

# Appendix C - Talent Pipeline Policy Success

## Implementation Status of Recently Passed Talent Development Legislation

Provided by the Colorado Workforce Development Council through a cross agency policy and legislative working group. Updated November 2018.

### 2018 Legislation:

#### **HB18-1316 Extend Colorado Department Of Labor And Employment Skilled Worker, Outreach, Recruitment, and Key Training Grant Program (WORK Act) - see HB15-1276**

#### **HB18-1334 Extend Transitional Jobs Program (CDHS)**

**Problem:** ReHire Colorado was scheduled to sunset December 31, 2018.

**Solution:** ReHire Colorado was reauthorized allowing the Colorado Department of Human Services to continue program operations through June 30, 2023. ReHire Colorado is a transitional employment program that combines wage-paid work, job skills training and supportive services to help individuals facing barriers to employment succeed in the workforce. ReHire's target populations include; Veterans, job seekers over 50, and non-custodial parents.

**Funds Allocated, FTE Provided:** \$2.3 million, 1.0 FTE

**Status:** In response to the legislation, CDHS issued a Request for Proposal in October 2018 and plans to award the grant in December 2018 to local area contractors to operate the program through June 30, 2021.

**Performance Measures, if any:** The program's success will be measured through placement into transitional employment, gainful unsubsidized employment, and employment retention at 90, 120 and 180 days.

#### **HB18-1343 Veterans' Service-to-career Program**

**Problem:** Providing quality training, employment and wrap-around services to veterans is a state priority.

**Solution:** The bill continues the Colorado veterans' service-to-career program, which was established as a pilot program in 2016 (HB16-1267). CDLE will select one or more workforce centers that may contract with a nonprofit agency to administer the program. Workforce centers selected by the department will develop and expand programs to provide workforce development-related services specifically tailored to the unique needs and talents of veterans, spouses, and other eligible participants. WIOA funds must be used first for eligible participants to avoid duplication of services. The department is required to develop an evaluation methodology to measure program effectiveness.

**Funds Allocated, FTE Provided:** \$1 million, 0.5 FTE

**Status:** In response to the legislation, CDLE issued a Request for Applications in October 2018 and plans to award grants in December 2018.

**Performance Measures, if any:** The program's success will be measured through gainful employment and participation in skills training or educational programs of eligible participants. The department is required to develop an evaluation methodology to measure program effectiveness and compare programs serving similar participants.

### 2017 Legislation:

#### **HB17-1003 Strategic plan to address teacher shortage**

**Problem:** Colorado is experiencing a shortage of qualified teachers for the PreK-12 education system.

**Solution:** Legislation was passed requiring that the issue be examined and a strategic plan created to address the shortage.

**Status:** In response to the legislation, The Colorado Department of Higher Education (CDHE) in collaboration with The Colorado Department of Education (CDE) analyzed the teacher shortage and subsequently synthesized the concepts and recommendations into a proposed Strategic Action Plan. This plan can be organized and

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implemented in different ways by each level of the system (state, district, school, and community). [The strategic plan is published through the CDHE web site and can be found through this link.](#)

### **HB17-1184 Modern Technology Education in Public Schools**

**Problem:** Digital literacy is a critical skill that has been identified by Colorado businesses as key to ensuring work-ready skills.

**Solution:** This law directs CDE staff to create a publicly available resource bank of materials pertaining to computer science programs, including sample standards, samples of curricula, and materials for professional educator development.

**Status:** Work is underway in developing the resource bank of materials to meet the July 1, 2018 deadline.

### **SB17-292 Colorado Works Employment Opportunities With Wages**

**Problem:** Too few Colorado Works participants transition to permanent, full-time employment.

**Solution:** Support Colorado Works jobseekers to gain marketable skills and recent work experience through subsidized training and employment opportunities to gain living-wage, permanent employment. The General Assembly passed legislation (SB 17-292) to create the Colorado Works Employment with a Wage Program (rebranded the Colorado Works Subsidized Training and Employment Program (CW-STEP)). \$4 million was appropriated for the program, in order to assist 720 Colorado Works recipients annually attain living-wage, permanent jobs via hands-on employment opportunities with subsidized wages, including apprenticeships, on-the-job training, transitional jobs, and paid internships. Specifically, CW-STEP will:

- Provide participants with income and on-the-job experience that can lead to permanent employment.
- Increase employment outcomes among Colorado Works participants.
- Increase the number of jobs filled in industries with demonstrated shortages of qualified workers.
- Help small businesses hire willing employees and increase output, allowing them to train workers for their specific needs.

**Funds Allocated:** \$4 M federal TANF funds

**Status:** Beginning in July 2017, CDHS convened a workgroup to set program parameters and develop a RFP to solicit vendors to run CW-STEP programs across the state. Vendors were secured through this process in the fall of 2017. Participants will begin enrolling in the program in January 2018.

#### **Performance Measures, if any:**

- A minimum of 35% of Colorado Works participants enrolled in CW STEP will obtain unsubsidized employment;
- Of that 35%, a minimum of 20% of participants enrolled in CW STEP will obtain living-wage jobs;
- At least 40% of Colorado Works jobseekers enrolled in CW STEP will have an identified path to obtaining a livable wage job within two years from the date of enrollment as demonstrated by their Colorado Works road maps, marketable skills increases, and other demonstrable increases documented in their case notes;
- Colorado employers will have expressed satisfaction with CW STEP, as demonstrated by survey results; and
- Children of parents enrolled in the CW STEP needing child care assistance will have been connected with high-quality child care in their community, as demonstrated by increased CCCAP eligibility and/or increased enrollment in early childhood centers.

Additional, longer-term program measures (pending available data) may also include:

- Post-participation wage progression;
- Employment retention;
- Reduction or elimination of receipt of public assistance;
- Obtainment of healthcare and/or other benefits with employment; and
- 2Gen outcomes, including connecting to quality child care, children's school improvement, and children's employment outcomes.

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### 2016 Legislation:

#### **HB 16-1073 Electrical Industry Safety And Training Act**

**Problem:** An applicant seeking renewal of a license to be a journeyman electrician, a master electrician, or a residential wireman must only demonstrate competency through an assessment performed by a private company, without any continuing education requirements.

**Solution:** The bill modifies the license renewal process for electricians by requiring continuing education rather than an assessment. The 24 hours of training will better equip electricians with the skills they need to be successful in their profession. This new requirement makes it less burdensome for licensees to transfer between states for reciprocity. With CEUs, Colorado is more consistent with other states that are part of NERA (National Electrical Reciprocal Alliance).

**Status:** DORA's DPO has conducted extensive stakeholder and professional association outreach and rulemaking to implement the requirements of the bill, with rules effective April 1, 2018. In December 2017, the Electrical Board posted a list of approved CE providers and classes. It also posted applications for those wishing to be CE providers.

The bill's requirements will help streamline renewal processing for a total of 13,389 current electrical licensees. This includes the 624 residential wireman, 7428 journeyman wireman, and 5337 master electricians.

#### **HB 16-1103 Clarifying License Pathways for Mental Health Workforce**

**Problem:** Requirements for candidates seeking licensure as a mental health professional are outdated and cumbersome.

**Solution:** The new law clarifies that graduates must have "completed" their degrees (rather than "hold") in order to fulfill the educational requirements for licensure. This change expedites the licensure process significantly. Often, new graduates do not receive, or "hold" their actual degree certificate for many weeks after graduation. As a result, they must wait to apply, even if they have a job offer.

**Status:** Law went into effect in January 2017.

Now any applicants who are awaiting graduation, but have completed all of their program requirements, may have their school complete the Certification of Master's or Doctoral Education form rather than provide a transcript. Once completed, the form can be uploaded as part of your application.

For LPCC, MFTC and PSYC, there is no test required. Providing this form and meeting the rest of the qualifications is all that is needed for a candidate permit. LSWs must pass the Association of Social Work Boards Exam. Therefore, applicants who have not graduated, but who want to begin accruing hours, can use the Certification of Master's Education form to apply to take the test for licensure.

The Division has conducted extensive outreach, and worked with various associations and key educational institutions to help applicants better understand the efforts made to streamline the application process.

#### **HB16-1114 Repeal Duplicate Reporting Requirements for Employers**

**Problem:** State and Federal laws both require employers to ensure that employees are legally eligible for employment.

**Solution:** The bill eliminates current employment verification standards that require employers in Colorado to attest that they have verified the legal work status of each employee and to submit documentation to the division of labor at CDLE.

**Funds Allocated, FTE Provided:** \$0, 0 FTE

**Status:** Division of Labor Standards and Statistics repealed regulatory provisions consistent with this statute, effective January 1, 2017.

#### **HB16-1142 Rural & Frontier Health Care Preceptor Tax Credit**

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**Problem:** Rural areas of the state suffer from a shortage of primary health care providers and a lack of professional instruction and supervision that allow students studying primary care to obtain the requisite professional mentoring and supervision to practice upon obtaining a professional degree.

**Solution:** The bill offers an income tax credit in the amount of \$1,000 to a health care professional who provides a preceptorship (mentoring experience) to an eligible graduate student to enable the student to obtain an eligible professional degree.

**Status:** Dept. of Revenue and DPA are working to implement

### HB16-1197 Military Veteran Occupational Credentials

**Problem:** Many veterans have extensive military training and job experience in occupations that would benefit Colorado, but military experience does not easily translate into credit for licenses and certifications.

**Solution:** The bill requires each state agency that regulates a profession or occupation to evaluate and provide appropriate credit toward licensing and certification for military experience.

**Status:** DORA along with Ag, Law, Natural Resources, CDPHE, Revenue and Sec. of State are all involved in implementing this law.

DORA Implementation Update:

- Phase I of the Veterans Occupational Credentialing and Licensing (VOCAL) program began in December, 2016. VOCAL is intended to identify and streamline paths to occupational licensure by leveraging existing military credit and experience. The 2017 VOCAL implementation report can be found [here](#).
- To date, DORA/DPO has adopted 2 new Board rules, and 13 new Board policies to streamline the granting of occupational credentials to veterans based on military training. The new rules and policies apply to the following occupations; nursing, dental, physical therapy, plumbing, electrical, addiction counselors, marriage & family therapists, and psychologists.
- DORA/DPO has also revitalized its “Military & Veterans Programs” website to educate veterans about streamlined licensing policies and other career options.
- Phase II VOCAL analysis began in August, 2017 and will focus on streamlining occupational requirements for mental health programs, barber/cosmetologists, accountants, electricians, plumbers, and program areas within the architecture, engineering, and land surveyor boards.

**Performance Measures, if any:** DPO has set a baseline target of adopting at least 4 new board rules or policies per fiscal year, with a strategic goal of adopting 12 new board rules or policies each fiscal year. Additionally, DPO may measure the actual amount of time it takes a veteran to become licensed under streamlined policies versus former policies. This measurement may help gauge how effective the streamlined policies are compared to their former policies in terms of providing expedited workforce placement for veterans.

However, in the long term, success will be measured both quantitatively and qualitatively - in other words, the pure number of policies or board rules adopted are simply one way to measure the strength and success of the VOCAL program. Individual success stories - such as the 4 individuals who recently obtained their LPN licensure through credit and experience they already gained through their military service - are also valuable metrics in measuring the performance and implementation of HB16-1197.

### HB16-1198 Computer Courses Fulfill Graduation Requirements

**Problem:** Computer science and computer coding skills are widely recognized as valuable assets in the current and future job market, but many high school students are not taking computer science and coding courses because they do not count toward Colorado’s graduation requirements.

**Solution:** The bill encourages school districts to count a computer science or coding course as fulfilling a graduation requirement in mathematics or science. It directs the state board of education to include knowledge and skills in computer science when revising curricula, and it creates and maintains a resource bank of models.

**Funds Allocated, FTE Provided:** \$0, 0 FTE for CDLE

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**Status:** CDE is working with the Compute Colorado Taskforce in partnership with **CWDC**, CTA and Colorado STEM to implement this bill. The Compute Colorado Taskforce has been active for 1 year and last met on 11/4/16 to get an update on progress to date and to decide what workgroups would be established to continue the work going forward. Special focus was given to the current computer science standards work in process and CDE provided questionnaires to collect input and feedback for inclusion in their statewide listening tour.

### **HB16-1267 Colorado Veterans' Service-To-Career Pilot Program**

**Problem:** Providing quality training, employment and wrap-around services to veterans is a state priority.

**Solution:** The bill created the Colorado veterans' service-to-career pilot program. CDLE will select one or more workforce centers that may contract with a nonprofit agency to administer the program. Workforce centers selected by the department (with the nonprofit agency if selected) develop and expand programs to provide workforce development-related services specifically tailored to the unique needs and talents of veterans, spouses, and other eligible participants. WIOA funds must be used first for eligible participants.

**Funds Allocated, FTE Provided:** \$665,296; 0.2 FTE

**Status:** Three workforce centers (Arapahoe/Douglas Works!, Pikes Peak Workforce Center, Larimer County Workforce Center) were selected to implement the program through a competitive process. Through the end of the Pilot Project on June 30, 2019, \$640,000 was spent serving 507 Veterans and their eligible family members. Services delivered included supportive services such as housing and transportation, career counseling, job search, and skills assessments. One hundred seventy-one (171) individuals entered employment as a result of the program with average wages above \$20/hr. Another 38 individuals entered internships.

**Performance Measures, if any:** The program's success is measured through gainful employment and participation in skills training or educational programs for veterans, spouses, and eligible participants. 507 veterans and eligible family members were served. 171 participants have entered employment (34%) and another 38 participants have entered internships.

### **HB16-1287 CDLE Pre-apprenticeship & Apprenticeship Study [WP]**

**Problem:** Apprenticeship programs are a valuable career path, but there are many perceived and possibly real barriers to creating and sustaining apprenticeship programs.

**Solution:** The bill directs the Colorado Department of Labor and Employment to study ways to increase the use of apprenticeship programs by Colorado businesses and to make a report and recommendations based on the study which is due July 1, 2017.

**Funds Allocated, FTE Provided:** \$0; 0 FTE

**Status:** The report was completed on time and delivered to the Legislature. Research focused on Workers Compensation and Unemployment Insurance specific issues, as well as labor laws and other potential issues.

### **HB16-1288 Industry Infrastructure Grant Program [WP]**

**Problem:** In order to meet the current and future workforce needs, businesses must become not only consumers of a talented workforce but also producers of that talent pipeline.

**Solution:** The bill created a matching grant program within the Colorado Workforce Development Council to fund nonprofit entities to assist industry associations to define industry competencies and collaborate to facilitate training and education in the classroom and the workplace to support businesses in becoming centers of learning.

**Funds Allocated, FTE Provided:** \$300,000 General Funds to be awarded to grantees, 0 FTE

**Status:** CWDC is working through contracting at CDLE to solicit applications for the award(s), requests are expected to post by December 10th, with awards made before December 30th.

CWDC has executed a contract with CareerWise Colorado for the full amount of \$300,000 and work is progressing on schedule with the contract in place. The annual report can be found as an appendix to the [2017 Talent Pipeline Report](#).

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### **HB16-1289 Incentives To Complete Career Development Courses -- Career Success Pilot Program [WP]**

**Problem:** Colorado's graduation guidelines offer industry recognized credentials as one way to meet graduation requirements, but schools have limited resources and lack of information about which credentials are of value.

**Solution:** The bill creates a pilot program wherein school districts receive a \$1,000 bonus for each high school student who {1} earns an industry certification tied to an in-demand job, {2} finishes a rigorous workplace training program tied to key industry needs, or {3} successfully completes a Computer Science AP course.

**Funds Allocated, FTE Provided:** \$1,000,000 to Department of Education for incentives, 0 FTE

**Status:** CWDC worked with CDE, CCCS-CTE to utilize the top jobs criteria and match top jobs to certificates currently being offered in school districts, additional certificates were added to from national credential lists. CWDC worked with Colorado Succeeds to vet the list with business and published the approved credentials in the 2016 Talent Pipeline Report Appendices. As no additional staff resources were provided by the legislation, CDE is working within existing staff resources to implement this program and is drafting guidance to assist local school districts with implementation and outline how these efforts can be braided with other policies. The guidelines and MOU, along with programs/courses completed data, will be due to CDE by June 30, 2017 for the 2016-17 school year. CDE plans to have the MOU and other information available on the CDE website by January, 2017. CDE will work with CWDC and CDHE to consider future updates to the eligible credential list and establish a process for ongoing input from business and industry, to be updated as appropriate in the [Annual Talent Pipeline Report](#).

[One full cycle of the program has been completed and a status report can be found on the CDE web site and linked here.](#)

#### **Performance Measures, if any:**

- 27 school districts participated
- 3,106 total qualifying credentials/courses reported
- 1,807 certificates funded at a rate of \$553.40
- 1,299 credentials/courses not funded

### **HB16-1290 Extend (Rehire Colorado) Transitional Jobs Program**

**Problem:** Employers are not eager to hire an individual that does not have a strong work history; individuals without work experience have a difficult time marketing themselves to prospective employers.

**Solution:** Extends the ReHire Colorado program, which provides job training to help Coloradans find gainful employment and transition off of government assistance. The program helps the economic recovery reach the Coloradans who need it most, focusing on helping veterans, seniors and non-custodial parents secure long-term employment.

**Status:** ReHire Colorado is a subsidized employment program that aims to help low-income veterans, older workers, and non-custodial parents owing child support find meaningful employment. HB 16-1290 allowed for an extension of this successful program already housed at CDHS. The program is extended for two more years, but the bill did not expand the program. CDHS is currently in the process of bringing on vendors in January to cover this new time period.

#### **Performance Measures, if any:**

Entered employment, wage of employment, and employment retention

### **HB16-1302 Workforce Innovation & Opportunity Act [WP]**

**Problem:** The reauthorization of the federal Workforce Investment Act as the new Workforce Innovation and Opportunity Act in 2014 caused misalignment with the Colorado statute for implementation of these laws.

**Solution:** The bill aligns state statute with the federal Workforce Innovation and Opportunity Act, of 2014.

**Funds Allocated, FTE Provided:** \$0. 0.0 FTE

**Status:** The bill required the creation of a marketing and outreach committee to review terminology used, and adjust as possible. The committee work is complete.



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### **SB16-077 Employment First For Persons With Disabilities**

**Problem:** Colorado does not have, nor has it been determined that it should have, an Employment First Policy that would facilitate increased integrated employment options for people with the most significant disabilities.

**Solution:** The bill creates task force to create a long term strategy for employment of people with disabilities incorporating employment first strategies; with the state rehab council (housed in DVR) to lead the departments of ed, higher ed, HCPF, CDHS and CDLE as well as a host of enumerated external stakeholders to create this strategy by November 2017.

**Funds Allocated, FTE Provided:** \$0. 0.0 FTE

**Status:** DVR staff working to assist the Colorado State Rehabilitation Council with implementation, including recruitment of participants for the Employment First Advisory Partnership (EFAP) committee which will develop a strategic plan by January, 2018. The EFAP committee completed its strategic plan development and submitted the plan to the legislature in January 2018. [The report and relevant appendices are published as Appendix L to the 2017 Colorado Talent Pipeline Report.](#)

### **SB16-134 Professional Licensing For Military Veterans**

**Problem:** As veterans transition to civilian life many of the skills and abilities that they gained during service do not effectively transfer to credentials in

**Solution:** This bill requires the Colorado department of public health and environment (CDPHE) to consider crediting a military veteran's training, education, and experience toward the qualifications for certification as an emergency medical service provider. It requires the Colorado department of revenue (DOR) to consider crediting a military veteran's training, education, and experience toward the qualifications for a commercial driver's license; and requires the division of veterans affairs to make reasonable efforts to notify a discharged member of the obligations of CDPHE and DOR under sections 1 and 2 of the bill and of the duties and functions of a professional licensing authority that is regulated by the department of regulatory agencies.

**Status:** Need to obtain current status

### **HB16-1034 Emergency Medical Responder Registration**

**Solution:** EMERGENCY MEDICAL RESPONDER REGISTRATION IN THE DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT Changes the name of first responders to emergency medical responders and creates a registration program for the emergency medical responders in CDPHE. The department is also authorized to promulgate rules concerning the recognition of training programs and continued competency requirements for emergency medical responders.

**Status:** Need to obtain current status

### **SB16-104 Recruitment and Retention of Teachers in Rural Areas**

**Problem:** Rural areas of the state have a difficult time recruiting and retaining teachers.

**Solution:** The bill creates several methods to address the problem of recruitment and retention of teachers in rural school districts of Colorado.

**Status:** In late summer 2016, DHE distributed a request for proposals (RFP) to the 21 Colorado institutions of higher education that offer educator preparation services. At the end of October, we received applications from six universities for this RFP. They are: Adams State University, Colorado State University, University of Colorado Boulder, University of Colorado Colorado Springs, University of Northern Colorado and Western State Colorado University. An external review team (made up of rural superintendents and leaders, CDE experts and BOCES/Rural Alliance representatives) are currently reviewing proposals and should have an institution selected by November 18. DHE has also initiated discussions with external grant funding groups (primarily from agri-business foundations) and the Colorado Education Initiative to begin the process of securing additional external funding to develop a nationally-recognized rural education center at the selected institution. This will be ramped-up once the institution is selected. DHE and Western State also recently completed a process where we took 140 teacher candidates from the University of Colorado Colorado Springs to 8 different rural districts in

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eastern and southern Colorado. This exposure has resulted in a significant increase in student interest in teaching in rural locations. Based on this success, this process is going to be replicated at three other institutions this winter and spring.

### **HB16-1082 Area Vocational Schools to Technical Colleges**

**Problem:** The name area vocational schools does not reflect the quality of technical education they provide.

**Solution:** Changes the name of area vocational schools to area technical colleges and adds representation for area technical colleges to the Concurrent Enrollment Board and State Workforce Development Council. The bill also adds technical colleges to the list of school types that can receive funding from the CO Energy Research Institute and the CO Opportunity Scholarship Initiative.

**Funds Allocated, FTE Provided:** \$0, 0 FTE

**Status:** Implemented

### **HB16-1048 Business Enterprise Program for Blind Entrepreneurs**

**Problem:** Opportunities for blind entrepreneurs are limited

**Solution:** The bill requires expansion of BEP opportunities for blind vendors at higher education institutions, the department of corrections, the department of natural resources and the Colorado State Fair, including review of the bid processes, scaling of operations and resulting revenues streams and training opportunities.

**Funds Allocated, FTE Provided:** \$0, 0 FTE

**Status:** Initial meeting with higher ed completed November 2016. A meeting has been requested with Department of Corrections, expected to occur the week of December 5, 2016. The report due to the legislature will be drafted and submitted by 01/01/17.

### **HB16-1100 Tuition Status for Unaccompanied Youth**

**Problem:** Homeless youth do not have equitable access to higher education for in-state tuition purposes

**Solution:** The bill amends statutory provisions relating to the persons qualified to determine domicile for purposes of establishing in-state tuition at state institutions of higher education. The bill adds unaccompanied homeless youth to the list of persons who are qualified to determine their own domicile.

**Status:** In progress of being implemented.

### **HB16-1423 Student Data and Education System**

**Problem:** Concerns over security of individual student data

**Solution:** The bill adds to the existing laws pertaining to student data security by adopting additional duties that the State Board of Education (State Board), Department of Education (Department), and school districts, boards of cooperative services, and charter schools (LEPs) must comply with to increase the transparency and security of the Student Personally Identifiable Information (Student PII) that the Department and the LEPs collect and maintain. The bill imposes duties on all entities that receive Student PII from the Department, the commercial entities that provide School Services by formal contract with an LEP (Contract Providers), and the commercial entities that an LEP or employees of an LEP choose to use without entering in a formal, negotiated contract (On-Demand Providers).

**Status:** CDE, the State School Board, and the LEPs are working through the process to implement.

### **SB16-093 Transfer State Independent Living Facilities to CDLE**

**Problem:** DVR was transferred to CDLE but the SILC was left at CDHS

**Solution:** The bill transfers the oversight of independent living services for persons with disabilities from the department of human services to the department of labor and employment as of July 1, 2016, and creates an office of independent living services to oversee the duties.

**Funds Allocated, FTE Provided:** Program costs appropriation = \$206,065 GF with 4.0 FTE. Independent Living Services appropriation = \$6,963,800 GF.



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**Status:** Independent Living Services are integrated within DVR at CDLE. The rule for expanded funding was promulgated in CDHS rules. CDHS rules were transferred to CDLE in January 2017.

### **SB16-179 Unemployment Insurance Classification**

**Problem:** The process for determination of independent contractors is not clear

**Solution:** The bill requires CDLE to develop guidance for employers on the statutory factors specified that determine the classification; clarify the process by which an employer or individual may submit further information in response to a determination by the department and prior to an appeal; establish an individual to serve as a resource for employers on certain classification and audit matters; establish internal methods to improve consistency between auditors; and establish an independent review of a portion of audit and appeal results at least twice a year to monitor trends and make improvements to the audit process.

**Funds Allocated, FTE Provided:** \$36,750 GF and 0.5 FTE, Navigator position filled.

**Status:** Labor and Employer Stakeholder groups have jointly met, and are close to consensus on language for proposed rules to provide clarity on worker classification under CESA. The Department has amended audit close out letters to clarify the process to have further information considered in an audit prior to an appeal. The Unemployment Insurance Navigator position is filled and working with businesses on audit cases in which there are questions on the path to resolution, proper classification of workers, or clarification on the audits/settlement process. Finally, the Department has taken steps to improve training and consistency among the auditors and developed a bi-annual independent analysis to objectively report on trends and improvements.

### **HB16-1386 Necessary Document Program**

**Problem:** Lack of ability to obtain documentation of identity during hardship

**Solution:** The bill directs the office of health equity in the department of public health and environment to administer a necessary document program. The office will make grants to or contract with one or more nonprofit entities to assist Colorado residents who are victims of domestic violence, impacted by a natural disaster, low-income, disabled, homeless, or elderly and who are seeking documentation of their identity, status, or citizenship by paying the fees to acquire a necessary document.

**Status:** need to get update from CDPHE

## 2015 Legislation:

### **HB15-1030 Employment Services for Veterans Pilot Program**

**Problem:** Veterans may need extra assistance to obtain and retain employment

**Solution:** The bill requires the department of labor and employment to administer an employment services for veterans pilot program, which must provide follow-along job services for up to 20 veterans including: Job retention services; Mediation services between the employer and the employee; Job mentoring skills and guidance to employees; and Advice and support concerning career advancement. The department is required to use a competitive request for proposal process to select a local nonprofit agency to contract with to implement and operate the program. The program is repealed January 1, 2018.

**Funds Allocated, FTE Provided:** \$157,950 general fund, \$15,950 administration, 142,000 contract, .3 FTE (hired)

**Status:** Discover Goodwill in Colorado Springs was competitively selected as the vendor for the program by CDLE and provided financial literacy classes, job coaching, and retention support to their participants as well as support to the family members of the Veterans. The program ended June 30, 2017.

**Performance Measures, if any:** 20 veterans served (100% of goal); 18 veterans employed. Staff support and supportive services kept veterans in jobs when they faced barriers to employment (vehicle accidents on the job, domestic violence situations, separations/divorces and lack of driver's licenses).

### **HB15-1170 Increasing Postsecondary and Workforce Readiness [WP]**

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**Problem:** Colorado students should demonstrate strong readiness to enter the workforce or pursue postsecondary education upon graduation from high school.

**Solution:** The bill clarifies that the state board of education will issue career and technical education authorizations based on the qualifications that the state board for community colleges and occupational education adopts. The bill also adds a matriculation sub-indicator to the existing postsecondary and workforce readiness indicator of the district and school performance frameworks. The bill creates the position of postsecondary and workforce readiness statewide coordinator (statewide coordinator). The statewide coordinator is responsible to the state workforce development council (council) in the department of labor and employment. **Funds Allocated, FTE Provided:** \$95,266; \$1,000 for IT, \$94,266. 1.0 FTE at CWDC shared with CDE **Status:** DHE and CDE staff collaborated throughout the 2015-16 school year to refine the postsecondary data provided by DHE for the Bill's reporting requirements. **CWDC** and CDE jointly hired the statewide coordinator in December 2015 and she has worked in partnership with school districts and employers throughout the state to promote career pathway development and support the implementation of postsecondary and workforce readiness programs, including integration with CareerWise Colorado for youth apprenticeship opportunities. The coordinator is also working collaboratively with CDE, CDLE & CTE to implement a work-based learning incubator to provide support to schools and districts working to launch and scale work-based learning opportunities as a strategy to increase postsecondary and workforce readiness. Initial data from the sub-indicator was available in 2017.

### **HB15-1230 Creation of Innovative Industries Workforce Development Program - [WP]**

**Problem:** Work experience is a critical factor in an individual's ability to obtain employment and financial barriers limit the ability of companies to provide experience to students.

**Solution:** The Innovative Industries Workforce Development Program was created in CDLE to reimburse companies in specific industries for payroll and related costs associated with internships. Funding was made available to support up to seven industry intermediaries in their efforts to recruit companies to take on interns and establish regular internships.

**Funds Allocated, FTE Provided:** \$597,525 general fund; \$520,000 awards, \$77,525 administration, 1.3 FTE (1.0 program coordinator at WDP; 0.3 industry coordinator at CWDC)

**Status:** During the third cycle of funding, one hundred thirty internship slots were approved in FY 17-18 with 110 internships successfully completed. The average hourly internship wage during FY 17-18 was \$15.53, an increase from the previous cycle(s) in the following industries: Aerospace, Advanced Manufacturing, Bioscience, Construction, Electronics, Energy & Natural Resources, Engineering, and Information Technology. The CWDC contracted with six trade associations and has formed a coalition which will be used to collaborate on work-based learning opportunities, including but not limited to this legislation. The annual report can be found as an appendix to the [2017 Talent Pipeline Report](#).

**Performance Measures, if any:** 110 individuals have completed internships, with an average hourly wage of \$15.53 an increase from the previous year of \$15.18. Since the inception of Innovative Industries, 438 interns have gone through the program.

### **HB15-1270 Authorization for Local Education Providers to Operate Pathways in Technology Early College High Schools [WP]**

**Problem:** More than 70% of the top jobs in Colorado require some level of experience in the STEM fields and some type of education beyond a high school diploma.

**Solution:** This bill Authorizes the operation of a limited number of pathways in technology early college high schools (p-tech schools) in the state. Such schools allow students to graduate from high school with a high school diploma and an industry-recognized associate degree in applied science that focuses on science, technology, engineering, and mathematics. P-tech schools must collaborate with a community college and one or more businesses.

**Funds Allocated, FTE Provided:** \$0, 0 FTE for CDLE

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**Status:** COMPLETE: Three schools were approved and announced in early 2016: Adams 12; James Irwin Charter School; St. Vrain Valley. There is always a potential for additional schools to be approved. CDE will be measuring the school's performance. More information: <http://www.cde.state.co.us/postsecondary/p-tech>

### **HB15-1271 Funding of Mobile Learning Labs through the Colorado Existing Industries Training Program**

**Problem:** Employers are limited in their ability to support training for employees due to space constraints and time requirements to support off-site training.

**Solution:** This bill allows moneys available for the Colorado Existing Industry Training Program to be used to fund mobile learning labs, which provide employers with a flexible delivery option for on-site training. This program is administered jointly by the Community College System office and the Office of Economic Development and International Trade.

**Status:** In June of 2017 the Existing Industries training program awarded \$711,000 to Pueblo Community College to construct a Mobile Learning Lab.

### **HB15-1274 Creation of Career Pathways for Students for Critical Occupations in Growing Industries [WP]**

**Problem:** Industry driven career pathways do not exist for all of the in-demand and growing industries in Colorado.

**Solution:** Based upon the model developed for creating the manufacturing career pathway, the bill directs the state workforce development 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. The first 3 career pathways will be in construction and related skilled trades, information technology, and healthcare.

**Funds Allocated, FTE Provided:** \$477,988 general fund; \$200K to CDHE for online tool, \$86,960 to CCCS, \$191,038 to CWDC; 2.5 FTE (1.5 at CWDC and 1.0 at CCCS)

**Status:** The IT industry career pathway was developed during fiscal year 16 and the data captured from businesses throughout the state has been analyzed and released in the Tech Talent Forums Report as well as utilized to build career pathway maps housed on [careersincolorado.org](http://careersincolorado.org), which was developed as a result of this bill. In July 2017 the pathways for healthcare and construction were publically released on [careersincolorado.org](http://careersincolorado.org). Significant promotion and training efforts took place during the fall of 2017 to educate stakeholders on the web site and how to encourage their customers to use it as a career exploration and planning tool. Work has begun on the next two identified pathways, Cyber Security and Business Operations. Industry Forums on these pathways will take place in February and March 2018 and the pathways will be released online in July 2018. The forum reports for IT, Advanced Manufacturing and Construction can be found as appendices to the [2017 Annual Talent Pipeline Report](#).

### **HB15-1275 Measures to Support Concurrent Enrollment in Career and Technical Education Programs [WP]**

**Problem:** The practice of enrolling high school students in college-level courses while still in high school has yielded positive results in graduation rates and credential attainment, yet work based learning experiences such as apprenticeships and internships have not been incorporated into programs.

**Solution:** This bill requires the creation of a set of standard recommendations to advise and assist local education providers in creating cooperative agreements to include coursework related to apprenticeship programs and internship programs as options within a concurrent enrollment program

**Funds Allocated, FTE Provided:** \$0, 0 FTE to CDLE

**Status:** COMPLETE: Tuition Assist. Program (Aug 2015 CCHE Agenda Item); COMPLETE: Concurrent Enrollment Report - DHE has identified a method of capturing numbers for apprenticeships and internships in the concurrent enrollment counts. DHE will work to educate our data partners at IHEs on how to code these courses. Due to a time lag in our reports, it will be several years before these counts are reported in our CE report. Additionally, CDE and CDHE have collaborated with the Concurrent Enrollment Advisory Board (CEAB) to

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develop and distribute a guidance document to assist in integration of apprenticeships and internships into Concurrent Enrollment.

### **HB15-1276 Skilled Worker Outreach, Recruitment, and Key Training Act -- the WORK Act [WP]**

**Problem:** In-demand industries require a skilled workforce, yet training programs for these industries struggle to attract students.

**Solution:** The WORK Act creates a grant program to support marketing and outreach efforts for the direct recruitment of and outreach to prospective students. Entities that can apply for funds include community colleges, area vocational schools that offer high-need industry certificate programs.

**Funds Allocated, FTE Provided:** \$17,600,000; 2 FTE. HB17-1357 removed the spending cap per fiscal year and extended the grant performance period until June 30, 2019. HB18-1316 extended the WORK Act through June 30, 2021 and allocated an additional \$7.6 million for the WORK grant program for the 2018-19, 2019-20, and 2020-21 fiscal years.

**Status:** Cycle 1 was completed June 30, 2017. Cycle 1E (extension) was completed August 31, 2018. Cycle 2 was completed June 30, 2018. Cycle 2E will be completed December 31, 2018. Cycle 3 grantees were awarded \$3 million to complete work by May 31, 2019.

**Performance Measures, if any:** As of September 30, 2018 - 29,922 participants recruited, 9,474 new program enrollees, 5,681 program completers, 3,144 program completers employed, in industries including Infrastructure Engineering, Advanced Manufacturing, Technology and Information, Health and Wellness, Financial Services and Tourism and Recreation.

### **SB15-082 Authority of Counties to Establish a County Workforce Development Program**

**Problem:** The rising costs of college tuition increases the pool of people who need scholarship funding.

**Solution:** This bill opened up the county mil levy statute so that counties may spend mil money on education, specifically for 2 and 4 year programs. The program also provides a tax rebate for business/industry that provides scholarship funding for apprenticeships/internships and credentials in their industry.

**Status:** Implemented at the county level. An example of the program created in Weld County is in the 2015 Talent Pipeline Report.