



**Colorado Evaluation & Action Lab**  
UNIVERSITY OF DENVER

# COLORADO WAGE OUTCOMES RESULTS COALITION

## Longitudinal Earnings Report

The Colorado Wage Outcomes Results Coalition (CO WORC) helps workforce development programs understand what happens to their participants after program involvement. Program data are securely linked to employer-submitted payroll records from the Colorado Department of Labor and Employment (CDLE) through the Linked Information Network of Colorado.

CO WORC tracks participant earnings before and after program enrollment, giving participating programs access to reliable wage data years after enrollment. These insights are a key step toward evaluating return on investment and identifying scalable solutions for workforce challenges.

CO WORC has demonstrated proof of concept in generating long-term earnings outcome data for programs serving vulnerable populations, using Prosperity Denver Funds for reimbursement, and addressing critical industry workforce needs. Key milestones include:

- 2023: CO WORC launched and selected its first cohort of 6 training providers.
- 2024: Released the first earnings reports for cohort 1 and selected a second cohort of four training providers.
- 2025: Released follow-up reports for cohort 1, adding new participants and extending the timeframes examined, and released initial reports for cohort 2.

This is the first report for Emily Griffith Technical College. The organization shared data on 15,035 participants, 15,023 of whom had valid Social Security Numbers and program start dates.<sup>1</sup> Of the 15,023, 95.1% were successfully found in CDLE's unemployment-insurance-qualifying-employer payroll records.

## About Emily Griffith Technical College



### *Vocational Training*

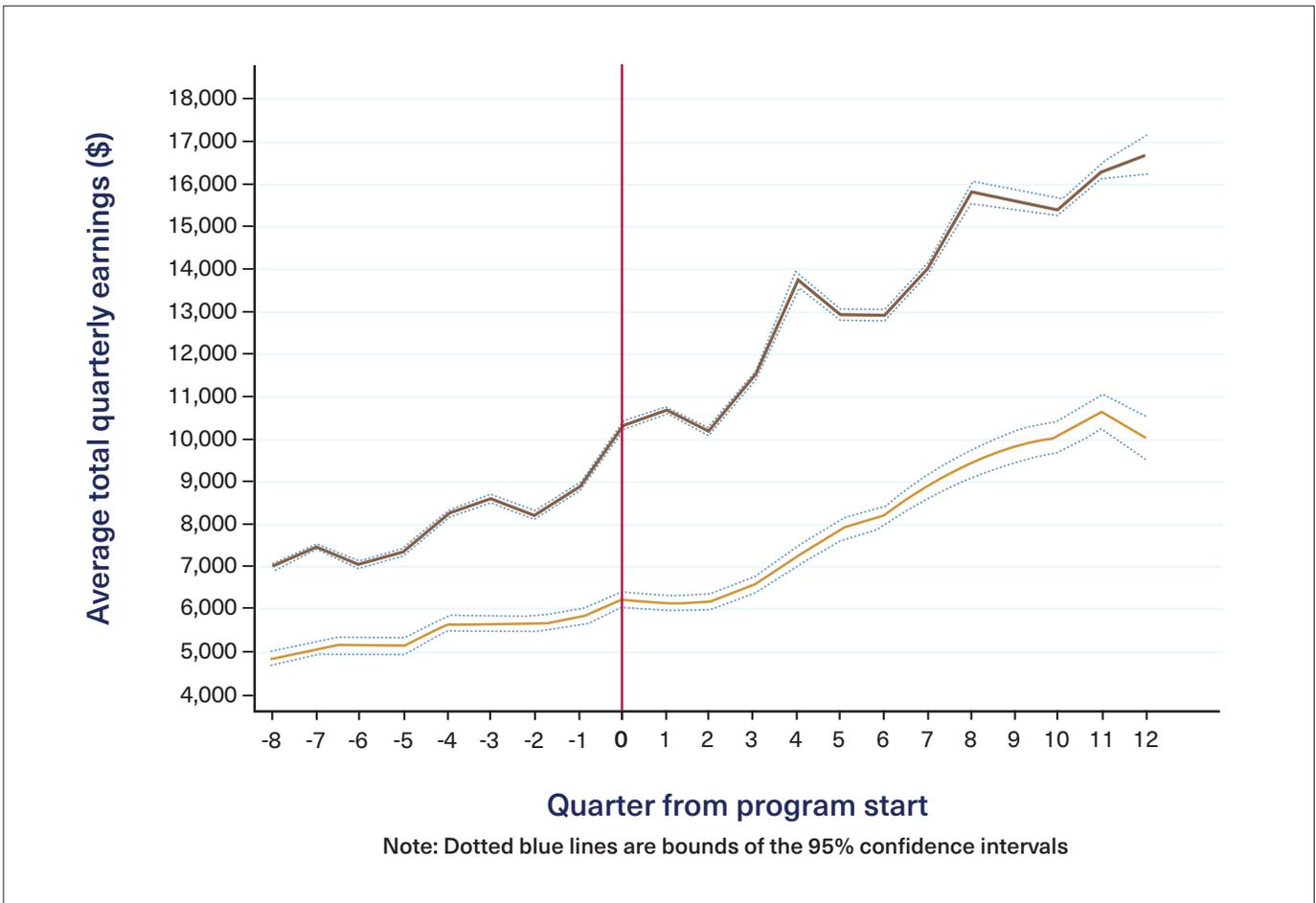
Emily Griffith Technical College is the public, postsecondary and adult education arm of the Denver Public School system and is one of three area technical colleges in the Colorado Community College System. Emily Griffith offers several areas of study including Career and Technical Education (CTE) certificate programs, with a hands-on learning focus, which includes Concurrent Enrollment opportunities for high school students. The program offers apprenticeships to enable participants to earn while they learn, English Language Acquisition to improve everyday language skills and prepare for further education or the workforce, GED, and Continuing Education courses. Participating in WORC enables Emily Griffith to assess meaningful outcome data for post-secondary CTE programs, including registered apprentices. This is critical to Emily Griffith's mission of preparing students for today's workforce and tomorrow's opportunities by ensuring Emily Griffith is meaningfully connecting students to employment that creates economic mobility.

## Average Earnings Pre and Post Program Participation

The event-study graph below plots the average total quarterly earnings for program participants who were found in CDLE records during that quarter. Fifty percent of matched program participants were observed in CDLE records in 18 or more quarters. Participants include all enrolled individuals, regardless of how long they participated in their program.

For each participant, earnings are tracked starting eight quarters prior to program start and ending 12 quarters after program start. Individual earnings trends are inflation-adjusted then lined up based on program start and averaged.

- Quarter 0 is the quarter when participants started the program and is annotated in red.
- The brown line reports the average total quarterly earnings of individuals who enrolled in registered apprenticeships. The gold line corresponds to individuals enrolled in non-apprenticeship CTE programs
- The dashed blue lines show upper and lower bounds of the 95% confidence interval. Confidence intervals are included to assist readers in understanding when averages are most precise.



- Participants in registered apprenticeship programs are initially higher earners compared to participants in non-apprenticeship CTE programs, and this holds post-enrollment.
- Prior to program enrollment, average total quarterly earnings show upward trends for both registered apprenticeships and non-apprenticeship CTE programs, suggesting a prolonged period in which real earnings are growing.
- Participants in registered apprenticeship programs exhibit a higher growth rate compared to those in non-apprenticeship CTE programs.

## Snapshot of Earnings - Registered Apprenticeships

The following table documents average total quarterly earnings at different points in time. All values are based on the sample of individuals who enrolled in registered apprenticeships.

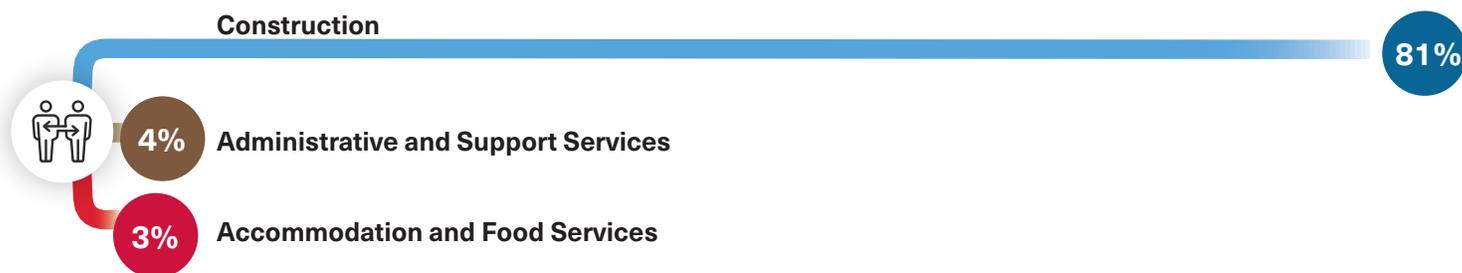
	Quarter -4	Quarter 0	Quarter 4	Quarter 8	Growth: Quarter -4 to 4	Growth: Quarter -4 to 8
Number of unique participants	7,938	8,920	6,606	4,472	–	–
Average earnings (\$)	8,231	10,340	13,758	15,781	67%	92%
Median earnings (\$)	8,035	9,832	12,372	14,974	54%	86%
Earnings of the 25 <sup>th</sup> percentile participant (\$)	5,628	7,815	9,787	11,672	74%	107%
Earnings of the 75 <sup>th</sup> percentile participant (\$)	10,427	12,270	15,573	18,872	49%	81%



- Average earnings for apprenticeship participants showed growth from Quarter -4 through Quarter 8, with average earnings increasing by 92%.
- Apprenticeships participants at the 25th percentile experienced the highest relative earnings growth, with a 107% increase from Quarter -4 to Quarter 8.

## Industry Composition - Registered Apprenticeships

CDLE provides North American Industry Classification System (NAICS) codes to categorize participants' place of employment. Knowing what sectors participants are transitioning by Quarter 4 after program enrollment can inform industry partnerships (n=7,760). All values are based on the sample of individuals who enrolled in registered apprenticeships.



- The most popular industry to work in is Construction. Within Construction, most are Specialty Trade Contractors (77%).

## Snapshot of Earnings - Non-Apprenticeship CTE Programs

The following table documents average total quarterly earnings at different points in time. All values are based on the sample of individuals who are enrolled in non-apprenticeship CTE programs.

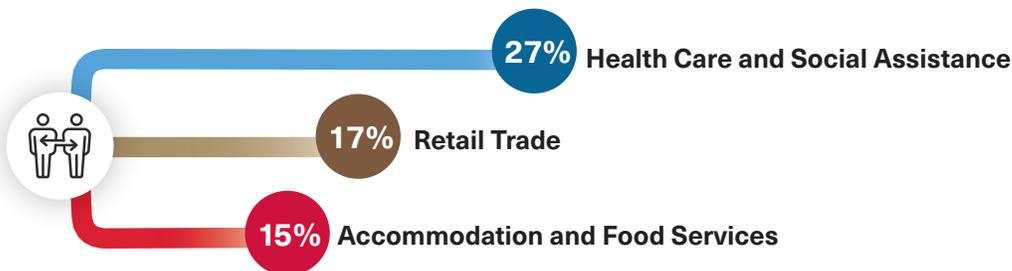
	Quarter -4	Quarter 0	Quarter 4	Quarter 8	Growth: Quarter -4 to 4	Growth: Quarter -4 to 8
Number of unique participants	2,312	2,430	1,888	1,166	-	-
Average earnings (\$)	5,649	6,241	7,252	9,430	28%	67%
Median earnings (\$)	4,805	5,316	6,444	8,997	34%	87%
Earnings of the 25 <sup>th</sup> percentile participant (\$)	2,306	2,691	3,434	5,315	49%	130%
Earnings of the 75 <sup>th</sup> percentile participant (\$)	7,734	8,671	9,979	12,571	29%	63%



- Average earnings for non-apprenticeship participants showed growth from Quarter -4 through Quarter 8, with average earnings increasing by 67%.
- Non-apprenticeships participants at the 25th percentile experienced the highest relative earnings growth, with a 130% increase from Quarter -4 to Quarter 8.

## Industry Composition - Non-Apprenticeship CTE Programs

CDLE provides North American Industry Classification System (NAICS) codes to categorize participants' place of employment. Knowing what sectors participants are transitioning by Quarter 4 after program enrollment can inform industry partnerships (n=2,538). All values are based on the sample of individuals who are enrolled in non-apprenticeship CTE programs.



- The most popular industries to work in are Health Care and Social Assistance, Retail Trade, and Accommodation and Food Services.

1 SSNs are valid when they are complete and do not display characteristics that suggest they are not real (e.g., 111-11-1111; 123-45-6789).

*This work would not be possible without anonymized data provided by the Linked Information Network of Colorado. 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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