



## Fiscal Note

### Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

## HB 25-1284: REGULATING APPRENTICES IN LICENSED TRADES

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**Prime Sponsors:**

Rep. Duran  
Sen. Sullivan

**Fiscal Analyst:**

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**Bill Outcome:** Signed into Law

**Drafting number:** LLS 25-0509

**Version:** Final Fiscal Note

**Date:** July 17, 2025

**Fiscal note status:** The final fiscal note reflects the enacted bill.

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### Summary Information

**Overview.** The bill modifies regulations concerning apprenticeships in certain licensed trades.

**Types of impacts.** The bill is projected to affect the following areas starting in FY 2026-27:

- State Revenue
- State Expenditures

**Appropriations.** No appropriation is required.

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**Table 1**  
**State Fiscal Impacts**

Type of Impact	Budget Year FY 2025-26	Out Year FY 2026-27
State Revenue (Cash Funds)	\$0	\$30,000
State Expenditures (Cash Funds)	\$0	\$30,000
Transferred Funds	\$0	\$0
Change in TABOR Refunds	\$0	\$0
Change in State FTE	0.0 FTE	0.0 FTE

## Summary of Legislation

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The bill modifies regulations concerning registered apprenticeships in the electrical and plumbing trades by the Department of Labor and Employment (CDLE), which is the state apprenticeship agency, and the Department of Regulatory Agencies (DORA), which regulates these trades.

### Apprenticeships

The bill prohibits employers from registering employees who participate in an apprenticeship program as a plumbing or electrical apprentice with DORA unless the apprenticeship program is for an electrical or plumbing occupation recognized by the U.S. Department of Labor. This prohibition only applies to employees participating in an apprenticeship program registered with the CDLE. DORA must provide notices to employers regarding noncompliance, and employers have 30 days to provide proof that an employee is participating in an appropriate apprenticeship program.

### State Agencies

Before July 1, 2027, the bill requires the CDLE and DORA to establish a data-sharing agreement to ensure electrical and plumbing apprentices are registered properly with DORA. This data-sharing requirement is conditional on the availability of existing resources, or if DORA receives sufficient gifts, grants, and donations.

If DORA cannot verify that an apprentice is registered properly, then DORA must revoke their registration as a plumbing or electrical apprentice and the employee is prohibited from performing work as a plumbing or electrical apprentice.

### State Revenue

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The bill potentially increases state revenue to DORA from gifts, grants, or donations; however, no sources have been identified at this time. It is estimated that \$30,000 in gifts, grants, or donations will be required to implement the bill. This revenue, if received, is exempt from the state's TABOR revenue limit.

### State Expenditures

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The bill increases state expenditures in the Department of Regulatory Agencies and also minimally affects workload in the Department of Labor and Employment and some institutions of higher education, as discussed below.

## **Department of Regulatory Agencies**

DORA will have one-time costs of \$30,000 for a vendor to update its licensing system to reflect the requirements of the bill regarding data sharing with the CDLE and apprenticeship registrations. These costs are only incurred if DORA has capacity within existing appropriations or upon receiving sufficient gifts grants or donations. The fiscal note assumes that any expenditures for this effort will occur in FY 2026-27. Workload will also minimally increase to adopt any necessary rules and to coordinate a data-sharing agreement with the CDLE.

Beginning in FY 2027-28, DORA will have additional workload and costs to verify apprenticeship eligibility. If gifts, grants, and donations are received and the data sharing agreement and licensing system updates are implemented, much of the work to verify eligibility may be accomplished within existing appropriations. If the data sharing agreement and licensing system upgrades do not occur, DORA will require additional staff, estimated at about 0.5 FTE, to manually ensure compliance and send any notifications of noncompliance. Any additional resources will be requested through the annual budget process and paid from fee revenue in the Division of Professions and Occupations Cash Fund.

## **Department of Labor and Employment**

The Office of Future Work in the CDLE serves as the state apprenticeship agency. Workload in the CDLE will increase to establish data-sharing with DORA regarding electrical and plumbing registered apprenticeship programs and publish lists of registered electrical and plumbing apprenticeships programs. This workload increase is expected to be absorbable within existing resources and no change in appropriations is required.

## **Institutions of Higher Education**

For any institutions of higher education that participate in electrical and plumbing registered apprenticeship programs, the bill increases workload to ensure compliance with registration requirements established by the bill. Any costs are assumed to be paid from general institution funds, with no additional state appropriation required.

## **Effective Date**

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The bill was signed into law by the Governor on June 3, 2025, and takes effect on January 1, 2027, assuming no referendum petition is filed.

## **Departmental Difference**

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DORA estimates that the bill requires 0.5 FTE starting in FY 2027-28. This results in an increase of appropriations and expenditures of about \$44,000 from the Division of Professions and Occupations Cash Fund, and would also increase state revenue by a corresponding amount from fees charged to apprentices and employers. This estimate is based on an assumption that the requirement to verify apprentices are participating in an appropriate program will increase workload to an extent that is not absorbable.

The fiscal note contends that the need for additional staff depends on whether or not the data sharing agreement and licensing system upgrades are made and will only be required if those are not completed. Based on this, the fiscal note assumes that the system upgrades will occur and no additional staff resources are required. The fiscal note acknowledges that additional resources may need to be requested through the annual budget process if the system upgrades do not occur.

## **State and Local Government Contacts**

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Education

Labor

Higher Education

Regulatory Agencies