

**Second Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO**

REENGROSSED

*This Version Includes All Amendments
Adopted in the House of Introduction*

LLS NO. 26-0399.02 Sam Anderson x4218

HOUSE BILL 26-1136

HOUSE SPONSORSHIP

Lukens and Martinez, Duran, Hamrick, Lieder, Lindsay, McCluskie, Nguyen, Paschal,
Phillips, Rutinel, Stewart K., Story

SENATE SPONSORSHIP

Lindstedt and Wallace,

House Committees
Education

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING THE CREATION OF THE PATHWAYS TO PUBLIC SERVICE**
102 **PROGRAM IN THE DEPARTMENT OF PERSONNEL.**

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 creates the pathways to public service program (program) in the department of personnel (department) using existing resources. The purpose of the program is for the department to work with academic and workforce entities to identify existing curriculum and course work that would qualify students for positions within state government. Participation by academic and workforce entities is voluntary.

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

HOUSE
3rd Reading Unamended
February 23, 2026

HOUSE
Amended 2nd Reading
February 19, 2026

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

SECTION 1. Legislative declaration. The general assembly finds and declares that the state government, as Colorado's largest employer and in furtherance of its skills-based hiring program, would benefit from creating a work-based pathways to public service program to encourage public service among graduates of Colorado's secondary and postsecondary schools. The general assembly further finds and declares that the department of personnel is the appropriate state agency to establish these partnerships and to facilitate the transformation of educational and workforce readiness experiences into opportunities for state employment.

SECTION 2. In Colorado Revised Statutes, **add** part 24 to article 30 of title 24 as follows:

PART 24

PATHWAYS TO PUBLIC SERVICE PROGRAM

24-30-2401. Definitions.

AS USED IN THIS PART 24, UNLESS THE CONTEXT OTHERWISE
REQUIRES:

(1) "DEPARTMENT" MEANS THE DEPARTMENT OF PERSONNEL.

(2) "POSTSECONDARY INSTITUTION" MEANS:

(a) AN INSTITUTION OF HIGHER EDUCATION, AS DEFINED IN SECTION 23-18-102 (7);

(b) A BRANCH CAMPUS OF AN INSTITUTION OF HIGHER EDUCATION;

(c) A LOCAL DISTRICT COLLEGE, AS DEFINED IN SECTION 23-71-102

(1); OR

(d) AN AREA TECHNICAL COLLEGE, AS DEFINED IN SECTION

1 23-60-103 (1).

2 (3) "SECONDARY SCHOOL" MEANS ANY SCHOOL IN THE STATE THAT
3 INCLUDES GRADE NINE, TEN, ELEVEN, OR TWELVE.

4 (4) "SKILLS-BASED HIRING" HAS THE MEANING SET FORTH IN
5 SECTION 8-83-601 (12).

6 (5) "WORK-BASED LEARNING" HAS THE MEANING SET FORTH IN
7 SECTION 8-83-601 (15).

8 **24-30-2402. Pathways to public service program - creation -**
9 **purpose - duties of the department.**

10 (1) THE PATHWAYS TO PUBLIC SERVICE PROGRAM IS CREATED IN
11 THE DEPARTMENT. THE DEPARTMENT SHALL ADMINISTER THE PATHWAYS
12 TO PUBLIC SERVICE PROGRAM USING EXISTING RESOURCES. SECONDARY
13 SCHOOLS AND POSTSECONDARY INSTITUTIONS MAY ELECT, BUT ARE NOT
14 REQUIRED, TO PARTICIPATE IN THE PATHWAYS TO PUBLIC SERVICE
15 PROGRAM.

16 (2) THE PURPOSES OF THE PATHWAYS TO PUBLIC SERVICE
17 PROGRAM ARE TO:

18 (a) DEMONSTRATE THE VALUE OF A WORK-BASED GOVERNMENT
19 INDUSTRY LEARNING EXPERIENCE ESTABLISHED THROUGH PARTNERSHIPS
20 BETWEEN STATE GOVERNMENT AND SECONDARY SCHOOLS,
21 POSTSECONDARY INSTITUTIONS, AND WORKFORCE CENTERS THAT CHOOSE
22 TO PARTICIPATE IN THE PROGRAM, BY ALIGNING SKILLS-BASED HIRING
23 CRITERIA WITH CURRICULA AND AGENCY-DEFINED WORK-BASED NEEDS,
24 AND OFFERING EDUCATIONAL CREDIT FOR WORK PROJECTS PERFORMED
25 UNDER THE SUPERVISION OF A QUALIFIED SUBJECT MATTER EXPERT WITHIN
26 COLORADO STATE GOVERNMENT;

27 (b) ENCOURAGE STATE GOVERNMENTAL ENTITIES TO WORK WITH

1 SECONDARY SCHOOLS AND POSTSECONDARY INSTITUTIONS TO IDENTIFY
2 SPECIFIC SECONDARY AND POSTSECONDARY COURSES AND CREDENTIALS
3 THAT MAY QUALIFY SECONDARY AND POSTSECONDARY STUDENTS FOR
4 SPECIFIC ENTRY-LEVEL PUBLIC SERVICE ROLES THAT ARE PERFORMED BY
5 EMPLOYEES IN THE STATE PERSONNEL SYSTEM;

6 (c) ENCOURAGE STATE GOVERNMENTAL ENTITIES TO WORK WITH
7 COLORADO CAREER AND TECHNICAL EDUCATION IN THE COLORADO
8 COMMUNITY COLLEGE SYSTEM TO IDENTIFY A PATHWAY TO STATE
9 GOVERNMENT EMPLOYMENT WITH SPECIFIC COURSES THAT MAY QUALIFY
10 PROGRAM PARTICIPANTS FOR CERTAIN PUBLIC SERVICE ROLES THAT ARE
11 PERFORMED BY EMPLOYEES IN THE STATE PERSONNEL SYSTEM;

12 (d) CREATE POSITIVE AND AFFIRMATIVE CONNECTIONS THAT
13 FOSTER UNDERSTANDING AND TRUST BETWEEN COLORADO RESIDENTS
14 AND STATE AGENCIES; AND

15 (e) REDUCE VACANCIES AND IMPROVE RETENTION IN STATE
16 GOVERNMENT EMPLOYMENT BY ESTABLISHING A RELIABLE RECRUITMENT
17 POOL OF CANDIDATES AS WELL AS A CLEAR, ACCESSIBLE, AND DESIRABLE
18 CAREER PATH IN PUBLIC SERVICE.

19 (3) IN FURTHERANCE OF THE PURPOSES OF THE PATHWAYS TO
20 PUBLIC SERVICE PROGRAM SPECIFIED IN SUBSECTION (2) OF THIS SECTION,
21 THE DEPARTMENT SHALL:

22 (a) WORK IN PARTNERSHIP WITH THE DEPARTMENT OF EDUCATION,
23 COLORADO COMMUNITY COLLEGE SYSTEM, COLORADO DEPARTMENT OF
24 HIGHER EDUCATION, COLORADO DEPARTMENT OF LABOR AND
25 EMPLOYMENT, AND COLORADO WORKFORCE DEVELOPMENT COUNCIL TO
26 FACILITATE ALIGNMENT OF STATEWIDE WORK-BASED LEARNING
27 STRATEGIES;

1 (b) IDENTIFY AND DEVELOP TARGETED POSITIONS WITHIN STATE
2 AGENCIES AS OPPORTUNITIES FOR THE PATHWAYS TO PUBLIC SERVICE
3 PROGRAM, ENSURING THAT GRADUATES WHO MEET CURRICULAR
4 REQUIREMENTS ESTABLISHED THROUGH FORMAL INTERAGENCY
5 PARTNERSHIPS ARE PREPARED FOR PUBLIC SERVICE ROLES THAT ARE
6 PERFORMED BY EMPLOYEES IN THE STATE PERSONNEL SYSTEM;

7 (c) ADOPT HIRING POLICIES THAT RECOGNIZE WORK-BASED
8 LEARNING EXPERIENCES AS VALID QUALIFICATIONS; AND

9 (d) COLLECT DATA ON INDIVIDUALS HIRED INTO STATE
10 GOVERNMENT POSITIONS THROUGH PATHWAYS IDENTIFIED AND
11 SUPPORTED BY THE PATHWAYS TO PUBLIC SERVICE PROGRAM, INCLUDING
12 DEMOGRAPHIC INFORMATION, THE EDUCATIONAL OR TRAINING PATHWAY
13 ASSOCIATED WITH THE HIRE, AND RETENTION DATA. THE DEPARTMENT OF
14 HIGHER EDUCATION IS NOT REQUIRED TO COLLECT ADDITIONAL DATA
15 RELATED TO THIS SECTION. THE DEPARTMENT SHALL SUBMIT THE DATA
16 COLLECTED PURSUANT TO THIS SUBSECTION (3)(d) TO THE COLORADO
17 WORKFORCE DEVELOPMENT COUNCIL BY JUNE 30, 2027 AND BY JUNE 30
18 EACH YEAR THEREAFTER TO SUPPORT INCLUSION IN THE COLORADO
19 TALENT PIPELINE REPORT.

20 **SECTION 3. Act subject to petition - effective date.** This act
21 takes effect at 12:01 a.m. on the day following the expiration of the
22 ninety-day period after final adjournment of the general assembly (August
23 12, 2026, if adjournment sine die is on May 13, 2026); except that, if a
24 referendum petition is filed pursuant to section 1 (3) of article V of the
25 state constitution against this act or an item, section, or part of this act
26 within such period, then the act, item, section, or part will not take effect

1 unless approved by the people at the general election to be held in
2 November 2026 and, in such case, will take effect on the date of the
3 official declaration of the vote thereon by the governor.