## Second Regular Session Seventieth General Assembly STATE OF COLORADO

### **PREAMENDED**

This Unofficial Version Includes Committee Amendments Not Yet Adopted on Second Reading

LLS NO. 16-1087.01 Esther van Mourik x4215

**HOUSE BILL 16-1301** 

#### **HOUSE SPONSORSHIP**

Garnett,

#### SENATE SPONSORSHIP

Scheffel,

#### **House Committees**

**Senate Committees** 

Finance Appropriations

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# A BILL FOR AN ACT CONCERNING AN INCOME TAX CREDIT FOR COLORADO BUSINESSES THAT OFFER HIGH-QUALITY APPRENTICESHIPS FOR TOP JOBS,

103 AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.

#### **Bill Summary**

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

The bill provides an income tax credit to qualified Colorado businesses that meet certain criteria and retain pre-apprentices or apprentices. The credit is administered by the Colorado department of labor and employment.

1	Be it enacted by the General Assembly of the State of Colorado:
2	<b>SECTION 1. Legislative declaration.</b> (1) The general assembly
3	hereby finds and declares that:
4	(a) A robust workforce is essential to the economic development
5	and vitality of the state;
6	(b) In an effort to maintain a relevant and capable workforce,
7	businesses should provide high-quality on-the-job training in conjunction
8	with education by offering residencies, pre-apprenticeships, and
9	apprenticeships that can lead to employment at the businesses; and
10	(c) The intended purpose of the tax expenditure in this act is to
11	offset a small portion of the cost to the businesses to create these
12	experiential learning opportunities for the state's youth.
13	SECTION 2. In Colorado Revised Statutes, add 39-22-538 as
14	follows:
15	39-22-538. Income tax credit for a business that offers and
16	fulfills pre-apprenticeships and apprenticeships - definitions - rules.
17	(1) As used in this section, unless the context otherwise
18	REQUIRES:
19	
20	(a) "APPRENTICESHIP PROGRAM" MEANS A REGISTERED
21	APPRENTICESHIP PROGRAM WITH THE OFFICE OF APPRENTICESHIP IN THE
22	UNITED STATES DEPARTMENT OF LABOR OR A LIKE APPRENTICESHIP
23	PROGRAM AS IDENTIFIED BY THE DEPARTMENT OF LABOR AND
24	EMPLOYMENT OR THE WORK FORCE DEVELOPMENT COUNCIL.
25	(b) "CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM" MEANS
26	AN APPRENTICESHIP PROGRAM REGISTERED WITH THE OFFICE OF

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1	APPRENTICESHIP IN THE UNITED STATES DEPARTMENT OF LABOR THAT
2	TRAINS INDIVIDUALS FOR CAREERS IN THE CONSTRUCTION INDUSTRY.
3	(c) "Construction industry pre-apprenticeship program"
4	MEANS A PROGRAM OR SET OF STRATEGIES THAT:
5	(I) IS DESIGNED TO PREPARE INDIVIDUALS FOR CAREERS IN THE
6	CONSTRUCTION INDUSTRY BY FACILITATING THE ENTRY OF INDIVIDUALS
7	INTO A REGISTERED CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM;
8	
9	(II) HAS A DOCUMENTED RELATIONSHIP WITH AT LEAST ONE
10	APPRENTICESHIP PROGRAM REGISTERED WITH THE OFFICE OF
11	APPRENTICESHIP IN THE UNITED STATES DEPARTMENT OF LABOR; AND
12	(III) MEETS THE "QUALITY PRE-APPRENTICESHIP PROGRAM"
13	STANDARDS MAINTAINED BY THE EMPLOYMENT AND TRAINING
14	ADMINISTRATION OF THE UNITED STATES DEPARTMENT OF LABOR.
15	(d) "CREDIT CERTIFICATE" MEANS A STATEMENT ISSUED BY THE
16	DEPARTMENT OF LABOR AND EMPLOYMENT CERTIFYING THAT THE
17	TAXPAYER QUALIFIES FOR THE TAX CREDIT ALLOWED IN THIS SECTION AND
18	SPECIFYING THE AMOUNT OF THE CREDIT ALLOWED.
19	(e) "DEPARTMENT OF LABOR AND EMPLOYMENT" OR
20	"DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND EMPLOYMENT
21	CREATED IN SECTION 24-1-121, C.R.S.
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23	(f) "QUALIFIED TAXPAYER" MEANS A TAXPAYER DOING BUSINESS
24	IN THE STATE THAT MEETS THE REQUIREMENTS SET FORTH IN PARAGRAPHS
25	(b) AND (c) OF SUBSECTION (2) OF THIS SECTION.
26	(g) "RESIDENCY PROGRAM" MEANS A PROGRAM DEFINED BY THE
27	WORK FORCE DEVELOPMENT COUNCIL OR THE DEPARTMENT OF LABOR AND

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1	EMPLOYMENT THAT:
2	(I) PROVIDES INDIVIDUALS WITH A SET OF WELL-DEFINED
3	OCCUPATIONAL SKILLS AND ABILITIES BY TEACHING BOTH THEORETICAL
4	AND PRACTICAL CONCEPTS PRIMARILY THROUGH ON-THE-JOB TRAINING
5	AND RELATED INSTRUCTION; AND
6	(II) Ensures the individual receives a form of
7	COMPENSATION FOR SUCH ON-THE-JOB TRAINING.
8	(h) "TAXPAYER" MEANS A RESIDENT INDIVIDUAL OR A DOMESTIC
9	OR FOREIGN CORPORATION SUBJECT TO THE PROVISIONS OF PART 3 OF THIS
10	ARTICLE.
11	(i) "TOP JOBS" HAS THE SAME MEANING AS PROVIDED IN SECTION
12	24-46.3-104 (2), C.R.S.
13	(j) "Work force development council" or "council" means
14	THE STATE WORK FORCE DEVELOPMENT COUNCIL CREATED IN SECTION
15	24-46.3-101, C.R.S.
16	(2) (a) On or before August 15, 2016, and on or before July
17	$1,2017, \verb"July" 1,2018, \verb"and" \verb"July" 1,2019, \verb"the" \verb"work" force development"$
18	COUNCIL SHALL PUBLISH ON THE COUNCIL'S WEBSITE, AND SHALL SEND TO
19	THE DEPARTMENT OF LABOR AND EMPLOYMENT, A LIST OF TOP JOBS WITH
20	THE GREATEST REGIONAL AND STATE DEMAND FOR THE INCOME TAX
21	YEARS COMMENCING THE JANUARY FOLLOWING THE YEAR THE LIST IS
22	POSTED.
23	(b) EXCEPT AS PROVIDED IN PARAGRAPH (c) OF THIS SUBSECTION
24	(2), IN ORDER TO BE QUALIFIED, A TAXPAYER MUST BE A BUSINESS IN THE
25	STATE THAT OFFERS TOP JOBS IDENTIFIED ON THE LIST PUBLISHED BY THE
26	WORK FORCE DEVELOPMENT COUNCIL AS SPECIFIED IN PARAGRAPH (a) OF
27	THIS SUBSECTION (2) AND A BUSINESS THAT:

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1	(1) HAS A RESIDENCY PROGRAM OR AN APPRENTICESHIP PROGRAM,
2	(II) IS ALIGNED WITH A POSTSECONDARY EDUCATION OR
3	EMPLOYMENT OPPORTUNITY;
4	(III) EMPLOYS A SUFFICIENT NUMBER OF RESIDENCY OR
5	APPRENTICESHIP CASE MANAGERS TO MONITOR STUDENT PARTICIPATION
6	IN THE RESIDENCIES OR APPRENTICESHIPS;
7	(IV) PROVIDES STUDENTS WITH TRAINING OR COURSE WORK THAT
8	IS DESIGNED TO PREPARE THE STUDENTS FOR THE RESIDENCY OR
9	APPRENTICESHIP;
10	(V) IMPLEMENTS ADEQUATE SAFETY AND SUPERVISORY
11	SAFEGUARDS FOR THE STUDENTS PARTICIPATING IN THE RESIDENCY OR
12	APPRENTICESHIP; AND
13	(VI) RETAINS AT LEAST ONE RESIDENT OR APPRENTICE.
14	(c) IN ORDER TO BE QUALIFIED, A CONSTRUCTION INDUSTRY
15	TAXPAYER MUST BE A CONSTRUCTION INDUSTRY BUSINESS IN THE STATE
16	THAT OFFERS TOP JOBS IDENTIFIED ON THE LIST PUBLISHED BY THE WORK
17	FORCE DEVELOPMENT COUNCIL AS SPECIFIED IN PARAGRAPH (a) OF THIS
18	SUBSECTION (2), AND HAVE AT LEAST ONE:
19	(I) EMPLOYEE WHO GRADUATED FROM A CONSTRUCTION INDUSTRY
20	PRE-APPRENTICESHIP PROGRAM AND WHO HAS BEEN ACCEPTED INTO A
21	CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM AS A REGISTERED
22	APPRENTICE DURING THE YEAR FOR WHICH THE QUALIFIED TAXPAYER IS
23	SEEKING A TAX CREDIT ALLOWED PURSUANT TO THIS SECTION; OR
24	(II) EMPLOYEE WHO IS A REGISTERED APPRENTICE ENROLLED IN A
25	CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM DURING THE YEAR
26	FOR WHICH THE QUALIFIED TAXPAYER IS SEEKING A TAX CREDIT ALLOWED
27	PURSUANT TO THIS SECTION.

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1	(3) (a) FOR TAX YEARS COMMENCING ON OR AFTER JANUARY 1,
2	2018, BUT PRIOR TO JANUARY 1, 2021, AT THE DISCRETION OF THE
3	DEPARTMENT OF LABOR AND EMPLOYMENT AS SPECIFIED IN SUBSECTION
4	(4) OF THIS SECTION, THERE IS ALLOWED TO A QUALIFIED TAXPAYER AN
5	ANNUAL TAX CREDIT WITH RESPECT TO THE INCOME TAXES IMPOSED BY
6	THIS ARTICLE IN AN AMOUNT DETERMINED BY THE DEPARTMENT
7	PURSUANT TO PARAGRAPH (d) OF SUBSECTION (5) OF THIS SECTION FOR
8	EACH RESIDENT, APPRENTICE, OR INDIVIDUAL IN A CONSTRUCTION
9	INDUSTRY PRE-APPRENTICESHIP PROGRAM OR IN A CONSTRUCTION
10	INDUSTRY APPRENTICESHIP PROGRAM WHO IS RETAINED BY THE QUALIFIED
11	TAXPAYER.
12	(b) THE ONLY TAX CREDITS ALLOWED IN THE INCOME TAX YEAR
13	COMMENCING ON OR AFTER JANUARY 1, 2020, BUT BEFORE JANUARY 1,
14	2021, MAY BE FOR THOSE CREDIT CERTIFICATES ISSUED BY THE
15	DEPARTMENT OF LABOR AND EMPLOYMENT FOR THE UNUSED PORTION OF
16	THE ONE MILLION DOLLARS PER INCOME TAX YEAR LIMITATION ALLOWED
17	IN PARAGRAPH (a) OF SUBSECTION (4) OF THIS SECTION.
18	(4) (a) The department of Labor and Employment, in its
19	DISCRETION, MAY ISSUE CREDIT CERTIFICATES TOTALING UP TO ONE
20	MILLION DOLLARS PER INCOME TAX YEAR, AND THE UNUSED PORTION OF
21	THE ONE MILLION DOLLARS PER INCOME TAX YEAR MAY BE USED BY THE
22	DEPARTMENT OF LABOR AND EMPLOYMENT TO ISSUE MORE THAN ONE
23	MILLION DOLLARS IN CREDIT CERTIFICATES IN FUTURE INCOME TAX YEARS,
24	SO LONG AS THE DEPARTMENT OF LABOR AND EMPLOYMENT DOES NOT
25	ISSUE CREDIT CERTIFICATES TOTALING MORE THAN THREE MILLION
26	DOLLARS DURING THE INCOME TAX YEARS FOR WHICH THE CREDIT
27	ALLOWED IN SUBSECTION (3) OF THIS SECTION IS AVAILABLE.

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1	(D) A TAXPAYER SHALL SUBMIT A COMPLETE WRITTEN
2	APPLICATION FOR CONDITIONAL APPROVAL TO THE DEPARTMENT OF LABOR
3	AND EMPLOYMENT BY THE DEADLINE ESTABLISHED IN RULES
4	PROMULGATED BY THE DEPARTMENT. THE APPLICATION MUST INCLUDE
5	IDENTIFICATION OF THE SELECTED RESIDENT, APPRENTICE, OR INDIVIDUAL
6	IN A CONSTRUCTION INDUSTRY PRE-APPRENTICESHIP PROGRAM OR IN A
7	CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM, AND THE ACTUAL
8	OR ANTICIPATED START DATE OF THE SELECTED RESIDENT, APPRENTICE, OR
9	INDIVIDUAL IN A CONSTRUCTION INDUSTRY PRE-APPRENTICESHIP
10	PROGRAM OR IN A CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM.
11	(c) THE DEPARTMENT OF LABOR AND EMPLOYMENT SHALL
12	PROMULGATE RULES FOR THE ADMINISTRATION OF THE ISSUANCE OF THE
13	CREDIT CERTIFICATES FOR THE CREDIT ALLOWED IN THIS SECTION,
14	INCLUDING APPLICATION REQUIREMENTS, GUIDELINES FOR SHARING A
15	CREDIT CERTIFICATE BETWEEN OR AMONG QUALIFIED TAXPAYERS WHO
16	PARTICIPATE IN MULTI-EMPLOYER APPRENTICESHIP PROGRAMS, AND
17	GUIDELINES REGARDING THE ISSUING OF THE CREDIT CERTIFICATE. THE
18	RULES MUST BE POSTED ON THE DEPARTMENT OF LABOR AND
19	EMPLOYMENT'S WEBSITE NO LATER THAN OCTOBER 1, 2016.
20	(5) (a) The department of labor and employment shall
21	REVIEW EACH APPLICATION FOR A CONDITIONAL APPROVAL SUBMITTED BY
22	A TAXPAYER. BASED ON THE APPLICATION SUBMITTED AND THE
23	DEPARTMENT'S RULES, THE DEPARTMENT MAY OFFER CONDITIONAL
24	APPROVAL TO A TAXPAYER FOR A CREDIT CERTIFICATE. THE CONDITIONAL
25	APPROVAL MUST INCLUDE THE SPECIFIC TERMS THAT MUST BE MET BY THE
26	TAXPAYER TO QUALIFY FOR THE CREDIT.
27	(b) A TAXPAYER WHO RECEIVES CONDITIONAL APPROVAL FOR A

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1 CREDIT ALLOWED IN THIS SECTION SHALL NOTIFY THE DEPARTMENT OF 2 LABOR AND EMPLOYMENT PROMPTLY IF THE RESIDENT, APPRENTICE, OR 3 INDIVIDUAL IN A CONSTRUCTION INDUSTRY PRE-APPRENTICESHIP 4 PROGRAM OR IN A CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM 5 IS EITHER NOT SELECTED OR NOT RETAINED, IN WHICH CASE THE 6 CONDITIONAL APPROVAL MUST BE CANCELED. IN THE EVENT A 7 CONDITIONAL APPROVAL IS CANCELED, THE DEPARTMENT OF LABOR AND 8 EMPLOYMENT MAY OFFER A DIFFERENT CONDITIONAL APPROVAL TO A 9 TAXPAYER PURSUANT TO THE DEPARTMENT OF LABOR AND EMPLOYMENT'S 10 RULES, SO LONG AS SUCH CONDITIONAL APPROVAL STILL MEETS THE 11 LIMITATIONS SPECIFIED IN PARAGRAPH (a) OF SUBSECTION (4) OF THIS 12 SECTION. 13 (c) THE TAXPAYER WHO RECEIVED CONDITIONAL APPROVAL AS 14 SPECIFIED IN PARAGRAPH (a) OF THIS SUBSECTION (5) SHALL SUBMIT A 15 REQUEST FOR THE ISSUANCE OF A CREDIT CERTIFICATE BY THE DEADLINES 16 ESTABLISHED IN THE DEPARTMENT OF LABOR AND EMPLOYMENT'S RULES. 17 (d) IF THE DEPARTMENT OF LABOR AND EMPLOYMENT DETERMINES 18 THE EMPLOYER IS A QUALIFIED TAXPAYER AND SUCH QUALIFIED TAXPAYER 19 HAS PROVIDED ALL NECESSARY DOCUMENTATION, THE DEPARTMENT OF 20 LABOR AND EMPLOYMENT SHALL ISSUE A CREDIT CERTIFICATE TO THE 21 OUALIFIED TAXPAYER IN AN AMOUNT NOT TO EXCEED TWO THOUSAND 22

PROGRAM AND IN AN AMOUNT NOT TO EXCEED FIVE THOUSAND DOLLARS FOR THE RETENTION OF EACH APPRENTICE OR INDIVIDUAL IN A CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM. THE DEPARTMENT HAS THE DISCRETION TO VARY THE AMOUNT OF THE CREDIT, SUBJECT TO

FIVE HUNDRED DOLLARS FOR THE RETENTION OF EACH RESIDENT OR

INDIVIDUAL IN A CONSTRUCTION INDUSTRY PRE-APPRENTICESHIP

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1	THE MAXIMUM AMOUNT, BASED ON THE NUMBER OF QUALIFIED
2	TAXPAYERS WHO RECEIVED CONDITIONAL APPROVAL FOR THE CREDIT
3	PERIOD AND BASED ON THE NUMBER OF RESIDENTS, APPRENTICES, OR
4	INDIVIDUALS IN A CONSTRUCTION INDUSTRY PRE-APPRENTICESHIP
5	PROGRAM OR IN A CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM
6	THAT EACH QUALIFIED TAXPAYER RETAINS.

- (e) THE CREDIT CERTIFICATE MUST BE SUBMITTED BY THE QUALIFIED TAXPAYER TO THE DEPARTMENT OF REVENUE WITH THE QUALIFIED TAXPAYER'S INCOME TAX RETURN.
- (6) IF THE CREDIT EXCEEDS THE AMOUNT OF INCOME TAX DUE ON THE INCOME OF THE TAXPAYER FOR THE TAX YEAR DURING WHICH THE CREDIT CERTIFICATE WAS ISSUED, THE AMOUNT OF THE TAX CREDIT NOT USED AS AN OFFSET AGAINST INCOME TAXES IN SUCH INCOME TAX YEAR MAY NOT BE ALLOWED AS A REFUND, BUT MAY BE CARRIED FORWARD AND APPLIED AGAINST THE INCOME TAX DUE IN EACH OF THE FIVE SUCCEEDING INCOME TAX YEARS, BUT MUST FIRST BE APPLIED AGAINST THE INCOME TAX DUE FOR THE EARLIEST OF THE INCOME TAX YEARS POSSIBLE.
- (7) IF A TAXPAYER RECEIVING A CREDIT ALLOWED IN THIS SECTION IS A PARTNERSHIP, LIMITED LIABILITY COMPANY, S CORPORATION, OR SIMILAR PASS-THROUGH ENTITY, THE TAXPAYER MAY ALLOCATE THE CREDIT AMONG ITS PARTNERS, SHAREHOLDERS, MEMBERS, OR OTHER CONSTITUENT TAXPAYERS IN ANY MANNER AGREED TO BY SUCH PARTNERS, SHAREHOLDERS, MEMBERS, OR OTHER CONSTITUENT TAXPAYERS. THE TAXPAYER SHALL CERTIFY TO THE DEPARTMENT OF LABOR AND EMPLOYMENT THE AMOUNT OF THE CREDIT ALLOCATED TO EACH PARTNER, SHAREHOLDER, MEMBER, OR OTHER CONSTITUENT TAXPAYER, AND THE DEPARTMENT SHALL ISSUE CREDIT CERTIFICATES IN

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1	THE APPROPRIATE AMOUNTS TO EACH PARTNER, SHAREHOLDER, MEMBER,
2	OR OTHER CONSTITUENT TAXPAYER. EACH PARTNER, SHAREHOLDER,
3	MEMBER, OR OTHER CONSTITUENT TAXPAYER SHALL BE ALLOWED TO
4	CLAIM SUCH AMOUNT SUBJECT TO ANY RESTRICTIONS SET FORTH IN THIS
5	SECTION.
6	(8) THE DEPARTMENT OF LABOR AND EMPLOYMENT MAY AUDIT A
7	QUALIFIED TAXPAYER'S DOCUMENTATION UP TO TWELVE MONTHS
8	FOLLOWING THE ISSUANCE OF ANY CREDIT CERTIFICATE.
9	(9) NOTWITHSTANDING SECTION 24-1-136 (9) AND (11), C.R.S.,
10	THE DEPARTMENT OF LABOR AND EMPLOYMENT SHALL INCLUDE
11	INFORMATION REGARDING ALL CREDIT CERTIFICATES ISSUED PURSUANT TO
12	THIS SECTION, INCLUDING CONDITIONAL APPROVALS, THE NAMES OF
13	QUALIFIED TAXPAYERS, AND THE AMOUNTS ISSUED, IN AN ANNUAL REPORT
14	REQUIRED TO BE PRESENTED TO THE GENERAL ASSEMBLY.
15	(10) NO LATER THAN NOVEMBER 1, 2017, AND NO LATER THAN
16	NOVEMBER 1 OF EACH YEAR THEREAFTER THROUGH NOVEMBER 1, 2019,
17	THE DEPARTMENT OF LABOR AND EMPLOYMENT SHALL PROVIDE THE
18	DEPARTMENT OF REVENUE WITH AN ELECTRONIC REPORT OF THE
19	QUALIFIED TAXPAYERS WHO WERE ISSUED A CREDIT CERTIFICATE FOR THE
20	PRECEDING CALENDAR YEAR OR ANY FISCAL YEAR ENDING IN THE
21	PRECEDING CALENDAR YEAR, AND ANY CREDITS DISALLOWED PURSUANT
22	TO PARAGRAPH (b) OF SUBSECTION (5) OF THIS SECTION FOR ANY YEAR,
23	THAT INCLUDES THE FOLLOWING INFORMATION:
24	(a) THE QUALIFIED TAXPAYER'S NAME;
25	(b) The qualified taxpayer's Colorado account number
26	AND FEDERAL EMPLOYER IDENTIFICATION NUMBER;
27	(c) THE AMOUNT OF THE CREDIT CERTIFICATE; AND

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1	(d) ANY ASSOCIATED NAMES, COLORADO ACCOUNT NUMBERS, AND
2	FEDERAL EMPLOYER IDENTIFICATION NUMBERS OR SOCIAL SECURITY
3	NUMBERS, IF THE CREDIT ALLOWED IN THIS SECTION IS ALLOCATED FROM
4	A PASS-THROUGH ENTITY PURSUANT TO SUBSECTION (7) OF THIS SECTION.
5	<b>SECTION 3.</b> Appropriation. (1) For the 2016-17 state fiscal
6	year, \$78,969 is appropriated to the department of labor and employment.
7	This appropriation is from the general fund. To implement this act, the
8	department may use this appropriation as follows:
9	(a) \$71,368 for use by workforce development council, which
10	amount is based on an assumption that the council will require an
11	additional 1.0 FTE; and
12	(b) \$7,601 for the purchase of legal services.
13	(2) For the 2016-17 state fiscal year, \$7,601 is appropriated to the
14	department of law. This appropriation is from reappropriated funds
15	received from the department of labor and employment under paragraph
16	(b) of subsection (1) of this section. To implement this act, the department
17	of law may use this appropriation to provide legal services for the
18	department of labor and employment.
19	<b>SECTION 4.</b> Safety clause. The general assembly hereby finds,
20	determines, and declares that this act is necessary for the immediate
21	preservation of the public peace, health, and safety.

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