First Regular Session Seventy-third General Assembly STATE OF COLORADO

INTRODUCED

LLS NO. 21-0311.01 Shelby Ross x4510

SENATE BILL 21-119

SENATE SPONSORSHIP

Bridges and Lundeen,

HOUSE SPONSORSHIP

(None),

Senate Committees

Education

House Committees

	A BILL FOR AN ACT
101	CONCERNING INCREASING ACCESS IN HIGH SCHOOL TO HIGH-QUALITY
102	CREDENTIALS WITHIN THE CAREER DEVELOPMENT SUCCESS
103	PROGRAM.

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 career development success program provides financial incentives for participating school districts and participating charter schools to encourage pupils enrolled in grades 9 through 12 to enroll in and successfully complete qualified industry-credential programs; qualified internship, residency, or construction industry

pre-apprenticeship or apprenticeship programs; and qualified advanced placement courses (programs and courses). The bill amends the list of qualified programs by removing residency programs and expanding pre-apprenticeship and apprenticeship programs to include any industry program, not just construction industry programs.

The bill expands the definition of a qualified industry-credential program to include a career and technical education program that, upon completion, results in an industry-recognized credential with labor market value aligned with a high-skill, high-wage, in-demand job.

Current law requires the work force development council (council) to identify the programs and courses by identifying the jobs included in the Colorado talent report with the greatest regional and state demand, including jobs in in-demand industries. The bill requires the council to consult with relevant industries to identify the programs and courses by identifying high-skill, high-wage jobs in in-demand industries that have labor market value. Any programs and courses the council determines do not demonstrate labor market value may be removed from the council's website.

Beginning in the 2022-23 school year, and each school year thereafter, the department of education (department), in coordination with the department of labor and employment, the department of higher education, the Colorado community college system, and employers from in-demand industries, shall identify the top 10 industry-recognized credentials that may be awarded to high school students. For each identified credential, the department shall specify how the courses taken to earn the credential align with the state academic standards.

The bill requires each participating school district, each nonparticipating school district on behalf of its participating charter schools, and the state charter school institute on behalf of each participating institute charter school to report to the department the total number of pupils who successfully complete a program or course, disaggregated by the student's race, ethnicity, and gender, and whether the student is a student with a disability, an English language learner, or eligible for free or reduced-price lunch.

Current law requires each participating school district and each participating charter school to regularly communicate to all high school students the availability of programs and courses and the benefits a student receives as a result of successfully completing one of the programs or courses. The bill expands this requirement to all middle school students and the students' families.

The bill requires each participating school district and each participating charter school to communicate how industry-recognized credentials and guaranteed-transfer pathways courses that are included in such credentials are aligned with postsecondary degrees and high-skill, high-wage, in-demand jobs, and the top 10 industry-recognized

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credentials identified by the department. The communications must be provided in a language that the students and the students' families understand.

The bill updates the department's annual reporting requirements to the general assembly to include:

- Whether the students participating in the programs and courses enlisted in the military or entered the workforce after graduation;
- How money received under the career development success program was used to promote the availability of programs and courses; and
- How the participating school district or participating charter school determined which programs and courses to offer, including how the programs and courses are aligned with local workforce needs.

No later than July 1, 2022, the department, in collaboration with the Colorado community college system, shall publish and disseminate materials through existing and relevant platforms used to engage with districts that include, at a minimum, the top 10 industry-recognized credentials and a sample communications plan for how a participating school district or participating charter school may communicate the value of credentials and experiences to students and families.

The bill requires participating school districts and participating charter schools to utilize program funding to promote access to programs and courses.

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

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

- (a) For more than four years, the career development success program has incentivized 54 school districts and charter schools to offer 24,757 industry-recognized credentials, work-based learning experiences, and advanced placement courses to Colorado students;
- (b) Research shows that program strategies for high school students to earn a credential in high school help students gain a living-wage job more quickly after high school, support ongoing postsecondary education attainment, and save students and families

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1	money in higher education expenses, all while supporting Colorado's
2	economy in the state's most in-demand jobs; and
3	(c) To support Colorado's economic recovery from the COVID-19
4	pandemic and Coloradans in earning industry-recognized credentials that
5	lead to a living-wage job, Colorado schools provide multiple programs
6	that support secondary students in earning industry-recognized credentials
7	in high school.
8	(2) Therefore, the general assembly declares that further
9	increasing access to high-quality, in-demand industry credentials, for
10	which students earn high school and postsecondary credits, accelerates
11	students' ability to obtain high-quality, living-wage jobs and connects the
12	supply and demand of Colorado's economy to allow the education system
13	to respond more quickly to workforce talent needs in the state.
14	SECTION 2. In Colorado Revised Statutes, 22-54-138, amend
15	(1)(i), (1)(j), (2), (3)(a), (4)(b) introductory portion, (4)(b)(II), (4)(c),
16	(4)(d), (4)(e), (5)(c), (7), (8)(b), (8)(f), and (8)(g); repeal (1)(b), (1)(c),
17	and (1)(k); and add (3.5), (4)(b.5), (8)(h), (8)(i), (8.5), and (8.7) as
18	follows:
19	22-54-138. Career development success program - created -
20	funding - report - resource bank - definitions - repeal. (1) As used in
21	this section, unless the context otherwise requires:
22	(b) "Construction industry apprenticeship program" means an
23	apprenticeship program registered with the office of apprenticeship in the
24	United States department of labor that trains individuals for careers in the
25	construction industry.
26	(c) "Construction industry pre-apprenticeship program" means a
27	program or set of strategies that:

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1	(I) Is designed to prepare individuals for careers in the
2	construction industry by facilitating the entry of individuals into a
3	registered construction industry apprenticeship program;
4	(II) Has a documented relationship with at least one
5	apprenticeship program registered with the office of apprenticeship in the
6	United States department of labor; and
7	(III) Meets the quality pre-apprenticeship program standards
8	maintained by the employment and training administration of the United
9	States department of labor.
10	(i) "Qualified industry-credential program" means a career and
11	technical education program that:
12	(I) Upon completion, results in an industry-recognized credential
13	and WITH LABOR MARKET VALUE ALIGNED WITH A HIGH-SKILL,
14	HIGH-WAGE, IN-DEMAND OCCUPATION, AS DEFINED BY COLORADO'S STATE
15	PLAN FOR THE FEDERAL "STRENGTHENING CAREER AND TECHNICAL
16	EDUCATION FOR THE 21ST CENTURY ACT (PERKINS V)", PUB.L. 115-224;
17	(II) UPON COMPLETION, RESULTS IN credits that apply to
18	graduation from a school district, district charter school, or institute
19	charter school, which credits may be earned through concurrent
20	enrollment as provided in article 35 of this title TITLE 22; and
21	(II) Is identified by the Colorado work force development
22	council as provided in subsection (3) of this section.
23	(j) "Qualified internship, residency, or construction industry
24	pre-apprenticeship, or INDUSTRY apprenticeship program" means an
25	internship program, a residency program, a construction AN industry
26	apprenticeship program, or a construction AN industry pre-apprenticeship
27	program which program THAT is identified by the Colorado work force

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development council as provided in subsection (3) of this section.

- (k) "Residency program" means a program defined by the work force development council or the department of labor and employment that:
- (I) Provides an individual with a set of well-defined occupational skills and abilities by teaching both theoretical and practical concepts primarily through on-the-job training and related instruction; and
- (II) Ensures the individual receives a form of compensation for the on-the-job training.
- (2) There is hereby created the career development success program in the department of education to provide financial incentives for participating districts and participating charter schools to encourage pupils enrolled in grades nine through twelve to enroll in and successfully complete qualified industry-credential programs; qualified internship, residency, or construction industry pre-apprenticeship, or INDUSTRY apprenticeship programs; and qualified advanced placement courses. For the 2017-18 budget year and each budget year thereafter, each participating district and each participating charter school, as provided in subsection (5) of this section, may receive up to one thousand dollars for each pupil who, in the preceding budget year, successfully completes a qualified industry-credential program; qualified internship, residency, or construction industry pre-apprenticeship, or INDUSTRY apprenticeship program; or qualified advanced placement course.
- (3) (a) On or before August 15, 2016, and on or before July 1 each year thereafter, the work force development council, in collaboration with the department of higher education, the department of education, the department of labor and employment, THE COLORADO COMMUNITY

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COLLEGE SYSTEM, and the Colorado office of economic development, shall publish on the council's website a list of the qualified industry-credential programs and qualified internship, residency, or construction industry pre-apprenticeship, or INDUSTRY apprenticeship programs for that school year. AT LEAST ANNUALLY, the council and its partners shall identify AND REVIEW the qualified industry-credential programs and qualified internship, residency, or construction industry pre-apprenticeship, or INDUSTRY apprenticeship programs by identifying the jobs included in the Colorado talent pipeline report, prepared pursuant to section 24-46.3-103, C.R.S., with the greatest regional and state demand, including HIGH-SKILL, HIGH-WAGE jobs in in-demand industries, and, AFTER CONSULTATION WITH RELEVANT INDUSTRIES, identifying the programs that align with or HAVE LABOR MARKET VALUE AND are likely to lead to the identified jobs. ANY PROGRAMS THAT THE COUNCIL DETERMINES DO NOT DEMONSTRATE LABOR MARKET VALUE MAY BE REMOVED FROM THE COUNCIL'S WEBSITE.

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(3.5) (a) BEGINNING IN THE 2022-23 SCHOOL YEAR, AND FOR EACH SCHOOL YEAR THEREAFTER, THE DEPARTMENT OF EDUCATION, IN COORDINATION WITH THE DEPARTMENT OF LABOR AND EMPLOYMENT, THE DEPARTMENT OF HIGHER EDUCATION, THE COLORADO COMMUNITY COLLEGE SYSTEM, AND EMPLOYERS FROM IN-DEMAND INDUSTRIES, SHALL IDENTIFY THE TOP TEN INDUSTRY-RECOGNIZED CREDENTIALS, EACH OF WHICH MUST AT A MINIMUM MEET THE REQUIREMENTS SPECIFIED IN SUBSECTION (3.5)(b) OF THIS SECTION. FOR EACH OF THE IDENTIFIED CREDENTIALS, THE DEPARTMENT OF EDUCATION SHALL IDENTIFY THE STATE CONTENT STANDARDS THAT ALIGN WITH THE COURSES REQUIRED TO OBTAIN THE CREDENTIAL AND POST ON THE DEPARTMENT'S WEBSITE AN

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1	EXPLANATION OF THE STANDARDS AND COURSE ALIGNMENTS FOR EACH
2	CREDENTIAL.
3	(b) To be identified as one of the top ten
4	INDUSTRY-RECOGNIZED CREDENTIALS PURSUANT TO SUBSECTION (3)(a)
5	OF THIS SECTION:
6	(I) A CREDENTIAL MUST BE ASSOCIATED WITH ONE OF THE
7	IN-DEMAND INDUSTRIES IDENTIFIED BY THE COLORADO TALENT REPORT,
8	PREPARED PURSUANT TO SECTION 24-46.3-103 (3) FOR THE APPLICABLE
9	YEAR, AND COLORADO'S STATE PLAN FOR THE FEDERAL "STRENGTHENING
10	CAREER AND TECHNICAL EDUCATION FOR THE 21ST CENTURY ACT
11	(PERKINS V)", PUB.L. 115-224;
12	(II) A HIGH-SCHOOL LEVEL CAREER PATHWAY MUST HAVE BEEN
13	CREATED FOR THE CREDENTIAL OR HIGH SCHOOLS MUST HAVE THE ABILITY
14	TO OFFER THE CREDENTIAL; AND
15	(III) THE CREDENTIAL MUST INCLUDE GUARANTEED-TRANSFER
16	PATHWAYS COURSES, AS DEFINED IN SECTION 23-5-145.5 (1)(c), AND BE
17	LIKELY TO LEAD TO A POSTSECONDARY DEGREE AND TO JOBS IN
18	HIGH-SKILL, HIGH-WAGE, IN-DEMAND INDUSTRIES.
19	(4) (b) By June 30, 2017, and by June 30 each year thereafter,
20	each participating district, each nonparticipating district on behalf of its
21	participating charter schools, and the institute on behalf of each
22	participating institute charter school, shall report to the department of
23	education the total number of pupils, enrolled in the participating district,
24	the total number of pupils enrolled in the participating charter schools of
25	the nonparticipating district, or the total number of pupils enrolled in the
26	participating institute charter schools who, during the school year that
27	ends on that June 30:

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(II) Successfully completed a qualified internship, residency, or
construction industry pre-apprenticeship or INDUSTRY apprenticeship
program; or
(b.5) EACH PARTICIPATING DISTRICT, EACH NONPARTICIPATING
DISTRICT ON BEHALF OF ITS PARTICIPATING CHARTER SCHOOLS, AND THE
INSTITUTE ON BEHALF OF EACH PARTICIPATING INSTITUTE CHARTER
SCHOOL, IN ADDITION TO REPORTING THE TOTALS, SHALL DISAGGREGATE,

- SCHOOL, IN ADDITION TO REPORTING THE TOTALS, SHALL DISAGGREGATE,
 TO THE EXTENT POSSIBLE WHILE MAINTAINING STUDENT PRIVACY, THE
- 9 INFORMATION REPORTED PURSUANT TO SUBSECTION (4)(b) OF THIS
- 10 SECTION BY THE STUDENTS' RACE, ETHNICITY, AND GENDER, AND
- WHETHER A STUDENT IS A STUDENT WITH A DISABILITY, AN ENGLISH
- 12 LANGUAGE LEARNER, OR ELIGIBLE FOR FREE OR REDUCED-PRICE LUNCH
- 13 PURSUANT TO THE FEDERAL "RICHARD B. RUSSELL NATIONAL SCHOOL
- 14 LUNCH ACT", 42 U.S.C. SEC. 1751 ET SEQ.

- (c) Each qualified internship and residency program shall determine whether a pupil successfully completes the program.
 - (d) A pupil successfully completes a qualified construction industry pre-apprenticeship program if the student completes the course requirements of the program with a passing grade and is accepted into a construction AN industry apprenticeship program as a registered apprentice.
 - (e) A pupil may be reported as successfully completing a qualified construction industry apprenticeship if the pupil is accepted as a registered apprentice in a construction AN industry apprenticeship program and employed by a construction IN THE industry. contractor.
 - (5) (c) In a budget year in which there is money remaining in the appropriation made pursuant to paragraph (a) of this subsection (5)

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SUBSECTION (5)(a) OF THIS SECTION after distributing the money as provided in paragraph (b) of this subsection (5) SUBSECTION (5)(b) OF THIS SECTION, the department of education shall distribute to each district and to the institute an amount equal to one thousand dollars multiplied by the number of pupils reported by the district or the institute as successfully completing a qualified internship, residency, or construction industry pre-apprenticeship, or INDUSTRY apprenticeship program; except that, if the amount remaining is insufficient to fully fund the total number of reported pupils, the department of education shall reduce the amount distributed to each district and to the institute by the same percentage that the deficit bears to the amount required to fully fund the total number of pupils reported as successfully completing a qualified internship, residency, or construction industry pre-apprenticeship, or INDUSTRY apprenticeship program.

- (7) (a) Each participating district and each participating charter school shall regularly communicate to all MIDDLE AND high school students AND THE STUDENTS' FAMILIES:
- (I) The availability of qualified industry-credential programs, qualified internship, residency, or construction industry pre-apprenticeship, or INDUSTRY apprenticeship programs, and qualified advanced placement courses and the benefits a student receives as a result of successfully completing one of these programs or courses; The participating district and participating charter school shall design the communications with students with the goal of increasing participation in these programs and courses across all student subgroups.
- (II) HOW INDUSTRY-RECOGNIZED CREDENTIALS AND GUARANTEED-TRANSFER PATHWAYS COURSES, AS DEFINED IN SECTION

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- 1 23-5-145.5 (1)(c), THAT ARE INCLUDED IN SUCH CREDENTIALS ARE
- 2 ALIGNED WITH POSTSECONDARY DEGREES AND HIGH-SKILL, HIGH-WAGE,
- 3 IN-DEMAND JOBS; AND

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- 4 (III) THE TOP TEN INDUSTRY-RECOGNIZED CREDENTIALS
 5 IDENTIFIED PURSUANT TO SUBSECTION (3.5) OF THIS SECTION.
- 6 (b) To the extent possible, all communications issued 7 PURSUANT TO THIS SUBSECTION (7) SHALL BE PROVIDED IN A LANGUAGE 8 THAT THE STUDENTS AND THE STUDENTS' FAMILIES UNDERSTAND. THE 9 GOAL OF THE COMMUNICATIONS MUST BE TO INCREASE PARTICIPATION IN 10 QUALIFIED INDUSTRY-CREDENTIAL PROGRAMS; QUALIFIED INTERNSHIP, 11 INDUSTRY PRE-APPRENTICESHIP, OR INDUSTRY APPRENTICESHIP 12 PROGRAMS; AND QUALIFIED ADVANCED PLACEMENT COURSES ACROSS ALL 13 STUDENT SUBGROUPS.
 - (8) At the hearing with the joint education committee of the general assembly held in accordance with section 2-7-203 in November or December 2017, and at the hearing held each year thereafter, the department of education shall provide a report that describes the outcomes achieved by the career development success program. At a minimum, the report must include the following information:
 - (b) The number of students in each year of the program that the participating districts and participating charter schools reported as earning an industry certificate by completing a qualified industry-credential program; successfully completing a qualified internship, residency, or construction industry pre-apprenticeship, or INDUSTRY apprenticeship program; or completing a qualified advanced placement course and earning a score on the end-of-course exam that is eligible for college credit. The department shall report the student numbers in totals and

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disaggregated based on THE student demographics including eligibility for free or reduced-price meals SPECIFIED IN SUBSECTION (4)(b.5) OF THIS SECTION.

- (f) To the extent information is available, whether more students met the requirements for funding under the program after the program was enacted as compared to before the program was enacted and the likelihood that a higher level of funding for the program would increase the number of students who meet the requirements for funding under the program; and
- (g) Whether the students participating in the qualified industry-credential programs; qualified internship, residency, or construction industry pre-apprenticeship, or INDUSTRY apprenticeship programs; and qualified advanced placement courses graduated from high school and whether after graduation they enrolled in postsecondary education, ENLISTED IN THE MILITARY, OR ENTERED THE WORKFORCE, AND TO THE EXTENT PRACTICABLE, WHETHER THE STUDENTS' CAREERS ARE RELATED TO THE INDUSTRY-RECOGNIZED CREDENTIALS COMPLETED;
- (h) How money received under the program was used to promote the availability of qualified industry-credential programs; qualified internship, industry pre-apprenticeship, or industry apprenticeship programs; and qualified advanced placement courses; and
- (i) HOW THE PARTICIPATING DISTRICT OR PARTICIPATING CHARTER SCHOOL DETERMINED WHICH QUALIFIED INDUSTRY-CREDENTIAL PROGRAMS; QUALIFIED INTERNSHIP, INDUSTRY PRE-APPRENTICESHIP, OR INDUSTRY APPRENTICESHIP PROGRAMS; AND QUALIFIED ADVANCEMENT PLACEMENT COURSES TO OFFER, INCLUDING HOW THE PROGRAMS ARE ALIGNED WITH STATE OR LOCAL WORKFORCE NEEDS.

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1	(8.5) (a) NO LATER THAN JULY 1, 2022, THE DEPARTMENT OF
2	EDUCATION, IN COLLABORATION WITH THE COLORADO COMMUNITY
3	COLLEGE SYSTEM, SHALL PUBLISH AND DISSEMINATE MATERIALS THROUGH
4	EXISTING AND RELEVANT PLATFORMS USED TO ENGAGE WITH DISTRICTS
5	THAT INCLUDE, AT A MINIMUM:
6	(I) THE TOP TEN INDUSTRY-RECOGNIZED CREDENTIALS IDENTIFIED
7	PURSUANT TO SUBSECTION (3.5) OF THIS SECTION; AND
8	(II) FOR EACH OF THE TOP TEN INDUSTRY-RECOGNIZED
9	CREDENTIALS, A SAMPLE COMMUNICATIONS PLAN FOR HOW A
10	PARTICIPATING DISTRICT OR PARTICIPATING CHARTER SCHOOL MAY
11	COMMUNICATE THE VALUE OF CREDENTIALS AND EXPERIENCES TO
12	STUDENTS AND PARENTS. THE COMMUNICATIONS PLAN MUST INCLUDE
13	INFORMATION ON HOW TO EDUCATE PARENTS AND STUDENTS ABOUT HOW
14	HIGH SCHOOL CREDIT IS TIED TO CREDENTIALS AND THE COURSES
15	INCLUDED AS A PART OF THE CREDENTIAL PATHWAY BASED ON ALIGNMENT
16	WITH THE STATE ACADEMIC STANDARDS, STATE GRADUATION GUIDELINES
17	ADOPTED PURSUANT TO SECTION 22-2-106 (1)(a.5), AND POSTSECONDARY
18	CREDIT, WHICH MAY INCLUDE CREDIT THROUGH CONCURRENT
19	ENROLLMENT.
20	(b) ANY MATERIALS PUBLISHED AND DISSEMINATED PURSUANT TO
21	THIS SUBSECTION (8.5) MUST BE MADE AVAILABLE TO MIDDLE AND HIGH
22	SCHOOL STUDENTS AT A REASONABLE TIME BEFORE ANY PARTICIPATING
23	DISTRICT'S OR PARTICIPATING CHARTER SCHOOL'S COURSE SELECTION
24	DEADLINE.
25	(8.7) A PARTICIPATING DISTRICT OR PARTICIPATING CHARTER
26	SCHOOL SHALL UTILIZE THE MONEY RECEIVED PURSUANT TO SUBSECTION
27	(5) OF THIS SECTION TO PROMOTE ACCESS TO QUALIFIED

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1	INDUSTRY-CREDENTIAL PROGRAMS; QUALIFIED INTERNSHIP, INDUSTRY
2	PRE-APPRENTICESHIP, OR INDUSTRY APPRENTICESHIP PROGRAMS; AND
3	QUALIFIED ADVANCED PLACEMENT COURSES, WHICH MAY INCLUDE:
4	(a) WORKING WITH LOCAL WORKFORCE BOARDS TO DETERMINE THE
5	PROGRAMS AND COURSES THAT WILL HELP TO MEET LOCAL WORKFORCE
6	NEEDS;
7	(b) Communicating with students and the students'
8	FAMILIES ABOUT THE PROGRAMS AND COURSES IN A LANGUAGE THAT THE
9	STUDENTS AND THE STUDENTS' FAMILIES UNDERSTAND;
10	(c) PURCHASING AND MAINTAINING EQUIPMENT AND SUPPLIES FOR
11	THE PROGRAMS AND COURSES, WHICH MAY INCLUDE THE COST OF
12	EXAMINATIONS RELATED TO SUCH PROGRAMS AND COURSES; AND
13	(d) Assisting students, including students who are eligible
14	FOR FREE OR REDUCED-PRICE LUNCH PURSUANT TO THE FEDERAL
15	"RICHARD B. RUSSELL NATIONAL SCHOOL LUNCH ACT", 42 U.S.C. SEC.
16	1751 ET SEQ., STUDENTS WITH DISABILITIES, AND STUDENTS WHO ARE
17	ENGLISH LANGUAGE LEARNERS, WITH THE SUPPORT NEEDED TO ACCESS
18	AND SUCCEED IN THE PROGRAMS AND COURSES.
19	SECTION 3. Act subject to petition - effective date. This act
20	takes effect at 12:01 a.m. on the day following the expiration of the
21	ninety-day period after final adjournment of the general assembly; except
22	that, if a referendum petition is filed pursuant to section 1 (3) of article V
23	of the state constitution against this act or an item, section, or part of this
24	act within such period, then the act, item, section, or part will not take
25	effect unless approved by the people at the general election to be held in
26	November 2022 and, in such case, will take effect on the date of the
27	official declaration of the vote thereon by the governor.

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