIC COMMENT OF NOT FEWER THAN FIFTEEN DAYS, THE DEPARTMENT SHALL SUBMIT THE REPORT AND RECOMMENDATIONS TO:

(a) THE SENATE COMMITTEE ON BUSINESS, LABOR, AND TECHNOLOGY OR ITS SUCCESSOR COMMITTEE;

(b) THE HOUSE OF REPRESENTATIVES COMMITTEE ON BUSINESS AFFAIRS AND LABOR OR ITS SUCCESSOR COMMITTEE; AND

(c) THE STATE WORK FORCE DEVELOPMENT COUNCIL FOR INCLUSION IN THE ANNUAL COLORADO TALENT REPORT, DESCRIBED IN SECTION 24-46.3-103 (3) (a), C.R.S.

(4) FOR PURPOSES OF THIS SECTION:

(a) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND EMPLOYMENT.

(b) "PRE-APPRENTICESHIP AND APPRENTICESHIP" MEANS A PROGRAM AS DEFINED BY THE STATE COUNCIL, THE DEPARTMENT, OR THE UNITED STATES DEPARTMENT OF LABOR.

(5) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2017.

**SECTION 3. Act subject to petition - effective date.** This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly (August 10, 2016, if adjournment sine die is on May 11, 2016); except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect unless

approved by the people at the general election to be held in November 2016 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.

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Dickey Lee Hullinghorst  
SPEAKER OF THE HOUSE  
OF REPRESENTATIVES

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Bill L. Cadman  
PRESIDENT OF  
THE SENATE

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Marilyn Eddins  
CHIEF CLERK OF THE HOUSE  
OF REPRESENTATIVES

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Effie Ameen  
SECRETARY OF  
THE SENATE

APPROVED \_\_\_\_\_

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John W. Hickenlooper  
GOVERNOR OF THE STATE OF COLORADO