

Schedule 13

Department of Labor and Employment

Funding Request for The FY 2021-22 Budget Cycle

Request Title

NP-01 FY 2021-22 Annual Fleet Request

Dept. Approval By: Matthew Blackmon

Supplemental FY 2020-21

OSPB Approval By: Aaron Ray - GOVOffice

Budget Amendment FY 2021-22

X

Change Request FY 2021-22

Summary Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental Request	Base Request	Change Request	Continuation
	Total	\$198,733	\$0	\$198,733	(\$126)	\$0
	FTE	0.0	0.0	0.0	0.0	0.0
Total of All Line Items Impacted by Change Request	GF	\$16,663	\$0	\$16,663	\$0	\$0
	CF	\$120,825	\$0	\$120,825	\$0	\$0
	RF	\$0	\$0	\$0	\$0	\$0
	FF	\$61,245	\$0	\$61,245	(\$126)	\$0

Line Item Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental Request	Base Request	Change Request	Continuation
	Total	\$198,733	\$0	\$198,733	(\$126)	\$0
01. Executive Director's Office, (A) Executive Director's Office, (1)	FTE	0.0	0.0	0.0	0.0	0.0
Executive Director's Office - Vehicle Lease Payments	GF	\$16,663	\$0	\$16,663	\$0	\$0
	CF	\$120,825	\$0	\$120,825	\$0	\$0
	RF	\$0	\$0	\$0	\$0	\$0
	FF	\$61,245	\$0	\$61,245	(\$126)	\$0

Auxiliary Data			
Requires Legislation?	NO		
Type of Request?	Department of Labor And Employment Non-Prioritized Request	Interagency Approval or Related Schedule 13s:	Impacts DPA

Schedule 13

Department of Labor and Employment

Funding Request for The FY 2021-22 Budget Cycle

Request Title

NP-02 COE Program Financial Restructure

Dept. Approval By: Matthew Blackmon

Supplemental FY 2020-21

OSPB Approval By: Aaron Ray - GOVoffice

Budget Amendment FY 2021-22

X

Change Request FY 2021-22

Summary Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental	Base Request	Change Request	Continuation
			Request			
	Total	\$0	\$0	\$0	\$20,978	\$0
Total of All Line Items Impacted by Change Request	FTE	0.0	0.0	0.0	0.0	0.0
	GF	\$0	\$0	\$0	\$0	\$0
	CF	\$0	\$0	\$0	\$20,978	\$0
	RF	\$0	\$0	\$0	\$0	\$0
	FF	\$0	\$0	\$0	\$0	\$0

Line Item Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental	Base Request	Change Request	Continuation
			Request			
	Total	\$0	\$0	\$0	\$20,978	\$0
01. Executive Director's Office, (A) Executive Director's Office, (1) Executive Director's Office - Statewide Training	FTE	0.0	0.0	0.0	0.0	0.0
	GF	\$0	\$0	\$0	\$0	\$0
	CF	\$0	\$0	\$0	\$20,978	\$0
	RF	\$0	\$0	\$0	\$0	\$0
	FF	\$0	\$0	\$0	\$0	\$0

Auxiliary Data

Requires Legislation? NO

Type of Request?

Department of Labor And Employment
Non-Prioritized Request

Interagency Approval or
Related Schedule 13s:

Impacts DPA

Schedule 13

Department of Labor and Employment

Funding Request for The FY 2021-22 Budget Cycle

Request Title

NP-03 OIT_FY22 BUDGET REQUEST PACKAGE

Dept. Approval By: Matthew Blackmon

Supplemental FY 2020-21

OSPB Approval By: Aaron Ray - GOVOffice

Budget Amendment FY 2021-22

X

Change Request FY 2021-22

Summary Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental	Base Request	Change Request	Continuation
			Request			
Total		\$13,715,764	\$0	\$12,557,200	(\$554,323)	\$0
FTE		0.0	0.0	0.0	0.0	0.0
Total of All Line Items Impacted by Change Request	GF	\$3,209,632	\$0	\$3,081,191	(\$136,015)	\$0
	CF	\$6,319,981	\$0	\$5,785,023	(\$418,308)	\$0
	RF	\$156,485	\$0	\$0	\$0	\$0
	FF	\$4,029,666	\$0	\$3,690,986	\$0	\$0

Line Item Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental	Base Request	Change Request	Continuation
			Request			
Total		\$13,715,764	\$0	\$12,557,200	(\$554,323)	\$0
FTE		0.0	0.0	0.0	0.0	0.0
01. Executive Director's Office, (A) Executive Director's Office, (1) Executive Director's Office - Payments to OIT	GF	\$3,209,632	\$0	\$3,081,191	(\$136,015)	\$0
	CF	\$6,319,981	\$0	\$5,785,023	(\$418,308)	\$0
	RF	\$156,485	\$0	\$0	\$0	\$0
	FF	\$4,029,666	\$0	\$3,690,986	\$0	\$0

Auxiliary Data			
Requires Legislation?	NO		
Type of Request?	Department of Labor And Employment Non-Prioritized Request	Interagency Approval or Related Schedule 13s:	Requires OIT Approval

Schedule 13

Department of Labor and Employment

Funding Request for The FY 2021-22 Budget Cycle

Request Title

R-01 Launching Colorado's Just Transition

Req. Approved By

Matthew Blackmon

Supplemental FY 2020-21

SB Approved By

Aaron Ray - GOVOffice

Budget Amendment FY 2021-22

X

Change Request FY 2021-22

Summary Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental	Base Request	Change Request	Continuation
			Request			
	Total	\$158,352	\$0	\$158,352	\$283,568	\$273,668
Total of All Line Items Impacted by Change Request	FE	20	00	20	15	15
	CF	\$68,32	\$0	\$68,32	\$83,68	\$73,68
	CF	\$0	\$0	\$0	\$0	\$0
	RF	\$0	\$0	\$0	\$0	\$0
	RF	\$0	\$0	\$0	\$0	\$0

Line Item Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental	Base Request	Change Request	Continuation
			Request			
	Total	\$158,352	\$0	\$158,352	\$283,568	\$273,668
03 Division of Employment and Training (A) Employment and Training Program (1) Employment and Training - Just Transition	FE	20	00	20	15	15
	CF	\$68,32	\$0	\$68,32	\$83,68	\$73,68
	CF	\$0	\$0	\$0	\$0	\$0
	RF	\$0	\$0	\$0	\$0	\$0
	RF	\$0	\$0	\$0	\$0	\$0

Auxiliary Data

Requires Legislation? NO

Type of Request?

Department of Labor and Employment
Priority Request

Interagency Approval or
Related Schedule 13s:

No Other Agency Input



Department Priority: R-01
Request Detail: Launching Colorado's Just Transition

Summary of Funding Change for FY 2021-22				
	Totals		Incremental Change	
	FY 2020-21 Appropriation	FY 2021-22 Base	FY 2021-22 Request	FY 2022-23 Request
Total Funds	\$158,352	\$158,352	\$283,568	\$273,668
FTE	2.0	2.0	1.5	1.5
General Fund	\$158,352	\$158,352	\$283,568	\$273,668
Cash Funds	\$0	\$0	\$0	\$0
Reappropriated Funds	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0

Summary of Request:

The Department requests \$283,568 General Fund and 1.5 FTE in FY2021-22 and ongoing to support implementation of Colorado’s Just Transition Plan, which will be released in December 2020. This request would help build momentum toward sustainable and equitable economic growth in Colorado by expanding the capacity of the Office of Just Transition (OJT) to work with affected coal workers and communities across the State. As a result of this request, the total FY 2021-22 appropriation for the Office of Just Transition would be \$441,920 and 3.5 FTE. The program is currently at level 1 on the evidence continuum.

The release of the Just Transition Plan in December 2020 will set the stage for the OJT to begin implementation in late FY 2020-21 and FY 2021-22. Given the OJT’s currently limited resources, it is critical to build its capacity to work with both individuals and communities affected by the transition from a coal-based economy.

Current Program:

H.B. 19-1314, Just Transition from a Coal Based Electrical Energy Economy, declares that “a strong and comprehensive policy is . . . needed to invest new financial resources in coal communities that are seeking to diversify and grow their local and regional economies in a manner that is both sustainable and equitable.” It further declares that “Colorado must ensure that the clean energy economy fulfils a moral commitment to assist the workers and communities that have powered Colorado for generations, as well as the disproportionately impacted communities who have borne the costs of coal power pollution for decades, and to thereby support a just and inclusive transition.”

The bill established the Just Transition Advisory Committee (JTAC) to recommend a draft Just Transition Plan for the State. The bill also established the Office of Just Transition in CDLE to develop the final Just Transition Plan, based in large part on the recommendations of the JTAC, for submission to the General Assembly and the Governor by December 31, 2020; administer the Just Transitions program; identify or estimate the timing and location of facility closures and job layoffs in coal-related industries and their impact on affected workers, businesses, and coal transition communities; make further recommendations for how the State can most effectively respond to these economic dislocations; and provide administrative, logistical, research, and policy support to the JTAC.

The JTAC submitted its draft of the Just Transition Plan to the OJT and the executive directors of CDLE and DOLA on August 1. It included eleven proposed recommendations, including strategies to facilitate worker and community transitions and recommended changes to fiscal, regulatory, and tax policy. The plan also identified the general timeline for known closures of coal-fired power plants and coal mines, which are expected to span the next decade.

Problem or Opportunity:

The release of the Just Transition Plan in December 2020 will set the stage for the OJT to begin implementation in late FY 2020-21 and FY 2021-22. Given the OJT’s currently limited resources, it is critical to build its capacity to work with both individuals and communities affected by the transition from a coal-based economy.

Proposed Solution:

The Department requests \$283,568 General Fund and 1.5 FTE in FY2021-22 and ongoing for the Office of Just Transition. This request would increase the appropriation for the Office of Just Transition to \$441,92- and 3.5 FTE, enabling the Office to launch implementation of the Just Transition Plan.

Anticipated Outcomes:

Thoroughly detailed outcomes will be developed in coordination with area experts in each affected community.

Some high level outcomes may include:

- Develop a package of training, job search and relocation support services, similar to the federal Trade Adjustment Assistance program, to help workers achieve their transition goals.
- Assist affected communities with the creation of local transition plans to develop more diverse local economies and build jobs that provide living wages and an adequate tax base.
- Align and coordinate existing State programs to support local transition plans and facilitate the growth of existing businesses while attracting new industries and businesses.

Assumptions and Calculations:

See attached FTE template.

Schedule 13

Department of Labor and Employment

Funding Request for The FY 2021-22 Budget Cycle

Request Title

R-02 Strengthening Enforcement of Colorado Labor Law

Dept. Approved By:	<u>Matthew Blackmon</u>	_____	Supplemental FY 2020-21
CSA Approved By:	<u>Aaron Ray - GOVOffice</u>	_____	Budget Amendment FY 2021-22
		X	Change Request FY 2021-22

Summary Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental Request	Base Request	Change Request	Continuation
Total		\$4,359,799	\$0	\$4,645,313	\$99,622	\$100,451
FE	415		00	42	00	00
GF	35912		\$0	\$1,023,361	\$0	\$0
CF	313599		\$0	\$3,128,099	\$99,622	\$100,451
FF	\$0		\$0	\$0	\$0	\$0
FF	\$64,628		\$0	\$64,628	\$0	\$0

Line Item Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental Request	Base Request	Change Request	Continuation
Total		\$1,073,848	\$0	\$991,431	\$30,061	\$30,061
FE	00		00	00	00	00
GF	\$106,284		\$0	\$5,373	\$0	\$0
CF	\$92,956		\$0	\$92,225	\$9,061	\$9,061
FF	\$0		\$0	\$0	\$0	\$0
FF	\$64,628		\$0	\$64,628	\$0	\$0

Total		\$3,285,951	\$0	\$3,653,882	\$69,561	\$70,390
FE	415		00	42	00	00
GF	\$52,908		\$0	\$98,008	\$0	\$0
CF	\$2,733,046		\$0	\$2,725,874	\$99,361	\$100,390
FF	\$0		\$0	\$0	\$0	\$0
FF	\$0		\$0	\$0	\$0	\$0

Auxiliary Data			
Requires Legislation?	NO		
Type of Request?	Department of Labor and Employment Prioritized Request	Interagency Approval or Related Schedule 13s:	Inputs Over Agency



Department Priority: R-02
Request Detail: Strengthening Enforcement of Colorado Labor Law

Summary of Funding Change for FY 2021-22				
	Totals		Incremental Change	
	FY 2020-21 Appropriation	FY 2021-22 Base	FY 2021-22 Request	FY 2022-23 Request
Total Funds	\$2,483,634	\$2,483,634	\$99,622	\$100,451
FTE	0	0	0	0
General Fund	\$346,342	\$346,342	\$0	\$0
Cash Funds	\$2,137,292	\$2,137,292	\$99,622	\$100,451
Reappropriated Funds	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0

Summary of Request

The Department requests \$99,622 in cash funds spending authority from the Wage Theft Enforcement Fund in FY 2021-22 to support effective and equitable enforcement of Colorado wage law. This request would provide additional administrative and legal support for the Labor Standards Unit (LSU) in the Division of Labor Standards and Statistics. The request is ongoing and includes a less than 1% increase in annual costs in FY 2022-23 and each year thereafter, due to expected increases in the cost of software licenses. The Labor Standards Unit is currently at level 2 on the evidence continuum.



This request would enable the LSU to fulfill its recently expanded scope due to new legislation, meet the needs of Colorado’s increasingly diverse workforce, and ensure that investigations into wage law violations result in the appropriate legal action. The increase in cash funds would be used to produce wage law informational materials in additional languages, purchase software licenses for recently hired staff, and increase payments for legal services necessitated by an expected increase in the number of investigations resulting in findings of wage law violations.

Current Program:

Since 2015, the LSU has received and investigated an average of over 3,500 unpaid wage claims and responded to nearly 3,400 labor law inquiries from employers and employees annually. During the 2019 and 2020 legislative sessions, the LSU's scope was expanded to include six additional programs:

- Limits on Job Applicant Criminal History Inquiries (H.B. 19-1025)
- Employer Provided Paid Sick Leave (S.B. 20-205)
- Whistleblowing and PPE During Public Health Emergencies (H.B. 20-1415)
- Colorado Partnership for Quality Jobs & Services (H.B. 20-1153)
- Equal Pay for Equal Work Act (S.B. 19-085)
- Colorado Quality Apprenticeship Training Act of 2019 (S.B. 19-196)

The claims that the LS fields are individually small (a maximum of \$7,500 per statute), but are significant in the aggregate: the LSU ordered \$1,040,454 paid in 2019, a sum that has risen each year. The LSU's determinations also provide value beyond those that find and order payment of unpaid wages, such as when the LSU finds no violation can provide closure to the parties and reassurance to employers who did nothing wrong, or when the LSU uncovers a systemic violation that goes beyond just one claimant and leads to a change in employer-wide or industry-wide practices that were unlawful. Finally, the LSU also runs an extensive outreach program aimed at decreasing claims of violations by (A) providing employers with compliance materials and presentations and (B) providing employees information on what are and are not lawful wage or other labor practices.

Problem or Opportunity:

The six new programs added through legislation over the past two years have increased the LSU's need to support each program with the appropriate software and licenses. The Department's current spending authority for the LSU derives from each piece of legislation creating the LSU's various programs. While fiscal notes for each piece of legislation have included FTE and centrally appropriated costs, appropriations for these programs have not incorporated the cost of additional licenses for software that is critical to facilitating the work of LSU employees. As the LSU begins to enforce the new labor laws, it also expects an uptick in the number of violation findings that are appealed, requiring an increase in legal services from the Attorney General's Office.

Additionally, Colorado's workforce has grown increasingly diverse over the past five years, requiring more inclusive and equitable state services. The LSU thus faces increased costs of language interpreting for investigation and hearing witnesses and translation of its many regularly updated labor law fact sheets and posters.

Proposed Solution:

The Department requests \$99,622 in cash funds spending authority from the Wage Theft Enforcement Fund in FY 2021-22 to ensure adequate administrative support for the LS unit. The request is ongoing and includes a less than 1% increase in annual costs in FY 2022-23 and each year thereafter, due to expected increases in the cost of software licenses.

The request would cover additional operating needs that have arisen out of the increasing scope of the LSU's role in enforcing Colorado wage law, namely software licenses for new staff, translation and interpretation services to expand the number of languages in which wage law information is disseminated, and increased legal services.

The Wage Theft Enforcement Fund has a current balance of about \$ ___, and has been generating over \$100,000 in annual revenue. The additional programs created through recent legislation are expected to generate additional fine revenue to the Fund beginning in FY 2020-21.

Anticipated Outcomes:

This request will provide the LSU with the operational resources it needs to effectively and equitably enforce Colorado's labor laws, including those most recently enacted by the General Assembly. The LSU projects that it will field more than 650 claims associated with its new programs, on top of more than 4,300 projected claims of unpaid wages and other labor rights violations, in FY 2020-21. Additional funding would ensure that staff have the proper tools to handle the increasing demand on the LSU, so that Colorado employees and employers can be assured of their due process. The request will also increase the number of languages in which wage and labor law information for employees and employers is published to ten, facilitating better awareness of individual rights and legal recourse among Colorado's increasingly diverse population. Lastly, by increasing legal services, this request would ensure that LSU investigations and subsequent appeals reach the proper legal conclusion.

Assumptions and Calculations:

(A) Technology Licenses: Annual Total, \$27,617 (anticipated 3% increase each subsequent year)

- (1) Salesforce - Individual Platform Licenses: $\$500.58 \times 16 \text{ staff} = \$8,009.28$
- (2) Salesforce - Administrative Licenses: $\$545.90 \times 1 \text{ staff} = \545.90
- (3) Salesforce add-on - Conga licenses (to produce Word documents from Salesforce): $\$144 \times 17 \text{ staff} = \$2,448.00$
- (4) Salesforce add-on - Melissa Data licenses (to verify addresses in Salesforce with the US Postal Service): $\$72 \times 45 \text{ staff} = \$3,240$
- (5) Adobe Pro DC licenses: $\$175.89 \times 17 = \$2,990.13$
- (6) Lexis Advance (for legal research): $\$879.36 \times 6 \text{ staff} = \$5,283.36$
- (7) Lexis Accurint (for investigative research on individuals and businesses): $\$1020 \times 5 \text{ staff} = \$5,100$

(B) Language Translating and Interpreting Services: Annual Total, \$41,944

- (1) Interpretation during witness interviews and testimony: In FY20 the Department used 76 hours of interpretation at \$.95 per minute. In FY22, the need for interpretation is expected to double with the new FTE and programs coming on. = \$8,664.00
- (2) Translation of fact sheets & posters:

(a) Fact sheets: Translations averaged \$248 in FY19-20; CDLE is producing 12 fact sheets per year, and aims to translate them into at least 5 languages: $\$248 \times 12 \text{ fact sheets} \times 10 \text{ languages} = \$29,760.00$

(b) Posters: LSU produces 2 workplace posters annually, and translates posters into the 10 languages that internal research confirms are the ones most commonly spoken by immigrant workers in Colorado. The most recent translations have cost \$176. $\$176 \times 2 \text{ posters} \times 10 \text{ translations} = \$3,520.$

(C) Legal fees to defend court challenges to LS rulings: Annual Total, \$30,061

The workload of, and fees charged by, the Attorney General varies by case, but each appeal commonly costs at least \$7,500 to \$10,000, based on the past year of legal bills. Anticipating 3-4 additional appeals is a conservative estimate of the increased legal workload from LS's new programs. LSU anticipates needing 282 hours of work at \$106.60 per hour for a requested amount of \$30,061.

Schedule 13

Department of Labor and Employment

Funding Request for The FY 2021-22 Budget Cycle

Request Title

R-03 Realign Hospitality Education Grant Program

Dept. Approval By:	<i>Matthew Blackmon</i>		Supplemental FY 2020-21
OSPB Approval By:	<i>Aaron Ray - GOVOffice</i>		Budget Amendment FY 2021-22
		X	Change Request FY 2021-22

Summary Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental Request	Base Request	Change Request	Continuation
	Total	\$401,947	\$0	\$401,947	(\$401,947)	\$0
	FTE	0.5	0.0	0.5	(0.5)	0.0
Total of All Line Items Impacted by Change Request	GF	\$401,947	\$0	\$401,947	(\$401,947)	\$0
	CF	\$0	\$0	\$0	\$0	\$0
	RF	\$0	\$0	\$0	\$0	\$0
	FF	\$0	\$0	\$0	\$0	\$0

Line Item Information	Fund	FY 2020-21		FY 2021-22		FY 2022-23
		Initial Appropriation	Supplemental Request	Base Request	Change Request	Continuation
	Total	\$401,947	\$0	\$401,947	(\$401,947)	\$0
	FTE	0.5	0.0	0.5	(0.5)	0.0
03. Division of Employment and Training, (A) Employment and Training Programs, (1) Employment and Training - Hospitality Education Grant Program	GF	\$401,947	\$0	\$401,947	(\$401,947)	\$0
	CF	\$0	\$0	\$0	\$0	\$0
	RF	\$0	\$0	\$0	\$0	\$0
	FF	\$0	\$0	\$0	\$0	\$0

Auxiliary Data			
Requires Legislation?	YES		
Type of Request?	Department of Labor And Employment Prioritized Request	Interagency Approval or Related Schedule 13s:	No Other Agency Impact



Department Priority: R-03
Request Detail: Realign Hospitality Education Grant Program

Summary of Funding Change for FY 2021-22				
	Totals		Incremental Change	
	FY 2020-21 Appropriation	FY 2021-22 Base	FY 2021-22 Request	FY 2022-23 Request
Total Funds	\$401,497	\$401,497	(\$401,497)	\$0
FTE	0.5	0.5	(0.5)	0
General Fund	\$401,497	\$401,497	(\$401,497)	\$0
Cash Funds	\$0	\$0	\$0	\$0
Reappropriated Funds	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0

Summary of Request

The Department requests a reduction of \$401,497 General Fund and 0.5 FTE in FY 2021-22 and ongoing to the Hospitality Education Grant Program. This request would eliminate state funding for the program, which faces significant uncertainty due to the COVID-19 pandemic. In addition, other programs in the Department are better suited to supporting the struggling hospitality industry in the current environment. The Hospitality Education Grant Program is currently a level 2 on the evidence continuum.



Current Program

The purpose of the Hospitality Education Grant Program, created by S.B. 14-015, is to accelerate industry growth and expand the development of the hospitality industry career pathway by awarding grants to increase the number and quality of hospitality programs operating in secondary schools. The Department has operated this program since FY 2014-15.

Each year, the Department has awarded the full amount of state funds available for grants to the Colorado Restaurant Foundation (CRF). The CRF has used the funds to administer Colorado ProStart®, the pre-apprenticeship program of the National Restaurant Association Educational Foundation (NRAEF). ProStart® is a two-year program that provides secondary and postsecondary credit, scholarships, and employment opportunities for high school students in nearly 50 schools statewide. Since the inception of the Hospitality Education Grant Program, CRF has formed continuous access points towards career pathways for students in Culinary Arts, Restaurant Management, and Lodging & Resort Management.

Since 2015, more than 4,500 high school students have completed ProStart® and earned ServSafe Food Handler and Manager industry certifications. In the last 4 years, approximately 1,497 CO ProStart students participated in the Concurrent/Dual Credit program at Metropolitan State University of Denver. CRF has recently expanded their partnership with Easter Seals, providing training programs for individuals with disabilities and Matthew's House for aging out foster care youth. CRF has created short-term certificate programs, such as ServSafe and Food Handling certifications, to assist these populations in accessing meaningful job opportunities.

Problem or Opportunity

The hospitality industry has been among the hardest hit industry sectors by the COVID-19 pandemic and resulting economic downturn. In the absence of a COVID-19 vaccine, it is unclear whether students will be able to participate safely while maintaining the quality and successful outputs of the program. Demand for the program is also uncertain as long as unemployment remains elevated in the hospitality industry. The Department has identified other programs that it will continue to support with existing appropriations in order to support this struggling industry.

Proposed Solution

The Department requests a reduction of \$401,497 General Fund and 0.5 FTE in FY 2021-22 and ongoing for the Hospitality Education Grant Program, eliminating state funding for the program. The Department will continue to support increased employment in the food service and accommodation industry sector through the following programs:

Lives Empowered

The Lives Empowered initiative supports individuals in the retail, food services, and hospitality sectors by providing training opportunities and supportive services to incumbent workers already employed in these industries. A component of the training available at no cost to individuals prepares individuals to exit these industries for occupations that are more likely to offer a sustainable, living wage.

The original end date for this initiative is June 30, 2021. However, an extension is being requested that would maintain the availability of services through the end of calendar year 2021. Through this effort, career pathways in the retail and food services industries have been mapped on mycoloradojourney.com, and that information will continue to be available to the public to inform individuals about career opportunities and the education or training necessary to progress through a career. There are three retail and hospitality sector partnerships supported by this grant.

Pathway Home Colorado

The Colorado Pathway Home is a re-entry program focused on formerly incarcerated individuals that will provide pre and post-release employment and training services to 350 men and women housed in Bent, Crowley, Sterling, Fremont, and Cannon Minimum Security Centers and Denver Women’s Correctional Facilities. Services will also be provided in the Denver, Arapahoe, and El Paso County Jails for inmates who are likely to relocate to the 5-county Denver Metropolitan Area and the El Paso/Teller County areas upon release. In collaboration with CDLE, the Department of Corrections will use their relationship with NRAEF to better prepare individuals to find success in employment and career advancement post-incarceration in the Hospitality field. NRAEF has developed an innovative reentry program model by connecting the justice system, post-release programs, and industry. NRAEF will provide industry training and certifications, job-readiness training, employment opportunities, and support services to formerly incarcerated individuals upon release.

Apprenticeship State Expansion (ASE) Grant

The Apprenticeship State Expansion Grant supports statewide growth in all industries, including providing support for two Statewide Apprenticeship Consultants that can support interested employers and new sponsors in registering their apprenticeships with the US Department of Labor. One Consultant has been designated to provide on-demand support to the hospitality industry as needed. Support for related instruction, on-the-job learning, or supportive services is available for apprentices (approximately ~\$500/participant), based on apprentice eligibility. This grant is a federal discretionary grant active until June 30, 2022.

State Apprenticeship Expansion (SAE) Grant

The State Apprenticeship Expansion (SAE) grant supports statewide growth in all industries, including hospitality. Support for related instruction, on-the-job learning, or supportive services is available for registered apprentices and pre-apprentices based on local workforce center eligibility. The program is set to expire on October 31, 2020, however the state may be awarded a no-cost extension through June 30, 2021.

Anticipated Outcomes:

The Department will utilize current programs to assist the hospitality industry and seek additional funding from non-state sources for workforce programs, if available. The elimination of the Hospitality Education Grant Program is not expected to hinder the department’s ability in reaching its performance goals.

Assumptions and Calculations:

N/A