



Fiscal Note

Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

HB 26-1136: CREATE DPA PROGRAM PATHWAYS TO PUBLIC SERVICE

Prime Sponsors:

Rep. Lukens; Martinez
Sen. Michaelson Jenet

Fiscal Analyst:

Clayton Mayfield, 303-866-5851
clayton.mayfield@coleg.gov

Published for: House Education**Drafting number:** LLS 26-0399**Version:** Initial Fiscal Note**Date:** February 11, 2026**Fiscal note status:** The fiscal note reflects the introduced bill.

Summary Information

Overview. The bill creates the Pathways to Public Service program in the Department of Personnel and Administration.

Types of impacts. The bill is projected to affect the following areas on an ongoing basis starting in FY 2026-27:

- Minimal State Workload
- School Districts

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

The bill creates the Pathways to Public Service Program (program) in the Department of Personnel and Administration (DPA). The purpose of the program is to encourage public service for students in secondary schools, postsecondary institutions, and career and technical education training programs by aligning curriculum that qualifies students for employment at state agencies.

The DPA must partner with the Department of Education (CDE), the Department of Higher Education (CDHE), and the Department of Labor and Employment (CDLE) to align work-based learning opportunities for students. Additionally, the DPA must identify government jobs and adopt hiring policies for graduates who complete relevant curriculum, as well as collect certain data on individuals hired by state agencies through the program. Data must be reported to the Colorado Workforce Development Council each year starting June 30, 2027.

Background and Assumptions

The bill codifies several directives contained in [Executive Order D 2022 015](#) and [Executive Order D 2023 016](#). The 2022 executive order references \$700,000 included in the FY 2022-23 executive budget request for purposes similar to the bill. The fiscal note assumes this previous funding is sufficient to implement the bill as well as any continuing costs of the executive orders.

State Expenditures

The bill minimally increases workload in the DPA, the CDHE, institutions of higher education, and the CDLE as described below.

Department of Personnel and Administration

The DPA will conduct rulemaking and update technical guidance for state agencies to reflect the program requirements. As discussed in the Background and Assumptions section above, this workload is absorbable within existing resources and no change in appropriations is required.

Department of Higher Education and Institutions of Higher Education

Workload will minimally increase to identify courses that qualify students for certain state positions. No increase in appropriations is required for the CDHE, and any increase in expenditures for institutions of higher education is expected to be minimal.

Department of Labor and Employment

The Colorado Workforce Development Council is housed within the CDLE. Both the council and the CDLE will have a minimal workload increase from the bill; the council is required to review collected data on the program and the CDLE is required to establish data sharing agreements with the DPA. No change in appropriations is required.

School Districts

Workload may increase in school districts to identify courses for students that align with the program. This increase is assumed to be minimal and not require additional expenditures by school districts.

Effective Date

The bill takes effect 90 days following adjournment of the General Assembly sine die, assuming no referendum petition is filed.

State and Local Government Contacts

Education	Labor
Higher Education	Personnel