

Second Regular Session  
Seventy-third General Assembly  
STATE OF COLORADO

**PREAMENDED**

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

LLS NO. 22-0702.03 Christy Chase x2008

**HOUSE BILL 22-1350**

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**HOUSE SPONSORSHIP**

**McCluskie and Rich,**

**SENATE SPONSORSHIP**

**Bridges and Lundein,**

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**House Committees**

Education  
Appropriations

**Senate Committees**

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**A BILL FOR AN ACT**  
101     **CONCERNING THE CREATION OF A GRANT PROGRAM TO MEET**  
102     **WORKFORCE NEEDS THROUGHOUT THE STATE.**

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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 establishes the regional talent development initiative grant program (grant program) in the office of economic development (office) to fund talent development initiatives across the state that meet regional labor market needs and specified grant program goals, including initiatives that meet workforce development needs in regions as they recover from the negative economic impacts of the COVID-19 pandemic.

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

The office, a state agency designated by the office, or a third party with whom the office contracts is to serve as the administrator of the grant program (program administrator). The office is directed to appoint a steering committee of business, civic, education, and nonprofit professionals (steering committee) to support the program administrator, including:

- Developing a grant application process;
- Establishing grant application selection and prioritization criteria; and
- Advising the program administrator in appointing a selection committee to review grant applications and make grant award recommendations.

The office, in collaboration with the departments of labor and employment, higher education, and education (departments) and the steering committee, is to identify regions throughout the state to inform the selection of grant applications.

The office is to publish a report on the grant program by November 1, 2023, and by each November 1 through November 1, 2027.

The bill creates the regional talent development initiative grant program fund (grant program fund) and directs the state treasurer to transfer \$91 million from the workers, employers, and workforce centers cash fund (cash fund) to the grant program fund as follows:

- \$56,750,000 from federal money in the cash fund that the state received pursuant to the "American Rescue Plan Act of 2021"; and
- \$34,250,000 from money in the cash fund that originated from the general fund.

The money in the grant program fund is continuously appropriated to the office for the grant program and related costs. The grant program repeals on July 1, 2028.

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

2                   **SECTION 1.** In Colorado Revised Statutes, **add** part 4 to article  
3   48.5 of title 24 as follows:

## PART 4

## REGIONAL TALENT DEVELOPMENT INITIATIVES

6                   **24-48.5-401. Short title.** THE SHORT TITLE OF THIS PART 4 IS THE  
7                   "REGIONAL TALENT DEVELOPMENT INITIATIVE ACT".

8                   **24-48.5-402. Legislative declaration.** (1) THE GENERAL

1 ASSEMBLY FINDS AND DECLARES THAT:

2 (a) THIS PART 4 IS INTENDED TO RESPOND TO THE NEGATIVE  
3 ECONOMIC IMPACTS CAUSED BY THE COVID-19 PANDEMIC AND  
4 RESULTING PUBLIC HEALTH EMERGENCY BY PROVIDING ASSISTANCE, AID,  
5 AND SUPPORTS TO UNEMPLOYED WORKERS, POPULATIONS  
6 DISPROPORTIONATELY IMPACTED BY THE PUBLIC HEALTH EMERGENCY,  
7 AND IMPACTED INDUSTRIES, SMALL BUSINESSES, AND NONPROFIT  
8 ORGANIZATIONS;

9 (b) MONEY ALLOCATED TO THE STATE PURSUANT TO THE  
10 "AMERICAN RESCUE PLAN ACT OF 2021" AND TRANSFERRED TO THE  
11 WORKERS, EMPLOYERS, AND WORKFORCE CENTERS CASH FUND CREATED  
12 IN SECTION 24-75-231 MAY BE USED FOR THE PURPOSES OF THIS PART 4;  
13 AND

14 (c) THE GRANT PROGRAM AND RELATED SERVICES DESCRIBED IN  
15 THIS PART 4 ARE IMPORTANT GOVERNMENT SERVICES.

16 **24-48.5-403. Definitions.** AS USED IN THIS PART 4, UNLESS THE  
17 CONTEXT OTHERWISE REQUIRES:

18 (1) "AMERICAN RESCUE PLAN ACT OF 2021" MEANS THE FEDERAL  
19 "AMERICAN RESCUE PLAN ACT OF 2021", PUB.L. 117-2, AS THE ACT MAY  
20 BE SUBSEQUENTLY AMENDED.

21 (2) "APPLICANT" MEANS A COLLABORATION OF ENTITIES THAT:  
22 (a) INCLUDES INDUSTRY AND EDUCATIONAL ENTITIES AND MAY  
23 ALSO INCLUDE LOCAL GOVERNMENTS, INSTITUTIONS OF HIGHER  
24 EDUCATION, AND NONPROFIT AND FOR-PROFIT ENTITIES AND  
25 ORGANIZATIONS; AND

26 (b) APPLIES FOR A GRANT FROM THE GRANT PROGRAM.

27 (3) "COVID-19" MEANS THE CORONAVIRUS DISEASE CAUSED BY

1 THE SEVERE ACUTE RESPIRATORY SYNDROME CORONAVIRUS 2, ALSO  
2 KNOWN AS SARS-CoV-2.

3 (4) "DEPARTMENTS" MEANS:

4 (a) THE DEPARTMENT OF LABOR AND EMPLOYMENT CREATED IN  
5 SECTION 24-1-121;

6 (b) THE DEPARTMENT OF HIGHER EDUCATION CREATED IN SECTION  
7 24-1-114; AND

8 (c) THE DEPARTMENT OF EDUCATION CREATED IN SECTION  
9 24-1-115.

10 (5) "EVIDENCE-BASED" MEANS THAT AN INITIATIVE IS EITHER:

11 (a) A PROVEN PROGRAM OR PRACTICE, AS DEFINED IN SECTION  
12 2-3-210 (2)(d); OR

13 (b) AN EVIDENCE-INFORMED PROGRAM OR PRACTICE, AS DEFINED  
14 IN SECTION 2-3-210 (2)(a).

15 (6) "FUND" MEANS THE REGIONAL TALENT DEVELOPMENT  
16 INITIATIVE GRANT PROGRAM FUND CREATED IN SECTION 24-48.5-406.

17 (7) "GRANT PROGRAM" MEANS THE REGIONAL TALENT  
18 DEVELOPMENT INITIATIVE GRANT PROGRAM CREATED IN SECTION  
19 24-48.5-405.

20 (8) "INTERMEDIARY" MEANS:

21 (a) A NONPROFIT ENTITY THAT HAS A PROVEN RECORD OF  
22 CONNECTING EDUCATION PROVIDERS, EMPLOYERS, OR OTHER CIVIC  
23 ORGANIZATIONS TO DEVELOP CAREER PATHWAYS AND ADDRESS  
24 WORKFORCE DEVELOPMENT NEEDS; OR

25 (b) A POST-SECONDARY EDUCATION PROVIDER THAT ADDRESSES  
26 ECONOMIC AND WORKFORCE DEVELOPMENT NEEDS.

27 (9) "OFFICE" MEANS THE COLORADO OFFICE OF ECONOMIC

1 DEVELOPMENT CREATED IN SECTION 24-48.5-101.

2 (10) "PROGRAM ADMINISTRATOR" MEANS:

3 (a) THE OFFICE;

4 (b) A STATE AGENCY DESIGNATED PURSUANT TO SECTION  
5 24-48.5-405 (1)(a)(II)(B); OR

6 (c) ONE OR MORE THIRD PARTIES WITH WHOM THE OFFICE  
7 CONTRACTS PURSUANT TO SECTION 24-48.5-405 (1)(a)(II)(B).

8 (11) "SELECTION COMMITTEE" MEANS THE SELECTION COMMITTEE  
9 APPOINTED PURSUANT TO SECTION 24-48.5-405 (5) TO REVIEW AND MAKE  
10 RECOMMENDATIONS ON GRANT APPLICATIONS.

11 (12) "STEERING COMMITTEE" MEANS THE STEERING COMMITTEE  
12 ESTABLISHED PURSUANT TO SECTION 24-48.5-404.

13 (13) "THIRD-PARTY ADMINISTRATOR" MEANS ONE OR MORE THIRD  
14 PARTIES WITH WHOM THE OFFICE CONTRACTS PURSUANT TO SECTION  
15 24-48.5-405 (1)(a) TO SERVE AS THE PROGRAM ADMINISTRATOR.

16 **24-48.5-404. Steering committee - creation - duties.** (1) THE  
17 OFFICE SHALL ASSEMBLE A STEERING COMMITTEE FOR PURPOSES OF  
18 SUPPORTING THE PROGRAM ADMINISTRATOR IN IMPLEMENTING AND  
19 ADMINISTERING THE GRANT PROGRAM, INCLUDING DEVELOPING AN  
20 APPLICATION PROCESS AND ESTABLISHING GRANT APPLICATION SELECTION  
21 AND PRIORITIZATION CRITERIA. THE STEERING COMMITTEE MUST CONSIST  
22 OF NO FEWER THAN FIVE AND NO MORE THAN EIGHT MEMBERS, AT LEAST  
23 ONE OF WHOM MUST REPRESENT A RURAL AREA OF THE STATE. MEMBERS  
24 OF THE STEERING COMMITTEE MUST BE BUSINESS, CIVIC, EDUCATION, AND  
25 NONPROFIT PROFESSIONALS AND INCLUDE AT LEAST ONE REPRESENTATIVE  
26 OF A TWO-YEAR INSTITUTION OF HIGHER EDUCATION AND AT LEAST ONE  
27 REPRESENTATIVE OF A FOUR-YEAR INSTITUTION OF HIGHER EDUCATION.

(2) IN COORDINATION WITH THE PROGRAM ADMINISTRATOR, THE STEERING COMMITTEE SHALL:

(a) ENGAGE PROFESSIONAL AND SUPPORT STAFF, INCLUDING CONSULTANTS, THIRD-PARTY CONTRACTORS, INTERMEDIARIES, AND OFFICE STAFF, TO ASSIST THE PROGRAM ADMINISTRATOR AND THE STEERING COMMITTEE IN PERFORMING THEIR ACTIVITIES;

(b) ESTABLISH A PROCESS FOR ENTITIES TO APPLY FOR GRANTS TO FUND TALENT DEVELOPMENT INITIATIVES;

9 (c) DEVELOP GRANT APPLICATION SELECTION AND PRIORITIZATION  
10 CRITERIA THAT ARE TRANSPARENT, ARE EVIDENCE-BASED, ARE  
11 REGIONALLY EQUITABLE, ENCOURAGE INNOVATION, AND ARE BASED ON  
12 THE GOALS SPECIFIED IN SECTION 24-48.5-405 (1)(c); AND

13 (d) OUTLINE A CLEAR AND TRANSPARENT EVALUATION PROCESS.

14                   **24-48.5-405. Regional talent development initiative grant**  
15                   **program - creation - administration - eligibility - application review**  
16                   **- report.** (1) (a) (I) THERE IS CREATED IN THE OFFICE THE REGIONAL  
17                   TALENT DEVELOPMENT INITIATIVE GRANT PROGRAM. THE OFFICE, IN  
18                   COLLABORATION WITH THE DEPARTMENTS AND THE STEERING COMMITTEE,  
19                   SHALL IDENTIFY REGIONS THROUGHOUT THE STATE, USING THE MAP OF  
20                   REGIONAL OFFICES OF THE DIVISION OF LOCAL GOVERNMENT IN THE  
21                   DEPARTMENT OF LOCAL AFFAIRS AS A GUIDE, TO INFORM THE SELECTION  
22                   OF APPLICANTS.

23 (II)(A) EXCEPT AS PROVIDED IN SUBSECTION (1)(a)(II)(B) OF THIS  
24 SECTION, THE OFFICE SHALL ADMINISTER THE GRANT PROGRAM.

25 (B) THE DIRECTOR OF THE OFFICE MAY DESIGNATE ANOTHER  
26 STATE AGENCY, OR THE OFFICE MAY CONTRACT WITH ONE OR MORE THIRD  
27 PARTIES, TO ADMINISTER THE PROGRAM.

16 (I) TO MEET WORKFORCE DEVELOPMENT NEEDS IN IDENTIFIED  
17 REGIONS OF THE STATE AS THE REGIONS WORK TO RECOVER FROM THE  
18 NEGATIVE ECONOMIC IMPACTS OF THE COVID-19 PANDEMIC;

19 (II) TO CREATE INTENTIONAL PATHWAYS BETWEEN KINDERGARTEN  
20 THROUGH TWELFTH GRADE EDUCATION, HIGHER EDUCATION, AND  
21 EMPLOYMENT THAT ALLOW LEARNERS AND EARNERS TO TRANSITION MORE  
22 EASILY INTO AND OUT OF EACH SYSTEM AND THAT ENSURE A HIGHLY  
23 SKILLED AND WELL-EDUCATED WORKFORCE; AND

24 (III) TO PROVIDE MORE OPPORTUNITIES FOR REGIONAL LEARNERS  
25 AND EARNERS TO BE MORE ECONOMICALLY MOBILE AND EARN A LIVING  
26 WAGE IN AN IN-DEMAND, HIGH-SKILL, HIGH-WAGE OCCUPATION.

27 (2) THE PROGRAM ADMINISTRATOR, WITH DIRECTION FROM THE

1 STEERING COMMITTEE, SHALL:

2 (a) CONTRACT WITH A THIRD PARTY, WHICH MAY INCLUDE A  
3 PHILANTHROPIC FOUNDATION, TO CONDUCT A STATEWIDE LANDSCAPE  
4 ANALYSIS THAT IDENTIFIES STATEWIDE NEEDS, OPPORTUNITIES, AND  
5 CHALLENGES BASED ON EXISTING OR PREVIOUS GRANT OPPORTUNITIES TO  
6 ADDRESS THE SAME ISSUES AND CHALLENGES THAT THE GRANT PROGRAM  
7 WILL ADDRESS;

8 (b) ESTABLISH A PROCESS FOR ENTITIES TO APPLY FOR:

9 (I) GRANTS TO FUND TALENT DEVELOPMENT INITIATIVES, WHICH  
10 APPLICATION PROCESS MUST BE AVAILABLE NO LATER THAN DECEMBER  
11 1, 2022; AND

12 (II) TECHNICAL ASSISTANCE TO BE PROVIDED TO ENTITIES BEFORE  
13 SUBMITTING A GRANT APPLICATION;

14 (c) ESTABLISH AT LEAST TWO GRANT APPLICATION DEADLINES,  
15 WHICH MAY INCLUDE A PLANNING PHASE AND A FUNDING PHASE; AND

16 (d) ESTABLISH POLICIES SETTING FORTH THE PARAMETERS AND  
17 ELIGIBILITY FOR THE GRANT PROGRAM.

18 (3) TO BE ELIGIBLE FOR A GRANT, AN APPLICANT MUST, AT A  
19 MINIMUM, INCLUDE WITH ITS GRANT APPLICATION:

20 (a) A DETAILED PROPOSAL AND OPERATIONS PLAN FOR A TALENT  
21 DEVELOPMENT INITIATIVE TO SERVE A PARTICULAR REGION AND THAT  
22 MEETS THE GOALS SPECIFIED IN SUBSECTION (1)(c) OF THIS SECTION;

23 (b) INFORMATION ABOUT HOW THE PROPOSED TALENT  
24 DEVELOPMENT INITIATIVE MEETS THE ECONOMIC DEVELOPMENT GOALS OF  
25 THE REGION OR THE NEEDS OF THE REGION AS DETERMINED PURSUANT TO  
26 AN INDUSTRY-LED OR OTHER ASSESSMENT OF THE ECONOMIC  
27 DEVELOPMENT NEEDS OF THE REGION;

1 (c) PROPOSED METRICS AND DATA TO BE TRACKED TO EVALUATE  
2 THE SUCCESS OF THE PROPOSED INITIATIVE;

3 (d) INFORMATION ABOUT HOW THE PROPOSED INITIATIVE WILL BE  
4 SUSTAINABLE AFTER THE GRANT CONCLUDES; AND

5 (e) IF AN APPLICANT IS APPLYING FOR A GRANT FOR AN INITIATIVE  
6 DESCRIBED IN SUBSECTION (4)(a)(II) OF THIS SECTION, INFORMATION  
7 SUPPORTING THE ASSERTION THAT THE INITIATIVE IS EVIDENCE-BASED  
8 AND CAN BE SCALED TO MEET ADDITIONAL DEMANDS.

12 (a) PROVIDE FOR AT LEAST TWO CATEGORIES OF GRANT AWARDS  
13 THAT DIFFERENTIATE BETWEEN INITIATIVE TYPES, WHICH MAY INCLUDE:

14 (I) SEED FUNDING FOR INNOVATIVE WAYS TO MEET THE GOALS  
15 SPECIFIED IN SUBSECTION (1)(C) OF THIS SECTION; AND

16 (II) EXPANSION FUNDING FOR INITIATIVES THAT ARE  
17 EVIDENCE-BASED AND CAN BE SCALED TO MEET ADDITIONAL DEMANDS:

18 (b) PROVIDE FOR ADDITIONAL CONSIDERATION FOR RURAL AND  
19 LOWER-WEALTH APPLICANTS DUE TO THEIR UNIQUE NEEDS:

20 (c) PRIORITIZE APPLICANTS THAT:

21 (I) CONTRIBUTE SIGNIFICANT MATCHING FUNDS FROM  
22 PHILANTHROPIC, BUSINESS, AND OTHER TYPES OF ORGANIZATIONS AND  
23 INTEREST AREAS TO MEET THE GRANT PROGRAM GOALS; OR

24 (II) PROPOSE PROJECTS THAT AIM TO MEET URGENT STATE NEEDS  
25 IN CRITICAL WORKFORCE SHORTAGE AREAS SUCH AS HEALTH CARE AND  
26 EARLY CHILDHOOD AND KINDERGARTEN THROUGH TWELFTH GRADE  
27 EDUCATION; AND

1 (d) PROVIDE FOR CONSIDERATION OF INITIATIVES THAT ARE  
2 EVIDENCE-BASED AND CAN BE SCALED TO MEET ADDITIONAL DEMANDS  
3 AND, FOR AN INITIATIVE THAT IS CLASSIFIED AS EVIDENCE-BASED  
4 PURSUANT TO SECTION 24-48.5-403 (5)(b), THAT INCLUDES A PLAN TO  
5 EVALUATE THE INITIATIVE'S EFFECT ON EARNINGS AND OTHER OUTCOMES  
6 USING ONE OF THE METHODOLOGIES DESCRIBED IN SECTION 2-3-201 (2)(d).

7 (5) (a) THE PROGRAM ADMINISTRATOR, WITH ADVICE FROM THE  
8 STEERING COMMITTEE, SHALL APPOINT A SELECTION COMMITTEE  
9 CONSISTING OF MEMBERS WHO HAVE EXPERTISE AND EXPERIENCE AS  
10 EMPLOYERS, IN EDUCATION, OR IN OTHER RELEVANT AREAS.

11 (b) THE SELECTION COMMITTEE SHALL REVIEW GRANT  
12 APPLICATIONS IN ACCORDANCE WITH THE PROCESSES AND CRITERIA  
13 SPECIFIED IN AND DEVELOPED PURSUANT TO THIS SECTION AND SHALL  
14 MAKE GRANT AWARD RECOMMENDATIONS TO THE OFFICE BASED ON THOSE  
15 PROCESSES AND CRITERIA. THE OFFICE SHALL MAKE FINAL  
16 DETERMINATIONS AND AWARD GRANTS BASED ON THE CRITERIA SPECIFIED  
17 IN AND DEVELOPED PURSUANT TO THIS SECTION.

18 (6) (a) THE STEERING COMMITTEE SHALL ESTABLISH  
19 REQUIREMENTS FOR EACH GRANT RECIPIENT TO COLLECT AND SHARE  
20 INFORMATION ABOUT THE IMPLEMENTATION AND PROGRESS OF THE  
21 TALENT DEVELOPMENT INITIATIVE FOR WHICH THE GRANT RECIPIENT  
22 RECEIVED A GRANT AWARD.

23 (b) BY NOVEMBER 1, 2023, AND BY EACH NOVEMBER 1  
24 THEREAFTER, THE OFFICE, IN COLLABORATION WITH THE STEERING  
25 COMMITTEE, SHALL PUBLISH A REPORT SUMMARIZING THE USE OF THE  
26 MONEY THAT WAS AWARDED AS GRANTS UNDER THE GRANT PROGRAM IN  
27 THE IMMEDIATELY PRECEDING STATE FISCAL YEAR. THE REPORT MUST

1 SPECIFY OR IDENTIFY, AT A MINIMUM:

2 (I) THE AMOUNT OF GRANT MONEY DISTRIBUTED TO EACH GRANT  
3 RECIPIENT;

4 (II) A DESCRIPTION OF EACH GRANT RECIPIENT'S USE OF THE  
5 GRANT MONEY;

6 (III) THE AMOUNT OF GRANTS AWARDED IN AND NUMBER OF  
7 GRANT RECIPIENTS FROM EACH REGION OF THE STATE;

8 (IV) INFORMATION REGARDING THE SPECIFIC OUTCOME MEASURES  
9 IDENTIFIED IN THE GRANT APPLICATIONS;

10 (V) THE LESSONS LEARNED, PROMISING PRACTICES,  
11 EVIDENCE-BASED STANDARDS OF PROGRAM OUTCOMES, AND METRICS, AS  
12 DETERMINED AND OUTLINED BY THE STEERING COMMITTEE; AND

13 (VI) ANY OTHER INFORMATION REGARDING THE GRANT PROGRAM  
14 THE OFFICE DETERMINES APPROPRIATE TO INCLUDE IN THE REPORT.

15 (c) THE OFFICE AND ANY PERSON THAT RECEIVES MONEY FROM  
16 THE OFFICE, INCLUDING THE PROGRAM ADMINISTRATOR, SHALL COMPLY  
17 WITH THE COMPLIANCE, REPORTING, RECORD-KEEPING, AND PROGRAM  
18 EVALUATION REQUIREMENTS ESTABLISHED BY THE OFFICE OF STATE  
19 PLANNING AND BUDGETING AND THE STATE CONTROLLER IN ACCORDANCE  
20 WITH SECTION 24-75-226 (5).

21 **24-48.5-406. Regional talent development initiative grant  
22 program fund.** (1) (a) THERE IS CREATED IN THE STATE TREASURY THE  
23 REGIONAL TALENT DEVELOPMENT INITIATIVE GRANT PROGRAM FUND.  
24 THREE DAYS AFTER THE EFFECTIVE DATE OF THIS PART 4, THE STATE  
25 TREASURER SHALL TRANSFER NINETY-ONE MILLION DOLLARS FROM THE  
26 WORKERS, EMPLOYERS, AND WORKFORCE CENTERS CASH FUND CREATED  
27 IN SECTION 24-75-231 (2)(a) TO THE FUND AS FOLLOWS:

5 (II) THIRTY-FOUR MILLION TWO HUNDRED FIFTY THOUSAND  
6 DOLLARS FROM MONEY THAT ORIGINATED FROM THE GENERAL FUND.

7 (b) THE MONEY IN THE FUND IS CONTINUOUSLY APPROPRIATED TO  
8 THE OFFICE FOR USE IN ACCORDANCE WITH THIS PART 4.

21                   **24-48.5-407. Repeal of part.** THIS PART 4 IS REPEALED, EFFECTIVE  
22                   JULY 1, 2028.

23                   **SECTION 2. Safety clause.** The general assembly hereby finds,  
24                   determines, and declares that this act is necessary for the immediate  
25                   preservation of the public peace, health, or safety.