



**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 second report for ActivateWork. The organization shared data on 479 participants, 367 of whom had valid Social Security Numbers and program start dates.<sup>1</sup> Of the 367, 100% were successfully found in CDLE's unemployment-insurance-qualifying-employer payroll records.

### About ActivateWork



***Workforce Readiness and Talent Solutions Organization***

***Tuition Free Training, Personalized Coaching, and Ongoing Career Support | 3-4 months***

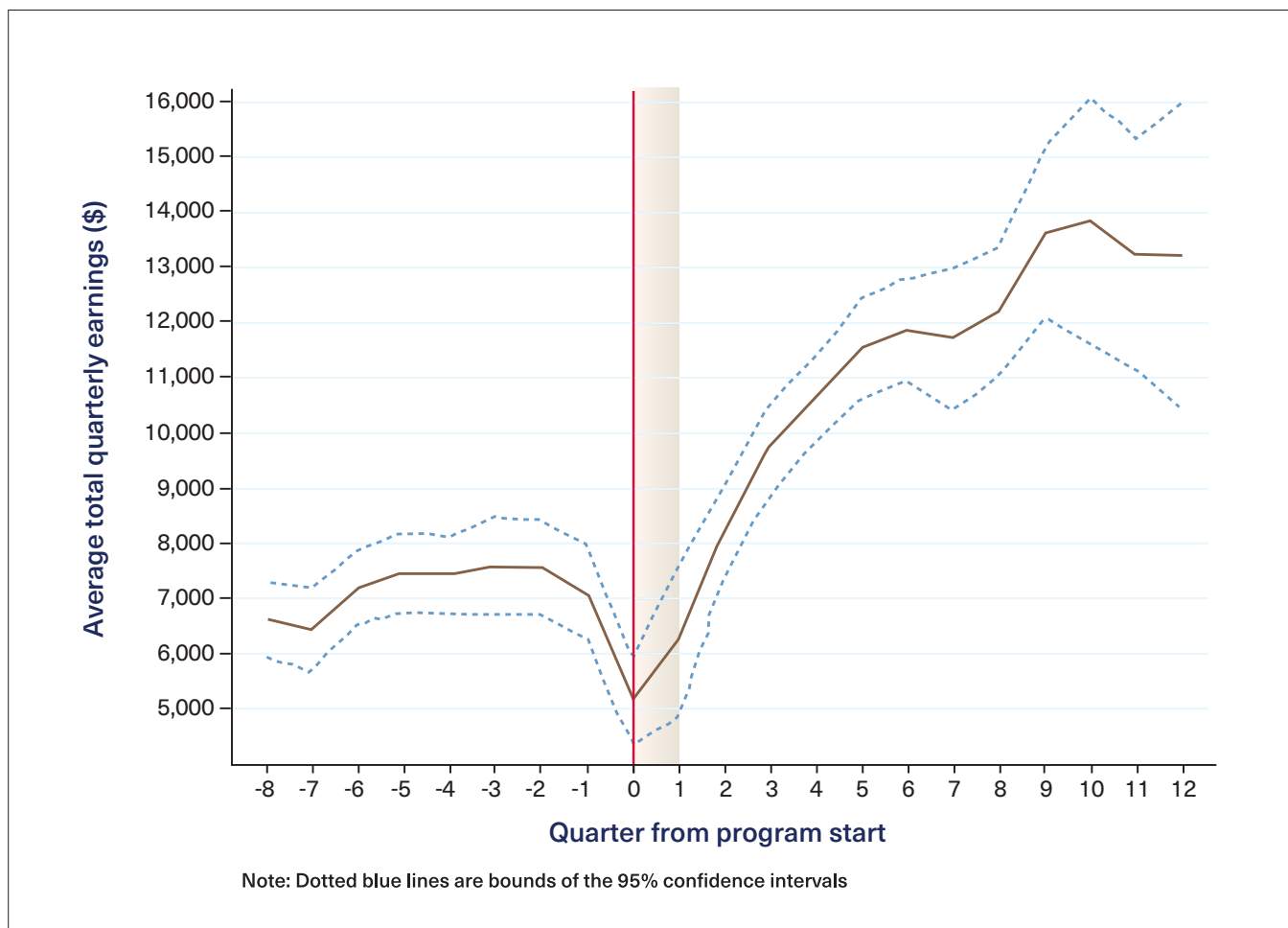
ActivateWork prepares individuals for roles in IT through a technical training and professional development model developed by Per Scholas. Per Scholas is a nationally recognized, effective evidence-based model, which has amassed extraordinary results across 24 cities. More than 25,000 people have gained the skills to launch high-growth tech careers. Robust job attainment assistance means 80% of Per Scholas graduates launch their careers within one year of completing a 3-4 month training course. An MDRC study concluded that for every \$1 spent on Per Scholas training, \$8 returns to the local economy through reduction of public benefits, increased taxes, and increased spending. ActivateWork implements the Per Scholas model in Colorado, to realize comparable results by connecting diverse, qualified talent to leading employers through rigorous skills training, community resources, and professional and life skills coaching.

## 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 10 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. For example, the average total quarterly earnings of participants who were in payroll records in their quarter of enrollment was \$5,146.

- 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.



- Prior to program enrollment, average total quarterly earnings show no discernible upward or downward trend, suggesting a prolonged period in which earnings were just keeping up with inflation.
- The decline in average total quarterly earnings prior to program enrollment is consistent with program participants recognizing the need to upskill and diverting time from employment to training.
- After program completion, average total quarterly earnings show a sharp increase, quickly surpassing pre-enrollment levels and continuing to grow 2 and 3 years after program participation.

## Snapshot of Earnings

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

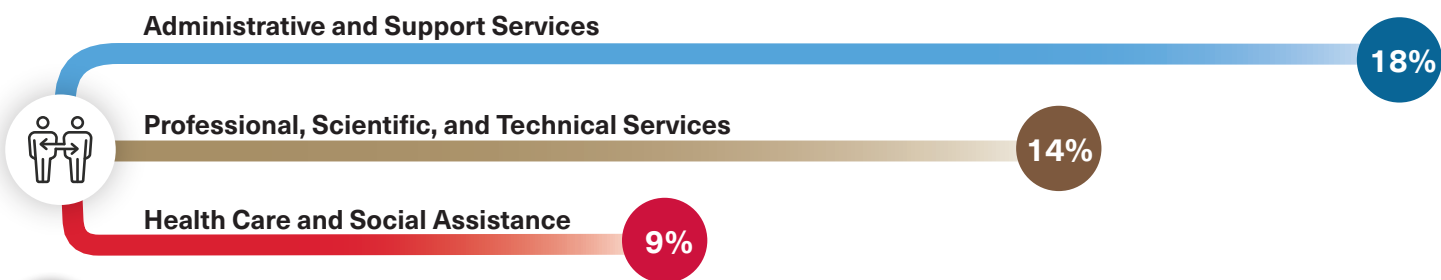
	Quarter -4	Quarter 0	Quarter 4	Quarter 8	Growth: Quarter -4 to 4	Growth: Quarter -4 to 8
Number of unique participants	208	190	190	114	–	–
Average earnings (\$)	7,413	5,146	10,601	12,195	43%	65%
Median earnings (\$)	6,983	3,972	10,790	12,068	55%	73%
Earnings of the 25 <sup>th</sup> percentile participant (\$)	3,409	1,628	7,099	8,790	108%	158%
Earnings of the 75 <sup>th</sup> percentile participant (\$)	10,393	7,108	13,668	15,525	32%	49%



- Between Quarters -4 and 8, average and median total quarterly earnings grew by 65% and 73%, respectively.
- Between Quarters -4 and 8, average total quarterly earnings of the 25th percentile participant grew 158%, 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 4 after program enrollment can inform industry partnerships (n=243).



- The most popular industries to work in are Administrative and Support Services, Professional, Scientific, and Technical Services, and Health Care and Social Assistance, during the fourth quarter after program enrollment. Survey data shows that graduates attain tech jobs as Help Desk Technicians, Systems Engineers, Data Center Operations Technicians, Cyber Analysts, Field Service Technicians, and Software Developers.

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)