Colorado

**Project Labor Agreements**
No state policy and infrequent use at the local level.

**Prevailing Wage**
No.

**Right to Work**
No.

**Public-Private Partnerships**
Few entities are authorized to participate in P3s for social infrastructure. Colorado Department of Transportation and other state and local transportation agencies are authorized to solicit, consider and accept P3 proposals for toll bridges, tunnels and roads and high occupancy toll lanes, as well as mass transit projects. Unsolicited bids are allowed.

**Workforce Development Incentives**
Current labor supply satisfies 90.3% of peak labor demand.

**Career and Technical Education**
98% of CTE high school graduates are placed in colleges or careers.
Colorado recognizes NCCER as an approved curriculum for CTE programs.

**Job Growth Rate**
3.6%.

**Industry Overview**

<table>
<thead>
<tr>
<th>OVERALL RANK</th>
<th>COLORADO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Labor Agreements</td>
<td>C</td>
</tr>
<tr>
<td>Prevailing Wage</td>
<td>A</td>
</tr>
<tr>
<td>Right to Work</td>
<td>F</td>
</tr>
<tr>
<td>Public-Private Partnerships</td>
<td>B</td>
</tr>
<tr>
<td>Workforce Development Incentives</td>
<td>B</td>
</tr>
<tr>
<td>Career &amp; Technical Education</td>
<td>A</td>
</tr>
<tr>
<td>Job Growth Rate</td>
<td>B</td>
</tr>
</tbody>
</table>

Visit Our Local State Chapters
ABC Rocky Mountain
Prompt Pay

Private: No law in place.
Public: Payments from the public entity to the contractor should be made at the end of each calendar month for the amount due, or as soon thereafter as practicable.
Subs: Must be paid within 7 days after completion of the work under a contract.

Immigration/E-Verify Mandate

Government contractors who enter into or renew public contracts for services with a state agency or political subdivision must participate in either E-Verify or the Colorado Department of Labor and Employment Program. Contractors using the alternative state program are required to submit for each new hire an affirmation that legal work status was examined. State law also requires the Colorado Secretary of State's Office to post the names of vendors using contractors who knowingly employ illegal aliens to perform work on any public contracts for services for the State of Colorado.

Percentage of State GDP From Nonresidential Construction

5.7%.

Incidence Rate

N/A.

Occupational Safety & Health Oversight (State vs. Federal)

Federal oversight.

Percentage of Union Membership in Private Construction

7.9%.

Marijuana Legalization Status

Legalized for medicinal and personal use. Available in retail settings.

Business Facts

Minimum Wage

$12

Percentage of Pensions Funded

47.1%

Effective Real-Estate Tax Rate

0.55%

Corporate Income Tax Rate(s)

4.63%

State and Local Public Construction Expenditures (in millions)

$6,654