



2025 Annual Report

STATE OF COLORADO

BOARD OF VETERAN AFFAIRS

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CBVA ANNUAL REPORT 2024-2025

Pursuant to §28-5-703 (2017) C.R.S., I am pleased to provide you with the Colorado Board of Veterans Affairs Annual Report for the period July 1, 2024, to June 30, 2025.

Executive Summary:

- Veterans Assistance Programs Veteran Trust Fund (VTF) and Veterans Assistance Grant (VAG):
Improved grant execution rates (VTF: 93.9%, VAG: 98%) with increased attention to underserved veterans.
- Identified Veterans' Issues:
Access to prescriptions, closing of pharmacies that provide VA prescriptions services to rural areas, food insecurity, mental health service gaps, and transportation issues.
Statewide housing shortage, homelessness, veterans on the fringe, and financial struggles, including fuel and utilities.
- CDLE's Top Veteran Issues:
Mental health, veteran employment, and housing are ranked as the most critical challenges, as they were in the last two years.
- Funding Allocation Impact:
Majority of funds are directed to housing assistance for the VTF (29%) and health and wellbeing (34.4%) for the VAG followed by housing (26%).

Shelia Scanlon, Chair

Jared Polis, Governor | Major General Robert Davis, The Adjutant General, Executive Director

Potential mental health improvements through increased funding.

- Legislative Funding Recommendations:

Urgent plea to restore \$250K, taken out in the last legislative cycle from the VAG, and restore \$1M to the VAG and \$3M to VTF; both taken by the legislature in 2020.

- Legislative Support Request:

Strong call for continued legislative support in the upcoming session.

Emphasis on addressing veterans' health, unemployment, and homelessness especially with the reduction in grants from the Federal Government.

The mission of the Colorado Board of Veterans Affairs (CBVA) is to ensure that Colorado remains a healthy environment for those who have served and sacrificed for our country and their families. We also advise The Adjutant General at the Department of Military and Veterans Affairs (DMVA) and the Division of Veterans Affairs (DVA). We do this by convening the board monthly and meeting with Veterans, in person when feasible and virtually when not, across the state. In addition, Board members annually visit each of the five state-run Veteran Community Living Centers . During this period, we held our meetings in:

Trinidad, CO

Sterling, CO

Windsor, CO

Colorado Springs, CO

Grand Junction, CO

Centennial, CO

Denver, CO

Southern Utes Reservation Ignacio, CO

This year the Board added one new member from the Western Slope of Colorado and a former VSO. Five of seven Board members are from the I-25 corridor (Aurora, Castle Rock, Centennial, Colorado Springs, and Parker). Two more members are from rural Colorado; one is a Veterans Service Officer (VSO) in Pagosa Springs and the other is from the Southern Utes Indian Reservation. The Board recommends that the next Board member be from the mountain region of Colorado and, if possible, a county VSO and that the Board makeup continues to be a mix of rural Colorado and the I-25 corridor.

The Veterans Trust Fund (VTF) and Veterans Assistance Grant (VAG) programs continue to be highly utilized throughout the state. The execution rate for the VTF was 93.9% up 7.63% from the last FY and the VAG was at 98% up 3% from the last FY. Women Veterans receiving grants was at 9% for the VTF and 18% for the VAG. Ethnic and Minority Veterans receiving grants was at 12% for the VTF and 16% for the VAG. The highest number of VTF grants went to Rural and Remote Veterans (54%) followed by those over the age of 65 (44%).

In our travels across the State meeting Veterans, and from Veteran representatives at our meetings, we have identified the following issues facing Colorado veterans:

- Access to healthcare includes a lack of in-network pharmacies for rural veterans.
- Lack of mental health care especially in our rural areas and lack of mental health providers
- Lack of transportation for healthcare
- Statewide shortage of housing and shelters - especially during winter months
- Homelessness
- Inability to purchase fuel, gas, and utilities
- Food insecurity

In the Colorado Department of Labor and Employment's Annual Report to the Board they listed the top three issues facing Veterans and their families remain this year, the same as the last two years, as:

- Mental health
- Veteran employment
- Housing

The CDLE further reported "Most remaining reported issues are financially related hardships due to the increased costs of living, transportation, and energy, which can be more dependent on location and family size. Any changes that help Veterans with these issues will likely help stabilize their lives and expand their opportunities to obtain a sustainable career and prosper."

In 2020, the Legislature removed \$1M from the VAG and \$3M from the VTF. In 2025, the Legislature removed \$250K from the VAG and increased the VTF by \$250K from the Tobacco Master Settlement Funds. The Board is asking that \$250K be returned to the VAG in FY 2027. In FY 2026, the VAG had over \$2.3M in grant requests, exceeding the available funding by

more than \$1 million. By returning these funds to the VAG, you would enable the Board to allocate more resources to issues impacting Colorado Veterans

For instance, mental health issues, such as post-traumatic stress disorder (PTSD) and depression, are significant risk factors for suicide among veterans. Restoring the funds to the VAG programs will go a long way to provide the assistance needed for veterans' health and well-being and prevent unemployment, homelessness and ultimately strengthen our State. One way the State can also help to resolve these issues is through allowing excess VTF funds to be used by VAG recipients. The VTF funding had \$1.25M to allocate and gave out \$1M. There is proposed legislation, this upcoming legislative cycle, by the DMVA to allow excess VTF funds to be moved over to assist with VAG grant requests. The Board supports this proposed legislation.

As a refresher, VTF funds may be used for:

- Short Term Emergency Assistance (e.g. temporary utilities, food, vouchers, medical, clothing, etc.)
- Job Training/Education/Assistance (e.g. direct training, tools, textbooks, clothes)
- Homeless Prevention/Shelter Operations/Temporary Housing Assistance (e.g. housing or rental assistance, food, clothing, medical, utilities, etc.)
- Mental Health Care and Hygiene (e.g. counseling, retreats, animal therapy)
- Medical Transportation (e.g. vouchers and reimbursements; vehicle purchase, maintenance & operation)
- Veterans Stand Downs
- Special Programs Unique to the Identified Needs of a Particular Community

VAG awards may be used for:

- Mental health services
- Housing for veterans experiencing homelessness
- Job training
- Employment, and
- Family counseling services

The last two enclosures to this Annual Report is that State of Colorado's Department of Personnel's Annual Report on Service-Disabled Veteran-Owned Small Businesses (SDVOSB) pursuant to §24-103-905 C.R.S.. Colorado's goal is to award three percent of contracts to

SDVOSBs. As you can see, only two Departments came close to reaching this goal: DMVA at 2.63% and Department of State at 1.63%. Of 21 State Agencies, eight gave out no SDVOSB contracts. This is totally unsatisfactory and will take the attention of the Governor's Office and the State Legislature to improve on these goals.

Lastly, each FY, in order to compile this report and do an analysis of what is happening throughout the departments within the state supporting veterans, we request an annual report of services provided to all Colorado Veterans by all state departments. We received reports from the Colorado Department of Labor and Employment, Natural Resources, Human Services, DOLA, and Public Health and Environment. We did not receive a report from the Colorado Department of Agriculture for the second year in a row.

The Board is honored to serve our Veterans who have sacrificed for our country as well as their families. We hope that you will also continue to support our Veterans in this coming legislative session with the Board's recommendations above.

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Sheila Scanlon

Chair, Colorado Board of Veterans Affairs

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STATE OF COLORADO

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COLORADO DIVISION OF VETERANS AFFAIRS 2025 REPORT ON SERVICES TO VETERANS DECEMBER 2025

To; Sheila Scanlon, Chair, Colorado Board of Veteran Affairs

Re: Colorado Board of Veteran Affairs Annual Report to the Governor

Executive Summary

Colorado's veteran community remained a cornerstone of the state's economic vitality, accounting for \$5.6 billion in federal VA benefits during the past federal fiscal year, in addition to an estimated \$1.7 billion in retirement benefits from the Department of Defense. The Colorado Division of Veterans Affairs was instrumental in delivering over \$3 billion in direct compensation and pension payments. In addition to direct financial support, we saw a combined \$425 million investment in veteran education and career retraining, while medical care expenditures surpassed \$2 billion. As we look to the future, we anticipate a continued rise in healthcare needs, driven by the specialized care required for aging Vietnam-era veterans and the continued expansion of services under the PACT Act.

Bruce Cowan, Director

Jared Polis, Governor

Major General Robert B. Davis The Adjutant General

Activities and Accomplishments:

The Division of Veterans Affairs operates through four specialized pillars: Grants, the Veterans Memorial Cemetery of Western Colorado, Veterans Services, and the Western Region One Source. Outreach remains a vital component to delivering timely support to veterans statewide to include events such as Stand Downs for homeless veterans, participation in Transition Assistance Programs (TAP) for exiting service members and participating in local county initiatives.

Training and education for veterans service officers (VSO) also reached a new milestone this year. The Division initiated a Phased Training program for new county veteran service officers, which focuses on the required competencies of a VSO, rather than time spent in training. In September 2025 we hosted our annual training conference in Colorado Springs, utilizing a hybrid format that allowed both in-person and virtual participants to earn essential CEUs at no cost. This followed a successful spring session in Grand Junction, which also provided no-cost CEUs. By training and monitoring veterans service officers statewide, the Division continues to strengthen the statewide network dedicated to securing the benefits our veterans have earned. For specific outputs, please see the table below:

| Item Filed | 2024 | 2025 |
|---------------------|--------|--------|
| New POAs | 10,614 | 10,490 |
| Claims for Benefits | 10,159 | 10,541 |
| Appeals | 2,663 | 4,433 |

Through innovation, communication, training and hard work the Division’s Grants team delivered its best year in history with a 98% execution rate for the Veterans Assistance Grant and a 94% execution rate for the Veterans Trust Fund. The increase in execution rates resulted in approximately an additional \$100,000 being used to support our veterans in need. Our Grants unit has expanded its scope, now incorporating a critical stipend program to support our Memorial Honor Guards.

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The Veterans Memorial Cemetery of Western Colorado (VMC) received the National Cemetery Administration's (NCA) Operational Excellence Award as a result of their inspection. Their annual NCA State, Tribal, or Territorial Veterans Cemeteries Satisfaction Survey once again has shown that the VMC continues to deliver the best service to our veterans and their families, outperforming most federal and state veterans cemeteries.

The Western Region One Source continues to grow services for veterans. The result is more veterans coming through the doors each year, seeking not only services, but a community. Coffee Time alone attracts over 100 veterans every Wednesday. One veteran shared that Coffee Time and the fellowship that is offered has allowed him to address feelings and issues repressed for decades.

For a deeper look at our impact, we invite you to review the enclosed detailed reports on the Veterans Memorial Cemetery, the Western Region One Source, and our specialized programs for Women and Minority Veterans.

Please let me know if you would like any additional information.

Sincerely,

Bruce Cowan, Director

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4586 DEPARTMENT OF MILITARY AND VETERANS AFFAIRS REPORT ON THE COLORADO STATE VETERANS AFFAIRS TRUST FUND FOR FY 2025

Subject: Colorado State Veterans Trust Fund

Requirement: Pursuant to §25-1-108.5 (2), C.R.S. as amended, the following report is provided for State Fiscal Year 2025 covering the period from July 1, 2024 - June 30, 2025.

Funds Received

The Veterans Trust Fund (VTF) received a Long Bill appropriation of \$1,450,085 for FY 2025.

A total of **\$890,488.66** was awarded in grants to nonprofit organizations and Veterans Community Living Centers across the state. Of those awarded grant funds, **\$836,320.04** was expended, resulting in a **93.9%** execution rate, which is a **7.63%** increase from FY2024.

Program Description

The Colorado State Veterans Trust Fund is designed with the overall goal of assisting all veterans in need residing in the State of Colorado, regardless of race, color, national origin, religion, gender identity, marital or religious status. The key goals of the program are to provide sufficient support and funding to meet the needs of veterans in the four areas defined below:

- State Veteran's Community Living Centers for capital improvements or needed amenities for existing or future state veterans nursing homes.

- Operation and maintenance of existing or future State Veterans Cemeteries.
- Costs incurred by the Division of Veterans Affairs.
- Veterans' programs operated by nonprofit veterans' organizations that meet criteria adopted by the Board and that are selected by the Board as grant recipients.

Non-Profit Criteria: Nonprofit veterans' organizations must be nationally recognized by the United States Congress as an organization that can provide services to veterans under Title 38, USC. This includes organizations designated by the IRS as a 501(c)19 or 501(c)23 organization, as well as some 501(c)4 entities.

Program Criteria: The Colorado Board of Veterans Affairs (CBVA) established criteria for veteran programs operated by nonprofit veteran's organizations located within the State of Colorado to provide assistance for veterans in need. Examples of such programs are veteran's transportation programs to medical centers and/or clinics, childcare, homelessness prevention and intervention, emergency needs, medical/mental health services not provided and/or covered through the VA, and other needed services such as food and gas or other assistance.

Eligible Population: Veterans within the state of Colorado with an other than dishonorable discharge. There are no income eligibility requirements, although demonstrated need for assistance is required.

Services Provided and Program Impact

The following represents a breakdown by category of agencies that received funding, grants, or awards during the reporting period, to include the type of service and/or assistance provided.

State Veterans Community Living Centers

- The Veterans Community Living Center at Homelake in Monte Vista was awarded **\$92,179** for golf carts to transport veterans around campus, allowing them to explore nature and increasing resident mobility.
- The Veteran Community Living Center at Fitzsimmons was awarded **\$72,575** for automated door openers, plate warmers, air purifiers, upgraded coffee machines, and a Hoyer Lift.
- The Veteran Community Living Center at McCandless was awarded **\$90,240** for video equipment to broadcast facility activities and announcements, as well as for Phase II of the garden railroad project and supplies for the therapy dog.
- The Veteran Community Living Center at Rifle received **\$48,386** for new couches and chairs for the lounge area, new resident lifts, and a mobile drink service cart for various activities.

Non-Profit Veterans Service Organizations

Non-profit Veterans Service Organizations used the remaining grant funds to provide services across the state, with the majority of programs in rural areas. The services included transportation to medical appointments, emergency financial and housing assistance, and medical or mental health support not covered by the VA.

Most of the funding was allocated to **housing assistance (29%)**, which includes help with rental and mortgage payments. Other funds were allocated to:

- Emergency Financial Assistance (16.2%)
- Other Expenses (31.4%)
- Transportation to Medical Appointments (10.2%)
- Food and Gas Assistance (4.2%)
- Health and Well-being (4.2%)
- Mental Health Assistance (1%)
- Employment Related Services (1.3%)

Demographics and Program Effectiveness

During FY 2025, the Veterans Trust Fund grant program served **1,096 veterans**, with **880 being unduplicated**. The program had a total of **1,608 service contacts**. The number of women veterans served has significantly increased due to focused training and outreach efforts.

The program's effectiveness was measured through a recipient survey that utilized a standard Likert scale. Results from the reporting period showed strong positive outcomes:

- The majority of veterans surveyed indicated the program was able to address most of their needs, either directly or indirectly.
- Most veterans surveyed indicated they would recommend the organization to other veterans.
- The majority of veterans surveyed indicated that the program demonstrated cultural competence by respecting diverse backgrounds, beliefs, and social needs.

The Veterans Trust Fund (VTF) focused on conducting outreach to underserved veteran populations throughout the state. The breakdown of these veterans is as follows:

- **Rural Remote Veterans: 54%**
- **Age 65 and Older: 44%**
- **Ethnic and Minority Veterans: 12%**
- **Women Veterans: 9%**
- **Native American Veterans: 5%**
- **LGBTQ+ Veterans: 2%**
- **Male Veterans: 64%**

Please note that due to veterans often belonging to multiple categories, the sum of the percentages exceeds 100%. This is common in demographic data and is not a data inconsistency, but rather a reflection of the population's overlapping identities.

Grants to State and Non-Profit Entities

The Division of Veteran Affairs was authorized to expend **\$50,000** for the grant's administration. Of the total non-administrative appropriation, **\$15,000** was allocated for Board travel. The **Colorado Division of Veterans Affairs** partnered with **Interactive Data LLC** to obtain contact information for more than **27,000 Colorado veterans** and connect them with potential benefits. The **\$150,000** the board granted for this project is specifically being used to reach veterans outside of the VA system who may not be aware of resources available to them and their families.

Veterans Memorial Cemetery: The Cemetery was granted **\$55,200** for a lithograph, as well as **\$53,000** for sign repair, security cameras, an ice machine, a Space Force bronze, trees, masonry repair, and monument foundation. The Cemetery also received **\$89,000** for new software.

Western Region One Source: The organization was granted **\$55,000** to improve its parking lot by paving the North lot and relocating the security gates.

Evaluation of the Operation of the Program

A primary focus for the grant program has been on continuous process improvement, which has led to significant gains in efficiency and effectiveness. The Veterans Trust Fund (VTF) grant application was revised to be more user-friendly with the assistance of the Colorado Board of Veterans Affairs.

- **Expanded Training and Technical Assistance:** Grant staff increased grantee trainings through both webinars and dedicated one-on-one sessions. All new applicants were required to meet with the grant manager to review their proposed programming

and budget. Weekly office hours were also held to provide technical assistance, address unmet training needs, and improve communication among grantees, which ultimately led to higher grant management and execution rates.

- **Improved Resources:** An updated and improved Grantee Handbook was provided to all grantees, offering clear and detailed information on VTF policies, procedures, and processes.
 - **Refined Application Scoring:** The scoring matrix was changed to add more weight to current grant management and program capacity for new applicants.
 - **Future System Implementation:** To further enhance efficiency, an online grants system will be implemented in the later part of 2025. This new system is designed to streamline programming for both grantees and staff.
-

Strategic Outreach and Board Development

The program continued to expand its outreach efforts to increase saturation throughout the state, with a particular focus on the eastern region, which was identified as having the largest gaps in VTF funding. These focused outreach efforts successfully led to an increase in new applicants for VTF funding.

Additionally, the ongoing training of Board members continued to be a priority, ensuring they are equipped to accurately determine an organization's capacity and make informed funding decisions.

Success Stories

American Legion Post 88: Just before Christmas 2024, a Vietnam veteran living in a mobile home in Fraser faced a heating crisis when his furnace failed. While the Veterans Trust Fund (VTF) grant could not be used for a new furnace, a local Veterans Service Officer (VSO) committed VTF funds to purchase snow tires for the veteran, who was traveling weekly to Denver for chemotherapy. Inspired by the veteran's situation, Granby Heating mobilized the community to help. A new wholesale furnace warehouse in Granby donated a new furnace valued at over \$5,000, and three employees from Granby Heating volunteered their labor for the installation. This story shows how a small act of support through the VTF grant can encourage a community to provide life-changing assistance to a veteran in need.

DAV Chapter 44: Prior to July 2024, DAV Chapter 44 struggled with inconsistent attendance for its PTSD group sessions. To address this, the chapter used Veterans Trust Fund (VTF) grant money to hire a licensed counselor with a background in PTSD and military service. With the help of VTF funds, the chapter created a new support group dedicated to "healing from trauma," which meets twice a month. The group has seen consistent attendance from 10-13 local veterans. Without the VTF grant, DAV Chapter 44 would not have been able to commit the resources needed to hire a dedicated professional and provide this critical service to assist veterans in their recovery.

American Legion Post 32: A U.S. Navy veteran, facing homelessness and living out of his car, was referred to the American Legion Post 32 for assistance. He had been working as a rideshare driver, but winter weather and a lack of stable housing made it nearly impossible to earn a living. With support from the Veterans Trust Fund (VTF) grant, Post 32 provided emergency assistance for food, fuel, clothing, and temporary housing. This initial support provided the veteran with the immediate stability he needed. The Post 32 Commander then referred him to the Veterans Community Project (VCP), where he was able to secure a permanent home in the VCP Village. With a stable place to live, the veteran can now focus on rebuilding his life, paying down debt, and saving for permanent housing. He is also actively working on a book to share his experiences and help other veterans. His story is a powerful reminder of how the VTF grant, combined with community partnerships, can provide the foundation for a veteran's long-term success.

In Closing

Over the past twenty years, the Colorado Department of Military and Veterans Affairs and the Colorado Board of Veterans Affairs have leveraged the Colorado Veterans Trust Fund to provide direct benefits to tens of thousands of veterans throughout the state. The fund has been instrumental in delivering critical support, including emergency assistance, housing stability, employment support, utility aid, and transportation to Veterans Affairs medical facilities. Based on our proven track record, we respectfully request the full amount of funding of 1% of the total Tobacco Master Settlement for FY2027 to continue this vital work.

FY2025 Veterans Trust Fund Grantees

| Grantee Name | Services to be Provided | Geographic Area Served | Award Amount |
|---------------------------|--------------------------------------------------------------------------------------------------|--------------------------------------------------------------|--------------|
| American Legion Post 0009 | Emergency Financial Assistance; Transportation; Emergency Lodging; Housing Stability | Bent, Crowley, Otero, Kiowa, Prowers, and Pueblo Counties | \$34,000 |
| American Legion Post 22 | Emergency Financial Assistance; Mental Health/Well-Being; Childcare, Employment Assistance | Adams, Jefferson, Weld, Boulder, and Larimer Counties | \$11,457 |
| American Legion Post 32 | Emergency Financial Assistance; Employment Assistance, Annual Stand Down Event | Longmont, St. Vrain, and Boulder Counties | \$69,000 |

| | | | |
|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|----------|
| American Legion Post 44 | Emergency Financial Assistance, Transportation | Routt, Hayden, Oak Creek, Steamboat Springs, Yampa, Moffat, and Jackson Counties | \$3,850 |
| American Legion Post 88 | Emergency Financial Assistance; Transportation; Work/Employment Related Assistance | Grand, Summit, Jackson, Chaffee, Eagle, Routt, and Park Counties | \$35,000 |
| American Legion Post 170 | Emergency Financial Assistance; Housing Stability | Custer, Fremont, Pueblo, and Huerfano Counties | \$50,000 |
| Bruce McCandless Veterans Community Living Center | Video Equipment; Phase II of garden railroad project; Supplies for Therapy Dog; Coffee Bar; Scandent Subscription | Fremont County | \$90,240 |
| Clyde Seiler Chapter 21 Disabled American Veterans | Housing Assistance, Medical Equipment; Books and Clothing for VA Patients | Denver Metro Area, Adams, Arapahoe, Douglas, and Elbert Counties | \$10,800 |
| Colorado Veterans Community Living Center at Homelake | Golf carts to transport veterans around campus to allow residents to explore nature and increase veterans' mobility | Rio Grande, Alamosa, Mineral, Conejos, Costilla, and Saguache | \$92,179 |
| Disabled American Veterans Chapter 44 | Emergency Financial Assistance; Transportation | Montezuma, Dolores, and La Plata Counties | \$70,000 |
| Disabled American Veterans Chapter 48 | Emergency Financial Assistance; Transportation | La Plata, San Juan, Archuleta, Mineral, Montezuma, and Dolores Counties | \$40,000 |
| Department of Colorado Veterans of Foreign Wars | Emergency Financial Assistance; Healthcare; Education Assistance; Home Repair | Statewide | \$44,500 |

| | | | |
|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|----------|
| Mark Anthony Evans Lawton American Legion Post 62 | Emergency Financial Assistance; Transportation; Childcare; Work Related Assistance | Moffat, Rio Blanco, and Routt Counties | \$9,000 |
| Minnequa Post 3641 Veterans of Foreign Wars of the United States | Emergency Financial Assistance; Homeless Veterans Fair | Fremont and Pueblo Counties | \$50,000 |
| Stanley Hardman Post 11 American Legion Department of Colorado | Emergency Financial Assistance; Mental Health Support; Housing Stability | Las Animas County | \$33,500 |
| Veterans of Foreign Wars Post 4031 | Emergency Financial Assistance; ADA Compliance Measures; Medical; Dental; and VA Post Relief Fund | La Plata, Archuleta, Dolores, Mineral, Montezuma, and San Juan Counties | \$25,000 |
| Veterans of Foreign Wars Post 4051 | Emergency Financial Assistance; Mental Health Support; Substance Abuse Resources | Colorado Springs and El Paso County | \$25,000 |
| Veterans of Foreign Wars Post 5231 | Emergency Financial Assistance; Mental Health Support; Substance Abuse Resources; Stand Down Event | Montezuma, Mesa, Montrose, Dolores, and La Plata Counties | \$60,000 |
| Veterans of Foreign Wars Post 9644 | Emergency Financial Assistance; Healthcare; Transportation; Housing Stability | Englewood, Sheridan, Littleton, Centennial, and Aurora in Arapahoe County | \$16,000 |
| Veterans Community Living Center at Fitzsimmons | Automated door openers; plate warmer; air purifier; upgraded coffee station; Hoyer Lift | Denver Metro; Statewide | \$72,575 |

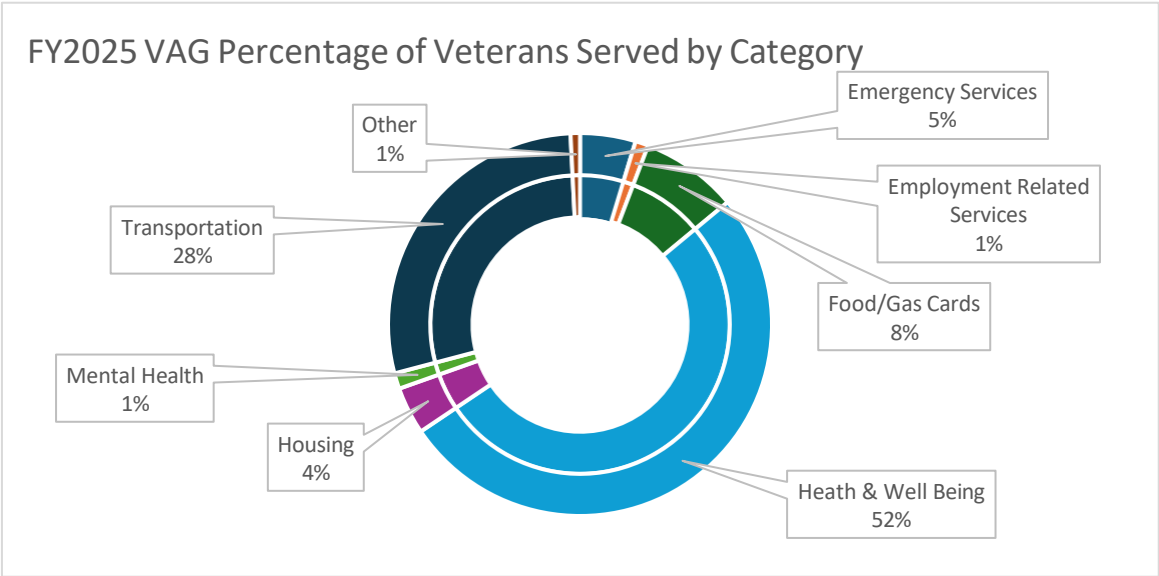
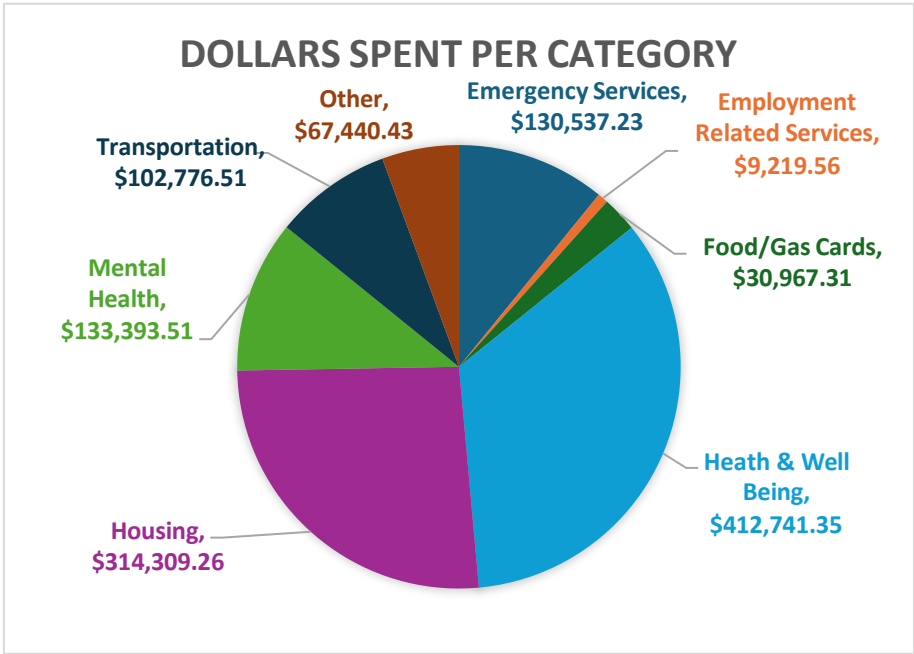
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|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------|----------------------|----------|
| Veterans Community Living Center at Rifle | New Couch, Loveseat, and Chairs for lounge area; new resident lifts; mobile drink service cart for activities | Rifle; Western Slope | \$48,387 |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------|----------------------|----------|

FY2025 VAG Data
26 of 34 Grantees Reporting

Number of Service Contacts: 16,059
Total Number of Veterans Served: 6,297
Number of Unduplicated Veterans Served: 2,966
Number of Duplicated Veterans Served: 3,331

| Category | # of Veterans Served | Percentage of Total |
|--------------------------------------------------------|----------------------|---------------------|
| Total Number of Underserved Veterans (All Categories): | 4,674 | 74% |
| Ethnic/Minority Veterans: | 1,001 | 16% |
| LGBTQ+ Veterans: | 167 | 3% |
| Native American Veterans: | 101 | 2% |
| Rural/Remote Veterans: | 1,854 | 29% |
| Age 65 & Older: | 1,437 | 23% |
| Incarcerated Veterans: | 3 | 0% |
| Women Veterans: | 1,112 | 18% |
| Male Veterans: | 3,920 | 62% |

| Category | Number of Veterans Served | % of Veterans Served | Dollar Amount Spent | % of Spend |
|-----------------------------|---------------------------|----------------------|---------------------|------------|
| Emergency Services | 289 | 5% | \$ 130,537.23 | 10.8% |
| Employment Related Services | 68 | 1% | \$ 9,219.56 | 0.77% |
| Food/Gas Cards | 506 | 8% | \$ 30,967.31 | 2.6% |
| Heath & Well Being | 3,189 | 52% | \$ 412,741.35 | 34.4% |
| Housing | 247 | 4% | \$ 314,309.26 | 26.2% |
| Mental Health | 82 | 1% | \$ 133,393.51 | 11.1% |
| Transportation | 1,750 | 28% | \$ 102,776.51 | 8.6% |
| Other | 49 | 1% | \$ 67,440.43 | 5.6% |
| | | | \$ 1,201,385.16 | |

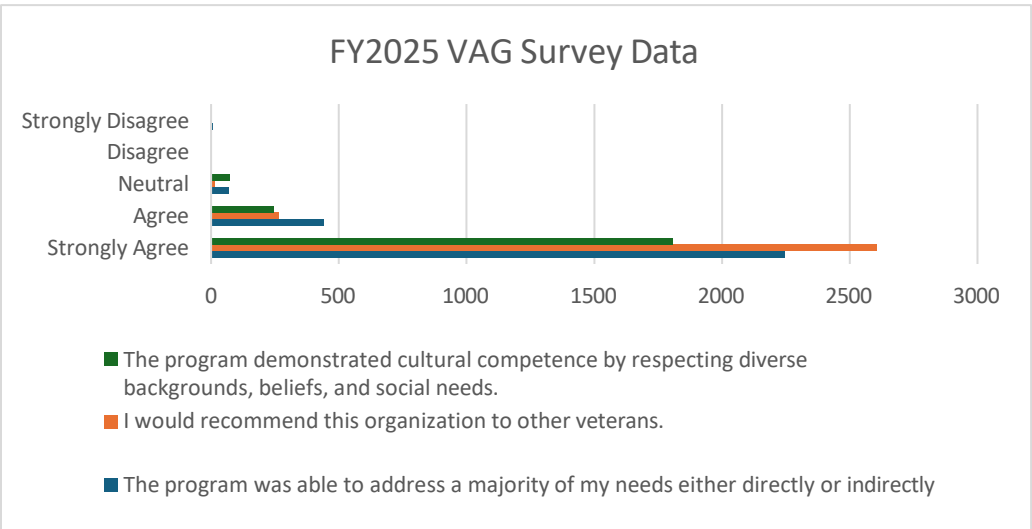


Surveys Distributed: 4,616

Surveys Returned: 3,170

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|-------------------------------------------------------------------------------------------------------------------|----------------|--------------|------------|------------|-------------------|
| <i>The program was able to address a majority of my needs either directly or indirectly</i> | 2,246 70.9% | 440 13.9% | 68 2.1% | 3 0.09% | 5 0.16% |
| <i>I would recommend this organization to other veterans.</i> | 2,604 82.1% | 264 8.3% | 13 0.4% | 2 0.06% | 4 0.13% |
| <i>The program demonstrated cultural competence by respecting diverse backgrounds, beliefs, and social needs.</i> | 1,805 56.9% | 244 7.7% | 72 2.3% | 2 0.06% | 3 0.09% |

| | | |
|---------------------------------------------------|-------|-------|
| Number reported DECREASED URGENT NEED | 1,208 | 38.1% |
| Number reported INCREASED JOB STABILITY or SKILLS | 332 | 10.5% |
| Number reported DECREASED FOOR OR GAS NEED | 587 | 18.5% |
| Number reported INCREASED MENTAL HEALTH SUPPORT | 1,179 | 37.2% |
| Number reported INCREASED HEALTH OR WELL-BEING | 1,815 | 57.3% |
| Number reported INCREASED FAMILY WELL-BEING | 681 | 21.5% |
| Number reported INCREASED HOUSING STABILITY | 371 | 11.7% |
| Number reported INCREASED ACCESS TO HEALTH CARE | 1,113 | 35.1% |



STATE OF COLORADO

DEPARTMENT OF MILITARY AND VETERANS AFFAIRS

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Jared Polis, Governor

Major General Robert B. Davis, The Adjutant General, Executive Director

DMVA Mental Health Annual Report

State Fiscal Year 2024-2025

I. Bill Summary - CRS 28-5-714

The act establishes the Veteran's Mental Health Services Program within the Division of Veterans Affairs to improve access to mental health services for veterans residing in Veterans Community Living Centers (VCLCs). Under the program, veterans must attest that they have exhausted their annual federal Veterans Administration mental health benefits before accessing program services. The program reimburses providers for up to 26 sessions per year for eligible veterans. Additionally, the act mandates that the Behavioral Health Administration (BHA) publish a list of participating providers on its website.

II. Amendments to the Mental Health Program

Additional alternative mental health care services were added to the existing mental health program with the goal of expanding the program and providing services that veterans may feel more comfortable using than traditional talk therapy. This expansion directly addresses the significant stigma and other access barriers that prevent many veterans from seeking mental health services. However, alternative

therapies such as massage therapy, acupuncture, and craniosacral can provide relief and be accessed by a wider base of veterans as well as provide additional relief.

III. Challenges

The Rifle and Homelake locations have not previously participated in the program as many of the veterans did not meet the eligibility set forth in the statute and there has not been a provider that visits these locations. In addition, the new expansion of mental health services will require the sourcing of new providers. Currently there is coordination with a previously known vendor that can provide these services, and there is a determination to see if these services can be supplied at the various center locations. The current tracking and receiving report needed to be updated to accommodate the new expansion of services and this update provided some delays and challenges.

IV. Successes

The Spanish Peaks (Rifle) location has acquired a new psychologist on site for talk therapy, and these services will be billed starting in fiscal year 26. The DMVA accounting team completed the revised receiving report for fiscal year 26 and provided training for its use. The New legislation with the passage of Proposition KK which added additional alternative therapies such as message therapy, acupuncture, craniosacral and healing touch modalities in addition to the current talk therapy and drug management. These additional services will provide even more help and expand the scope of services for veterans. The mental health program saw **significant growth** from FY 24 to FY 25.

The following data is a % growth from FY24 to FY25.

- **Total Veterans visits:329% increase**
- **Total Dollars Billed:305% increase**
- **Number of veterans served:77% increase**
- **Number of providers:66% increase**
- These increases represent a success for Colorado veterans and the Mental Health Programs.

V. Data

Florence Totals

| | |
|---------------------------|---------|
| Total # of Visits | 208 |
| Total # of Vets served | 23 |
| Total Dollars Billed | \$17585 |
| Total number of Providers | 2 |

Fitzsimmons Totals

| | |
|---------------------------|-------------|
| Total # of Visits | 505 |
| Total # of Vets served | 32 |
| Total Dollars Billed | \$142505.60 |
| Total number of Providers | 3 |

Total VLCC

| | |
|---------------------------|-----------|
| Total # of Visits | 713 |
| Total # of Vets served | 55 |
| Total Dollars Billed | \$60090.0 |
| Total number of Providers | 5 |

VI. Moving Forward

To continue to expand use of the program to provide mental health assistance to Colorado Veterans.

STATE OF COLORADO

DEPARTMENT OF MILITARY AND VETERAN AFFAIRS

Veterans Memorial Cemetery of Western Colorado

2830 Riverside Parkway

Grand Junction, CO 81501

(970) 263-8986



November 10th, 2025

Angela Ingalls

Cemetery Director

Executive Summery

The Veterans Memorial Cemetery of Western Colorado conveys the appreciation of the people of Colorado to our veterans and their families for answering the call to duty and honorably serving the United States of America. We adhere to the National Cemtery Administrations rules, regulations, policies and procedures but have an additional residency requirement meant to assure we are honoring Colorado's veterans.

All cemetery staff provide superior service to families to not only assist with their grief, but to provide the highest honors to those who have served this Nation.

Significant Activities and Accomplishments

Over the past year, the cemetery hosted events, attended community outreach, supported Divisional operations and events and had many notable accomplishments to include;

- Software development for cemetery operational database.
- Traveled to Pikes Peak National Cemetery to review National Cemetery operational processes.

- Implemented an internship program with Colorado Mesa University, for Public History majors to assist with historic military items donated to the cemetery.
- Unveiled a donated Global War on Terrorism monument honoring those who served in Operation Iraqi Freedom, Operation Enduring Freedom and the Persian Gulf.
- Passed the National Cemetery Compliance Audit with highest scores to date. Results let to the cemetery being awarded Operational Excellence Award.
- Placed over 3,300 flags on graves for Memorial Day weekend.
- Hosted Memorial Day program with over 1,000 community in attendance.
- Conducted a Flag Retirement Ceremony prior to Memorial Day for local community.
- Received and dedicated a donated Blue Star Monument and an All Services bench proceeding Memorial Day services donated by the Colorado Eagles Association and the Military Officers Association of America.
- Hosted a ceremony for Colorado's first Women Veterans Service Recognition Day that involved the unveiling of a female saluting airwoman statue, memorializing women service in the armed forces.
- Added a donated 1941 US Marine Corps Jeep to the fleet of service vehicles utilized for interment services at the cemetery.
- Supported Veterans Day and Vietnam Veterans Day ceremonies at the Fruita, CO Vietnam War Memorial Park.
- Participated in the Veterans Day Parade supporting the Grand Valley Combined Honor Guard.
- Organized and participated in Saluting Branches program which resulted in no-cost tree pruning, and planting over 25 trees on the grounds.
- Participated in twenty-six community outreach opportunities throughout the state on behalf of the cemetery and the Division of Veterans Affairs.
- Held an educational tour at the cemetery for High School students in Mesa County

Challenges and Opportunities

- The Department utilized donated funds to rectify a budget shortage for staff payroll in FY2025 regardless donor intent. The creation of a 501c19 'Friends of the Cemetery' is being created to serve as a steward of cemetery donations with the grantor's vision. This organization will also be able to fundraise for The Veterans Memorial Cemetery and support events taking place within the community.

- The cemetery has started to develop a more sustainable wreath program for the holidays. For the 2025 season, over \$60,000 of community donations were used to place wreaths at the cemetery. The start-up cost for utilizing a reusable wreath program is estimated to be \$42,000. This includes the initial purchase of wreaths, Connex storage units with improvements to accommodate them. Future expense of the program is estimated to be under \$1,000 per year.

Staff

The cemetery is staffed with Grounds Keepers (3), Grounds Lead (1), Grounds Superintendent (1), Cemetery Program Assistant (1), Cemetery Support Assistant (1) and Cemetery Director (1). In addition to the paid staff, there are two VA Work-study students who contribute up to fifty hours per week in the administration office and are paid by the VA. There is one contracted position for the care and restoration of niche covers and headstones.

The cemetery has several volunteers who contribute up to thirty hours a week assisting with visitors, administrative duties and creating veteran acknowledgement tokens. The Department of Corrections continues to support the cemetery with individuals requiring public service time. These individuals assist the Grounds staff with cleaning and work on the grounds. They contribute up to forty hours per week.

Operational Statistics

- As of October 31st, 2025, the cemetery has interred 6,702 veterans, spouses and eligible dependents.
- On average the cemetery receives over \$18,000/month of federal reimbursements for the interment of veterans.
- Available interment options assure space through May 2030.

Short-term Goals

- Initiate a sustainable holiday wreath program for the placement of wreaths on gravesites and niches to be implemented in FY26.

- Contribute to the development of the Veterans Cemetery Directors subcommittee under The National Association of State Division Veterans Affairs.
- Add a saluting Sailor bronze statue to the cemetery to honor the US Navy veterans interred at the cemetery.
- Implement new cemetery software and digitize all historic records.

Long-term Goals

- Develop a master plan that will include future development and expansion of the Veterans Memorial Cemetery.
- State Capital Construction project to increase working space, shop space, add accessible public restrooms and increase columbarium inventory for future use.
- Qualify the State of Colorado for the National Cemetery Administration's Cemetery Grant Program to allow for federal funding of future inventory development and/or additional veterans cemeteries throughout the state.

Angela Ingalls

Cemetery Director

Veterans Memorial Cemetery of Western Colorado

Division of Veterans Affairs

STATE OF COLORADO

DEPARTMENT OF MILITARY AND VETERAN AFFAIRS

Western Region One Source

482 28 Road

Grand Junction, CO 81501

(970) 257-3760



November 5th, 2025

Darin Collazo

WROS Administrator

Executive Summary

Over the past year, the Western Region One Source (WROS) has made significant strides in advancing its mission to support Veterans, Military Service Members, and their families. By connecting them with vital resources and trusted service providers, WROS continues to enhance opportunities and improve quality of life for those who have served our country.

Building on the momentum of last year's accomplishments, the WROS team remains committed to strengthening community partnerships and expanding access to services—all within one welcoming and centralized location. Through a dynamic calendar of weekly, monthly, and annual events, we've deepened our engagement with Veterans and their families, creating meaningful connections and lasting impact.

While we've encountered some challenges along the way, we are proud to report key achievements and measurable progress toward our goals. As one of the few facilities of its kind dedicated to serving an often-overlooked population, WROS stands out as a vital resource in the region.

Looking ahead, we will continue to grow, adapt, and deliver the highest level of service to Colorado's Veteran community—because those who served deserve nothing less.

Significant Activities and Accomplishments

Over the last year, the Western Region One Source team has attended, hosted and supported

many events in collaboration with our community partners. Each event attended or hosted has raised awareness of the WROS and connected more Veterans to services and benefits.

- January 8th: Networking Event in Craig - 25 reached
- February 12th: Go Red - Women Veterans Event @ VA - 100+ attended
- February 13th: Aging & Survivor Symposium @ WROS - 180 attended
- February 16th: Outreach Fair @ First Presbyterian Church - 65 reached
- February 27th: VA Townhall - Glenwood Springs - 30+ reached
- March 12th: VA Town Hall and FCC Muster @ WROS - 30 attended
- March 15th: 143rd Signal Unit Iraq Reunion @ WROS - 40 attended
- March 16th: Survivor Symposium hosted @ WROS - 70 veterans attended
- March 22nd: Global War on Terror Monument @ VMC - 200+ attended
- March 27th: Vietnam Veteran Pinning Ceremony - 15 attended
- March 28th: Vietnam Veterans Day Ceremony - 150 attended
- April 11th: Spring Stand Down @ WROS - 85 attended, 18 haircuts given
- April 17th: Grand Junction Beacon Fest 150 reached, 1000's attended
- April 23rd: Parole Outreach Event - 120 attended
- April 26th: Military Bound Highschool Grad Event - 40 attended
- May 3rd: Silkies Run & BBQ @ WROS - 26 attended
- May 19th: VA Suicide Prevention Event @ WROS - 37 attended
- May 23rd: Veteran Book Signing @ WROS - 6 attended
- May 26th: Blue Star Memorial Unveiling @ WROS - 32 attended
- June 26th: Women Veterans VA Townhall @ WROS - 8 attended
- July 12th: Blue Star Mothers BBQ @ WROS - 40 attended
- August 28th: Vet Fest @ Farmer's Market, 70+ interactions with Veterans
- September 4th: CSBR/DMVA Meet & Greet @ WROS - 32 attended
- September 10th: Clergy & Suicide Prevention Event @ WROS - 12 attended

- September 17th: VA Suicide Prevention Town Hall @ WROS - 8 attended
- September 19th: WROS Stand Down - 250 veterans attended, 25 haircuts given
- September 22nd: Survivor Symposium @ MCWC - 45 attended
- October 16th: Rifle Stand Down @ Moose Lodge - 45 attended
- October 26th: VA Trunk or Treat - 250+ attended

In addition to our outreach and networking efforts, the WROS team was able to complete some short-term goals from last year. With the support from the CBVA and Grants funding, we were able to expand our north parking lot, adding 20 new paved spots, as well as converting existing parking areas to handicap accessible spaces. This creates a safer environment for our Veterans to park their vehicles and walk to the building. Since January, Comeback Yoga, Education Benefits, VA Benefits and Mindfulness groups have been added to our weekly events calendar. In May, the new library wall was installed in the common area of the WROS, creating an intentional space for learning, sharing and displaying communal memorabilia. All efforts and successes were accomplished with teamwork, collaboration and community support.

Challenges and Opportunities

Due to the statewide hiring freeze, WROS is at 75% for the remainder of the year and has been since June of 2025. While this limits our ability to support all events and outreach opportunities, it does give us the chance to reevaluate the State DEERS position. In July of 2023 the WROS was assigned a Federal DEERS Operator which allowed our State DEERS position the flexibility to support the daily operations of the WROS, while also playing a key role in outreach and engagement opportunities. With this vacancy, the Administrator is taking the opportunity to reevaluate and rewrite this position to better support the WROS and DVA as a whole.

Administrative Condition

As of October 2025, the Western Region One Source is 75% staffed, however, this team remains very active in supporting the mission statement of the Western Region One Source. The Administrator holds an Advisory Committee with meetings quarterly to evaluate the effectiveness of the WROS and ensure we are finding new ways to

serve and support the veterans, service members and their families in Western Colorado. The WROS has 15 offices, two spaces for hosting events and one office suite. At the time of this report, all offices are rented out and we have a waitlist of one potential tenant.

Supporting Statistics

For the calendar year of 2025, the Western Region One Source has served approximately 12,840 Veterans, Service Members and their families in total. Phone calls represent 1,226 conversations leading to support and benefits and Events/Walk-ins add up to 11,614 including special events and reoccurring events. In both April and September of 2025, we served more than 1,200 each month largely due to the Stand Down events hosted in each month. Year over year, the WROS is pleased to report approximately 2,122 additional contacts with Veterans comparing 2024 to 2025.

As of November 5th, 2025, the Western Region One Source has been open for 1,497 working days and has served 47,528 veterans, military members and their families.

Short-term goals

- Rewrite Administrative Assistant III position from DEERS to a new position that supports WROS and DVA as a whole by January 31st, 2026.
- Establish a quarterly “Veteran Lunch & Learn” program, providing veterans with educational or skill-building sessions during lunch hours to foster personal growth and awareness of resources by June 31st, 2026.
- Enhance WROS Website and overall web-presence through social media and engagement with Veterans and Community partnerships.

Long-term goals

- Create a WROS centric community event that addresses a gap in service in Western Colorado. Establish by September 2027.
- Provide Housing, Employment, Training, Education, Counseling, Life Skills, Wellness, DEERS, Transition, and VSO services by June 30, 2027.

- Increase funding by gifts, grants & donations to the WROS by \$20,000 by December 31st, 2026.
- Identify a purpose for the lot space behind the facility, by June 30, 2030.

We are committed to serving and assisting our Veterans, Service Members and families to the best of our ability. We are grateful for the support we receive from our counties, state and federal partners and look forward to making 2026 an even more successful year. Thank you for the support and the opportunity to make a difference in our western slope community.

Respectfully submitted,

Darin Collazo

Darin Collazo

WROS Administrator

Division of Veterans Affairs

***Addendum**

Goals accomplished over the last year

- The Western Region One Source will create a Challenge Coin to share with our community partners and our biggest supporters by June 30, 2025.
 - This was accomplished in March of 2025, with 300 coins ordered.
- Construct a library wall in the common room of the WROS to display memorabilia items, books, games and provide working space to our visitors. Complete by June 30, 2025.
 - This was completed in April 2025.
- WROS staff participates in 2 outreach events per month on average by June 30th, 2025.
 - WROS staff participated in 29 outreach events for the year.
- Secure grant funding to continue to improve parking improves to the North Parking lot, to include adding additional handicap parking for our disabled veterans. Complete by June 30, 2025.
 - Grant funding was approved, and the north parking lot was paved as well as additional handicap spaces designated.

Long-term goals

- Create a WROS community event that addresses a gap in service in Western Colorado. Establish by September 2026.
 - WROS partnered with Colorado Mesa University in efforts to engage the younger Veterans and put together a Veterans Silkies Hike in May of 2025 with a plan to make it an annual event.
- Continue to improve facilities by paving the North parking lot and correcting the drainage issues on the property by June 30th, 2026.
 - North Parking lot was paved in March 2025, but administrator is still working with the city regarding drainage issues.
- Connect with a legal resource to provide legal services and advice to Veterans Free of Charge at the WROS by December 31st, 2026.
 - Established a relationship with Rocky Mountain Veterans Advocacy Project to offer legal services to Veterans across the state.
- Add events that support Mental Health, Employment and Overall

wellness programs to the monthly events calendar at the WROS by June 30th, 2026.

- WROS is hosting monthly Mental Health Advisory meetings and has added a Mindfulness Group to the weekly events calendar.
- Increase funding by gifts, grants & donations to the WROS by \$20,000 by December 31st, 2026.
 - WROS received a donation of \$4,324 from local MOAA chapter.



*Photograph of Silkie's Hike crew at halfway point on campus of CMU.



* New Library Wall



*Donated 48 Star Flag, displayed in shadow box @ WROS entry area

January 5, 2026

CDVA Veteran Services Report on Services for Women and Marginalized Veterans

The Colorado Division of Veterans Affairs (CDVA) Women and Marginalized Veteran Coordinator is part of the Veteran Services team.

Events

Participation in relevant events allows the CDVA to interact and inform veterans and their friends and families on programs and benefits. The Women and Marginalized Veterans Coordinator participated in the following events.

- In coordination with the Veterans Memorial Cemetery of Western Colorado, Programs, emceed the statue unveiling for Women Veterans Recognition Day
- Served as member of the CDVA grants committee
- Participated in the National Association of County Veteran Service Officers annual training conference
- Invited to participate in the Women Wounded Warrior Round Table which influences Wounded Warrior Project policy efforts
- Invited to participate as a member of Colorado Veterans Workforce Council
- Invited to participate in Senator Hickenlooper's Veteran Roundtable

Presentations

Throughout the year, the Colorado Division of Veteran Affairs Women and Marginalized Coordinator presented at events to increase knowledge of programs and

resources for women and marginalized veterans. Some of the major events and organizations are listed below.

- Student Veterans of America Conference in Colorado Springs
- Retiree Appreciation Day at the United States Air Force Academy
- Colorado Division of Veteran Affairs Fall Training Conference
- Steven A Cohen's Women's History Month Celebration

Organization Involvement

The Women and Marginalized Veteran Coordinator worked with numerous organizations throughout the year to learn about their programs and the benefits they can provide.

- Served as the Secretary for the Board for the National Association of State Women Veteran Coordinators
- Served as an Ambassador for the Military Women's Memorial, earning the Bronze Award for Colorado

Thanks to the efforts of veteran programs across Colorado, Colorado's Women Veterans are using the Veteran's Affairs resources including healthcare at a higher rate than the national average. CDVA's Women and Marginalized Veteran Coordinator has established relationships with resources and organizations which will allow this good news story to continue to increase in the future. In the future, focusing more on marginalized veteran groups will allow for growth and an increase in programs for those populations as well.

The Colorado Department of Human Services (CDHS) operates four state-run Veterans Community Living Centers (VCLCs) located in Aurora (Fitzsimons), Florence (Bruce McCandless), Monte Vista (Homelake), and Rifle. In addition, CDHS contracts with Spanish Peaks to operate a VCLC in Walsenburg. The Homelake campus in Monte Vista also offers domiciliary cottages for independent living. These centers provide skilled nursing care, short-term rehabilitation, hospice, respite care, and assisted living to veterans, their spouses, and Gold Star parents.

As of June 30, 2025, the VCLCs were home to 333 residents, an increase from 312 the previous year. This growth reflects a steady recovery in census following the significant decline experienced during the COVID-19 pandemic. The VCLCs are known for their beautiful, historic campuses that offer outdoor spaces, engaging activities, and a high quality of life for residents. Each center is supported by dedicated staff, military organizations, volunteers, and local communities. Many residents have experienced successful rehabilitation and returned home after receiving care at a VCLC.

Financially, the VCLCs are improving as census numbers rise. They are classified as an Enterprise Fund, meaning they receive less than 10% of their annual revenue from state and local government grants, as defined in CRS 26-12-110 (1)(b). Each year, an independent company surveys residents and their families to assess satisfaction. Colorado's VCLCs consistently rank in the Best-in-Class category compared to other nursing centers nationwide. When concerns arise, staff respond quickly to address them.

The VCLCs are grateful for the continued support of the Department of Military and Veterans Affairs (DMVA), especially through the Veterans Trust Fund grants. These grants positively impact every veteran living in the centers. At this time, there is no proposed legislation expected to directly affect the VCLCs, and the Department does not have any recommendations for changes.

As part of its commitment to supporting veterans, CDHS also prioritizes veteran hiring. In the last fiscal year, CDHS hired 1,128 new employees, 40 of whom were veterans, representing 3.55% of total hires.



COLORADO
Department of
Labor and Employment

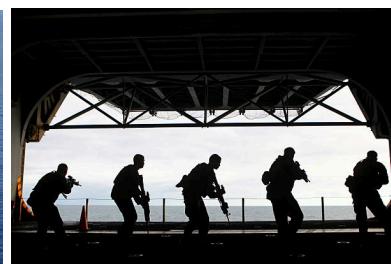
Employment & Training Division

633 17th Street, Suite 1200

Denver, CO 80202-3660 | (303) 318-8000 | cdle.colorado.gov

Colorado Department of Labor and Employment (CDLE)'s Program Year (PY) 2024 Report on Service to Veterans

For the Colorado Department of Military and Veteran Affairs
Annual Report to the Governor:
July 1, 2024 – June 30, 2025





The Colorado Department of Labor and Employment (CDLE) provides a wide array of labor and employment services to Colorado veterans throughout the state in county-run Workforce Centers and satellite offices. The CDLE effectively uses the Jobs for Veterans State Grant (JVSG) and the State Workforce System to promote the hiring and retention of eligible veterans, spouses, and caregivers of wounded warriors. State and county Labor and Employment Specialists provide employment services that include, but are not limited to:

- Resume and cover letter writing
- Interview tips and techniques
- Translation of military experience to civilian knowledge, skills, and abilities
- Navigation of online job boards and career fair resources
- Targeted job searches by industry
- Provision of labor market information and wage data
- Identification of community-based education and training opportunities
- Remote and in-person provision of services

Workforce Centers also refer eligible veterans to appropriate Workforce Innovation and Opportunity Act (WIOA) career services, training programs, and registered apprenticeship programs throughout the state. Colorado Workforce Centers make referrals to various federal, state, and local agencies, and to non-profit partners in the community that provide supportive services to those in need.

As shown in the table below, 13,600 veterans registered for employment assistance during PY 2024 through the CDLE's statewide labor exchange system, Connecting Colorado. Connecting Colorado provides a web-based platform that matches qualified job seekers with employers in need of skilled workers. Employers can post job openings, view resumes, search for qualified candidates, and learn about the hiring incentives offered by the state. Veterans can post resumes, conduct job searches, access employment resources using self-directed virtual employment tools, and receive in-person or virtual staff-assisted services through their local Workforce Center. See below for noteworthy service-related information:

- There was a slight increase in a few categories for the number of veterans seeking employment services. These increases were in the Special Disabled >30% group, the Disabled Vets < 30%, Post 9/11 category, and the 55+ age group.
- Overall, a lower number of veterans used the services of the workforce system, but a few category percentages of veteran registrants increased. The largest increase was for special disabled veterans, followed by small increases for recently separated, disabled vets, and post 9/11 categories. This increase in veterans served in these areas could be associated with the expanded availability of in-person and



virtual service options, which provide customers with greater flexibility in receiving services.

- Veterans who receive staff-assisted services are more likely to obtain higher average wages as well as higher rates of entered employment, and employment retention. For this reason, the CDLE strongly encourages veterans to visit their local Workforce Center to receive one-on-one staff-assisted services.

The table below provides a demographic breakdown of all veterans registered in the system and those who received staff-assisted services.

Table #1 - Colorado Veteran Demographics of Veterans Served by Workforce Center Staff

| Colorado Veteran Demographics of Veterans Served by Workforce Center Staff | | | | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|----------|-----------|--------------------|-----------------------|--------------------|
| | Total Vets | Ages 18-44 | Ages 45-54 | Ages 55+ | Post 9/11 | Disabled Vets <30% | Special Disabled >30% | Recently Separated |
| PY 2023 | 14,661 | 7,514 | 2,798 | 4,305 | 4,799 | 5,637 | 4,596 | 2,477 |
| Received Staff Assisted Service | 8,095 | 3,532 | 1,652 | 2,888 | 2,810 | 2,948 | 2,351 | 1,100 |
| Percent | 55% | 47% | 59% | 67% | 59% | 52% | 51% | 44% |
| PY 2024 | 13,600 | 6,730 | 2,738 | 4,106 | 4,723 | 5,605 | 4,602 | 2,320 |
| Received Staff Assisted Service | 7,544 | 3,149 | 1,594 | 2,786 | 2,823 | 2,952 | 2,375 | 1,011 |
| Percent | 55% | 47% | 58% | 68% | 60% | 53% | 52% | 44% |
| Source: CC 9002, PY 2023 (7/1/2024 - 6/30/2025, report run 8/18/25) Note: Veterans may be counted in more than one category with the exception of age categories. | | | | | | | | |



US Code Title 38, Veterans' Benefits, requires the CDLE to provide priority of service to veterans for all Employment and Training programs funded by the US Department of Labor (DOL). A "veteran" is defined as a person who served in active military service and who was discharged or released under conditions other than dishonorable. "Priority of service" means that the veteran or eligible person either receives access to employment, training, and placement services provided by a local Workforce Center or through a job training program such as the Workforce Innovation and Opportunity Act (WIOA), ahead of or earlier in time than non-veterans, notwithstanding any other legal provisions. The CDLE has issued statewide guidance on this requirement and is in full compliance with the federal mandate.

Colorado takes priority of service even further. The names of qualified veterans appear at the top of all employer-generated electronic applicant referral lists. As a result, in PY 2024, the Workforce Centers referred 34% of registered veteran job seekers to job openings compared to 29% of non-veterans.

During PY 2024, Connecting Colorado posted 447,560 job openings from 7,044 employers. Most of these job openings were a result of the CDLE's active participation with Job Central, a public service employment website owned and managed by leading US employers through their membership in the Direct Employers Association. It enables employers to outreach through a network of 50 state sites and over 6,200 cities and communities nationwide.

In addition to the state and county Labor and Employment Specialists who provide front-line services to all veterans, the JVSG Program in CDLE employs 15 full-time Disabled Veteran Outreach Program (DVOP) Specialists, 7 full-time Local Veteran Employment Representatives (LVER), and 3 full-time Consolidated Veteran Employment Specialists (CVSRs are half-time DVOPs and half-time LVERs), all of whom are assigned to workforce areas around the state. The primary role of DVOP Specialists is to provide intensive services to "eligible veterans and eligible persons" who have barriers to employment. In order to effectively serve eligible veterans or eligible persons and efficiently target their services, the DVOP Specialists use a case management approach.

DVOPs provided staff assisted services to 458 registered veterans, 456 (99.6%) of whom received intensive employment services to help them obtain suitable employment. Veterans in need of intensive services (provided 1,690 intensive and 2,611 overall services in PY24 by JVSG staff) fall into one or more of the following categories:

- Disabled veterans
- Wounded warriors
- Homeless
- Formerly incarcerated

haircuts, hot meals, flu shots, dental exams, and mental health resources, as well as employment services.

The LVER's primary role is to conduct employer relations and advocate on behalf of veterans regarding the valuable knowledge, skills, and abilities they bring to the workforce. LVER's accomplish this through virtual and in-person customized hiring events, networking events, job fairs, job search workshops, employer panels, and personal visits to local businesses. These events are designed to bring groups of veterans and employers together to fill employer vacancies while providing veterans with vocational and career guidance as well as information for on-the-job training, apprenticeships, and work experience opportunities offered by private employers.

JVSG performance measures are subject to change and are effective October 1 of each year with the start of the new Federal Fiscal Year (FFY). Below are the performance measures that started in October of 2024.

Table #3 - Performance Measures US DOL VETS

| Performance Measures US DOL VETS | | | |
|----------------------------------------------------------------------------------------------------|-----------------|----------------|--------------|
| Negotiated Performance Indicators | Negotiated Goal | Actual Outcome | Goal Met Y/N |
| Jobs For Veterans State Grant Funded Services <i>(Table Source: ETA-9173 for JVSG)</i> | | | |
| Employment Rate - 2nd Quarter After Exit <i>(Source: Item D.1, Total Current Period column)</i> | 55.0% | 58.5% | Yes |
| Employment Rate - 4th Quarter After Exit <i>(Source: Item D.2, Total Current Period column)</i> | 54.0% | 53.6% | No |
| Median Earnings - 2nd Quarter After Exit <i>(Source: Item D.3, Total Current Period column)</i> | \$8,925 | \$10,766 | Yes |
| <i>Data Source: WIOA Quarterly Performance Report, PY (7-1-24 to 6-30-25, run 8-18-2024)</i> | | | |

During the 2024 Program Year, the State has provided a number of services to veterans through the Jobs for Veterans State Grant, our partners, their local training programs, and job referrals through Connecting Colorado. Even with a lower number of veterans overall,



the percentages of veterans being served remain steady or have slightly increased, and the number of services provided to each individual has also increased. This consistent use of the Workforce Centers and enrollment in the JVSG program is likely associated with the expanded availability of in-person and virtual services, as well as seamless program integration that gives customers more options and greater flexibility to receive the services they are looking for. Even with increased performance metrics, the State continues to exceed two of three of our performance measures, and is only 0.4% from meeting the third. Unfortunately, in today's job market, individuals tend to have shorter stays with a company or in a position. Since people frequently move to new positions within 1-2 years to improve their wages or seek better benefits, tracking fourth-quarter performance numbers becomes more difficult. Efforts to meet these outcomes are the result of the great partnerships between the State and our local Workforce Center partners.

In addition to serving veterans, the program has also had a large impact in assisting other State partners, such as the Colorado Department of Corrections (CDOC). Our LVER in Pueblo County partnered with the CDOC to run hybrid in-person/virtual events to help with their staffing shortfall. Through the use of streamlined and innovative hiring processes with 2-3 events a month, and the department's ability to make on-the-spot job offers, this partnership has led CDOC to now have a waitlist for many positions, instead of a shortfall. The collaboration between the JVSG program and CDOC has led to over 300 veterans being hired and an award from the National Association of State Workforce Agencies (NASWA), receiving the Pinnacle Award for Business Development and Best Practices for our JVSG LVER in Pueblo.

Another noteworthy collaboration led by the JVSG program was one of the largest hybrid events in the state, including our partners in Wyoming. The Wyoming Colorado Regional Job Fair, held in April 2025, was a collaborative event offering simultaneously both virtual and in-person options across 11 counties and the two states. Overall, the regional job fair attracted 1,556 job seekers, with 228 of those being veterans, and included 154 employers. The virtual platform saw 1,278 applications submitted and over 9,400 messages exchanged. This event surpassed all previous Wyoming Colorado (WYCO) events.

Despite the services and support that the State provides to veterans, there are other challenges that veterans face. The best way to assist veterans is to address all issues concerning them and to help stabilize their current situation. In this "holistic" approach, the JVSG program provides assistance through referrals to partner agencies and nonprofits to help veterans find overall stability in their lives. Over the years, we have found that there are a number of issues that veterans and their families face. The top 3 issues that we hear from veterans remain:

- Mental health
- Veteran employment



- Housing

Most remaining reported issues are financially related hardships due to the increased costs of living, transportation, and energy, which can be more dependent on location and family size. Due to the program's limitations, strong partnerships and referrals with local and national resources are crucial in helping veterans and their families. Any changes that help veterans with these issues will likely help stabilize their lives and expand their opportunities to obtain a sustainable career and prosper.

If you are a DMVA state employee needing accommodations, you can contact your immediate supervisor or the DMVA ADA Coordinator, Cathy Deane at cathy.deane@dmva.state.co.us.

From: cbva <cbva@dmva.state.co.us>
Sent: Tuesday, December 30, 2025 9:11 AM
To: Sheila Scanlon <scanlonsmq@comcast.net>
Cc: Carissa Snyder <Carissa.Snyder@dmva.state.co.us>
Subject: Fw: Colorado Board of Veteran Affairs Request

From: DeCrow - DOLA, Lori <lori.decrow@state.co.us>
Sent: Thursday, December 11, 2025 11:57 PM
To: cbva <cbva@dmva.state.co.us>; JoAnn Groff - DOLA <joann.groff@state.co.us>; Joe McGrath - DOLA <joe.mcgrath@state.co.us>
Cc: Mikel Shaffer - DOLA <mikel.shaffer@state.co.us>; Brian Kruesi - DOLA <brian.kruesi@state.co.us>
Subject: Colorado Board of Veteran Affairs Request

You don't often get email from lori.decrow@state.co.us. [Learn why this is important](#)

Caution: This email is from an external sender and may be malicious. Please take care when clicking links or opening attachments.

Chair Scanlon,

Per your request dated November 26, 2025, our office is providing the number of properties, actual value, and the exempted taxes for veterans with a disability who received the Disabled Veterans Property Tax Exemption in 2024, payable in 2025. The Division of Property Taxation administers the program to determine if a veteran has applied on more than one property in the state or illegally claimed an exemption. Additionally, our office provides information and support for county offices and taxpayers regarding the program. At this time, we do not provide any other direct services to veterans in Colorado and therefore are unable to assist with your additional requested information.

For the 2024 tax year, property taxes paid in 2025:

The total number of disabled veteran exemptions granted is; 15,511

The actual value of the exempted properties is; \$1,524,079,583

The total exempted property taxes for qualified disabled veterans is; \$9,372,161.44

We have not yet verified the status of the 2025 tax year applicants; those applications are currently under review. Exempt property tax amounts will be calculated after those taxes are due in January 2026.

Should you have any questions regarding the data in the email please contact Lori DeCrow at lori.decrow@state.co.us.

Should you have any questions regarding the program or any other activities of the Division of Property Taxation please contact the Property Tax Administrator, JoAnn Groff at joann.groff@state.co.us.

--

Lori DeCrow

Assessment Resources Manager

Division of Property Taxation



COLORADO
Department of Local Affairs
Division of Property Taxation

P 970.248.7308 | F 970.248.7317

222 6th Street, Room 410 Grand Junction, CO 81501

lori.decrow@state.co.us | www.colorado.gov/dola/property-taxation

Under the Colorado Open Records Act (CORA), all messages sent by or to me on this state-owned e-mail account may be subject to public disclosure.



July 31, 2025

Colorado Board of Veterans
Department of Military and Veterans Affairs
Sheila Scanlon, Chair
1355 South Colorado Blvd. Building C, Suite 113
Denver, CO 80230

Dear Chair Scanlon,

Per your annual request, under State Statute, the Department of Natural Resources and the Division of Parks and Wildlife offers, the following types of licenses, passes and services to our states' veterans or active military:

State Park Access

C.R.S. 33-12-106 – (1) (a) Any resident who displays on the resident's vehicle a Colorado disabled veteran's license plate pursuant to section 42-3-304 (3)(a) or a purple heart special license plate pursuant to section 42-3-213 (2) is allowed free entrance to any state park or recreation area, not to include campgrounds, on any day of the year such park or area is open. For the purpose of this section, display of such license plates entitles the disabled veteran and passengers in such veteran's vehicle to enter such park or recreation area free of charge. (b) Any resident who presents the documents necessary to satisfy the requirements of section 42-3-304 (3)(a) at a regional office or the central office of the division, or at such other locations as may be determined by the division, may obtain a transferable annual parks pass free of charge from the division.

C.R.S. 33-12-108 established the Keep Colorado Wild Pass that offers an annual state parks pass for \$29 to all Coloradoans that can be purchased at the time of registering a motor vehicle with the Colorado Department of Revenue. Colorado residents with any of the applicable fee-exempt military license plates, Colorado Disabled Veterans license plates, or Purple Heart license plates may access Colorado State parks for free – receiving the Keep Colorado Wild Pass at no cost. The following license plate types receive a Keep Colorado Wild Pass at no charge: Air Force Cross, Disabled Veteran, Distinguished Flying Cross, Distinguished Service Cross, Disabled Woman Veteran, Medal of Honor, Navy Cross, Navy Seabees, Purple Heart, Prisoner of War, Pearl Harbor, Silver Star, and World War II Veteran. Further data on how many Keep Colorado Wild Passes were issued to these license plate holders can be obtained through the Department of Revenue.

Commission Regulation – P-7 #701(4): A disabled resident may obtain an Independence annual parks pass pursuant to 33-12-106 (1) (b), C.R.S. An Independence annual parks pass shall be issued following the Division's receipt of a completed application from a qualified resident of the state. The pass will only remain valid as long as the individual maintains their Colorado



residency as defined in 33-10-102 (21), C.R.S. a. In order to qualify for an Independence annual parks pass, a resident must provide the following written proof to the Division: (1) DD 214 Form or other documentation indicating the veteran received an Honorable Discharge from a branch of the Armed Services of the United States, AND (2) A qualification letter, on official stationary/letterhead, from the Veteran's Administration, Department of Veteran's Affairs, or the branch of service from which the veteran is receiving compensation that states one of the following: a. 50% or greater, service-connected permanent disability; b. Loss of use of one or both feet; c. Loss of use of one or both hands; or a d. Loss of vision in both eyes

For pass holders who are 64 years of age or older, the pass provides a \$3.00 discount on camping, except on weekends and holidays. The applicant must be a Colorado resident and submit an application to our Denver office via online, email, mail or in person. If the applicant is on VA disability, they may contact the Veteran's Administration to request a letter of documentation as to their disability. In return, The Veteran's Administration can provide a form letter which will fulfill the required documentation.

C.R.S 33-12-106 – (2.3) The commission may promulgate rules to allow free entrance to any state park or recreation area, not to include campgrounds, yurts, or other amenities and services offered, for veterans on one day each year. The commission may determine by rule which day veterans are allowed free entrance to state parks and recreation areas.

Commission Regulations – P-7 #700(2)(j): Any vehicle occupied by a current, reserve or honorably discharged member of any United States military service, on the State observance of Veteran's Day. At least one form of past or present military identification shall be presented at the Park entrance. Acceptable forms of military identification include:

- DD214;
- DD Form 2;
- DD Form 2765;
- Active, retired or veteran military cards;
- A current Colorado Driver's License or state issued identification card with the
- word 'Veteran' printed on it as specified in 42-2-303 (5)(a), C.R.S.;
- VA medical card;
- The display of military license plates.

C.R.S. 33-12-106 (2.4) (a) The commission shall promulgate a rule to allow veterans, including active duty personnel, free entrance to any state park or recreation area, not to include campgrounds, yurts, or other amenities and services, for the month of August each year. The commission may promulgate a rule setting evidence standards to show a person is a veteran and issue a sticker or other device that identifies a person as a veteran for future entrance. The commission may also charge a fee for issuing the sticker or other device that identifies a person as a veteran, but the fee must be based on the direct and indirect cost of issuing the sticker or other device. In addition to those very specific programs, Veterans may also qualify for:



Veterans 64 years of age or older who are Colorado residents may also qualify for the Aspen Leaf (Senior Citizen) Annual Pass at a cost of \$70 per year. Aspen Leaf Pass holders also receive a \$3.00 discount on camping, except on weekends and holidays.

Hunting and Fishing Access

C.R.S. 33-4-104 – (1) Any active or retired member of the United States armed forces while stationed as a resident patient at any United States armed forces hospital or convalescent station located within Colorado, any resident patient at a veterans administration hospital may obtain a fishing license free of charge, valid for taking fish during the period of residency only, under rules and regulations of the commission. (2) Any Colorado resident on active duty outside this state with any branch of the armed forces of the United States may obtain, from the division of wildlife, a fishing license free of charge, valid for taking fish while such person is in this state on temporary leave from such duty, but not to exceed a total of thirty days during any year. (3) (a) Any resident of this state who has received a purple heart for service in the United States armed forces or who is a disabled veteran may obtain from the division of wildlife, free of charge, a lifetime resident combination small game hunting and fishing license. (b) For the purposes of this subsection (3), “disabled veteran” means an individual who is a resident as defined in section 33-1-102 (38), has served on active duty in the armed forces, has been separated therefrom under honorable conditions, and has established to the division of parks and wildlife the presence of a service-connected disability which has been rated by the veterans administration at sixty percent or more through disability retirement benefits or a pension because of a public statute administered by the veterans administration or the department of the Army, Navy, or Air Force. (4) The commission may adopt appropriate rules to establish a preference for active duty members of the United States armed forces who are stationed at any military facility located in Colorado or are Colorado residents upon their return from service outside of the United States for licenses left over after completion of the division’s annual limited license draw. The preference may allow for such a member of the United States armed forces to apply for preference points for any limited license draw that occurred during the member’s absence. (5) A person assigned to the warrior transition battalion may obtain from the division a fishing license free of charge.

Commission Regulation W-0 #002(Q)(1): Veterans Resident Lifetime License - Any resident of the state who has received a purple heart for service in the United States armed forces or who is a disabled veteran as defined in state statute 33-4-104 (3) (b) may obtain, free of charge, a veterans resident lifetime combination small game hunting and fishing license, pursuant to 33-4-104 (3), C.R.S. The lifetime license will only remain valid as long as the individual maintains their Colorado residency as defined in 33-1-102 (38) (a), C.R.S.

- a. In order to qualify for a veterans resident lifetime combination license, a resident must provide the following written proof to the Division:
 - i. A letter from the Veterans Administration indicating a 50% or greater overall combined rating for service connected disability; or
 - ii. A Purple Heart award certificate; or
 - iii. A DD214 Form from the United States Defense Department showing decoration of a Purple Heart.



This application, the Veteran's License and Pass Application, can be obtained online, at any CPW office or park, or by requesting it via email. The application and documentation can be returned to the Division via email, mail, or online.

Commission Regulation #206(B)(4)(g): Wounded Warrior Hunting Licenses – The Director may make certain deer, elk, and pronghorn licenses available to qualified participants in any United States Armed Services wounded Warrior programs.

Applicants must be members of the United States Armed Forces, who are residents of, or stationed in, Colorado returning from post-September 11, 2001 overseas contingency operations who have been so severely injured during combat, including combat-related support activities that they will require years of intense, ongoing care or assistance. Additionally, applicants must be members of a United States Armed Services Wounded Warrior program, as defined in 33-4-102(1.9) C.R.S., and must be assigned to a military medical treatment facility at the time of application for this program.

Commission Regulation- #206(B)(4)(i)(1)(ee): In lieu of applying through the regular limited license draw, any active duty member of the United States Armed Forces who is stationed at any military facility in Colorado and actively deployed outside the United States, or any active duty member of the United States Armed Forces who is a Colorado resident and is deployed outside the United States, shall, upon their return to the United States, be eligible to apply for preference points for any limited license draw that occurred during their absence. Applications for preference points shall be made on forms provided by the Division and filed within six months upon the member's return to the United States.

Commission Regulation- #206(B)(6)(d): Any active duty member of the United States Armed Forces stationed at any military facility in Colorado and actively deployed outside the United States, or any active duty member of the United States Armed Forces who is a Colorado resident and is deployed outside the United States, shall be allowed a preference for the purchase of leftover licenses prior to their sale to the general public.

Between July 1st, 2024 and June 30th, 2025, the Division issued 6104 free Independence Parks Passes, 1943 free lifetime fishing licenses, and 2022 free combination small game and fishing lifetime licenses to veterans with disabilities or purple heart recipients. During this period, we received 7 requests for military leftover license privileges and 8 requests for military applications for preference points.

We look forward to continuing to serve those who have sacrificed so much. Please feel free to contact us if you have any questions or require additional information.

Sincerely,



Dan Gibbs, Executive Director





COLORADO
Department of Revenue
Executive Director's Office

Physical Address:
1375 Sherman Street
Denver, CO 80203

Mailing Address:
P.O. Box 17087
Denver, CO 80217-0087

January 7th, 2026

Mrs. Sheila Scanlon, Chair
Colorado Board of Veterans Affairs
Department of Military and Veterans Affairs
155 Van Gordon Street Suite 201
Lakewood, CO 80228

Dear Chair Scanlon,

Thank you for your request related to services provided to veterans by the Colorado Department of Revenue (DOR). Below is a summary of veteran services we support.

Division of Motor Vehicles Program Metrics:

- **Military License Plates:** As of December 31, 2025, the DOR records indicate that 170,490 vehicles were registered in the State of Colorado with one of the military special license plates. 87,671 of the 170,490 were registered Disabled Veteran (92%) and other qualified individuals/vehicles that are exempt from all ownership taxes and registration fees.
- **Colorado VETS-2-TRUCKS Program:** This program is designed for individuals who are currently serving, are close to military discharge, or were discharged within the last 90 days. They must have experience driving heavy military trucks with a safe driving record for at least the last two years. These veterans may qualify for a Colorado Commercial Driver License (CDL) without having to take the commercial driver skills test. 125 VETS-2-TRUCKS applications were submitted in 2025.
- **Military Identifier on Identification Documents:** This program allows eligible applicants to have a military identifier added to their regular or commercial driver license or identification card for no additional fee. The applicant may choose between the Air Force, Army, Coast Guard, Marine Corps, National Guard, Navy, or Space Force. The eligible applicant must present either his/her valid military identification card or a DD214 per C.R.S. 42-2-114(10) and 42-2-303(5).
- **Military DL Extensions:** Per C.R.S. 42-2-118(2), every license which is, at the time of its expiration, held by a member of the armed forces of the United States, then serving on active duty outside of Colorado, does not expire, but is extended for three (3) years or until nine (9) days after the licensee returns to Colorado. No action is required for the extension, but eligible service members can update their account and receive an extension sticker if they submit an extension request by mail or online.

Tax Program Metrics:

- **Income Tax Relief:**

- Retirees: Subtractions from taxable income for military retirement pay (amounts vary by age).
 - We summarize data on the military retirement benefit subtraction in our [Income Tax Subtractions reports](#). The [2023 individual income tax subtractions report](#) has the most recent data, but prior year reports are also linked on the webpage.
- Active Duty: Exemption for active-duty pay if stationed outside the continental U.S. for 305+ days; spouses may also qualify.
 - NOTE: The Department of Revenue is not currently able to report on the exemption for active-duty pay if stationed outside the continental US for 305+ days. While we do have a way to look at counts of returns filed where one or more of the taxpayers has elected to file as a non-resident using this indicator on the Part-Year Resident/Nonresident Calculation Schedule (form DR 0104PN), without significant additional analysis of supporting income documentation we do not have a way to systematically report on or estimate the amount of income that is exempt and the related tax savings of this exemption.
- Property Tax Exemption: For 100% disabled veterans, a 50% exemption on the first \$200,000 of their primary residence's value
 - Property taxes (including the [exemption for disabled veterans](#)) are administered by county property tax assessors and county treasurers, but have oversight by Colorado's Department of Local Affairs (DOLA) Division of Property Tax. We believe DOLA publishes numbers on the amounts annually. Page 47 of this [PDF report](#) is the most recent public data we could find, but the Division of Property Tax staff may be able to provide more information related to this exemption.
- Other program metrics to report out on:
 - The Taxation Division at the Department of Revenue has created some specialized [landing pages](#) on the Department website with resources specific to the treatment of income tax and tax residency for active-duty and retired military service members to coordinate the relevant information in an easy-to-find location.

Insights: Any significant accomplishments, challenges, or resource concerns your department has encountered while supporting Veterans.

- The Department of Revenue offers a one-stop-shop web page for Military and Veteran Services- [Military & Veterans Services | Colorado Department of Revenue](#) that provides active military and veterans easy access to DOR services.



COLORADO
Department of Personnel
& Administration

November 20, 2024

Major General Laura Clellan, Adjutant General for Colorado
Colorado Department of Military and Veterans Affairs

Sheila Scanlon, Chair
Colorado Board of Veterans Affairs

Senator James Coleman, Chair
Senate State, Veterans, and Military Affairs Committee

Representative Steven Woodrow, Chair
House State, Civic, Military, & Veterans Affairs Committee

Dear Major General Clellan, Chairperson Scanlon, Senator Coleman, and Representative Woodrow:

Pursuant to CRS 24-103-905, attached is a report of contracts awarded by State of Colorado agencies to Service-Disabled Veteran-Owned Small Businesses (SDVOSBs).

The following table is a comparison of FY 2020-21, FY 2021-22, FY 2022-23 and FY 2023-24.

| | FY 2020-21 | FY 2021-22 | FY 2022-23 | FY 2023-24 |
|----------------------------------------------|------------|------------|------------|------------|
| Total number of contracts awarded to SDVOSBs | 60 | 25 | 24 | 67 |
| Total number of contracts awarded | 31,362 | 16,743 | 21,820 | 29,629 |



| | FY 2020-21 | FY 2021-22 | FY 2022-23 | FY 2023-24 |
|---------------------------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|
| Total dollar amount of contracts awarded to SDVOSBs | \$6,625,817 | \$8,850,199 | \$2,043,325 | \$3,179,547 |
| Total dollar amount of all contracts awarded | \$1,909,882,341 | \$2,056,011,857 | \$2,654,225,738 | \$3,795,219,478 |
| Percent awarded contracts to SDVOSBs (based on dollar value) - goal of 3% | 0.35% | 0.43% | 0.08% | 0.08% |

The source for total contracts awarded and the total contracts awarded to SDVOSBs include CORE, the State's financial system, for departments that use CORE, and direct responses from agencies that do not use CORE. All of these agencies responded with complete information.

The State Purchasing & Contracts Office maintained information on its website explaining the SDVOSB contracting goal, and now the Statewide Equity Office hosts this information on the [Division of Human Resources website](https://dhr.colorado.gov/statewide-equity-office/supplier-diversity/contracting-goal-set-for-partnerships-with-veteran-owned-small-businesses) (<https://dhr.colorado.gov/statewide-equity-office/supplier-diversity/contracting-goal-set-for-partnerships-with-veteran-owned-small-businesses>). The Statewide Equity Office's Supplier Diversity team continues to improve practices and policies to make procurement information more easily available and user-friendly for SDVOSBs.

Summary

For FY 2023-24, the total dollar value of contracts awarded to SDVOSBs was \$3,179,547.00. This is an increase of \$1,136,222.00 from the previous year, with 0.08% of the dollar value of all contracts awarded to SDVOSBs. The total number of contracts awarded to



SDVOSBs was 67, an increase of 43 from the previous year. The Statewide Equity Office Supplier Diversity team will continue to conduct outreach to SDVOSBs and train State agencies to support the achievement of the 3% goal.

Please view the FY 2023-24 SDVOSB Final Table attachment for additional information regarding contracts awarded by each State agency.

Sincerely,



Laura Koeneman
Statewide Chief Human Resources Officer
Division of Human Resources, Department of Personnel & Administration

Attachment



| Agency | CORE Code | Total number contracts awarded to SDVOSB | Total number of contracts awarded | Total dollar amount of contracts awarded to SDVOSB | Total Dollar amount of contracts awarded | Percent of \$ Awarded to SDVOSB |
|---------------------------------------------------------|-----------|------------------------------------------|-----------------------------------|----------------------------------------------------|------------------------------------------|---------------------------------|
| Department of Agriculture | B | 0 | 198 | \$0 | \$6,610,701 | 0.00% |
| Department of Corrections | C | 1 | 928 | \$50,000 | \$179,809,353 | 0.03% |
| Department of Early Childhood | Q | 0 | 276 | \$0 | \$113,568,908 | 0.00% |
| Department of Education | D | 1 | 472 | \$60,170 | \$185,977,957 | 0.03% |
| Department of Health Care Policy & Financing | U | 0 | 374 | \$0 | \$603,423,390 | 0.00% |
| Department of Higher Education | G | 0 | 325 | \$0 | \$542,577,193 | 0.00% |
| Department of Human Services | I | 2 | 1416 | \$52,817 | \$384,643,367 | 0.01% |
| Department of Labor & Employment | K | 0 | 486 | \$0 | \$32,403,971 | 0.00% |
| Department of Law | L | 0 | 1 | \$0 | \$55,845 | 0.00% |
| Department of Local Affairs | N | 1 | 104 | \$151,800 | \$15,804,929 | 0.96% |
| Department of Military & Veterans Affairs | O | 2 | 272 | \$671,012 | \$28,322,385 | 2.37% |
| Department of Natural Resources | P | 4 | 1537 | \$249,002 | \$180,800,756 | 0.14% |
| Department of Personnel & Administration | A | 0 | 356 | \$0 | \$30,097,678 | 0.00% |
| Department of Public Health & Environment | F | 3 | 1864 | \$67,833 | \$327,142,593 | 0.02% |
| Department of Public Safety | R | 1 | 937 | \$33,750 | \$167,232,854 | 0.02% |
| Department of Regulatory Agencies | S | 1 | 115 | \$36,250 | \$5,893,384 | 0.62% |
| Department of Revenue | T | 0 | 497 | \$0 | \$100,693,035 | 0.00% |
| Department of State | V | 1 | 188 | \$250,000 | \$15,334,118 | 1.63% |
| Department of Transportation | H | 36 | 11370 | \$143,868 | \$263,616,183 | 0.05% |
| Department of Treasury | W | 0 | 16 | \$0 | \$3,875,928 | 0.00% |
| Governor's Office | E | 1 | 1277 | \$25,000 | \$355,256,961 | 0.01% |
| SUBTOTALS | | 54 | 23,009 | \$1,791,502 | \$3,543,141,490 | 0.05% |
| Community Colleges including Community College Systems* | | 13 | 6,620 | \$1,388,045 | \$252,077,987 | 0.55% |
| TOTALS | | 67 | 29,629 | \$3,179,547 | \$3,795,219,478 | 0.08% |

STATE OF COLORADO

DEPARTMENT OF MILITARY AND VETERAN AFFAIRS

Western Region One Source

482 28 Road

Grand Junction, CO 81501

(970) 257-3760



November 5th, 2025

Darin Collazo

WROS Administrator

Executive Summary

Over the past year, the Western Region One Source (WROS) has made significant strides in advancing its mission to support Veterans, Military Service Members, and their families. By connecting them with vital resources and trusted service providers, WROS continues to enhance opportunities and improve quality of life for those who have served our country.

Building on the momentum of last year's accomplishments, the WROS team remains committed to strengthening community partnerships and expanding access to services—all within one welcoming and centralized location. Through a dynamic calendar of weekly, monthly, and annual events, we've deepened our engagement with Veterans and their families, creating meaningful connections and lasting impact.

While we've encountered some challenges along the way, we are proud to report key achievements and measurable progress toward our goals. As one of the few facilities of its kind dedicated to serving an often-overlooked population, WROS stands out as a vital resource in the region.

Looking ahead, we will continue to grow, adapt, and deliver the highest level of service to Colorado's Veteran community—because those who served deserve nothing less.

Significant Activities and Accomplishments

Over the last year, the Western Region One Source team has attended, hosted and supported

many events in collaboration with our community partners. Each event attended or hosted has raised awareness of the WROS and connected more Veterans to services and benefits.

- January 8th: Networking Event in Craig - 25 reached
- February 12th: Go Red - Women Veterans Event @ VA - 100+ attended
- February 13th: Aging & Survivor Symposium @ WROS - 180 attended
- February 16th: Outreach Fair @ First Presbyterian Church - 65 reached
- February 27th: VA Townhall - Glenwood Springs - 30+ reached
- March 12th: VA Town Hall and FCC Muster @ WROS - 30 attended
- March 15th: 143rd Signal Unit Iraq Reunion @ WROS - 40 attended
- March 16th: Survivor Symposium hosted @ WROS - 70 veterans attended
- March 22nd: Global War on Terror Monument @ VMC - 200+ attended
- March 27th: Vietnam Veteran Pinning Ceremony - 15 attended
- March 28th: Vietnam Veterans Day Ceremony - 150 attended
- April 11th: Spring Stand Down @ WROS - 85 attended, 18 haircuts given
- April 17th: Grand Junction Beacon Fest 150 reached, 1000's attended
- April 23rd: Parole Outreach Event - 120 attended
- April 26th: Military Bound Highschool Grad Event - 40 attended
- May 3rd: Silkies Run & BBQ @ WROS - 26 attended
- May 19th: VA Suicide Prevention Event @ WROS - 37 attended
- May 23rd: Veteran Book Signing @ WROS - 6 attended
- May 26th: Blue Star Memorial Unveiling @ WROS - 32 attended
- June 26th: Women Veterans VA Townhall @ WROS - 8 attended
- July 12th: Blue Star Mothers BBQ @ WROS - 40 attended
- August 28th: Vet Fest @ Farmer's Market, 70+ interactions with Veterans
- September 4th: CSBR/DMVA Meet & Greet @ WROS - 32 attended
- September 10th: Clergy & Suicide Prevention Event @ WROS - 12 attended

- September 17th: VA Suicide Prevention Town Hall @ WROS - 8 attended
- September 19th: WROS Stand Down - 250 veterans attended, 25 haircuts given
- September 22nd: Survivor Symposium @ MCWC - 45 attended
- October 16th: Rifle Stand Down @ Moose Lodge - 45 attended
- October 26th: VA Trunk or Treat - 250+ attended

In addition to our outreach and networking efforts, the WROS team was able to complete some short-term goals from last year. With the support from the CBVA and Grants funding, we were able to expand our north parking lot, adding 20 new paved spots, as well as converting existing parking areas to handicap accessible spaces. This creates a safer environment for our Veterans to park their vehicles and walk to the building. Since January, Comeback Yoga, Education Benefits, VA Benefits and Mindfulness groups have been added to our weekly events calendar. In May, the new library wall was installed in the common area of the WROS, creating an intentional space for learning, sharing and displaying communal memorabilia. All efforts and successes were accomplished with teamwork, collaboration and community support.

Challenges and Opportunities

Due to the statewide hiring freeze, WROS is at 75% for the remainder of the year and has been since June of 2025. While this limits our ability to support all events and outreach opportunities, it does give us the chance to reevaluate the State DEERS position. In July of 2023 the WROS was assigned a Federal DEERS Operator which allowed our State DEERS position the flexibility to support the daily operations of the WROS, while also playing a key role in outreach and engagement opportunities. With this vacancy, the Administrator is taking the opportunity to reevaluate and rewrite this position to better support the WROS and DVA as a whole.

Administrative Condition

As of October 2025, the Western Region One Source is 75% staffed, however, this team remains very active in supporting the mission statement of the Western Region One Source. The Administrator holds an Advisory Committee with meetings quarterly to evaluate the effectiveness of the WROS and ensure we are finding new ways to

serve and support the veterans, service members and their families in Western Colorado. The WROS has 15 offices, two spaces for hosting events and one office suite. At the time of this report, all offices are rented out and we have a waitlist of one potential tenant.

Supporting Statistics

For the calendar year of 2025, the Western Region One Source has served approximately 12,840 Veterans, Service Members and their families in total. Phone calls represent 1,226 conversations leading to support and benefits and Events/Walk-ins add up to 11,614 including special events and reoccurring events. In both April and September of 2025, we served more than 1,200 each month largely due to the Stand Down events hosted in each month. Year over year, the WROS is pleased to report approximately 2,122 additional contacts with Veterans comparing 2024 to 2025.

As of November 5th, 2025, the Western Region One Source has been open for 1,497 working days and has served 47,528 veterans, military members and their families.

Short-term goals

- Rewrite Administrative Assistant III position from DEERS to a new position that supports WROS and DVA as a whole by January 31st, 2026.
- Establish a quarterly “Veteran Lunch & Learn” program, providing veterans with educational or skill-building sessions during lunch hours to foster personal growth and awareness of resources by June 31st, 2026.
- Enhance WROS Website and overall web-presence through social media and engagement with Veterans and Community partnerships.

Long-term goals

- Create a WROS centric community event that addresses a gap in service in Western Colorado. Establish by September 2027.
- Provide Housing, Employment, Training, Education, Counseling, Life Skills, Wellness, DEERS, Transition, and VSO services by June 30, 2027.

- Increase funding by gifts, grants & donations to the WROS by \$20,000 by December 31st, 2026.
- Identify a purpose for the lot space behind the facility, by June 30, 2030.

We are committed to serving and assisting our Veterans, Service Members and families to the best of our ability. We are grateful for the support we receive from our counties, state and federal partners and look forward to making 2026 an even more successful year. Thank you for the support and the opportunity to make a difference in our western slope community.

Respectfully submitted,

Darin Collazo

Darin Collazo

WROS Administrator

Division of Veterans Affairs

***Addendum**

Goals accomplished over the last year

- The Western Region One Source will create a Challenge Coin to share with our community partners and our biggest supporters by June 30, 2025.
 - This was accomplished in March of 2025, with 300 coins ordered.
- Construct a library wall in the common room of the WROS to display memorabilia items, books, games and provide working space to our visitors. Complete by June 30, 2025.
 - This was completed in April 2025.
- WROS staff participates in 2 outreach events per month on average by June 30th, 2025.
 - WROS staff participated in 29 outreach events for the year.
- Secure grant funding to continue to improve parking improves to the North Parking lot, to include adding additional handicap parking for our disabled veterans. Complete by June 30, 2025.
 - Grant funding was approved, and the north parking lot was paved as well as additional handicap spaces designated.

Long-term goals

- Create a WROS community event that addresses a gap in service in Western Colorado. Establish by September 2026.
 - WROS partnered with Colorado Mesa University in efforts to engage the younger Veterans and put together a Veterans Silkies Hike in May of 2025 with a plan to make it an annual event.
- Continue to improve facilities by paving the North parking lot and correcting the drainage issues on the property by June 30th, 2026.
 - North Parking lot was paved in March 2025, but administrator is still working with the city regarding drainage issues.
- Connect with a legal resource to provide legal services and advice to Veterans Free of Charge at the WROS by December 31st, 2026.
 - Established a relationship with Rocky Mountain Veterans Advocacy Project to offer legal services to Veterans across the state.
- Add events that support Mental Health, Employment and Overall

wellness programs to the monthly events calendar at the WROS by June 30th, 2026.

- WROS is hosting monthly Mental Health Advisory meetings and has added a Mindfulness Group to the weekly events calendar.
- Increase funding by gifts, grants & donations to the WROS by \$20,000 by December 31st, 2026.
 - WROS received a donation of \$4,324 from local MOAA chapter.



*Photograph of Silkie's Hike crew at halfway point on campus of CMU.



* New Library Wall



*Donated 48 Star Flag, displayed in shadow box @ WROS entry area

STATE OF COLORADO

DEPARTMENT OF MILITARY AND VETERAN AFFAIRS

Veterans Memorial Cemetery of Western Colorado

2830 Riverside Parkway

Grand Junction, CO 81501

(970) 263-8986



November 10th, 2025

Angela Ingalls

Cemetery Director

Executive Summery

The Veterans Memorial Cemetery of Western Colorado conveys the appreciation of the people of Colorado to our veterans and their families for answering the call to duty and honorably serving the United States of America. We adhere to the National Cemtery Administrations rules, regulations, policies and procedures but have an additional residency requirement meant to assure we are honoring Colorado's veterans.

All cemetery staff provide superior service to families to not only assist with their grief, but to provide the highest honors to those who have served this Nation.

Significant Activities and Accomplishments

Over the past year, the cemetery hosted events, attended community outreach, supported Divisional operations and events and had many notable accomplishments to include;

- Software development for cemetery operational database.
- Traveled to Pikes Peak National Cemetery to review National Cemetery operational processes.

- Implemented an internship program with Colorado Mesa University, for Public History majors to assist with historic military items donated to the cemetery.
- Unveiled a donated Global War on Terrorism monument honoring those who served in Operation Iraqi Freedom, Operation Enduring Freedom and the Persian Gulf.
- Passed the National Cemetery Compliance Audit with highest scores to date. Results let to the cemetery being awarded Operational Excellence Award.
- Placed over 3,300 flags on graves for Memorial Day weekend.
- Hosted Memorial Day program with over 1,000 community in attendance.
- Conducted a Flag Retirement Ceremony prior to Memorial Day for local community.
- Received and dedicated a donated Blue Star Monument and an All Services bench proceeding Memorial Day services donated by the Colorado Eagles Association and the Military Officers Association of America.
- Hosted a ceremony for Colorado's first Women Veterans Service Recognition Day that involved the unveiling of a female saluting airwoman statue, memorializing women service in the armed forces.
- Added a donated 1941 US Marine Corps Jeep to the fleet of service vehicles utilized for interment services at the cemetery.
- Supported Veterans Day and Vietnam Veterans Day ceremonies at the Fruita, CO Vietnam War Memorial Park.
- Participated in the Veterans Day Parade supporting the Grand Valley Combined Honor Guard.
- Organized and participated in Saluting Branches program which resulted in no-cost tree pruning, and planting over 25 trees on the grounds.
- Participated in twenty-six community outreach opportunities throughout the state on behalf of the cemetery and the Division of Veterans Affairs.
- Held an educational tour at the cemetery for High School students in Mesa County

Challenges and Opportunities

- The Department utilized donated funds to rectify a budget shortage for staff payroll in FY2025 regardless donor intent. The creation of a 501c19 'Friends of the Cemetery' is being created to serve as a steward of cemetery donations with the grantor's vision. This organization will also be able to fundraise for The Veterans Memorial Cemetery and support events taking place within the community.

- The cemetery has started to develop a more sustainable wreath program for the holidays. For the 2025 season, over \$60,000 of community donations were used to place wreaths at the cemetery. The start-up cost for utilizing a reusable wreath program is estimated to be \$42,000. This includes the initial purchase of wreaths, Connex storage units with improvements to accommodate them. Future expense of the program is estimated to be under \$1,000 per year.

Staff

The cemetery is staffed with Grounds Keepers (3), Grounds Lead (1), Grounds Superintendent (1), Cemetery Program Assistant (1), Cemetery Support Assistant (1) and Cemetery Director (1). In addition to the paid staff, there are two VA Work-study students who contribute up to fifty hours per week in the administration office and are paid by the VA. There is one contracted position for the care and restoration of niche covers and headstones.

The cemetery has several volunteers who contribute up to thirty hours a week assisting with visitors, administrative duties and creating veteran acknowledgement tokens. The Department of Corrections continues to support the cemetery with individuals requiring public service time. These individuals assist the Grounds staff with cleaning and work on the grounds. They contribute up to forty hours per week.

Operational Statistics

- As of October 31st, 2025, the cemetery has interred 6,702 veterans, spouses and eligible dependents.
- On average the cemetery receives over \$18,000/month of federal reimbursements for the interment of veterans.
- Available interment options assure space through May 2030.

Short-term Goals

- Initiate a sustainable holiday wreath program for the placement of wreaths on gravesites and niches to be implemented in FY26.

- Contribute to the development of the Veterans Cemetery Directors subcommittee under The National Association of State Division Veterans Affairs.
- Add a saluting Sailor bronze statue to the cemetery to honor the US Navy veterans interred at the cemetery.
- Implement new cemetery software and digitize all historic records.

Long-term Goals

- Develop a master plan that will include future development and expansion of the Veterans Memorial Cemetery.
- State Capital Construction project to increase working space, shop space, add accessible public restrooms and increase columbarium inventory for future use.
- Qualify the State of Colorado for the National Cemetery Administration's Cemetery Grant Program to allow for federal funding of future inventory development and/or additional veterans cemeteries throughout the state.

Angela Ingalls

Cemetery Director

Veterans Memorial Cemetery of Western Colorado

Division of Veterans Affairs

This report includes information on the the following:

Veterans Community Living Center at Fitzsimons located in Aurora

Veterans Community Living Center at Rifle located in Rifle

Veterans Community Living Center at Homelake located in Monte Vista

Bruce McCandless Veterans Community Living Center at Florence located in Florence

Program: Veterans Community Living Centers (VCLCs) of Colorado. The Colorado Department of Human Services operates four Veterans Community Living Centers (VCLCs, veterans homes) across the state. The VCLCs are skilled nursing centers that provide long-term care, short-term rehabilitation, hospice, respite care and assisted care to veterans, veteran spouses and Gold Star parents. The VCLCs are located in Aurora, Florence, Monte Vista and Rifle, Colorado. The Department also contracts with Spanish Peaks to operate a VCLC in Walsenburg. Additionally, the Homelake VCLC in Monte Vista has domiciliary cottages available on its campus.

As of June 30, 2025, the VCLCs were home to 333 veterans and veteran's spouses. This is an increase from the prior year when there were 312 individuals residing at the VCLCs. The census of the VCLCs has been steadily increasing since the significant decline in census they experienced during the COVID-19 pandemic.

B. The significant accomplishments, challenges, and successes of running that specific Veteran program.

The VCLCs are beautiful historic properties that provide outdoor space, activities and an increased quality of life to the veterans and spouses living in the homes. They have devoted staff who are honored to care for veterans as well as the tremendous support from military organizations, volunteers and the local community. The VCLCs have had success stories of residents who were admitted to the veterans home after a medical setback, received therapies and rehabilitation and were able to return home.

While the COVID-19 pandemic seems a distant memory for many, the resident census at the VCLCs (as well as all skilled nursing centers throughout the country) was impacted by resident deaths and months of not being able to admit new residents. This in turn impacted the fiscal situation for the VCLCs. The VCLCs financial situation is improving as the number of residents has increased since the pandemic.

C. Where applicable, report on the amount of appropriated funds executed to run that program.

The VCLCs are categorized as an Enterprise Fund. From CRS 26-12-110 (1) (b) The veterans center or group of veterans centers receives less than ten percent of its total annual revenues in grants from the state and all Colorado local governments combined.

D. Any issues or concerns from the Veterans served.

Each year, veterans and their families are surveyed by an independent company to assess satisfaction in many areas of their experience living in a veterans home. The Colorado VCLCs always perform in the Best in Class category ranked by other nursing centers throughout the country. If a concern arises, the teams work quickly to solve any customer service needs.

E. Whether the department has enough resources to support Veteran needs.

Currently, the VCLCs have the resources needed to support veteran needs. The Colorado VCLCs are grateful to the DMVA for their generosity, thoughtfulness and support each year in relation to the Veterans Trust Fund grants. Every veteran is positively impacted each year by the generosity of the DMVA trust fund grants.

F. Any recommended changes to Veteran programs, statutes, or services that support Colorado Veterans. This includes any requested or proposed legislation.

At this time, the Department is not aware of any proposed legislation that will directly impact the VCLCs. The Department does not have any recommendations for changes.

G. "The number of Veterans hired by your department for the fiscal year and the percentage based upon the number of all new hires for the fiscal year.

As a state agency, the Colorado Department of Human Services (CDHS) strives to hire veterans. In the last fiscal year, there were a total of 1128

new employees hired and 40 of those were veterans. This is a total of 3.55% veterans hired.



COLORADO
Department of
Labor and Employment

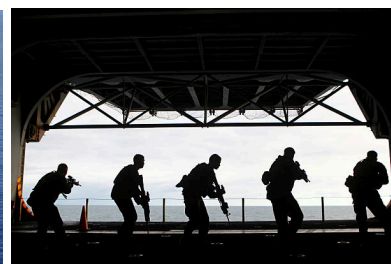
Employment & Training Division

633 17th Street, Suite 1200

Denver, CO 80202-3660 | (303) 318-8000 | cdle.colorado.gov

Colorado Department of Labor and Employment (CDLE)'s Program Year (PY) 2024 Report on Service to Veterans

For the Colorado Department of Military and Veteran Affairs
Annual Report to the Governor:
July 1, 2024 – June 30, 2025





The Colorado Department of Labor and Employment (CDLE) provides a wide array of labor and employment services to Colorado veterans throughout the state in county-run Workforce Centers and satellite offices. The CDLE effectively uses the Jobs for Veterans State Grant (JMSG) and the State Workforce System to promote the hiring and retention of eligible veterans, spouses, and caregivers of wounded warriors. State and county Labor and Employment Specialists provide employment services that include, but are not limited to:

- Resume and cover letter writing
- Interview tips and techniques
- Translation of military experience to civilian knowledge, skills, and abilities
- Navigation of online job boards and career fair resources
- Targeted job searches by industry
- Provision of labor market information and wage data
- Identification of community-based education and training opportunities
- Remote and in-person provision of services

Workforce Centers also refer eligible veterans to appropriate Workforce Innovation and Opportunity Act (WIOA) career services, training programs, and registered apprenticeship programs throughout the state. Colorado Workforce Centers make referrals to various federal, state, and local agencies, and to non-profit partners in the community that provide supportive services to those in need.

As shown in the table below, 13,600 veterans registered for employment assistance during PY 2024 through the CDLE's statewide labor exchange system, Connecting Colorado. Connecting Colorado provides a web-based platform that matches qualified job seekers with employers in need of skilled workers. Employers can post job openings, view resumes, search for qualified candidates, and learn about the hiring incentives offered by the state. Veterans can post resumes, conduct job searches, access employment resources using self-directed virtual employment tools, and receive in-person or virtual staff-assisted services through their local Workforce Center. See below for noteworthy service-related information:

- There was a slight increase in a few categories for the number of veterans seeking employment services. These increases were in the Special Disabled >30% group, the Disabled Vets < 30%, Post 9/11 category, and the 55+ age group.
- Overall, a lower number of veterans used the services of the workforce system, but a few category percentages of veteran registrants increased. The largest increase was for special disabled veterans, followed by small increases for recently separated, disabled vets, and post 9/11 categories. This increase in veterans served in these areas could be associated with the expanded availability of in-person and



virtual service options, which provide customers with greater flexibility in receiving services.

- Veterans who receive staff-assisted services are more likely to obtain higher average wages as well as higher rates of entered employment, and employment retention. For this reason, the CDLE strongly encourages veterans to visit their local Workforce Center to receive one-on-one staff-assisted services.

The table below provides a demographic breakdown of all veterans registered in the system and those who received staff-assisted services.

Table #1 - Colorado Veteran Demographics of Veterans Served by Workforce Center Staff

| Colorado Veteran Demographics of Veterans Served by Workforce Center Staff | | | | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|----------|-----------|--------------------|-----------------------|--------------------|
| | Total Vets | Ages 18-44 | Ages 45-54 | Ages 55+ | Post 9/11 | Disabled Vets <30% | Special Disabled >30% | Recently Separated |
| PY 2023 | 14,661 | 7,514 | 2,798 | 4,305 | 4,799 | 5,637 | 4,596 | 2,477 |
| Received Staff Assisted Service | 8,095 | 3,532 | 1,652 | 2,888 | 2,810 | 2,948 | 2,351 | 1,100 |
| Percent | 55% | 47% | 59% | 67% | 59% | 52% | 51% | 44% |
| PY 2024 | 13,600 | 6,730 | 2,738 | 4,106 | 4,723 | 5,605 | 4,602 | 2,320 |
| Received Staff Assisted Service | 7,544 | 3,149 | 1,594 | 2,786 | 2,823 | 2,952 | 2,375 | 1,011 |
| Percent | 55% | 47% | 58% | 68% | 60% | 53% | 52% | 44% |
| Source: CC 9002, PY 2023 (7/1/2024 - 6/30/2025, report run 8/18/25) Note: Veterans may be counted in more than one category with the exception of age categories. | | | | | | | | |



US Code Title 38, Veterans' Benefits, requires the CDLE to provide priority of service to veterans for all Employment and Training programs funded by the US Department of Labor (DOL). A "veteran" is defined as a person who served in active military service and who was discharged or released under conditions other than dishonorable. "Priority of service" means that the veteran or eligible person either receives access to employment, training, and placement services provided by a local Workforce Center or through a job training program such as the Workforce Innovation and Opportunity Act (WIOA), ahead of or earlier in time than non-veterans, notwithstanding any other legal provisions. The CDLE has issued statewide guidance on this requirement and is in full compliance with the federal mandate.

Colorado takes priority of service even further. The names of qualified veterans appear at the top of all employer-generated electronic applicant referral lists. As a result, in PY 2024, the Workforce Centers referred 34% of registered veteran job seekers to job openings compared to 29% of non-veterans.

During PY 2024, Connecting Colorado posted 447,560 job openings from 7,044 employers. Most of these job openings were a result of the CDLE's active participation with Job Central, a public service employment website owned and managed by leading US employers through their membership in the Direct Employers Association. It enables employers to outreach through a network of 50 state sites and over 6,200 cities and communities nationwide.

In addition to the state and county Labor and Employment Specialists who provide front-line services to all veterans, the JVSG Program in CDLE employs 15 full-time Disabled Veteran Outreach Program (DVOP) Specialists, 7 full-time Local Veteran Employment Representatives (LVER), and 3 full-time Consolidated Veteran Employment Specialists (CVSRs are half-time DVOPs and half-time LVERs), all of whom are assigned to workforce areas around the state. The primary role of DVOP Specialists is to provide intensive services to "eligible veterans and eligible persons" who have barriers to employment. In order to effectively serve eligible veterans or eligible persons and efficiently target their services, the DVOP Specialists use a case management approach.

DVOPs provided staff assisted services to 458 registered veterans, 456 (99.6%) of whom received intensive employment services to help them obtain suitable employment. Veterans in need of intensive services (provided 1,690 intensive and 2,611 overall services in PY24 by JVSG staff) fall into one or more of the following categories:

- Disabled veterans
- Wounded warriors
- Homeless
- Formerly incarcerated

- Vietnam era
- Recently separated
- Low income
- Lacking a high school diploma
- Between ages 18-24
- Receiving public assistance
- An eligible spouse or caregiver

Intensive services require more staff time than regular employment services and are coordinated with comprehensive employment plans to ensure access to the necessary training and supportive services. Intensive services provide support both during program participation and after job placement. The following table breaks out the types of barriers for the veterans who received staff-assisted services from a DVOP Specialist during PY 2024.

Table #2 - Colorado Veteran Demographics of Veterans Serviced by DVOP Specialists PY2024

| Colorado Veteran Demographics of Veterans Serviced by DVOP Specialists PY2024 | | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------|-----------|--------------------|-----------------------|--------------------|----------|--------|
| Total Vets | Post 9/11 | Disabled Vets <30% | Special Disabled >30% | Recently Separated | Homeless | Female |
| 458 | 178 | 236 | 204 | 56 | 14 | 58 |
| Source: CC Vets 200, PY 2024 (7/1/2024 - 6/30/2025, report run 8/18/2025) *Participants can be counted in multiple categories | | | | | | |

DVOP Specialists conduct outreach with community partners to identify eligible SBE veterans and other eligible persons who, without the receipt of intensive services, would be unable to obtain employment on their own. DVOP Specialists expand the scope of their outreach and its effectiveness by working in partnership with a wide range of public and private agencies and organizations. This includes involvement in the “Homeless Veteran Stand Downs” that take place in Pueblo, Colorado Springs, Grand Junction, Denver, and Fort Collins, where homeless veterans can receive winter clothing, personal hygiene products,



the percentages of veterans being served remain steady or have slightly increased, and the number of services provided to each individual has also increased. This consistent use of the Workforce Centers and enrollment in the JVSG program is likely associated with the expanded availability of in-person and virtual services, as well as seamless program integration that gives customers more options and greater flexibility to receive the services they are looking for. Even with increased performance metrics, the State continues to exceed two of three of our performance measures, and is only 0.4% from meeting the third. Unfortunately, in today's job market, individuals tend to have shorter stays with a company or in a position. Since people frequently move to new positions within 1-2 years to improve their wages or seek better benefits, tracking fourth-quarter performance numbers becomes more difficult. Efforts to meet these outcomes are the result of the great partnerships between the State and our local Workforce Center partners.

In addition to serving veterans, the program has also had a large impact in assisting other State partners, such as the Colorado Department of Corrections (CDOC). Our LVER in Pueblo County partnered with the CDOC to run hybrid in-person/virtual events to help with their staffing shortfall. Through the use of streamlined and innovative hiring processes with 2-3 events a month, and the department's ability to make on-the-spot job offers, this partnership has led CDOC to now have a waitlist for many positions, instead of a shortfall. The collaboration between the JVSG program and CDOC has led to over 300 veterans being hired and an award from the National Association of State Workforce Agencies (NASWA), receiving the Pinnacle Award for Business Development and Best Practices for our JVSG LVER in Pueblo.

Another noteworthy collaboration led by the JVSG program was one of the largest hybrid events in the state, including our partners in Wyoming. The Wyoming Colorado Regional Job Fair, held in April 2025, was a collaborative event offering simultaneously both virtual and in-person options across 11 counties and the two states. Overall, the regional job fair attracted 1,556 job seekers, with 228 of those being veterans, and included 154 employers. The virtual platform saw 1,278 applications submitted and over 9,400 messages exchanged. This event surpassed all previous Wyoming Colorado (WYCO) events.

Despite the services and support that the State provides to veterans, there are other challenges that veterans face. The best way to assist veterans is to address all issues concerning them and to help stabilize their current situation. In this "holistic" approach, the JVSG program provides assistance through referrals to partner agencies and nonprofits to help veterans find overall stability in their lives. Over the years, we have found that there are a number of issues that veterans and their families face. The top 3 issues that we hear from veterans remain:

- Mental health
- Veteran employment



- Housing

Most remaining reported issues are financially related hardships due to the increased costs of living, transportation, and energy, which can be more dependent on location and family size. Due to the program's limitations, strong partnerships and referrals with local and national resources are crucial in helping veterans and their families. Any changes that help veterans with these issues will likely help stabilize their lives and expand their opportunities to obtain a sustainable career and prosper.



July 31, 2025

Colorado Board of Veterans
Department of Military and Veterans Affairs
Sheila Scanlon, Chair
1355 South Colorado Blvd. Building C, Suite 113
Denver, CO 80230

Dear Chair Scanlon,

Per your annual request, under State Statute, the Department of Natural Resources and the Division of Parks and Wildlife offers, the following types of licenses, passes and services to our states' veterans or active military:

State Park Access

C.R.S. 33-12-106 – (1) (a) Any resident who displays on the resident's vehicle a Colorado disabled veteran's license plate pursuant to section 42-3-304 (3)(a) or a purple heart special license plate pursuant to section 42-3-213 (2) is allowed free entrance to any state park or recreation area, not to include campgrounds, on any day of the year such park or area is open. For the purpose of this section, display of such license plates entitles the disabled veteran and passengers in such veteran's vehicle to enter such park or recreation area free of charge. (b) Any resident who presents the documents necessary to satisfy the requirements of section 42-3-304 (3)(a) at a regional office or the central office of the division, or at such other locations as may be determined by the division, may obtain a transferable annual parks pass free of charge from the division.

C.R.S. 33-12-108 established the Keep Colorado Wild Pass that offers an annual state parks pass for \$29 to all Coloradoans that can be purchased at the time of registering a motor vehicle with the Colorado Department of Revenue. Colorado residents with any of the applicable fee-exempt military license plates, Colorado Disabled Veterans license plates, or Purple Heart license plates may access Colorado State parks for free – receiving the Keep Colorado Wild Pass at no cost. The following license plate types receive a Keep Colorado Wild Pass at no charge: Air Force Cross, Disabled Veteran, Distinguished Flying Cross, Distinguished Service Cross, Disabled Woman Veteran, Medal of Honor, Navy Cross, Navy Seabees, Purple Heart, Prisoner of War, Pearl Harbor, Silver Star, and World War II Veteran. Further data on how many Keep Colorado Wild Passes were issued to these license plate holders can be obtained through the Department of Revenue.

Commission Regulation – P-7 #701(4): A disabled resident may obtain an Independence annual parks pass pursuant to 33-12-106 (1) (b), C.R.S. An Independence annual parks pass shall be issued following the Division's receipt of a completed application from a qualified resident of the state. The pass will only remain valid as long as the individual maintains their Colorado



residency as defined in 33-10-102 (21), C.R.S. a. In order to qualify for an Independence annual parks pass, a resident must provide the following written proof to the Division: (1) DD 214 Form or other documentation indicating the veteran received an Honorable Discharge from a branch of the Armed Services of the United States, AND (2) A qualification letter, on official stationary/letterhead, from the Veteran's Administration, Department of Veteran's Affairs, or the branch of service from which the veteran is receiving compensation that states one of the following: a. 50% or greater, service-connected permanent disability; b. Loss of use of one or both feet; c. Loss of use of one or both hands; or a d. Loss of vision in both eyes

For pass holders who are 64 years of age or older, the pass provides a \$3.00 discount on camping, except on weekends and holidays. The applicant must be a Colorado resident and submit an application to our Denver office via online, email, mail or in person. If the applicant is on VA disability, they may contact the Veteran's Administration to request a letter of documentation as to their disability. In return, The Veteran's Administration can provide a form letter which will fulfill the required documentation.

C.R.S 33-12-106 – (2.3) The commission may promulgate rules to allow free entrance to any state park or recreation area, not to include campgrounds, yurts, or other amenities and services offered, for veterans on one day each year. The commission may determine by rule which day veterans are allowed free entrance to state parks and recreation areas.

Commission Regulations – P-7 #700(2)(j): Any vehicle occupied by a current, reserve or honorably discharged member of any United States military service, on the State observance of Veteran's Day. At least one form of past or present military identification shall be presented at the Park entrance. Acceptable forms of military identification include:

- DD214;
- DD Form 2;
- DD Form 2765;
- Active, retired or veteran military cards;
- A current Colorado Driver's License or state issued identification card with the
- word 'Veteran' printed on it as specified in 42-2-303 (5)(a), C.R.S.;
- VA medical card;
- The display of military license plates.

C.R.S. 33-12-106 (2.4) (a) The commission shall promulgate a rule to allow veterans, including active duty personnel, free entrance to any state park or recreation area, not to include campgrounds, yurts, or other amenities and services, for the month of August each year. The commission may promulgate a rule setting evidence standards to show a person is a veteran and issue a sticker or other device that identifies a person as a veteran for future entrance. The commission may also charge a fee for issuing the sticker or other device that identifies a person as a veteran, but the fee must be based on the direct and indirect cost of issuing the sticker or other device. In addition to those very specific programs, Veterans may also qualify for:



Veterans 64 years of age or older who are Colorado residents may also qualify for the Aspen Leaf (Senior Citizen) Annual Pass at a cost of \$70 per year. Aspen Leaf Pass holders also receive a \$3.00 discount on camping, except on weekends and holidays.

Hunting and Fishing Access

C.R.S. 33-4-104 – (1) Any active or retired member of the United States armed forces while stationed as a resident patient at any United States armed forces hospital or convalescent station located within Colorado, any resident patient at a veterans administration hospital may obtain a fishing license free of charge, valid for taking fish during the period of residency only, under rules and regulations of the commission. (2) Any Colorado resident on active duty outside this state with any branch of the armed forces of the United States may obtain, from the division of wildlife, a fishing license free of charge, valid for taking fish while such person is in this state on temporary leave from such duty, but not to exceed a total of thirty days during any year. (3) (a) Any resident of this state who has received a purple heart for service in the United States armed forces or who is a disabled veteran may obtain from the division of wildlife, free of charge, a lifetime resident combination small game hunting and fishing license. (b) For the purposes of this subsection (3), “disabled veteran” means an individual who is a resident as defined in section 33-1-102 (38), has served on active duty in the armed forces, has been separated therefrom under honorable conditions, and has established to the division of parks and wildlife the presence of a service-connected disability which has been rated by the veterans administration at sixty percent or more through disability retirement benefits or a pension because of a public statute administered by the veterans administration or the department of the Army, Navy, or Air Force. (4) The commission may adopt appropriate rules to establish a preference for active duty members of the United States armed forces who are stationed at any military facility located in Colorado or are Colorado residents upon their return from service outside of the United States for licenses left over after completion of the division’s annual limited license draw. The preference may allow for such a member of the United States armed forces to apply for preference points for any limited license draw that occurred during the member’s absence. (5) A person assigned to the warrior transition battalion may obtain from the division a fishing license free of charge.

Commission Regulation W-0 #002(Q)(1): Veterans Resident Lifetime License - Any resident of the state who has received a purple heart for service in the United States armed forces or who is a disabled veteran as defined in state statute 33-4-104 (3) (b) may obtain, free of charge, a veterans resident lifetime combination small game hunting and fishing license, pursuant to 33-4-104 (3), C.R.S. The lifetime license will only remain valid as long as the individual maintains their Colorado residency as defined in 33-1-102 (38) (a), C.R.S.

- a. In order to qualify for a veterans resident lifetime combination license, a resident must provide the following written proof to the Division:
 - i. A letter from the Veterans Administration indicating a 50% or greater overall combined rating for service connected disability; or
 - ii. A Purple Heart award certificate; or
 - iii. A DD214 Form from the United States Defense Department showing decoration of a Purple Heart.



This application, the Veteran's License and Pass Application, can be obtained online, at any CPW office or park, or by requesting it via email. The application and documentation can be returned to the Division via email, mail, or online.

Commission Regulation #206(B)(4)(g): Wounded Warrior Hunting Licenses – The Director may make certain deer, elk, and pronghorn licenses available to qualified participants in any United States Armed Services wounded Warrior programs.

Applicants must be members of the United States Armed Forces, who are residents of, or stationed in, Colorado returning from post-September 11, 2001 overseas contingency operations who have been so severely injured during combat, including combat-related support activities that they will require years of intense, ongoing care or assistance. Additionally, applicants must be members of a United States Armed Services Wounded Warrior program, as defined in 33-4-102(1.9) C.R.S., and must be assigned to a military medical treatment facility at the time of application for this program.

Commission Regulation- #206(B)(4)(i)(1)(ee): In lieu of applying through the regular limited license draw, any active duty member of the United States Armed Forces who is stationed at any military facility in Colorado and actively deployed outside the United States, or any active duty member of the United States Armed Forces who is a Colorado resident and is deployed outside the United States, shall, upon their return to the United States, be eligible to apply for preference points for any limited license draw that occurred during their absence. Applications for preference points shall be made on forms provided by the Division and filed within six months upon the member's return to the United States.

Commission Regulation- #206(B)(6)(d): Any active duty member of the United States Armed Forces stationed at any military facility in Colorado and actively deployed outside the United States, or any active duty member of the United States Armed Forces who is a Colorado resident and is deployed outside the United States, shall be allowed a preference for the purchase of leftover licenses prior to their sale to the general public.

Between July 1st, 2024 and June 30th, 2025, the Division issued 6104 free Independence Parks Passes, 1943 free lifetime fishing licenses, and 2022 free combination small game and fishing lifetime licenses to veterans with disabilities or purple heart recipients. During this period, we received 7 requests for military leftover license privileges and 8 requests for military applications for preference points.

We look forward to continuing to serve those who have sacrificed so much. Please feel free to contact us if you have any questions or require additional information.

Sincerely,



Dan Gibbs, Executive Director

