

**First Regular Session  
Seventy-fifth General Assembly  
STATE OF COLORADO**

**PREAMENDED**

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

LLS NO. 25-0734.01 Alana Rosen x2606

**HOUSE BILL 25-1186**

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**HOUSE SPONSORSHIP**

**Martinez and Lukens,**

**SENATE SPONSORSHIP**

**(None),**

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**House Committees**

Education  
Appropriations

**Senate Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING EXPANDING WORK-BASED LEARNING EXPERIENCES IN**  
102 **HIGHER EDUCATION.**

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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://leg.colorado.gov>.)*

The bill creates the work-based learning consortium pilot program (pilot program) in the department of higher education (department). The purpose of the pilot program is to develop and expand the integration of work-based learning experiences for students enrolled in higher education.

On or before July 1, 2026, or within 90 days after the department

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
Capital letters or bold & italic numbers indicate new material to be added to existing law.  
Dashes through the words or numbers indicate deletions from existing law.

receives sufficient funding, the department shall convene a consortium consisting of a group of representatives from institutions of higher education to:

- Share best practices on improving access to quality work-based learning opportunities for students;
- Help participating institutions of higher education meet workforce needs in Colorado and connect academic learning with real-world experiences through career preparation and skill development for students; and
- Make recommendations to the general assembly and institutions of higher education on the best practices.

Subject to available appropriations, at the end of the 3-year pilot program, the consortium shall complete and submit a report to the education committees of the house of representatives and the senate, or their successor committees. The report must include:

- A description of the consortium's findings and recommendations;
- Details on the consortium's impacts on participating institutions of higher education and the effects of creating additional work-based learning activities on students, faculty, and employers; and
- Recommendations for statutory changes, financial resources, department policy changes, and institution of higher education policy changes necessary to improve successful work-based learning opportunities for students in institutions of higher education.

Funds appropriated to the commission on higher education (commission) may be used by the commission to cover the costs of work-based learning requirements for students who are required to complete credit-bearing work-based learning requirements to graduate from an institution of higher education.

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

2 **SECTION 1. Legislative declaration.** (1) The general assembly  
3 finds and declares that:

4 (a) Colorado has continued to improve access to high-quality  
5 work-based learning through the creation of tools like the work-based  
6 learning continuum, work-based learning quality expectations, and the  
7 talent development glossary;

1 (b) The Colorado department of higher education and the  
2 Colorado commission on higher education find that work-based learning  
3 opportunities significantly enhance a student's exposure to the workforce  
4 and empower students with the skills necessary to succeed in a rapidly  
5 evolving economy; and

6 (c) The Colorado department of higher education and the  
7 Colorado commission on higher education find that work-based learning  
8 opportunities are a critical element of postsecondary success and blur the  
9 lines between K-12 education, postsecondary education, and the  
10 workplace in all fields;

11 (2) The general assembly finds, therefore, that Colorado's learners  
12 and earners will be well-served by the expansion of work-based learning  
13 opportunities that are strategically developed, monitored, and  
14 continuously improved, and function as a part of an intentionally designed  
15 and managed effort among institutions of higher education, program  
16 design experts, workforce development and economic experts, and  
17 industry leaders, particularly industry leader employers in high-demand  
18 fields.

19 **SECTION 2.** In Colorado Revised Statutes, **add** article 82 to title  
20 23 as follows:

21 **ARTICLE 82**

22 **Work-based Learning Consortium**

23 **Pilot Program**

24 **23-82-101. Definitions.** AS USED IN THIS ARTICLE 82, UNLESS THE  
25 CONTEXT OTHERWISE REQUIRES:

26 (1) "CONSORTIUM" MEANS THE WORK-BASED LEARNING  
27 CONSORTIUM CONVENED PURSUANT TO SECTION 23-82-102 (2)(a).

1 (2) "DEPARTMENT" MEANS THE DEPARTMENT OF HIGHER  
2 EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 24-1-114.

3 (3) "FUND" MEANS THE HIGHER EDUCATION WORK-BASED  
4 LEARNING CONSORTIUM FUND.

5 (4) "INSTITUTION OF HIGHER EDUCATION" MEANS:

6 (a) A STATE INSTITUTION OF HIGHER EDUCATION, AS DEFINED IN  
7 SECTION 23-18-102, OR AN ACCREDITED CAMPUS OF A STATE INSTITUTION  
8 OF HIGHER EDUCATION;

9 (b) A PARTICIPATING PRIVATE INSTITUTION OF HIGHER EDUCATION,  
10 AS DEFINED IN SECTION 23-18-102;

11 (c) A LOCAL DISTRICT COLLEGE, AS DEFINED IN SECTION  
12 23-71-102; AND

13 (d) AN AREA TECHNICAL COLLEGE, AS DEFINED IN SECTION  
14 23-60-103.

15 (5) "INDUSTRY-SPONSORED PROJECTS" MEANS PROJECTS THAT  
16 CREATE A HIGH-QUALITY OPPORTUNITY FOR STUDENTS IN WHICH THE  
17 WORK-BASED LEARNING CONTENT WILL ENHANCE EDUCATIONAL  
18 LEARNING OBJECTS OF THE PROJECT AND COURSES TO WHICH THE PROJECT  
19 IS APPLIED. "INDUSTRY-SPONSORED PROJECTS" ARE A TYPE OF  
20 WORK-BASED LEARNING.

21 (6) "PILOT PROGRAM" MEANS THE WORK-BASED LEARNING  
22 CONSORTIUM PILOT PROGRAM CREATED IN SECTION 23-82-102 (1).

23 (7) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET  
24 FORTH IN SECTION 8-83-601.

25 **23-82-102. Work-based learning consortium pilot program -**  
26 **created - duties - repeal.** (1) THE WORK-BASED LEARNING CONSORTIUM  
27 PILOT PROGRAM IS CREATED IN THE DEPARTMENT. UPON RECEIVING

1 SUFFICIENT FUNDS AS DESCRIBED IN SECTION 23-82-104 (1), THE  
2 DEPARTMENT SHALL ESTABLISH, IMPLEMENT, MANAGE, AND MAINTAIN  
3 THE WORK-BASED LEARNING CONSORTIUM PILOT PROGRAM.

4 (2) THE PURPOSE OF THE PILOT PROGRAM IS TO:

5 (a) DEMONSTRATE THE VALUE OF WORK-BASED LEARNING IN  
6 POSTSECONDARY CURRICULA BY STUDYING THE IMPACT OF  
7 INDUSTRY-SPONSORED PROJECTS ON COURSE OBJECTIVES AND LEARNING  
8 OUTCOMES;

9 (b) PROMOTE THE ADOPTION OF WORK-BASED LEARNING IN HIGHER  
10 EDUCATION BY WORKING WITH FACULTY AT PARTICIPATING INSTITUTIONS  
11 OF HIGHER EDUCATION TO EMBED PROJECT-BASED LEARNING  
12 OPPORTUNITIES INTO CREDIT-BEARING PROGRAMS;

13 (c) PROVIDE BROADER ACCESS TO COLLEGIATE WORK-BASED  
14 LEARNING FOR STUDENTS;

15 (d) MEASURE THE IMPACT OF WORK-BASED LEARNING ON  
16 PARTICIPATING STUDENTS; AND

17 (e) LEARN HOW INSTITUTIONS OF HIGHER EDUCATION CAN  
18 INCREASE THE VALUE OF POSTSECONDARY EDUCATION THROUGH CAREER  
19 EXPOSURE AND PREPAREDNESS.

20 (3) (a) PENDING THE RECEIPT OF SUFFICIENT FUNDS, THE  
21 DEPARTMENT SHALL CONVENE A CONSORTIUM OF THE FOLLOWING  
22 REPRESENTATIVES AFTER THE EFFECTIVE DATE OF THIS SECTION:

23 (I) AT LEAST THREE REPRESENTATIVES FROM EACH PARTICIPATING  
24 INSTITUTION OF HIGHER EDUCATION, WHO MAY BE PARTICIPATING  
25 FACULTY MEMBERS, LEADERS FROM A CAREER CENTER, CHIEF ACADEMIC  
26 OFFICERS, OR PROVOSTS;

27 (II) A MEMBER FROM THE COLORADO COMMISSION ON HIGHER

1 EDUCATION;

2 (III) MEMBERS OF THE COLORADO DEPARTMENT OF LABOR AND  
3 EMPLOYMENT;

4 (IV) A MEMBER OF THE COLORADO DEPARTMENT OF EDUCATION;  
5 AND

6 (V) A LOCAL OR NATIONAL SUBJECT MATTER EXPERT WITH  
7 EXPERIENCE IMPLEMENTING WORK-BASED LEARNING.

8 (b) THE CONSORTIUM SHALL MEET FOR THREE YEARS AFTER THE  
9 EFFECTIVE DATE OF THIS SECTION.

10 (c) THE DEPARTMENT SHALL SELECT THE PARTICIPATING  
11 INSTITUTIONS OF HIGHER EDUCATION DESCRIBED IN SUBSECTION (3)(a) OF  
12 THIS SECTION BASED ON AVAILABLE FUNDING AND OTHER CRITERIA  
13 ESTABLISHED BY THE DEPARTMENT.

14 (d) THE DEPARTMENT SHALL WORK WITH THE COLORADO  
15 DEPARTMENT OF LABOR AND EMPLOYMENT AND THE OFFICE OF ECONOMIC  
16 DEVELOPMENT, AS RELEVANT SUBJECT MATTER EXPERTS, TO FACILITATE  
17 EMPLOYER ENGAGEMENT AND TO PROMOTE INDUSTRY-SPONSORED  
18 PROJECTS.

19 (e) THE MEMBERS OF THE CONSORTIUM SERVE WITHOUT  
20 COMPENSATION AND WITHOUT REIMBURSEMENT FOR EXPENSES.

21 (f) SUBJECT TO AVAILABLE FUNDING, FACULTY PARTICIPANTS  
22 FROM PARTICIPATING INSTITUTIONS OF HIGHER EDUCATION MAY RECEIVE  
23 A STIPEND FROM THE FUND.

24 (4) THE CONSORTIUM SHALL:

25 (a) WORK WITH EACH PARTICIPATING INSTITUTION OF HIGHER  
26 EDUCATION'S FACULTY TO EMBED INDUSTRY-SPONSORED PROJECTS IN  
27 COURSE CURRICULUM THAT MEET THE WORK-BASED LEARNING QUALITY

1 STANDARDS ESTABLISHED PURSUANT TO SECTION 8-83-602 (5);

2 (b) WORK WITH THE DEPARTMENT TO DETERMINE THE IMPACT OF  
3 INDUSTRY-SPONSORED PROJECTS;

4 (c) WORK WITH A THIRD-PARTY PLATFORM TO CONNECT FACULTY  
5 FROM PARTICIPATING INSTITUTIONS TO EMPLOYERS FOR THE PURPOSE OF  
6 DEVELOPING HIGH-QUALITY PROJECT-BASED LEARNING OPPORTUNITIES  
7 FOR CLASSROOM INSTRUCTION;

8 (d) ADVISE THE COLORADO COMMISSION ON HIGHER EDUCATION  
9 ON STRATEGIES TO IMPROVE STUDENT ACCESS TO HIGH-QUALITY,  
10 WORK-BASED LEARNING OPPORTUNITIES FOR STUDENTS BASED ON  
11 PARTICIPATING FACULTY MEMBERS' EXPERIENCE EMBEDDING  
12 INDUSTRY-SPONSORED PROJECTS INTO CURRICULUM;

13 (e) DEVELOP BEST PRACTICES FOR INSTITUTIONS OF HIGHER  
14 EDUCATION TO EXPAND ACCESS TO WORK-BASED LEARNING IN THE  
15 CLASSROOM THROUGH INDUSTRY-SPONSORED PROJECTS; AND

16 (f) DEVELOP FINDINGS AND RECOMMENDATIONS BASED ON THE  
17 CONSORTIUM'S DUTIES DESCRIBED IN THIS SUBSECTION (4).

18 (5) THE THIRD-PARTY PLATFORM DESCRIBED IN SUBSECTION (4)(c)  
19 OF THIS SECTION MUST:

20 (a) WORK, AS NECESSARY, WITH THE DEPARTMENT OF LABOR AND  
21 EMPLOYMENT, INSTITUTIONS OF HIGHER EDUCATIONS' CAREER SERVICES  
22 AND WORKFORCE DEVELOPMENT TEAMS, THE OFFICE OF ECONOMIC  
23 DEVELOPMENT, AND THE DEPARTMENT TO RECRUIT INDUSTRIES TO  
24 PARTICIPATE IN INDUSTRY-SPONSORED PROJECTS;

25 (b) WORK WITH EACH PARTICIPATING INSTITUTION OF HIGHER  
26 EDUCATION'S FACULTY TO SUPPORT THEIR WORK ALIGNING  
27 INDUSTRY-SPONSORED PROJECTS WITH EXISTING CONTENT AND

1 CURRICULA, INCLUDING, BUT NOT LIMITED TO:

2 (I) USING MODELS TAILORED TO DIFFERENT DISCIPLINES,  
3 STUDENT-TEAM COLLABORATION FRAMEWORKS, INCLUDING PROJECT  
4 GUIDELINES AND EXPECTATIONS AND FACULTY-INTEGRATED  
5 EXPERIENTIAL LEARNING MODELS;

6 (II) PARTNERING WITH EACH PARTICIPATING INSTITUTION OF  
7 HIGHER EDUCATION'S CAREER SERVICES OR WORKFORCE DEVELOPMENT  
8 TEAM AND FACULTY AND STAFF TO DEVELOP A STRATEGY TO GROW THEIR  
9 INDUSTRY AND EMPLOYER NETWORKS;

10 (III) WORKING WITH PARTICIPATING INSTITUTIONS OF HIGHER  
11 EDUCATION TO DEVELOP NEW EMPLOYER ENGAGEMENT STRATEGIES TO  
12 EXPAND INDUSTRY COLLABORATION;

13 (IV) PROVIDING AN ONLINE PLATFORM FOR STRUCTURED  
14 WORK-BASED LEARNING OPPORTUNITIES, INCLUDING  
15 INDUSTRY-SPONSORED PROJECTS THAT ARE SHARED WITH PARTICIPATING  
16 INSTITUTIONS OF HIGHER EDUCATION;

17 (V) PROVIDING PROJECT-BASED LEARNING MODELS TO SUPPORT  
18 PROGRAM DEVELOPMENT;

19 (VI) PROVIDING DATA AND IMPACT REPORTS; AND

20 (VII) PROVIDING INSTITUTIONAL SUPPORT AND TRAINING,  
21 INCLUDING SUPPORT FOR FACULTY THROUGH TRAINING WORKSHOPS ON  
22 INTEGRATING EXPERIENTIAL LEARNING INTO CURRICULA; A CUSTOM  
23 CONSORTIUM DASHBOARD FOR TRACKING PROJECTS, STUDENT PROGRESS,  
24 AND INSTITUTIONAL ENGAGEMENT; BEST PRACTICE GUIDES FOR SCALING  
25 ACROSS PROGRAMS AND DEPARTMENTS; AND A RESOURCE HUB WITH CASE  
26 STUDIES.

27 (6) (a) NO LATER THAN THREE YEARS AFTER THE EFFECTIVE DATE

1 OF THIS SECTION, THE CONSORTIUM SHALL COMPLETE AND SUBMIT A  
2 REPORT TO THE EDUCATION COMMITTEES OF THE HOUSE OF  
3 REPRESENTATIVES AND THE SENATE, OR THEIR SUCCESSOR COMMITTEES,  
4 ON THE FOLLOWING:

5 (I) A DESCRIPTION OF THE CONSORTIUM'S FINDINGS AND  
6 RECOMMENDATIONS DESCRIBED IN SUBSECTION (4)(f) OF THIS SECTION;

7 (II) THE DETAILS OF THE CONSORTIUM'S IMPACTS ON  
8 PARTICIPATING INSTITUTIONS OF HIGHER EDUCATION AND THE EFFECTS OF  
9 CREATING ADDITIONAL WORK-BASED LEARNING ACTIVITIES ON STUDENTS,  
10 FACULTY, AND EMPLOYERS; AND

11 (III) RECOMMENDATIONS FOR STATUTORY CHANGES, FINANCIAL  
12 RESOURCES, DEPARTMENT POLICY CHANGES, AND INSTITUTIONS OF HIGHER  
13 EDUCATION POLICY CHANGES NECESSARY TO IMPROVE SUCCESSFUL  
14 WORK-BASED LEARNING OPPORTUNITIES FOR STUDENTS ENROLLED IN  
15 INSTITUTIONS OF HIGHER EDUCATION.

16 (b) THIS SUBSECTION (6) IS REPEALED, EFFECTIVE JUNE 30, 2031.

17 **23-82-103. Higher education work-based consortium fund -**  
18 **gifts, grants, and donations.** (1) THE DEPARTMENT MAY SEEK, ACCEPT,  
19 AND EXPEND GIFTS, GRANTS, OR DONATIONS FROM PRIVATE OR PUBLIC  
20 SOURCES FOR THE PURPOSES OF THIS ARTICLE 82. THE DEPARTMENT SHALL  
21 TRANSMIT ALL MONEY RECEIVED THROUGH GIFTS, GRANTS, OR DONATIONS  
22 TO THE STATE TREASURER, WHO SHALL CREDIT THE MONEY TO THE HIGHER  
23 EDUCATION WORK-BASED LEARNING CONSORTIUM FUND CREATED IN THIS  
24 SECTION.

25 (2) THE DEPARTMENT MAY ACCEPT DONATIONS OF IN-KIND  
26 SERVICES FOR THE PURPOSES OF THIS SECTION, INCLUDING FOR TECHNICAL  
27 ASSISTANCE.

1 (3) THE HIGHER EDUCATION WORK-BASED LEARNING CONSORTIUM  
2 FUND IS CREATED IN THE STATE TREASURY. THE FUND CONSISTS OF GIFTS,  
3 GRANTS, AND DONATIONS CREDITED TO THE FUND PURSUANT TO  
4 SUBSECTION (1) OF THIS SECTION AND ANY OTHER MONEY THAT THE  
5 GENERAL ASSEMBLY MAY APPROPRIATE OR TRANSFER TO THE FUND. THE  
6 STATE TREASURER SHALL CREDIT ALL INTEREST AND INCOME DERIVED  
7 FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE FUND TO THE  
8 FUND.

9 (4) MONEY IN THE FUND IS CONTINUOUSLY APPROPRIATED TO THE  
10 DEPARTMENT FOR PURPOSES OF THIS ARTICLE 82.

11 (5) (a) IF, BY JUNE 30, 2028, THE MONEY IN THE FUND HAS NEVER  
12 REACHED OR EXCEEDED TWO MILLION DOLLARS, THE STATE TREASURER  
13 SHALL RETURN EACH GRANTOR'S OR DONOR'S GIFT, GRANT, OR DONATION.

14 (b) IF SECTION 23-82-102 TAKES EFFECT PURSUANT TO SECTION  
15 23-82-104 (1), ON THE DAY PRIOR TO THE REPEAL OF THE FUND THREE  
16 YEARS LATER PURSUANT TO SECTION 23-82-104 (2), THE STATE  
17 TREASURER SHALL RETURN FROM THE FUND TO EACH GRANTOR OR DONOR  
18 THE MONEY REMAINING IN THE FUND IN AN AMOUNT THAT IS  
19 PROPORTIONAL TO THE GRANTOR'S OR DONOR'S SHARE OF THE TOTAL  
20 AMOUNT OF GIFTS, GRANTS, OR DONATIONS DEPOSITED TO THE FUND.

21 (c) IF ANY MONEY REMAINS IN THE FUND AFTER THE STATE  
22 TREASURER RETURNS MONEY TO DONORS OR GRANTORS AS DESCRIBED IN  
23 SUBSECTION (5)(a) OR (5)(b) OF THIS SECTION, AS APPLICABLE, THE STATE  
24 TREASURER SHALL, PRIOR TO THE REPEAL OF THE FUND, TRANSFER ALL  
25 UNEXPENDED AND UNENCUMBERED MONEY IN THE FUND TO THE GENERAL  
26 FUND.

27 **23-82-104. Effective dates - repeal of part - notice to revisor of**

1 **statutes.** (1) SECTION 23-82-102 WILL TAKE EFFECT IF THE FUND  
2 RECEIVES TWO MILLION DOLLARS IN GIFTS, GRANTS, OR DONATIONS FOR  
3 PURPOSES OF THIS ARTICLE 82. THE EXECUTIVE DIRECTOR OF THE  
4 DEPARTMENT OF HIGHER EDUCATION SHALL NOTIFY THE REVISOR OF  
5 STATUTES IN WRITING OF THE DATE WHEN THE CONDITION SPECIFIED IN  
6 THIS SECTION HAS OCCURRED BY EMAILING THE NOTICE TO  
7 REVISOROFSTATUTES.GA@COLEG.GOV. SECTION 23-82-102 TAKES EFFECT  
8 UPON THE DATE IDENTIFIED IN THE NOTICE THAT THE DEPARTMENT  
9 RECEIVES TWO MILLION DOLLARS IN GIFTS, GRANTS, OR DONATIONS FOR  
10 PURPOSES OF THIS SECTION OR, IF THE NOTICE DOES NOT SPECIFY THAT  
11 DATE, UPON THE DATE OF THE NOTICE TO THE REVISOR OF STATUTES.

12 (2) THIS ARTICLE 82 IS REPEALED, EFFECTIVE JULY 1, 2031;  
13 EXCEPT THAT, IF THE REVISOR OF STATUTES RECEIVES NOTICE PURSUANT  
14 TO THIS SECTION, THEN THIS ARTICLE 82 IS REPEALED, EFFECTIVE THREE  
15 YEARS AFTER SECTION 23-82-102 TAKES EFFECT.

16 **SECTION 3.** In Colorado Revised Statutes, **add** article 83 to title  
17 23 as follows:

## 18 **ARTICLE 83**

### 19 **Collegiate Work-based Learning**

20 **23-83-101. Definitions.** AS USED IN THIS ARTICLE 83, UNLESS THE  
21 CONTEXT OTHERWISE REQUIRES:

22 (1) "COMMISSION" HAS THE SAME MEANING AS SET FORTH IN  
23 SECTION 23-1-101.1.

24 (2) "DEPARTMENT" MEANS THE DEPARTMENT OF HIGHER  
25 EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 24-1-114.

26 (3) "INSTITUTION OF HIGHER EDUCATION" MEANS:

1 (a) A STATE INSTITUTION OF HIGHER EDUCATION, AS DEFINED IN  
2 SECTION 23-18-102, OR AN ACCREDITED CAMPUS OF A STATE INSTITUTION  
3 OF HIGHER EDUCATION;

4 (b) A PARTICIPATING PRIVATE INSTITUTION OF HIGHER EDUCATION,  
5 AS DEFINED IN SECTION 23-18-102;

6 (c) A LOCAL DISTRICT COLLEGE, AS DEFINED IN SECTION  
7 23-71-102; AND

8 (d) AN AREA TECHNICAL COLLEGE, AS DEFINED IN SECTION  
9 23-60-103.

10 (4) "TALENT DEVELOPMENT GLOSSARY" MEANS A TOOL CREATED  
11 AND MAINTAINED BY THE COLORADO WORKFORCE DEVELOPMENT  
12 COUNCIL TO DEFINE TERMS RELATED TO TALENT DEVELOPMENT.

13 (5) "WORK-BASED LEARNING" HAS THE SAME MEANING AS SET  
14 FORTH IN SECTION 8-83-601.

15 (6) "WORK-BASED LEARNING QUALITY EXPECTATIONS" MEANS THE  
16 TOOL CREATED PURSUANT TO SECTION 8-83-602 (5) THAT DESCRIBES A  
17 VARIETY OF STRATEGIES TO OFFER LEARNERS EXPERIENTIAL,  
18 CAREER-CONNECTED OPPORTUNITIES. THE ACTIVITIES PROMOTE LEARNING  
19 ABOUT WORK, LEARNING THROUGH WORK, AND LEARNING AT WORK.

20 **23-83-102. Collegiate work-based learning - talent**  
21 **development glossary.** (1) ON OR BEFORE NOVEMBER 1, 2026, THE  
22 COMMISSION SHALL RECOMMEND A LIST OF TERMS USED BY INSTITUTIONS  
23 OF HIGHER EDUCATION RELATED TO WORK-BASED LEARNING TO THE  
24 COLORADO WORKFORCE DEVELOPMENT COUNCIL FOR INCLUSION IN THE  
25 TALENT DEVELOPMENT GLOSSARY.

26 (2) THE PURPOSE OF THE LIST OF TERMS IS TO:

27 (a) AUGMENT THE TALENT DEVELOPMENT GLOSSARY SO THAT

1 COLLEGIATE WORK-BASED LEARNING ACTIVITIES ARE ACCURATELY  
2 REFLECTED IN STATEWIDE EFFORTS TO PROMOTE WORK-BASED LEARNING;  
3 AND

4 (b) DEMONSTRATE TO INSTITUTIONS OF HIGHER EDUCATION  
5 RELEVANT OPPORTUNITIES TO PARTICIPATE IN STATEWIDE EFFORTS TO  
6 PROMOTE WORK-BASED LEARNING.

7 (3) THE LIST OF TERMS MUST BE DEVELOPED IN PARTNERSHIP WITH  
8 THE INSTITUTIONS OF HIGHER EDUCATION, THE COLORADO WORKFORCE  
9 DEVELOPMENT COUNCIL, NONPROFIT ORGANIZATIONS, AND INSTITUTIONAL  
10 FACULTY WITH EXPERIENCE DEVELOPING COLLEGIATE WORK-BASED  
11 LEARNING OPPORTUNITIES.

12 (4) (a) ON OR BEFORE JULY 1, 2026, THE COMMISSION SHALL WORK  
13 WITH INSTITUTIONS OF HIGHER EDUCATION; THE COLORADO WORKFORCE  
14 DEVELOPMENT COUNCIL; THE DEPARTMENT OF EDUCATION; THE  
15 CONSORTIUM CREATED PURSUANT TO SECTION 23-82-102 (3)(a), IF  
16 SECTION 23-82-102 BECOMES EFFECTIVE PURSUANT TO SECTION 23-82-104  
17 (1); NONPROFIT ORGANIZATIONS; INDUSTRY ASSOCIATIONS; AND  
18 BUSINESSES TO DEVELOP RECOMMENDATIONS ON HOW TO BEST EMBED  
19 WORK-BASED LEARNING OPPORTUNITIES INTO CURRENT DEGREE  
20 PATHWAYS.

21 (b) THE RECOMMENDATIONS DESCRIBED IN SUBSECTION (4)(a) OF  
22 THIS SECTION MUST BE USED TO INFORM THE REVIEW AND REVISION OF  
23 WORK-BASED LEARNING QUALITY EXPECTATIONS SET FORTH IN SECTION  
24 8-83-602 (5).

25 **23-83-103. Reporting - repeal.** (1) (a) ON OR BEFORE DECEMBER  
26 1, 2026, THE DEPARTMENT SHALL WORK WITH INSTITUTIONS OF HIGHER  
27 EDUCATION TO DEVELOP DATA COLLECTION AND REPORTING STANDARDS

1 FOR CREDIT-BEARING WORK-BASED LEARNING PROGRAMS FOR THE  
2 PURPOSE OF STRENGTHENING THE EVIDENCE BASE TO UNDERSTAND THE  
3 IMPACT OF COLLEGIATE WORK-BASED LEARNING EXPERIENCES ON  
4 STUDENT OUTCOMES AND CAREER PREPAREDNESS.

5 (b) ON OR BEFORE DECEMBER 2028, AND ANNUALLY THEREAFTER,  
6 AND SUBJECT TO DATA AVAILABILITY, INSTITUTIONS OF HIGHER  
7 EDUCATION SHALL PROVIDE TO THE DEPARTMENT WORK-BASED LEARNING  
8 DATA ON STUDENTS AND DEGREE PROGRAMS USING EXISTING DATA  
9 COLLECTION MECHANISMS. THE INFORMATION MUST INCLUDE, AT A  
10 MINIMUM:

11 (I) WHETHER A CREDIT-BEARING COURSE INCLUDED WORK-BASED  
12 LEARNING FOR EACH ENROLLED STUDENT; AND

13 (II) WHETHER A DEGREE-GRANTING PROGRAM INCLUDES A  
14 WORK-BASED LEARNING COMPONENT.

15 (2) BEGINNING JANUARY 2029, AND EACH JANUARY THROUGH  
16 2030, THE DEPARTMENT SHALL INCLUDE THE DATA COLLECTED PURSUANT  
17 TO SUBSECTION (1) OF THIS SECTION AS PART OF THE DEPARTMENT'S  
18 "SMART ACT" HEARING REQUIRED BY SECTION 2-7-203, AND, SUBJECT  
19 TO DATA AVAILABILITY, THE FOLLOWING INFORMATION FROM EXISTING  
20 DEPARTMENT DATA COLLECTIONS:

21 (a) THE NUMBER AND PERCENTAGE OF DEGREE PROGRAMS THAT  
22 REQUIRE A WORK-BASED LEARNING OR INTERNSHIP REQUIREMENT FOR  
23 DEGREE COMPLETION BY INSTITUTION OF HIGHER EDUCATION AND DEGREE  
24 LEVEL;

25 (b) THE NUMBER AND PERCENTAGE OF STUDENTS WHO COMPLETE  
26 A CREDIT-BEARING WORK-BASED LEARNING EXPERIENCE DURING THEIR  
27 POSTSECONDARY PROGRAM, DISAGGREGATED BY FIRST-GENERATION

1 STATUS, FULL- AND PART-TIME ENROLLMENT STATUS, TRANSFER STUDENT  
2 STATUS, FEDERAL PELL GRANT ELIGIBILITY, RACE, ETHNICITY, AND SEX OR  
3 GENDER; AND

4 (c) THE AVERAGE NUMBER OF CREDITS EARNED THAT ARE  
5 ASSOCIATED WITH WORK-BASED LEARNING EXPERIENCES,  
6 DISAGGREGATED BY FIRST-GENERATION STATUS, FULL- AND PART-TIME  
7 ENROLLMENT STATUS, TRANSFER STUDENT STATUS, FEDERAL PELL GRANT  
8 ELIGIBILITY, RACE, ETHNICITY, AND SEX OR GENDER.

9 (3) THE DATA COLLECTED PURSUANT TO THIS SECTION MAY BE  
10 USED IN THE STATEWIDE LONGITUDINAL DATA SYSTEM CREATED IN  
11 SECTION 24-37.5-125 (2) TO ANALYZE THE ROLE OF WORK-BASED  
12 LEARNING ON STUDENT PERFORMANCE AND OUTCOMES.

13 **SECTION 4.** In Colorado Revised Statutes, 23-3.3-401, **add** (4)  
14 as follows:

15 **23-3.3-401. Work-study program established - requirements.**

16 (4) FUNDS APPROPRIATED TO THE COMMISSION MAY BE USED BY THE  
17 COMMISSION TO COVER THE COSTS OF WORK-BASED LEARNING  
18 REQUIREMENTS FOR STUDENTS WHO ARE REQUIRED TO COMPLETE  
19 CREDIT-BEARING WORK-BASED LEARNING REQUIREMENTS TO GRADUATE  
20 FROM AN INSTITUTION OF HIGHER EDUCATION. FUNDING USED FOR THE  
21 PURPOSES OF THIS SUBSECTION (4) IS EXEMPT FROM THE REQUIREMENTS  
22 TO USE A STUDENT EMPLOYMENT CONTRACT.

23 **SECTION 5. Act subject to petition - effective date.** This act  
24 takes effect at 12:01 a.m. on the day following the expiration of the  
25 ninety-day period after final adjournment of the general assembly; except  
26 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
27 of the state constitution against this act or an item, section, or part of this

1 act within such period, then the act, item, section, or part will not take  
2 effect unless approved by the people at the general election to be held in  
3 November 2026 and, in such case, will take effect on the date of the  
4 official declaration of the vote thereon by the governor.