

Second Regular Session  
Sixty-ninth General Assembly  
STATE OF COLORADO

**ENGROSSED**

*This Version Includes All Amendments Adopted  
on Second Reading in the House of Introduction*

LLS NO. 14-0893.01 Nicole Myers x4326

**SENATE BILL 14-205**

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**SENATE SPONSORSHIP**

**Newell,**

**HOUSE SPONSORSHIP**

**Young,**

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**Senate Committees**  
Education

**House Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING THE TALENT PIPELINE WORKING GROUP WITH THE STATE**  
102 **WORKFORCE DEVELOPMENT COUNCIL IN THE DEPARTMENT OF**  
103 **LABOR AND EMPLOYMENT.**

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**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://www.leg.state.co.us/billsummaries>.)*

The bill requires the state work force development council (state council), the department of higher education, the department of education, the department of labor and employment, and the Colorado office of economic development to work collaboratively to:

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.*

SENATE  
Amended 2nd Reading  
April 29, 2014

- ! Discuss and determine needs across key industries and occupations including challenges and opportunities in developing and growing relevant talent pipelines;
- ! Ensure that the talent pipeline development infrastructure includes certain elements;
- ! Utilize sector partnerships to advise the development of career pathway programs for critical occupations in key industries and to ensure the coordination of education and workforce initiatives to develop a strong talent pipeline; and
- ! Utilize existing measures and data systems to improve systems alignment and inter-agency communication.

In working collaboratively, 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 to include specified information and recommendations.

The heads of the department of higher education, the department of education, the department of labor and employment, and the Colorado office of economic development are required to include the recommendations from the state council, and any comments they may wish to add concerning the recommendations, to the house of representatives and senate committees of reference with jurisdiction over business issues by January 1, 2015.

The bill authorizes the state council to seek and accept gifts, grants, or donations from private or public sources for the purposes of the state council. The bill creates the talent pipeline cash fund in the state treasury and specifies that the fund consists of any moneys that the state council receives from gifts, grants, or donations.

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

2           **SECTION 1.** In Colorado Revised Statutes, **add** 24-46.3-103 as  
 3 follows:

4           **24-46.3-103. Key industries talent pipeline working group.**

5 (1) (a) THE GENERAL ASSEMBLY HEREBY FINDS, DETERMINES, AND  
 6 DECLARES THAT:

7           (I) COLORADO'S ECONOMY IS DIVERSE AND CONSTANTLY  
 8 CHANGING AND ITS KEY INDUSTRIES ARE DEPENDENT ON AN ACCURATELY

1 SKILLED WORKFORCE TO CONTINUE TO THRIVE;

2 (II) COLORADO'S KEY INDUSTRY EMPLOYERS CONTINUE TO LACK  
3 THE SKILLED WORKERS THEY NEED TO STAY AND GROW IN THE STATE;

4 (III) COLORADANS MISS OPPORTUNITIES FOR GOOD JOBS IN  
5 GROWING INDUSTRIES BECAUSE THEY DO NOT HAVE ACCESS TO THE RIGHT  
6 EDUCATION, TRAINING, OR ADEQUATE HANDS-ON EXPERIENCE AT THE  
7 RIGHT TIME TO SECURE EMPLOYMENT;

8 (IV) PROVIDING CLEAR ACCESS TO INDUSTRY-DRIVEN CAREER  
9 PATHWAYS FOR EDUCATION AND EMPLOYMENT ADVANCEMENT CAN  
10 RESULT IN LONG-TERM IMPROVEMENTS IN THE ECONOMIC WELL-BEING OF  
11 COLORADANS AND WILL PROVIDE INDUSTRIES WITH THE TALENT PIPELINE  
12 NEEDED TO THRIVE NOW AND IN THE FUTURE;

13 (V) CREATING A COORDINATED SYSTEM TO ADVANCE THE SKILLS  
14 AND EDUCATIONAL ATTAINMENT OF COLORADANS ACROSS WORKFORCE  
15 DEVELOPMENT AND EDUCATION, IN ALIGNMENT WITH ECONOMIC  
16 DEVELOPMENT GOALS, AND IN PARTNERSHIP WITH INDUSTRY IS THE MOST  
17 PROMISING WAY TO ADVANCE COLORADANS AND SUPPLY INDUSTRY WITH  
18 THE TALENT IT DEMANDS;

19 (VI) DEEP, AUTHENTIC, AND ONGOING EMPLOYER ENGAGEMENT  
20 AND INPUT IS CRITICAL TO ENSURE THAT EDUCATION AND TRAINING  
21 PROGRAMS ARE ALIGNED WITH THE REAL AND CURRENT NEEDS OF  
22 INDUSTRY; AND

23 (VII) SECTOR PARTNERSHIPS ARE A PROVEN, ESTABLISHED MODEL  
24 OF ENGAGING EMPLOYERS AND COORDINATING WORKFORCE  
25 DEVELOPMENT, ECONOMIC DEVELOPMENT, AND EDUCATION IN RESPONSE  
26 TO THE NEEDS OF INDUSTRY AND ON BEHALF OF WORKERS SEEKING GOOD  
27 JOBS.

1 (b) THE GENERAL ASSEMBLY FURTHER FINDS, DETERMINES, AND  
2 DECLARES THAT IT WILL BE BENEFICIAL TO CREATE A WORKING GROUP  
3 WITH THE STATE COUNCIL COMPRISED OF REPRESENTATIVES FROM THE  
4 RELEVANT STATE DEPARTMENTS AND OFFICES TO DISCUSS AND DETERMINE  
5 THE MOST EFFECTIVE WAY TO USE SECTOR PARTNERSHIPS AT THE  
6 REGIONAL LEVEL TO ALIGN WORKFORCE DEVELOPMENT, ECONOMIC  
7 DEVELOPMENT, AND EDUCATION IN THE STATE TO THE NEEDS OF KEY  
8 INDUSTRIES.

9 (2) THE STATE COUNCIL, THE DEPARTMENT OF HIGHER EDUCATION,  
10 THE DEPARTMENT OF EDUCATION, THE DEPARTMENT OF LABOR AND  
11 EMPLOYMENT, AND THE COLORADO OFFICE OF ECONOMIC DEVELOPMENT  
12 SHALL WORK COLLABORATIVELY TO:

13 (a) DISCUSS AND DETERMINE NEEDS ACROSS KEY INDUSTRIES AND  
14 OCCUPATIONS INCLUDING CHALLENGES AND OPPORTUNITIES IN  
15 DEVELOPING AND GROWING RELEVANT TALENT PIPELINES;

16 (b) ENSURE THAT THE TALENT PIPELINE DEVELOPMENT  
17 INFRASTRUCTURE INCLUDES:

18 (I) A LISTENING PROCESS TO COLLECT WORKFORCE NEEDS FOR KEY  
19 INDUSTRIES' EMPLOYERS;

20 (II) CURRICULUM ALIGNMENT FOR HIGH-DEMAND OCCUPATION  
21 SKILL NEEDS;

22 (III) OCCUPATION-ALIGNED EDUCATION AND TRAINING OPTIONS  
23 WITH A CLEARLY ARTICULATED PROGRESSION;

24 (IV) SKILLS ASSESSMENTS; AND

25 (V) ACADEMIC CAREER COUNSELING;

26 (c) UTILIZE SECTOR PARTNERSHIPS TO:

27 (I) ADVISE THE DEVELOPMENT OF CAREER PATHWAY PROGRAMS

1 FOR CRITICAL OCCUPATIONS IN KEY INDUSTRIES; AND

2 (II) ENSURE THE COORDINATION OF EDUCATION AND WORKFORCE

3 INITIATIVES TO DEVELOP A STRONG TALENT PIPELINE; AND

4 (d) UTILIZE EXISTING MEASURES AND DATA SYSTEMS TO IMPROVE

5 SYSTEMS ALIGNMENT AND INTER-AGENCY COMMUNICATION.

6 (3) (a) IN DOING THE WORK SPECIFIED IN SUBSECTION (2) OF THIS

7 SECTION, THE STATE COUNCIL, IN PARTNERSHIP WITH THE DEPARTMENT OF

8 HIGHER EDUCATION, THE DEPARTMENT OF EDUCATION, THE DEPARTMENT

9 OF LABOR AND EMPLOYMENT, AND THE COLORADO OFFICE OF ECONOMIC

10 DEVELOPMENT, SHALL COORDINATE THE PRODUCTION OF AN ANNUAL

11 COLORADO TALENT REPORT. IN PREPARING THE ANNUAL COLORADO

12 TALENT REPORT, THE STATE COUNCIL, THE DEPARTMENTS, AND THE OFFICE

13 MAY USED PREVIOUSLY COLLECTED DATA AND ARE NOT REQUIRED TO

14 COLLECT NEW DATA FOR THE PURPOSES OF THE REPORT. THE TALENT

15 REPORT SHALL:

16 (I) TAKE INTO CONSIDERATION THE DATA CONTAINED IN THE

17 ANNUAL JOB SKILLS REPORT PRODUCED BY THE DEPARTMENT OF HIGHER

18 EDUCATION AND USE SUCH DATA TO INFORM WORKFORCE DEVELOPMENT

19 ISSUES ACROSS KEY INDUSTRIES;

20 (II) UTILIZE STATE-LEVEL DATA GENERATED FROM STATE-LEVEL

21 SOURCES WHENEVER POSSIBLE;

22 (III) UTILIZE, AND AS APPROPRIATE, EXPAND EXISTING

23 DATA-SHARING AGREEMENTS BETWEEN AGENCIES AND PARTNERS;

24 (IV) PROVIDE A PROGRESS REPORT ON THE STATUS OF CAREER

25 PATHWAY PROGRAMS TARGETED AT KEY INDUSTRIES;

26 (V) PROVIDE AN ANALYSIS OF DATA REGARDING THE SKILLS

27 REQUIRED FOR KEY INDUSTRY JOBS;

1 (VI) INCLUDE RECOMMENDATIONS RELATED TO ADVANCING  
2 TALENT PIPELINE AND CAREER PATHWAYS DEVELOPMENT; AND

3 (VII) INCLUDE RECOMMENDATIONS REGARDING THE ALIGNMENT  
4 AND CONSISTENCY OF DATA NOMENCLATURE, COLLECTION PRACTICES,  
5 AND DATA-SHARING.

6 (b) THE HEADS OF THE DEPARTMENT OF HIGHER EDUCATION, THE  
7 DEPARTMENT OF EDUCATION, THE DEPARTMENT OF LABOR AND  
8 EMPLOYMENT, AND THE COLORADO OFFICE OF ECONOMIC DEVELOPMENT  
9 SHALL INCLUDE THE RECOMMENDATIONS FROM THE STATE COUNCIL, AND  
10 ANY COMMENTS THEY MAY WISH TO ADD CONCERNING THE  
11 RECOMMENDATIONS, TO THE HOUSE OF REPRESENTATIVES AND SENATE  
12 COMMITTEES OF REFERENCE WITH JURISDICTION OVER BUSINESS ISSUES BY  
13 JANUARY 1, 2015. THE HEADS OF THE DEPARTMENTS SHALL ANNUALLY  
14 PRESENT SUCH RECOMMENDATIONS AND COMMENTS DURING THE  
15 LEGISLATIVE HEARINGS REQUIRED PURSUANT TO THE "STATE  
16 MEASUREMENT FOR ACCOUNTABLE, RESPONSIVE, AND TRANSPARENT  
17 (SMART) GOVERNMENT ACT", PART 2 OF ARTICLE 7 OF TITLE 2, C.R.S.

18 **SECTION 2.** In Colorado Revised Statutes, 24-46.3-101, **add** (9)  
19 and (10) as follows:

20 **24-46.3-101. State work force development council - creation**  
21 **- membership - funding through gifts, grants, and donations - talent**  
22 **pipeline cash fund.** (9) THE STATE COUNCIL IS AUTHORIZED TO SEEK AND  
23 ACCEPT GIFTS, GRANTS, OR DONATIONS FROM PRIVATE OR PUBLIC SOURCES  
24 FOR THE PURPOSES OF THIS ARTICLE; EXCEPT THAT THE STATE COUNCIL  
25 MAY NOT ACCEPT A GIFT, GRANT, OR DONATION THAT IS SUBJECT TO  
26 CONDITIONS THAT ARE INCONSISTENT WITH THIS ARTICLE OR ANY OTHER  
27 LAW OF THE STATE. THE STATE COUNCIL SHALL TRANSMIT ALL PRIVATE

1 AND PUBLIC MONEYS RECEIVED THROUGH GIFTS, GRANTS, OR DONATIONS  
2 TO THE STATE TREASURER, WHO SHALL CREDIT THE SAME TO THE TALENT  
3 PIPELINE CASH FUND CREATED IN SUBSECTION (10) OF THIS SECTION.

4 (10) (a) THE TALENT PIPELINE CASH FUND, REFERRED TO IN THIS  
5 SUBSECTION (10) AS THE "FUND", IS CREATED IN THE STATE TREASURY.  
6 THE FUND CONSISTS OF ANY MONEYS THAT THE STATE COUNCIL RECEIVES  
7 FROM GIFTS, GRANTS, OR DONATIONS PURSUANT TO SUBSECTION (9) OF  
8 THIS SECTION.

9 (b) THE MONEYS IN THE FUND ARE ANNUALLY APPROPRIATED TO  
10 THE STATE COUNCIL TO PROVIDE ACTION GRANTS TO TALENT PIPELINE  
11 PROJECTS.

12 (c) ALL INTEREST AND INCOME DERIVED FROM THE INVESTMENT  
13 AND DEPOSIT OF MONEYS IN THE FUND ARE CREDITED TO THE FUND. ANY  
14 UNEXPENDED AND UNENCUMBERED MONEYS REMAINING IN THE FUND AT  
15 THE END OF A FISCAL YEAR SHALL NOT BE CREDITED OR TRANSFERRED TO  
16 THE GENERAL FUND OR ANY OTHER FUND.

17 **SECTION 3. Act subject to petition - effective date.** This act  
18 takes effect at 12:01 a.m. on the day following the expiration of the  
19 ninety-day period after final adjournment of the general assembly (August  
20 6, 2014, if adjournment sine die is on May 7, 2014); except that, if a  
21 referendum petition is filed pursuant to section 1 (3) of article V of the  
22 state constitution against this act or an item, section, or part of this act  
23 within such period, then the act, item, section, or part will not take effect  
24 unless approved by the people at the general election to be held in  
25 November 2014 and, in such case, will take effect on the date of the  
26 official declaration of the vote thereon by the governor.