



**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 The Master's Apprentice. The organization shared data on 296 participants, 194 of whom had valid Social Security Numbers and program start dates.<sup>1</sup> Of the 194, 88.1% were successfully found in CDLE's unemployment-insurance-qualifying-employer payroll records.

### **About The Master's Apprentice**



***Tuition Free Training Provider | 6 weeks***

The Master's Apprentice is a pre-apprenticeship program, aiming to improve the lives of young adults by offering a bridge to a career in construction—it also helps fulfill the huge demand for needed workers in the skilled trades. The Master's Apprenticeship can build careers for carpenters, electricians, plumbers/pipefitters, and HVAC/sheet metal technicians, through providing hands-on and on-site experience, and direct connections to employers upon

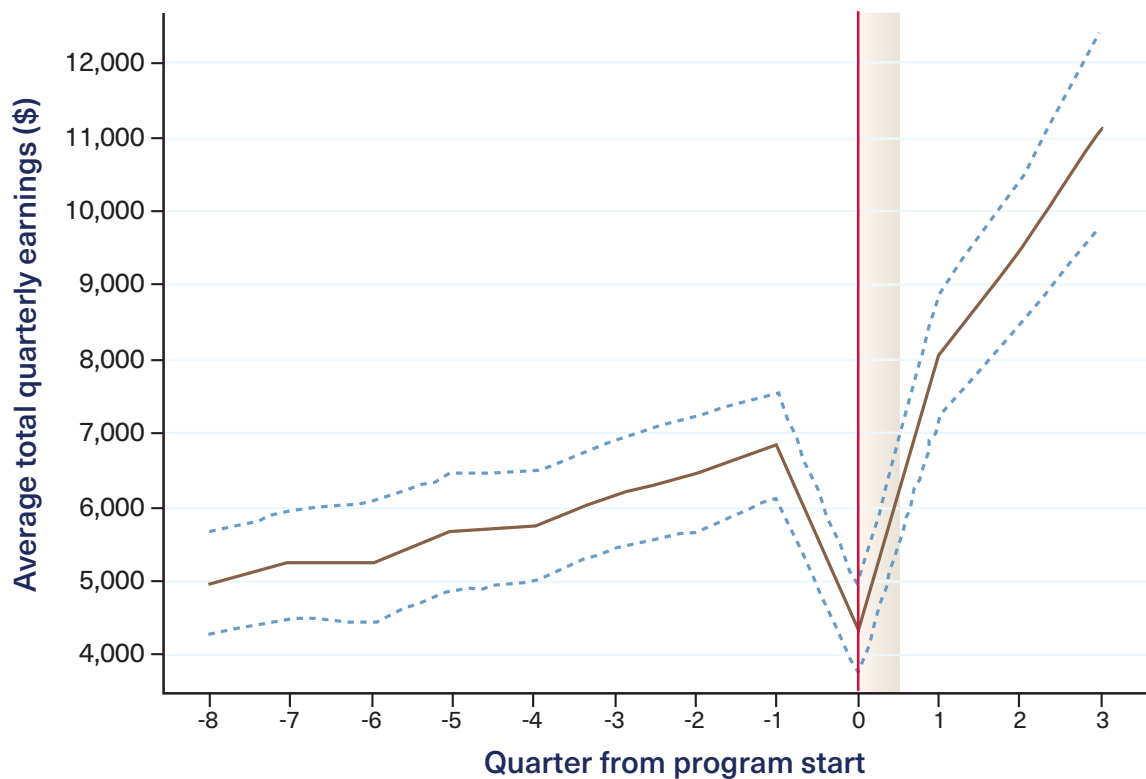
graduation. The skills achieved through The Master's Apprentice provides not only the foundation for success in an apprenticeship with a company, but also creates the opportunity to aim higher toward management and ownership. The Master's Apprentice helps people select the trade that fits and puts people on a successful career path. The Master's Apprentice is a locally-developed and grown program, and CO WORC is building the evidence base by assessing pre-and-post wage outcome growth for program graduates.

## 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 9 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 3 quarters after program start. Individual earnings trends are inflation-adjusted then lined up based on program start and averaged. For example, the average total quarterly earnings of participants who were in payroll records in their quarter of enrollment was \$4,304.

- Quarter 0 is the quarter when participants started the program and is annotated in red.
- Approximate program length is illustrated with shading.
- 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.



Note: Dotted blue lines are bounds of the 95% confidence intervals



- Prior to program enrollment, average total quarterly earnings show a steady upwards trend, suggesting a prolonged period in which real earnings are growing.
- The decline in average total quarterly earnings immediately prior to program enrollment is consistent with program participants diverting time to training.
- After program completion, average total quarterly earnings show a sharp increase, quickly surpassing pre-enrollment levels and demonstrating the potential for strong continued growth.

## Snapshot of Earnings

The following table documents average total quarterly earnings at different points in time.

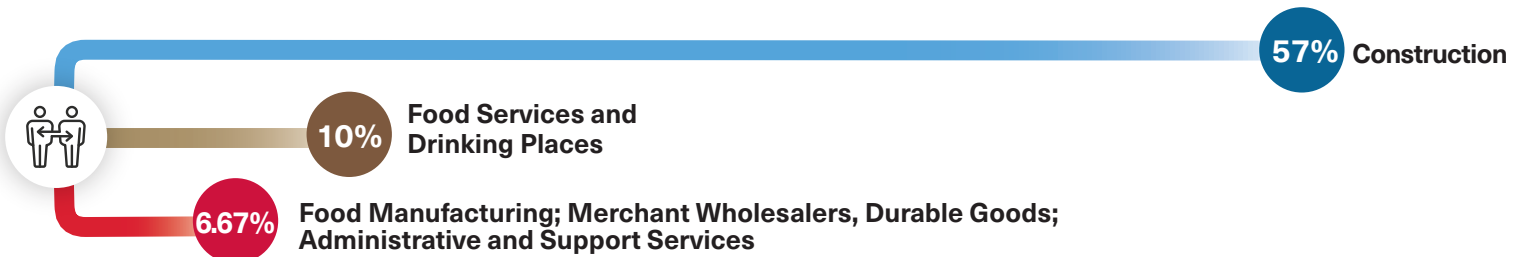
	Quarter -4	Quarter 0	Quarter 3	Growth: Quarter -4 to 3
Number of unique participants	113	118	25	–
Average earnings (\$)	5,733	4,304	11,147	94%
Median earnings (\$)	4,651	3,660	11,736	152%
Earnings of the 25 <sup>th</sup> percentile participant (\$)	2,773	1,794	10,502	279%
Earnings of the 75 <sup>th</sup> percentile participant (\$)	8,678	6,218	12,068	39%



- Between Quarters -4 and 3, average and median total quarterly earnings grew by 94% and 152%, respectively.
- Between Quarters -4 and 3 average total quarterly earnings of the 25th percentile participant grew 279%, indicating that the earnings of participants at the lower end of the distribution experienced a higher growth rate than those at the 50th or 75th percentile.

## Industry Composition

CDLE provides North American Industry Classification System (NAICS) codes to categorize participants' place of employment. Knowing what sectors participants are transitioning by Quarter 3 after program enrollment can inform industry partnerships (n=30).



- The most popular industry to work in is construction. The most popular sub sector to work in is Specialty Trade Contractors.

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.*



For inquiries contact: [ernest@coloradolab.org](mailto:ernest@coloradolab.org) | [ColoradoLab.org](https://coloradolab.org)