



Colorado Evaluation & Action Lab
UNIVERSITY OF DENVER

COLORADO WAGE OUTCOMES RESULTS COALITION

[The Colorado Equitable Economic Mobility Initiative](#) has partnered with the [Colorado Evaluation and Action Lab](#) at the University of Denver to launch the Colorado Wage Outcomes Results Coalition (CO WORC).

CO WORC is a data-sharing initiative created in response to the growing demand from public and private sector stakeholders to access meaningful employment and earnings data. Utilizing the [Linked Information Network of Colorado](#), and connecting data safely and securely through the Governor's Office of Information Technology, CO WORC is unlocking previously unavailable administrative earnings data from the Colorado Department of Labor and Employment.

In 2023, CO WORC launched a first cohort of six training providers, including: [ActivateWork](#), the [Center for Employment Opportunities](#), [CrossPurpose](#), [The Master's Apprentice](#), [Mile High Workshop](#), and the [Women's Bean Project](#). Each one of these providers works with slightly different target populations via different models, though they all aim to help individuals facing barriers to employment and provide services to those trying to maintain or achieve economic stability.

Providers in the first cohort were asked to share specific data elements, including social security numbers or Individual Taxpayer Identification Numbers to ensure the greatest-probability of identifying a match in the CDLE earnings records. Through this process, we were able to match 93.8% of CrossPurpose participants with CDLE earnings records. With this information, CO WORC was able to generate trends in earnings data typically beginning two years prior to beginning a training program and two years post entry into a program.

These data are a first step towards understanding return on investment. CO WORC is committed to building-evidence for Colorado's workforce training programs and expanding the number of programs with verifiable earnings data for their learners on a regular schedule.

About CrossPurpose

Tuition Free Training Provider
6 months

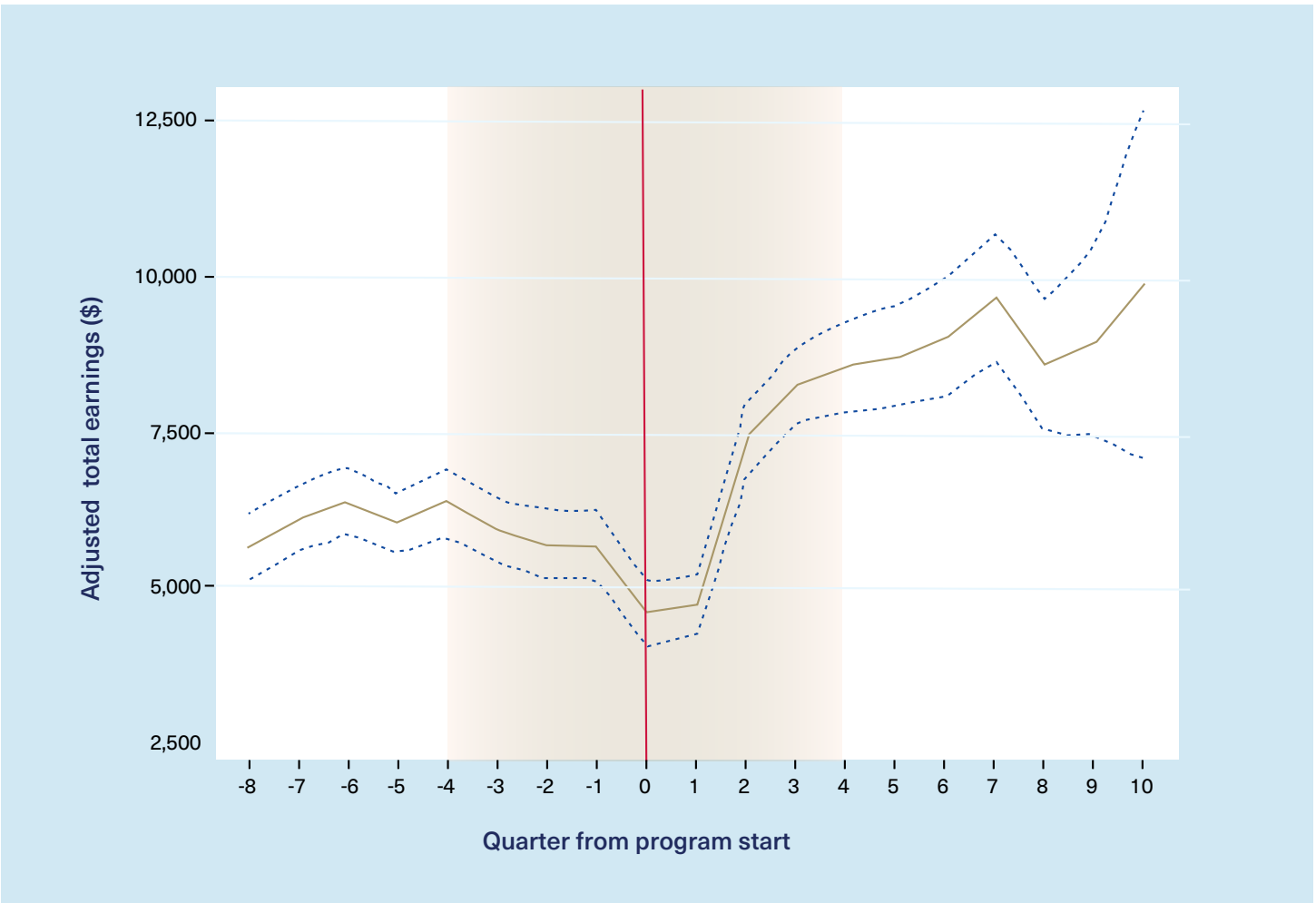


CrossPurpose is a non-profit organization abolishing relational, economic, and spiritual poverty through career and community development. Through its "Leader" Program, CrossPurpose offers free, six-month career training focusing on workforce development, enhancing both soft skills and training towards 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 an average wage above \$21/hr in 2024. As an outcomes-based non-profit, Colorado WORC is helping CrossPurpose enhance their existing outcome data with official W-2 earnings data.

Average Earnings

Quarterly earnings data come from CDLE W-2 records. Earnings are income from formal employment (e.g., an hourly wage rate times the number of hours worked).¹ Earnings are gross (pre-tax and before any other deductions). All earnings values are [inflation adjusted](#) to reflect purchasing power in 2023 dollars using the Denver-Aurora-Lakewood area Consumer Price Index.^{2,3}

The following event-study graph plots the average total quarterly earnings of program participants. Quarter 0 is the quarter when participants started the program. Earnings are tracked starting 8 quarters prior to program start and ending 10 quarters after program start. For example, the average total quarterly earnings of participants in their quarter of enrollment (Quarter 0) was \$4,605.



- Inflation adjusted average total quarterly earnings show a decline prior to program enrollment, suggesting a prolonged period of earnings erosion and budget tightening
- The dip in average total quarterly earnings at program enrollment is consistent with the Leader program timeline, where participants divert time to training for roughly three months, then begin seeking employment
- After program completion, average total quarterly earnings increase sharply, surpassing pre-enrollment levels and continuing on a positive trajectory

Earnings Distribution

The following table summarizes of the distribution of earnings at different points in time.

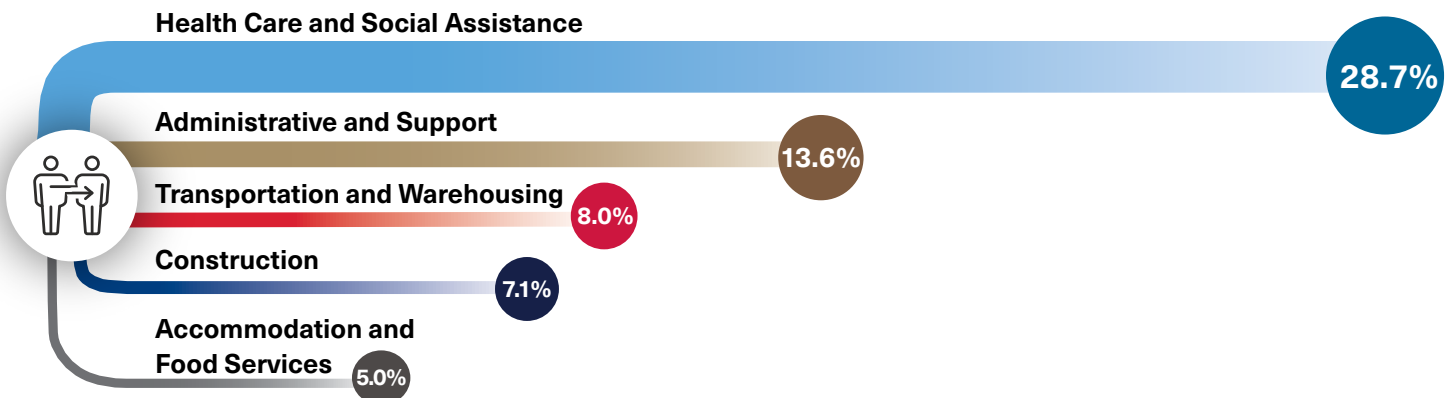
	Quarter -4 (n=345)	Quarter 0 (n=280)	Quarter 4 (n=273)	Quarter 0 to 4 growth	Quarter -4 to 4 growth
Average earnings	6,388	4,605	8,578	86.3%	34.3%
Median earnings	5,768	3,449	8,852	156.7%	53.5%
Standard error of average earnings	269	262	380		
Earnings of the 25 th percentile participant	2,335	1,365	3,826	180.3%	63.9%
Earnings of the 75 th percentile participant	9,049	6,594	11,632	76.4%	28.5%



- Average and median total quarterly earnings are 34.3% and 53.5% higher, respectively, four quarters after program enrollment when compared to four quarters prior to program enrollment
- Between Quarters -4 and 4, total quarterly earnings of the 25th percentile participant grew 63.9%, indicating that the earnings floor rose

Industry Composition

CDLE provides North American Industry Classification System (NAICS) codes to categorize participants' place of employment. Knowing what sectors participants are transitioning into one year after program enrollment can inform industry partnerships (n=334).



A plurality of participants are working in health care and social assistance, or administrative and support services in the fourth quarter after program enrollment; this includes working for employers providing medical, social assistance, and business support services

Program Snapshot

The following table provides a demographic snapshot of participants when they start the program (n = 780). These data are collected by CrossPurpose as part of an intake survey.

		Measure at intake
Median Age		29
Gender (%)	Women	65.8%
	Men	33.6%
	Prefer not to answer, other, or N/A	0.7%
Race/Ethnicity (%)	Asian	2.3%
	Black or African American	31.5%
	Hispanic/Latino	32.6%
	White	18.2%
	Prefer not to answer, other, or N/A	15.4%
Highest level of education (%)	Bachelor's or higher	4.7%
	HS diploma or equivalent	55.8%
	Some college	30.8%
	Technical/vocational certificate	8.2%
	Prefer not to answer, other, or N/A	0.5%



- 65.8% of participants are women and 33.6% are men
- 64.1% of participants identify as Black or Latino/Hispanic
- 43.7% have pursued education or vocational training beyond high school

¹ Earnings are not equivalent to compensation or income. Compensation adds employee benefits (e.g., in-kind benefits, employer-financed retirement benefits). Income adds unearned income (e.g., interest, dividends, government transfer payments like food stamps or unemployment compensation).

² Earnings prior to 2023 are adjusted to reflect their equivalent purchasing power in 2023. This accounts for the fact that a wage of \$20 per hour in 2019 could buy more than \$20 in 2023.

³ Includes Adams, Arapahoe, Adams, Arapahoe, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Jefferson, and Park counties.

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