



Department of Military & Veterans Affairs FY22-23 Annual Performance Report (Nov. 2023)

Wildly Important Goals

The Department of Military & Veterans Affairs has identified several Wildly Important Goals (WIGs) for FY 2022-23 and beyond. For this annual performance report, the Department has updated progress on those goals identified in its FY 2022-23 Performance Plan that capture the Department’s WIGs and reflect the overall direction as identified by Department leadership.

Additional detail for these, and other, WIGs is available in the [Department’s Performance Plan](#).

Become an Employer of Choice

Measure	FY22 Actual	Q1 FY 23	Q2 FY 23	Q3 FY 23	Q4 FY 23	FY 23 Actual	FY23 Goal
Improve the Department of Military and Veterans Affairs (DMVA’s) recognition as an employer of choice from 42% to 58% by June 30, 2023.	52%	-	-	84%	84%	84%	58%
Complete 4 equity, diversity and inclusion (EDI) activities by June 30, 2023. EDI events include Department of Personnel and Administration EDI compliance modules, DMVA EDI supervisor training for state employees and The Adjutant General symposium for the Colorado National Guard.	4	3	4	3	2	12	4
Conduct 4 employee recognition events by June 30, 2023. The main employee recognition event is the annual DMVA employee recognition held in December which recognizes employees for their contributions to the department.	4	1	3	0	1	5	4



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Measure	FY22 Actual	Q1 FY23	Q2 FY23	Q3 FY23	Q4 FY23	FY 23 Actual	FY23 Goal
Institutionalize DMVA onboarding program from 60% to 100% by June 30, 2023, which will involve the development of an onboarding policy, revision of a supervisor's checklist for new hires, and monthly new hire orientations.	60%	80%	90%	90%	90%	90%	100%
Institutionalize DMVA supervisor program from 60% to 100% by June 30, 2023, which will involve the development of a supervisors' policy, annual supervisor's training schedule, and supervisor's development/mentorship program.	60%	60%	80%	60%	60%	60%	100%

Improve Organizational Readiness

Measure	FY22 Actual	Q1 FY23	Q2 FY23	Q3 FY23	Q4 FY23	FY 23 Actual	FY23 Goal
Improve personnel availability by 2% for three divisions by June 30, 2023.	7%	2	3	3	3	3	3
Increase accredited Veteran Service Officers from 80% to 82% by June 30, 2023.	83%	87%	91%	91%	93%	93%	82%
Increase Colorado Army National Guard availability rate from 68% to 70% by June 30, 2023.	72%	77%	76%	76%	69%	69%	70%
Increase Colorado Air National Guard availability rate from 84% to 86% by June 30, 2023.	98%	84%	80%	86%	86%	86%	86%



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Organizational Initiatives

Measure	FY22 Actual	Q1 FY23	Q2 FY23	Q3 FY23	Q4 FY23	FY23 Actual	FY23 Goal
Increase identified NEXTGEN organizational initiatives from 50% to 80% completion by June 30, 2023.	50%	61%	80%	92%	100%	100%	80%
Implement 100% of a department-wide digital timesheet process by June 30, 2023.	-	50%	90%	90%	100%	100%	100%
Expand HR capacity and capabilities 100% by June 30, 2023, which will involve the hiring and training of two additional HR assistants.	-	60%	100%	100%	100%	100%	100%
Reimagine Division of Veterans Affairs operations 100% by June 30, 2023, which will involve the training and development of five regional VSOs and support staff in assisting county VSOs across the state in providing prompt and efficient service to all Veterans on a uniformed basis.	-	60%	60%	80%	80%	80%	100%
Operationalize 60% of the department's flexible work arrangements by June 30, 2023 which will involve the development of policy and standard procedures in executing a plan that will enhance prompt and efficient service across the department on a uniformed basis.	-	90%	90%	90%	100%	100%	60%
Complete 60% of the department's performance management plan and evaluation program by restructuring the performance plan to align with the department's WIGs and state fiscal year by June 30, 2023.	-	60%	100%	100%	100%	100%	60%



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Veterans Outreach

Measure	FY22 Actual	Q1 FY23	Q2 FY23	Q3 FY23	Q4 FY23	FY23 Actual	FY23 Goal
Improve Veteran's service engagement experience by 2% by June 30, 2023.	-	-	-	-	1%	1%	2%
DVA will obtain veteran engagement experience baseline by creating a survey by June 30, 2023.	-	0%	0%	100%	100%	100%	100%
DVA will participate in quarterly community outreach events with 20 federal VA, state, regional, and county partners by June 30, 2023.	-	3	2	10	5	20	20
DVA will identify and resolve 5 gaps in service across the state by June 30, 2023.	-	0	1	1	3	5	5