

FY25 Annual Report

See also [FY24-25 Department Performance Plan](#) and [Wildly Important Goals dashboard](#).

Employer of Choice: Increase Skills-Based Hiring

Successful completion of this goal will help to ensure the State complies with Executive Order DD 2022 015 to retain and recruit a diverse, talented workforce that reflects the community it serves. Additionally, the State will continue to increase its non-discriminatory practices and provide equitable opportunity for employment and advancement in all State departments, programs, services, and worksites.

Goal

Increase the eligible Statewide job postings with skills-based hiring qualifications from 76% to 100% by June 30, 2025.

Key Strategies

1. Based on the results of the skills-based hiring assessment, DPA will design and deploy targeted interventions focused on increasing comprehension of SBH practices among employees responsible for hiring.
2. By August 2024, DPA will administer an assessment of State HR professionals to determine the current levels of understanding of skills-based hiring practices and inform new interventions

Lead Division

Division of Human Resources

Metric	1-Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
Goal: Increase the eligible Statewide job	100%	89%	93%	100%	100%

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Metric	1-Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
postings with skills-based hiring qualifications from 76% to 100% by June 30, 2025.					
Based on the results of the skills-based hiring assessment, DPA will design and deploy targeted interventions focused on increasing comprehension of SBH practices among employees responsible for hiring.	3	1	2	3	3
By August 2024, DPA will administer an assessment of State HR professionals to determine the current levels of understanding of skills-based hiring practices and inform new interventions	100%	100%	100%	100%	100%

Reduce the State's Physical Footprint

Successful completion of this goal will lead to the State of Colorado more efficiently utilizing its space through reducing leased space, repurposing state-owned space, and providing shared regional space for State agencies.

Goal

By June 30, 2027, maximize efficient use of the State's physical footprint by decreasing State leased and owned space by a total of at least 800,000 square footage reduction since January 2019.

Key Strategies

1. Launch new regional shared office pilot program for state agencies in FY 24-25.
2. Establish new Public-Private Partnership (P3) agreements focused on projects with innovative and efficient space utilization. For FY 24-25, DPA is considering projects related to housing, child-care centers, and mental health facilities.

Lead Division

Office of the State Architect

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Metric	1-Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
Goal: By June 30, 2027, maximize efficient use of the State’s physical footprint by decreasing State leased and owned space by a total of at least 800,000 square footage reduction since January 2019.	705,652	485,342	490,118	494,191	580,772
By June 30, 2025, decrease state leased and owned office space by an additional 240,697 square feet, for a total of 550,560 square feet since January 2019.	550,560	344,026	344,026	348,099	434,680
By June 30, 2025, decrease state leased and owned non-office space by an additional 13,776 square feet, for a total of 155,092 square feet since January 2019.	155,092	141,316	146,092	146,092	146,092
Launch new regional shared office pilot program for state agencies in FY 24-25.	100%	50%	50%	50%	100%
Establish new Public-Private Partnership (P3) agreements focused on projects with innovative and efficient space utilization. For FY 24-25, DPA is considering projects related to housing, child-care centers, and mental health facilities.	2	0	0	0	2

Greening Government: Increase State Fleet Electric Vehicle Adoption

Successful completion of this goal will showcase the State as a leader in electric vehicle (EV) adoption, saving thousands of CO₂ pounds per electric vehicle per year, thereby reducing greenhouse gas emission from the State’s fleet of vehicles. Electric vehicles provide an average 30% reduction per mile in greenhouse gas emissions over gasoline powered vehicles.

Goal

In order to achieve a total of 1250 electric vehicles in the State fleet by 2027, increase the number of electric fleet vehicles from 600 to 740 by June 30, 2025.

Key Strategies

1. Conduct and review fleet electrification fleet electrification analysis to determine future strategies to increase EV transition.
2. Install telematic devices in the State fleet.

Lead Division

Division of Capital Assets

Metric	1-Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
Goal: In order to achieve a total of 1250 electric vehicles in the State fleet by 2027, increase the number of electric fleet vehicles from 600 to 740 by June 30, 2025.	740	664	682	729	811
Maintain or exceed a 99% telematics installation rate for eligible state fleet vehicles through June 30, 2025.	99%	97%	97%	97%	98%
Create a strategic plan for electric vehicle charging infrastructure for State agencies utilizing data collected in the fleet electrification analysis by December 31, 2025.	50%	50%	50%	50%	50%