



Colorado Evaluation & Action Lab
UNIVERSITY OF DENVER

COLORADO WAGE OUTCOMES RESULTS COALITION

[The Colorado Equitable Economic Mobility Initiative](#) has partnered with the [Colorado Evaluation and Action Lab](#) at the University of Denver to launch the Colorado Wage Outcomes Results Coalition (CO WORC).

CO WORC is a data-sharing initiative created in response to the growing demand from public and private sector stakeholders to access meaningful employment and earnings data. Utilizing the [Linked Information Network of Colorado](#), and connecting data safely and securely through the Governor's Office of Information Technology, CO WORC is unlocking previously unavailable administrative earnings data from the Colorado Department of Labor and Employment.

In 2023, CO WORC launched a first cohort of six training providers, including: [ActivateWork](#), the [Center for Employment Opportunities](#), [CrossPurpose](#), [The Master's Apprentice](#), [Mile High WorkShop](#), and [Women's Bean Project](#). Each one of these providers works with different target populations via different models, though they all aim to help individuals facing barriers to employment and provide services to those trying to maintain or achieve economic stability.

Providers in the first cohort were asked to share specific data elements, including social security numbers or Individual Taxpayer Identification Numbers to ensure the greatest-probability of identifying a match in the CDLE earnings records. Through this process, we were able to match 92.4% of Women's Bean Project participants with CDLE earnings records. With this information, CO WORC was able to generate trends in earnings data typically beginning two years prior to beginning a training program and two years post entry into a program.

These data are a first step towards understanding return on investment. CO WORC is committed to building-evidence for Colorado's workforce training programs and expanding the number of programs with verifiable earnings data for their learners on a regular schedule.

About Women's Bean Project

Social Enterprise
Job Training/Employer
6-9 months



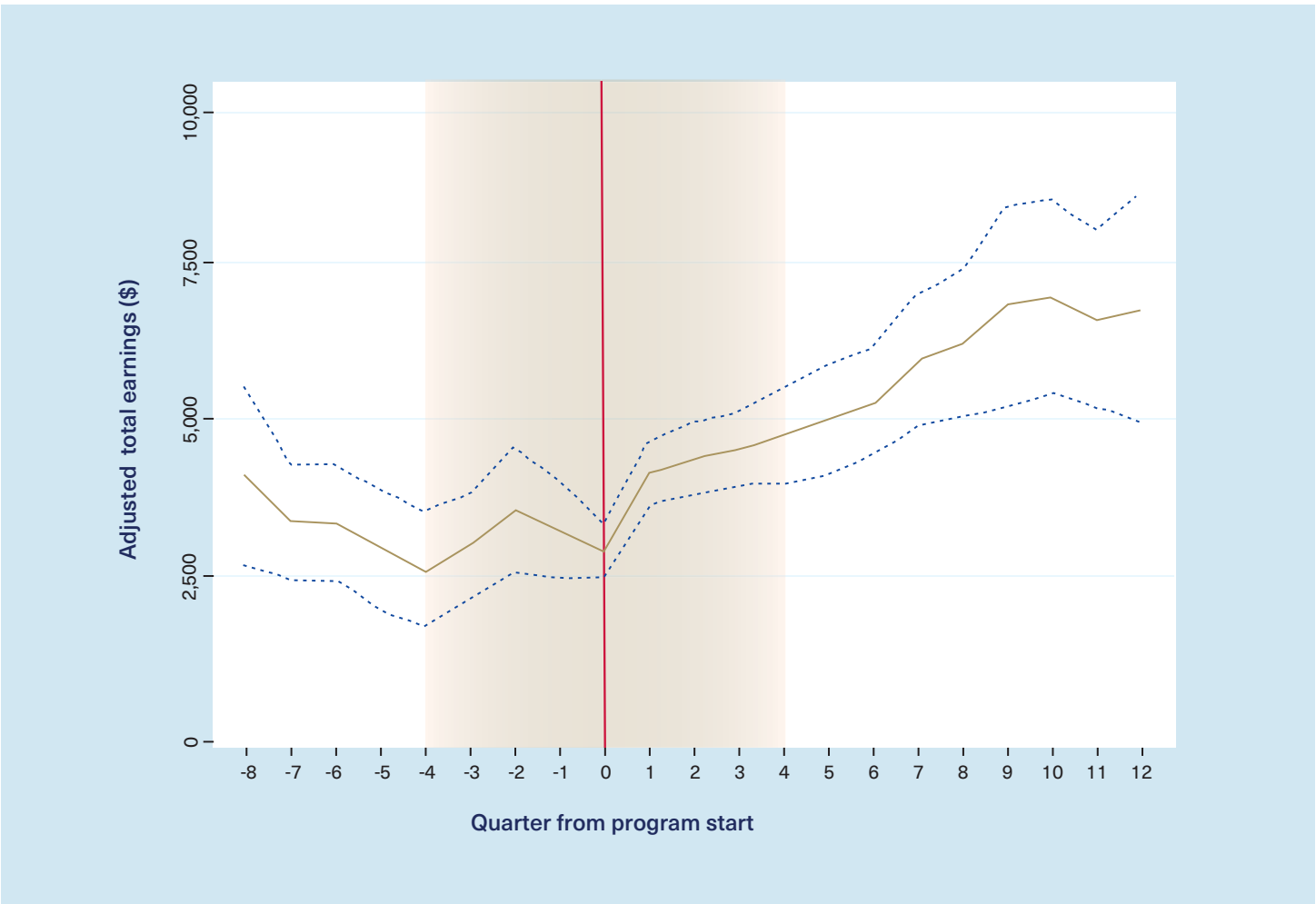
**WOMEN'S
BEAN PROJECT**

Women's Bean Project is a transitional employment program serving women who have struggled to obtain and maintain employment. Upon hire, women enter the role of production assistant and work in our food manufacturing business, making and packaging the products sold by Women's Bean. Women are in the program for 6-9 months, after which they graduate into an entry-level, career-building job. While in the program, women take part in a robust program of classes, are paid full-time at Denver's prevailing minimum wage, and receive wrap-around support. Women's Bean Project helps women develop stability, build crucial skills and set goals that will carry into the next chapter, through a combination of on-the-job training, life skills classes, career service assistance and case management. As a locally-developed and grown program, CO WORC is helping Women's Bean build upon their current body of evidence by assessing pre-and-post wage outcome growth for program graduates.

Average Earnings

Quarterly earnings data come from CDLE W-2 records. Earnings is income from formal employment (e.g., an hourly wage rate times the number of hours worked).¹ Earnings are gross (pre-tax and before any other deductions). All earnings values are [inflation adjusted](#) to reflect purchasing power in 2023 dollars using the Denver-Aurora-Lakewood area Consumer Price Index.^{2,3}

The following event-study graph plots the average total quarterly earnings for program participants. Participants include all enrolled learners, whether or not they graduated from the program. Quarter 0 is the quarter when participants started the program. Earnings are tracked starting 8 quarters prior to program start and ending 12 quarters after program start. For example, the average total quarterly earnings of participants in their quarter of enrollment (Quarter 0) was \$2,878.



- Prior to program enrollment, inflation adjusted average total quarterly earnings show no upwards or downwards trend, suggesting a prolonged period in which earnings are just keeping up with inflation
- Only 51 individuals can be found in CDLE earnings records four quarters prior to program enrollment, suggesting many enrollees lacked formal employment at this time
- After program completion, average total quarterly earnings increase, surpassing pre-enrollment levels and continuing on a steady positive trajectory two and three years out

Earnings Distribution

The following table summarizes of the distribution of earnings at different points in time.

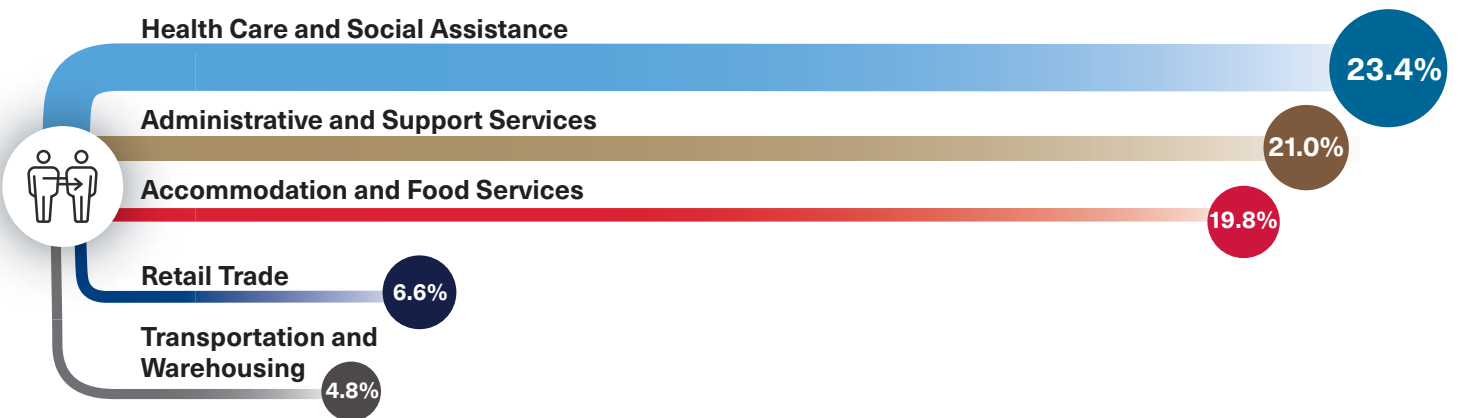
	Quarter -4 (n=51)	Quarter 0 (n=177)	Quarter 4 (n=112)	Quarter 0 to 4 growth	Quarter -4 to 4 growth
Average earnings	2,599	2,878	4,720	64%	81.6%
Median earnings	1,218	1,992	3,583	79.9%	194.2%
Standard error of average earnings	453	211	371		
Earnings of the 25 th percentile participant	361	1,001	1,157	15.6%	220.5%
Earnings of the 75 th percentile participant	3,750	4,085	8,178	100.2%	118.1%



- Average and median total quarterly earnings are 81.6% and 194.2% higher, respectively, four quarters after program enrollment when compared to four quarters prior to program enrollment
- Between Quarter -4 and 4, total quarterly earnings of the 25th percentile participant grew 220.5%, indicating that the earnings of participants at the lower end of the distribution rose

Industry Composition

CDLE provides North American Industry Classification System (NAICS) codes to categorize participants' place of employment. Knowing what sectors participants are transitioning into one year after program enrollment can inform industry partnerships (n=167).



- A majority of Women's Bean Project participants are working jobs in health care and social assistance, administrative and support services, or accommodation and food services in the fourth quarter after program enrollment
- After program enrollment, women move to a variety of industries based on their interests and capabilities. This is a reflection of a wide range of reading levels and experiences prior to program enrollment

Program Snapshot

The following table provides a demographic snapshot of participants when they start the program (n = 217). These data are collected by Women's Bean Project as part of an intake survey.

		Measure at intake
Median Age		37
Gender (%)	Women	97.9%
	Did not collect, N/A	2.1%
Race/Ethnicity (%)	Black or African American	14.3%
	Hispanic/Latino	24.4%
	White	23.9%
	Other	6.7%
	Prefer not to say, Did not collect, N/A	30.7%
Highest level of education (%)	Less than HS diploma or equivalent	22.7%
	HS diploma or equivalent	39.5%
	Some college	1.3%
	Bachelor's or higher	1.3%
	Prefer not to answer, N/A	35.3%



- 38.7% of participants identify as Black or Hispanic/Latino
- Women's Bean Project serves predominantly participants with a high school level education or less

¹ Earnings are not equivalent to compensation or income. Compensation adds employee benefits (e.g., in-kind benefits, employer-financed retirement benefits). Income adds unearned income (e.g., interest, dividends, government transfer payments like food stamps or unemployment compensation).

² Earnings prior to 2023 are adjusted to reflect their equivalent purchasing power in 2023. This accounts for the fact that a wage of \$20 per hour in 2019 could buy more than \$20 in 2023.

³ Includes Adams, Arapahoe, Adams, Arapahoe, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Jefferson, and Park counties.

This work would not be possible without anonymized data provided by the Linked Information Network of Colorado (LINC). The findings do not necessarily reflect the opinions of the Colorado Governor's Office of Information Technology or the organizations contributing data.



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