

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

**REVISED**

*This Version Includes All Amendments Adopted  
on Second Reading in the Second House*

LLS NO. 26-0399.02 Sam Anderson x4218

**HOUSE BILL 26-1136**

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

**SENATE SPONSORSHIP**

**Lindstedt and Wallace**,

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Education

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**A BILL FOR AN ACT**

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

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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 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.*

SENATE  
2nd Reading Unamended  
March 19, 2026

HOUSE  
3rd Reading Unamended  
February 23, 2026

HOUSE  
Amended 2nd Reading  
February 19, 2026



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.