



Fiscal Note

Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

HB 26-1010: OLDER ADULT SUPPORT & REPRESENTATION IN WORKFORCE

Prime Sponsors:

Rep. Willford; Jackson
Sen. Danielson

Fiscal Analyst:

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Published for: House Business Affairs & Labor**Drafting number:** LLS 26-0329**Version:** Initial Fiscal Note**Date:** January 26, 2026

Fiscal note status: This initial fiscal note reflects the introduced bill.

Summary Information

Overview. The bill requires certain boards and councils to have at least one member that is at least 60 years old and active or interested in the support of older adults in the workforce. The bill further requires data collection and reporting on workforce issues related to older adults.

Types of impacts. The bill is projected to affect the following areas on an ongoing basis:

- Minimal State Workload

Appropriations. No appropriation is required.

Table 1
State Fiscal Impacts

Type of Impact	Budget Year FY 2026-27	Out Year FY 2027-28
State Revenue	\$0	\$0
State Expenditures	\$0	\$0
Transferred Funds	\$0	\$0
Change in TABOR Refunds	\$0	\$0
Change in State FTE	0.0 FTE	0.0 FTE

Summary of Legislation

Beginning in 2027, the bill requires Colorado Workforce Development Council (CWDC) in the Department of Labor and Employment (CDLE) to meet twice per year with the Colorado Commission on Aging (CCOA) in the Department of Human Services (CDHS) and representatives interested in workforce services for older adults to collaborate on issues related to older adults. This includes promoting workforce development, examining issues related to employment access, training, support, and services for older adults. The CWDC and CCOA will review data and determine whether additional data should be collected and report to the CDLE and CDHS annually beginning on or before December 1, 2027. Beginning in 2028, the CDLE and CDHS will report on workforce development and employment access for older adults in their SMART Act hearings.

The bill further requires the CWDC, the State Apprenticeship Council, the Commission on Higher Education, and the State Board for Community Colleges and Occupational Education to have at least one member that is at least 60 years old.

State Expenditures

The bill will increase workload in the CDLE and CDHS to implement the bill's requirements with the CWDC and CCOA. The CDLE will analyze data collected by the CWDC or CCOA related to older adults in the workforce beginning in 2027. Beginning in 2028, the CDLE and CDHS will report to the General Assembly on the state of workforce development and employment access for older adults as part of their SMART Act hearings. This increase in workload can be accomplished within existing appropriations.

The other entities addressed in the bill can ensure that a member meets the new age requirement within existing resources as part of their routine appointment process.

Technical Note

The Labor Market Information staff in the CDLE use data from the federal Bureau of Labor Statistics (BLS). The BLS collects data for the civilian labor force for ages 55 to 64 and 65 to 74 rather than specifically on individuals 60 and older as required by the bill. This data collection methodology may complicate the CDLE's ability to analyze data on adults 60 and older in the workforce.

Effective Date

The bill takes effect January 1, 2027, assuming no referendum petition is filed.

State and Local Government Contacts

Governor's Office of Boards and
Commissions

Higher Education

Human Services

Labor

Office of Economic Development