



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 Goodwill of Colorado. The organization shared data on 493 participants, 493 of whom had valid Social Security Numbers and program start dates.¹ Of the 493, 92.7% were successfully found in CDLE's unemployment-insurance-qualifying-employer payroll records.

About Goodwill of Colorado

Transitional Job Training | 9-11 weeks



Goodwill of Colorado empowers individuals to overcome barriers to economic and personal independence through education, training, and job placement. Each year, we provide career development and life-skills training to more than 143,000 Coloradans—including veterans, seniors, and individuals with disabilities or barriers to employment.

Colorado WORC is supporting our efforts to assess outcomes for two key workforce programs: Colorado Works Subsidized Training and Employment Program (CW STEP) and ReHire Colorado. CW STEP offers job training, placement, and wraparound support for individuals facing financial hardship. Participants receive paid on-the-job experience, vocational coaching, and access to permanent, living-wage employment in high-need industries.

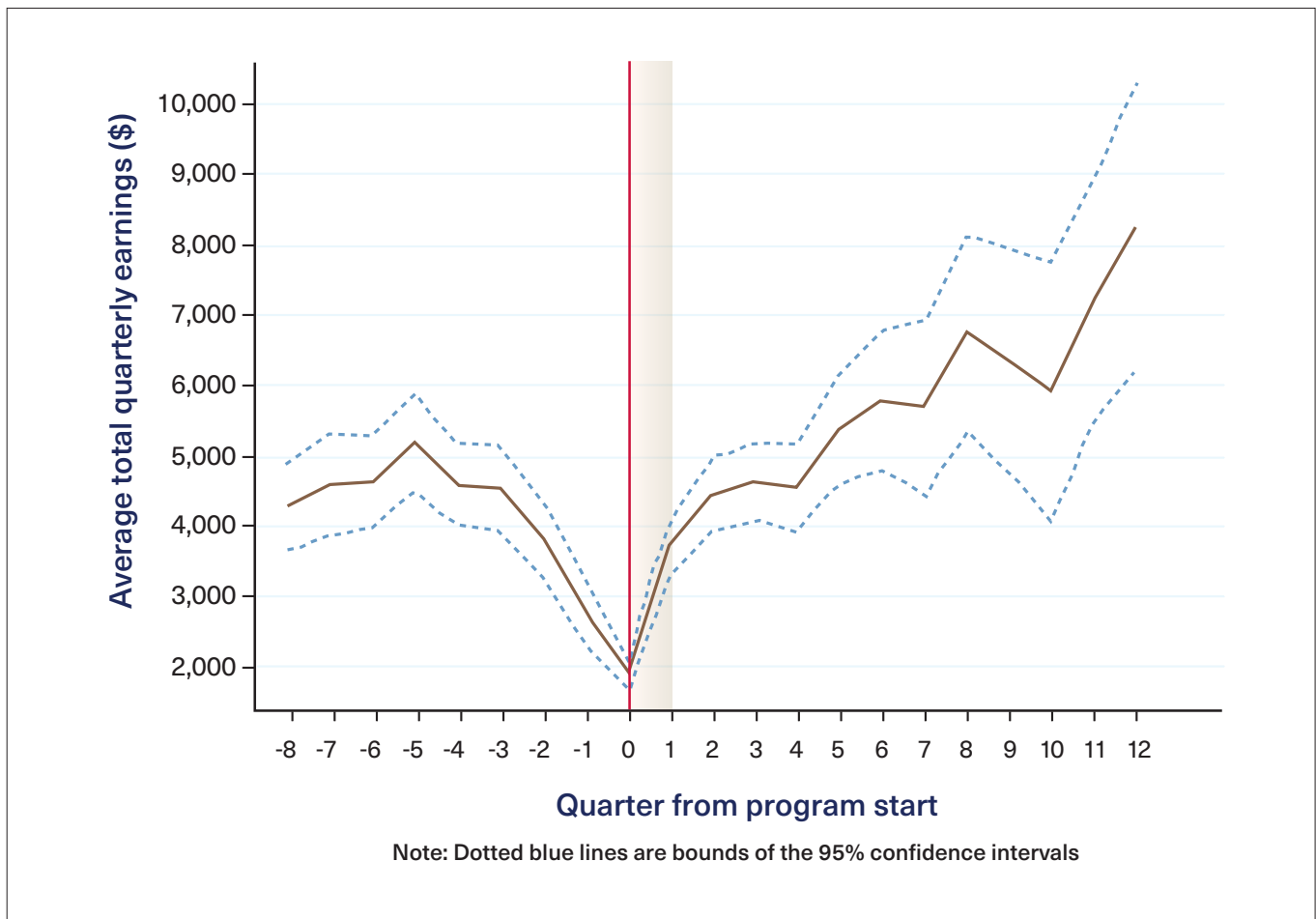
ReHire is a transitional employment program that helps individuals re-enter the workforce through paid, supported work experience. Participants develop job skills, earn competitive wages, receive coaching, and connect with employers.

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 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 \$1,895.

- 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.



- Between Quarters -8 and -3, average total quarterly earnings show no discernable upwards or downwards trend, suggesting a prolonged period in which earnings are just keeping up with inflation.
- The decline in average total quarterly earnings prior to program enrollment is consistent with program participants experiencing a period of financial distress.
- After program completion, average total quarterly earnings show an immediate sharp increase, quickly returning to pre-enrollment levels around Quarter 4 and continuing on a positive trajectory.

Snapshot of Earnings

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

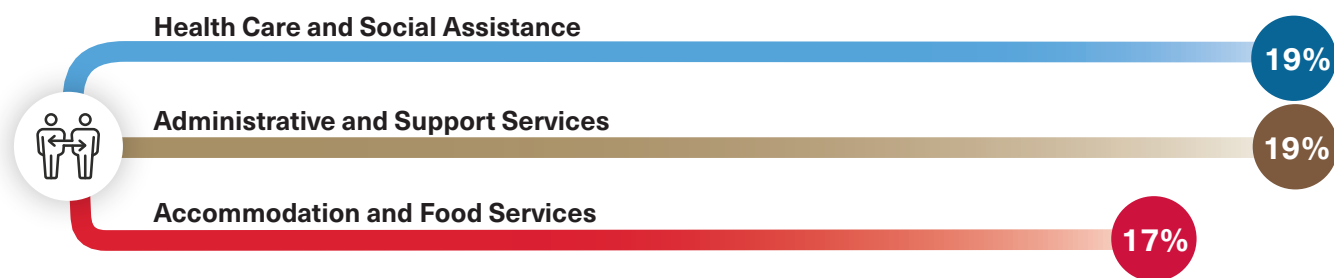
	Quarter -4	Quarter 0	Quarter 4	Quarter 8	Growth: Quarter -4 to 4	Growth: Quarter -4 to 8
Number of unique participants	170	296	122	49	–	–
Average earnings (\$)	4,591	1,895	4,572	6,753	0%	47%
Median earnings (\$)	4,020	1,180	3,823	5,859	-5%	46%
Earnings of the 25 th percentile participant (\$)	1,090	358	1,537	2,888	41%	165%
Earnings of the 75 th percentile participant (\$)	7,128	2,560	7,442	10,127	4%	42%



- Average and median earnings are at their lowest around program enrollment (Quarter 0), but return to pre-program levels about a year after enrollment (Quarter 4), and grow by around 46% from Quarter -4 to Quarter 8.
- Between Quarters -4 and 8, average total quarterly earnings of the 25th percentile participant grew 165%, 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=153).



- The most popular industries to work in are Health Care and Social Assistance, Administrative and Support Services, and Accommodation and Food Services during the fourth quarter after program enrollment.

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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