



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 CrossPurpose. The organization shared data on 690 participants who completed their program, 677 of whom had valid Social Security Numbers and program start dates.¹ Of the 677, 96.9% were successfully found in CDLE’s unemployment-insurance-qualifying-employer payroll records.

About CrossPurpose

Non-Profit Workforce Development Organization
Tuition Free Training, Coaching, and Career Support | 6 months



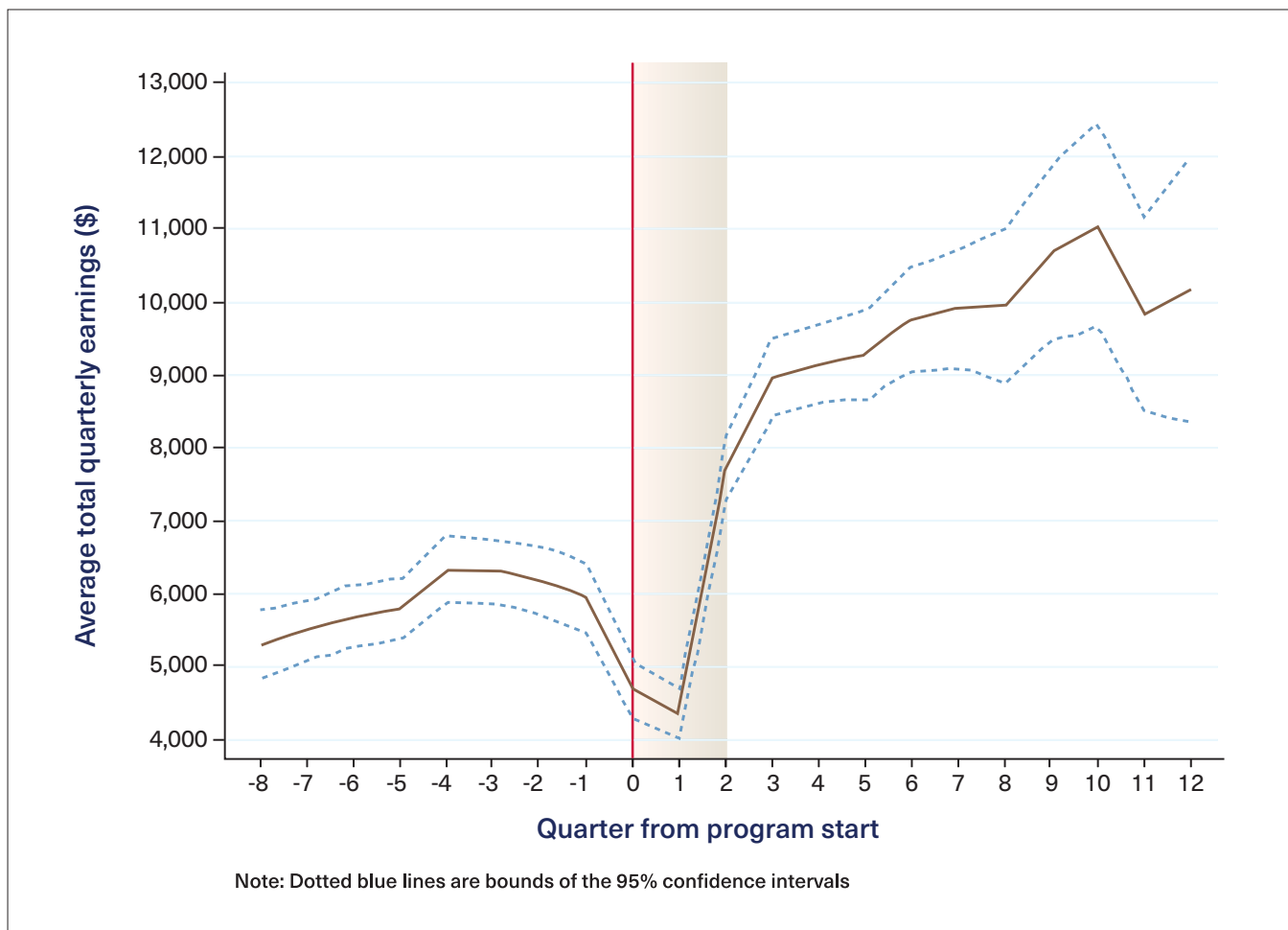
CrossPurpose is a non-profit organization abolishing relational, economic, and spiritual poverty through career and community development. Through its “Leader” Program, CrossPurpose offers free, six-month career training focusing on workforce development, enhancing both soft skills and training towards an industry-recognized credential. The Leader Program offers training across industries, including the skilled trades, healthcare, administrative services, culinary arts, and transportation so that participants can find a meaningful credential that leads to career-track employment in a field of their choice. Through involvement with CrossPurpose, learners are given multiple resources including professional training, career coaching, licensed counseling, and employer connections. Ultimately, CrossPurpose aims to wholly enrich someone’s life, and help them obtain a fulfilling career paying a living wage, at above \$21/hour. As an outcomes-based non-profit, Colorado WORC is helping CrossPurpose enhance their existing outcome data with official W-2 wage data.

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 15 or more quarters. Participants only include individuals who completed the 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 \$4,666.

- 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.



- Starting around one year prior to program enrollment, average total quarterly earnings begin to decline, suggesting an extended period in which earnings cease to grow and are not keeping up with inflation.
- The decline in average total quarterly earnings prior to program enrollment is consistent with program participants experiencing financial hardship and diverting time to training.
- After program completion, average total quarterly earnings show a sharp increase, quickly surpassing pre-enrollment levels and continuing on a positive trajectory.

Snapshot of Earnings

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

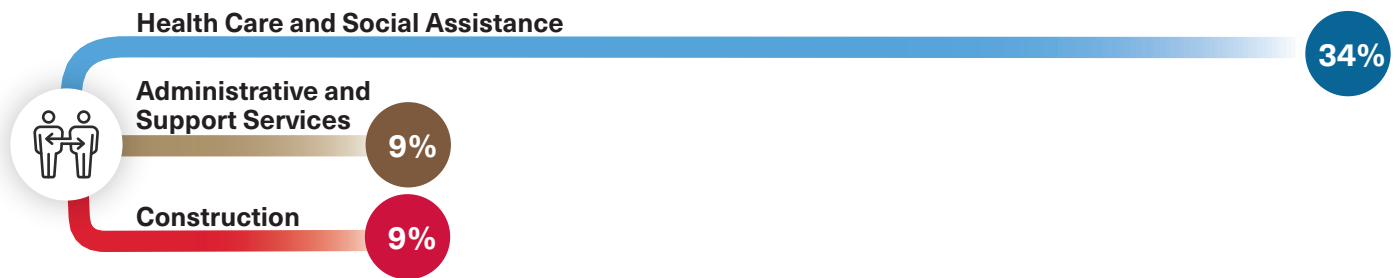
	Quarter -4	Quarter 0	Quarter 4	Quarter 8	Growth: Quarter -4 to 4	Growth: Quarter -4 to 8
Number of unique participants	411	389	318	137	-	-
Average earnings (\$)	6,327	4,666	9,170	9,937	45%	57%
Median earnings (\$)	5,815	3,764	9,577	9,952	65%	71%
Earnings of the 25 th percentile participant (\$)	2,354	1,507	5,662	5,559	141%	136%
Earnings of the 75 th percentile participant (\$)	9,385	6,898	12,018	12,661	28%	35%



- Between Quarters -4 and 8, average and median total quarterly earnings grew by 57% and 71%, respectively.
- Between Quarters -4 and 8, average total quarterly earnings of the 25th percentile participant grew 136%, 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=392).



- The most popular industries to work in are Health Care and Social Assistance, Administrative and Support Services, and Construction during the fourth quarter after program enrollment. This includes working for employers providing medical, social assistance, and business support 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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