Kentucky Workforce Innovation Board (KWIB)

Resource Alignment Committee

Meeting Minutes
March 3, 2025
3:00 pm -4:30 pm EST

Via Zoom

MEMBERS PRESENT: Kim Humphrey (Committee Chair), Debbie Link, Dolly Hollan, Eric Sproles, Jim Rachlin, Kenneth Calloway, Tara McKnight, Becky Miller

GUESTS: Becky Miller, Sheila Clark, Tammy Hyde, Beth Roberts, Tiffanie Reeves, Myra Wilson, Elizabeth Thompson, Daniel Carney, Brandon Combs, Michelle Drake, Dolly, Sarah Ehresman, Lance Blanford

PRESENTERS: Annie Izod (North Carolina) and Lee Wheeler-Berliner (Colorado)

STAFF PRESENT: Sam Keathley (KYSTATS), Matt Berry (KYSTATS), Alisher Burikhanov, Debbie Dennison, LaChrista Ellis, Sara Jaggers, Elishah Taylor

3:01 PM WELCOME AND OVERVIEW OF COMMITTEE OBJECTIVES

Kim Humphrey, Committee Chair, Director of Community and Employee Programs, River View Coal opened the meeting by welcoming everyone and setting the stage for the discussion. She provided background on the committee's work over the past seven months, highlighting its origins in the State Workforce Plan's goal to critically assess the current workforce system. The focus is on evaluating how resources are being allocated and ensuring a strong return on investment (ROI). Kim noted that the committee, including employers offered insights on return on investments, had been working together to guide the effort. One of the main challenges identified was the inconsistency in how data is currently measured and reported. The committee aims to simplify these measurements and develop a unified set of metrics that are easy to understand and actionable. Kim emphasized the need to draw on successful practices from other states to shape Kentucky's approach. She expressed the importance of aligning efforts to meet the needs of both job seekers and employers, acknowledging regional differences across Kentucky while striving for broad agreement on the best approach. For previous minutes, please visit our website. Chair Humphrey shared that today's presentations would include perspectives from two states on metrics used to track ROI.

NORTH CAROLINA (NC) PRESENTATION

Annie Izod, Executive Director of the NC Works Commission, provided an overview of North Carolina's workforce system, explaining that the State Workforce Board operates under the Department of Commerce and collaborates closely with the Division of Workforce Solutions to deliver local services. She outlined how Workforce Innovation and Opportunity Act (WIOA) funds (Titles I and III) are distributed to 20 local workforce development boards, which manage 70 NC Works Career Centers in 100 counties.

Ms. Izod shared insights from North Carolina's workforce system performance report, which tracks employment, wages, and post-program enrollment in education or other workforce programs. The report uses cohort analysis to measure outcomes over time, though tracking participants who leave the state or enter military service presents challenges. She emphasized the importance of the state's common follow-up system, which continues tracking participants even after they exit the program.

Ms. Izod discussed a dashboard system inspired by Kentucky's model, which tracks service delivery at career centers. The goal of this system is to link services to employment and wage success, although it is still being refined. She also acknowledged the ongoing challenge of reduced WIOA funding but stressed the significance of high-value training programs that lead to better wages and employment outcomes. Credential attainment was highlighted as a growing focus, with ongoing efforts to measure its impact on job retention and wages.

During the discussion, committee members engaged with Annie about tracking workforce program outcomes, particularly focusing on cohort tracking and wage data. Annie explained that a "cohort" refers to a group of individuals who enroll in a program during a given year and are tracked over time.

The conversation then shifted to the topic of wage data. Annie noted that North Carolina has access to wage data, which is shared with education providers and other stakeholders. In contrast, Kentucky members highlighted challenges in accessing similar data, which affects their ability to assess program success and ROI.

Discussion was had about tracking participants who find employment out of state. Annie acknowledged this challenge, noting that North Carolina faces similar issues. It was noted that the State Wage Interchange System aggregates wage data across states but can only be used for federal reporting, not for research or program evaluation purposes. The NC Legislature did have to approve the use of this data.

Ms. Izod further explained that North Carolina's workforce programs are federally funded and stressed the need for strong data to justify future state funding. The Executive Director of the Cumberlands Local Workforce Development Area shared that Kentucky's local workforce boards, as a whole, secured $20 million in the biennial budget for youth workforce programs, largely due to the solid data that demonstrated the effectiveness of such initiatives.

The discussion concluded by emphasizing that employment outcomes and wage increases are the critical metrics for evaluating program success. The committee expressed a need for improved access to wage data to make more informed decisions.

COLORADO PRESENTATION

Alisher Burikhanov, Executive Director of the Kentucky Workforce Innovation Board (KWIB), introduced Lee Wheeler-Berliner from Colorado and welcomed him to the Kentucky Resource Alignment Committee. He highlighted Colorado's forward-thinking workforce development efforts and noted that they align with the committee's goal of understanding the dynamics of workforce supply and demand. Lee was invited to share insights on Colorado's supply-demand analysis as the committee seeks to determine how best to depict ROI in workforce systems.

Lee Wheeler-Berliner, Managing Director of the Colorado Workforce Development Council, began by introducing himself. He explained that Colorado operates with 10 local workforce areas, covering 64 counties. Most of these areas are county-managed, with one state-run area covering 53 counties. Lee emphasized that Colorado's workforce development strategy is centered on aligning talent supply with demand, using data to inform decisions and ensure that education and training programs meet the state's economic needs.

He presented Colorado's Talent Pipeline Report, an annual publication that analyzes the state's talent supply and demand. The report includes labor market analysis, identifies trends like high turnover, and provides insights into growing occupations and the skills employers are seeking. Data from sources like labor market information, census data, and the PSEO Explorer are used to inform the report, which is a collaborative effort involving multiple state departments: Labor and Employment, Higher Education, K-12, Human Services, and Economic Development.

Mr. Wheeler-Berliner explained that the Talent Pipeline Report helps guide policy and legislative decisions, offering actionable recommendations based on the data. He also highlighted the Colorado Talent Dashboard, a digital tool launched in 2017 and updated in 2022, which provides real-time data on workforce supply and demand. This tool tracks job trends, critical industries, and the performance of Colorado's workforce system, including WIOA outcomes and ROI analysis.

One of the dashboard's key features is its ability to break down top jobs by industry, geography, and wage level. Jobs are categorized into two tiers: Tier 1 (those requiring a living wage for a family of three) and Tier 2 (those requiring a living wage for a single person). Lee explained that this approach helps guide workforce training programs and supports the state's commitment to skills-based hiring.

Colorado works closely with economic development partners to provide industry-specific data, with a current focus on infrastructure jobs, particularly those generated by the bipartisan infrastructure law.

In conclusion, Mr. Wheeler-Berliner invited questions from the committee and underscored the importance of the Talent Pipeline Report and Dashboard in aligning workforce development efforts with economic needs.

The discussion centered around challenges in tracking workforce data, particularly in relation to migration patterns. Lee shared that Colorado faces similar issues with migration and workforce retention. While the state retains a significant portion of its graduates in the first year after graduation, retention drops after ten years. He also shared that their data management system costs were shared between the state and local areas.

Mr. Wheeler-Berliner was asked about data accessibility at the local level. He explained that local areas have access to nearly all state-produced data via a custom-built case management system, which is shared between the state and local areas. This ensures consistent access to high-quality reports across all local workforce areas. Local teams also use this data to create ROI reports, which have shown substantial returns, sometimes exceeding $400 million.

Mr. Wheeler-Berliner introduced an infrastructure data dashboard, which aggregates key industry data, including job postings, salaries, and growth projections. This tool helps both economic developers and workforce planners better understand industry trends and workforce needs.

COMMITTEE INPUT AND NEXT STEPS

Chair Humphrey transitioned the discussion to the committee's wish list for dashboard features. She emphasized the importance of simplicity, focusing on key metrics like the number of jobs available and identifying high-demand jobs using both qualitative and quantitative data. She added that the identification of needs (supply and demand) was needed as well as, community college data is important as well as identifying living wage occupations and identifying what job skills are needed for those livable wages. She asked committee members to share any additional insights or items for consideration to help measure ROI.

One member suggested that a "Top Jobs" category might be more attention-grabbing than "High Demand Occupations." There was also interest in understanding the process behind the ROI analysis, especially regarding the specifics of how data is used and calculated. It was emphasized that timely data is crucial, and several members pointed out the challenges of waiting over a year for insights, noting that quicker data would allow for better decision-making.

Reiterated was the importance of having quick facts available on the dashboard to support more immediate decision-making.

A KYSTATS team member responded by explaining that some data, like wage outcomes, requires a certain amount of time to be collected and processed accurately, as agencies need to track individuals and confirm their employment status. However, they expressed interest in finding other ways to gather quicker insights and explore faster reporting options.

Another member echoed the sentiment that understanding the economic impact of job placement, particularly wage outcomes, is key to assessing ROI. It was also noted that tracking the sustainability of employment over time, such as attraction and retention rates, could provide valuable insights into the true success of workforce services.

There was discussion about the value of local-level data, with a suggestion that local workforce areas might benefit from more control over the data they receive. This would allow them to make more targeted decisions based on the unique needs of their communities.

The KYSTATS team member then asked about how different levels of services provided to individuals might be tracked and distinguished in the data. The group discussed how various services, like training scholarships or career counseling, are captured in the system, each with different costs and outcomes. This led to a discussion about the importance of understanding the ROI of different service models, particularly in relation to the level of involvement of workforce system participants.

Of note was that workforce areas spend their funds in varying ways, which means it would be useful to track how those different approaches impact overall outcomes.

Alisher acknowledged the valuable feedback and emphasized that the Kentucky Workforce Innovation Board (KWIB) is currently in the process of strategic planning. He assured the committee that the insights gathered during this discussion would be used to refine the ROI analysis and dashboard tools.

Chair Humphrey concluded the meeting by reminding the committee to submit any additional items for the dashboard wish list to Alisher to ensure the needs of all parties are addressed. She thanked everyone for their input and hard work in moving the project forward.

Alisher wrapped up the meeting by highlighting the significant work to be done and reassured the group that the feedback received would be incorporated into the next steps. He and Kim would be working together to develop the necessary tools to improve the intelligence and reporting available to the committee.

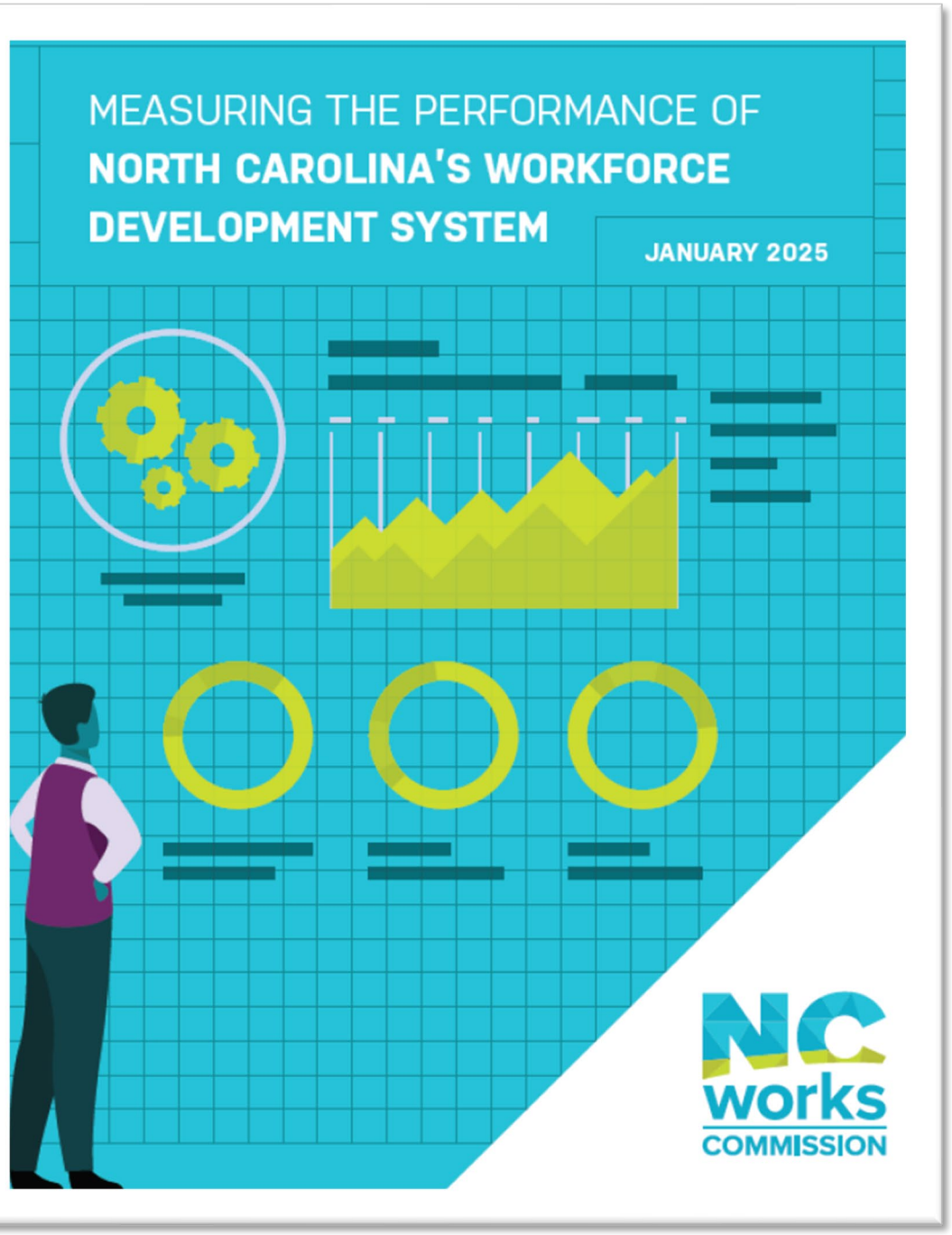
4:30 PM ADJOURNMENT

Action Items

- Follow up on additional CO metrics discussed

FUTURE MEETING DATES

- April – Prepare initial recommendations
- June – Final recommendations



NCWORKS Commission

Dr. Annie Izod
Executive Director

March 3, 2025

NORTH CAROLINA DEPARTMENT of COMMERCE

Workforce System Performance Report Background

N.C. G.S. § 143B-438.10

Outlines the creation and the duties of the NCWorks Commission including the responsibility to:

- Assess the effectiveness of North Carolina workforce training and employment programs
- Develop and continuously improve performance measures
- Report on performance of workforce development programs administered by:
  - Department of Commerce,
  - Department of Health and Human Services,
  - Community Colleges System Office,
  - Department of Administration,
  - Department of Public Instruction.
- Collaborate with the Department of Commerce on the Common Follow-up information management system.

Performance Report Background

The NCWorks Commission:

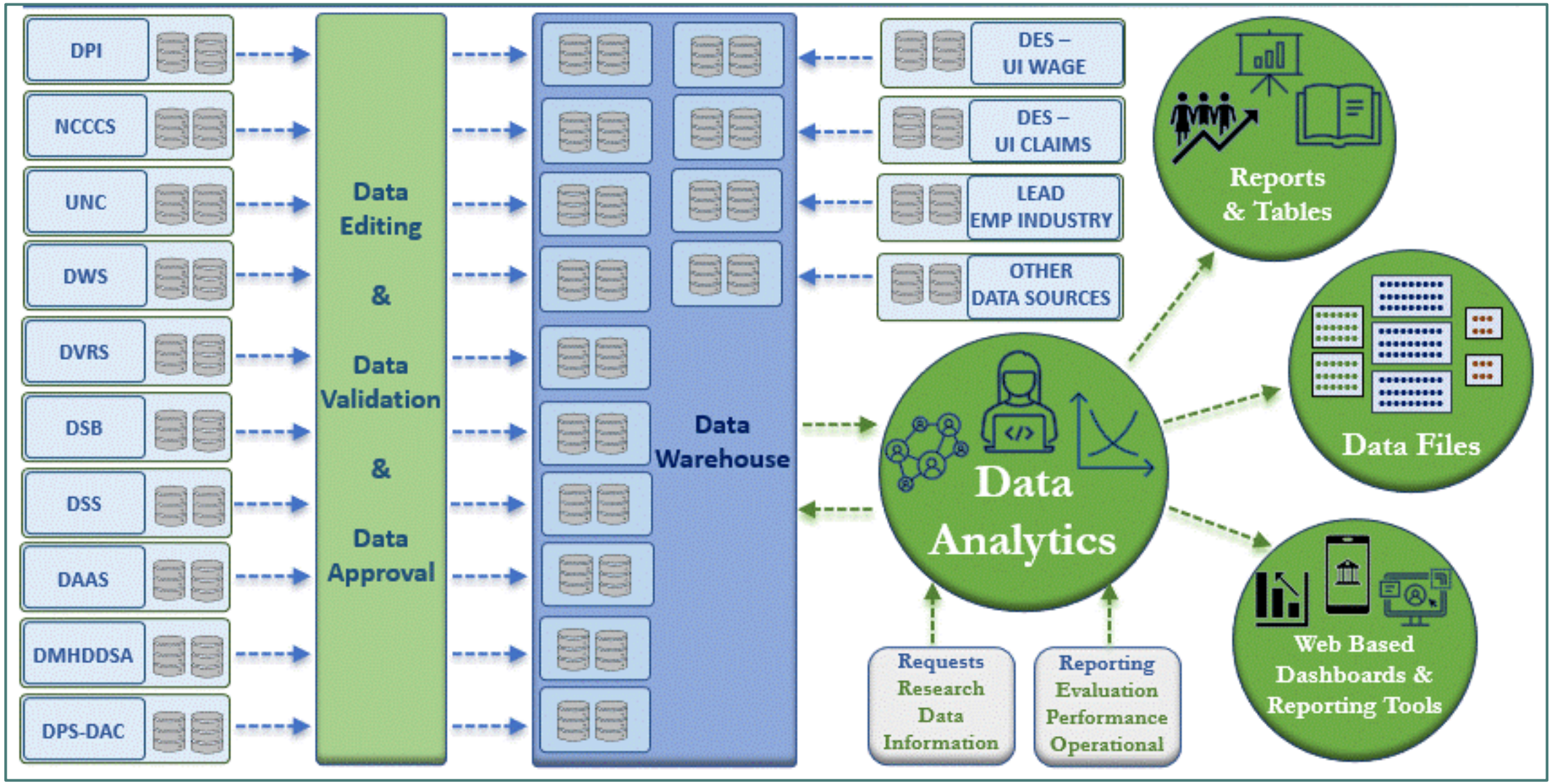
- Convened a Task Force and Advisory Committee
- Defined a Methodology
  - Cohort Analysis of Former Program Participants
- Defined a Set of Core Measures
  - Percent of Former Program Participants Employed
  - Average Wage
  - Enrollment in NC Public Higher Education
  - Enrollment in Other Workforce Programs
- Data Source
  - North Carolina Common Follow-up System (CFS)

North Carolina Common Follow-up System (CFS)

- One of the largest, longest running state longitudinal database system (SLDS) in the US. Currently it contains detailed information on over 10 million unique participants in K-12 system, Higher Education, Employment and Workforce Training programs in North Carolina since 1995
  - https://nccareers.org/cfs/

- Education, Employment and Training Data
  - Individual Participant Level Information
- Division of Employment Security
  - Unemployment Insurance Wage
  - Unemployment Insurance Claims
  - Unemployment Insurance Benefit Payment
- Labor and Economic Analysis Division
  - Employer Industry Information (Quarterly Census of Employment and Wages)

North Carolina Common Follow-up System (CFS)



Workforce Programs Included in the Report

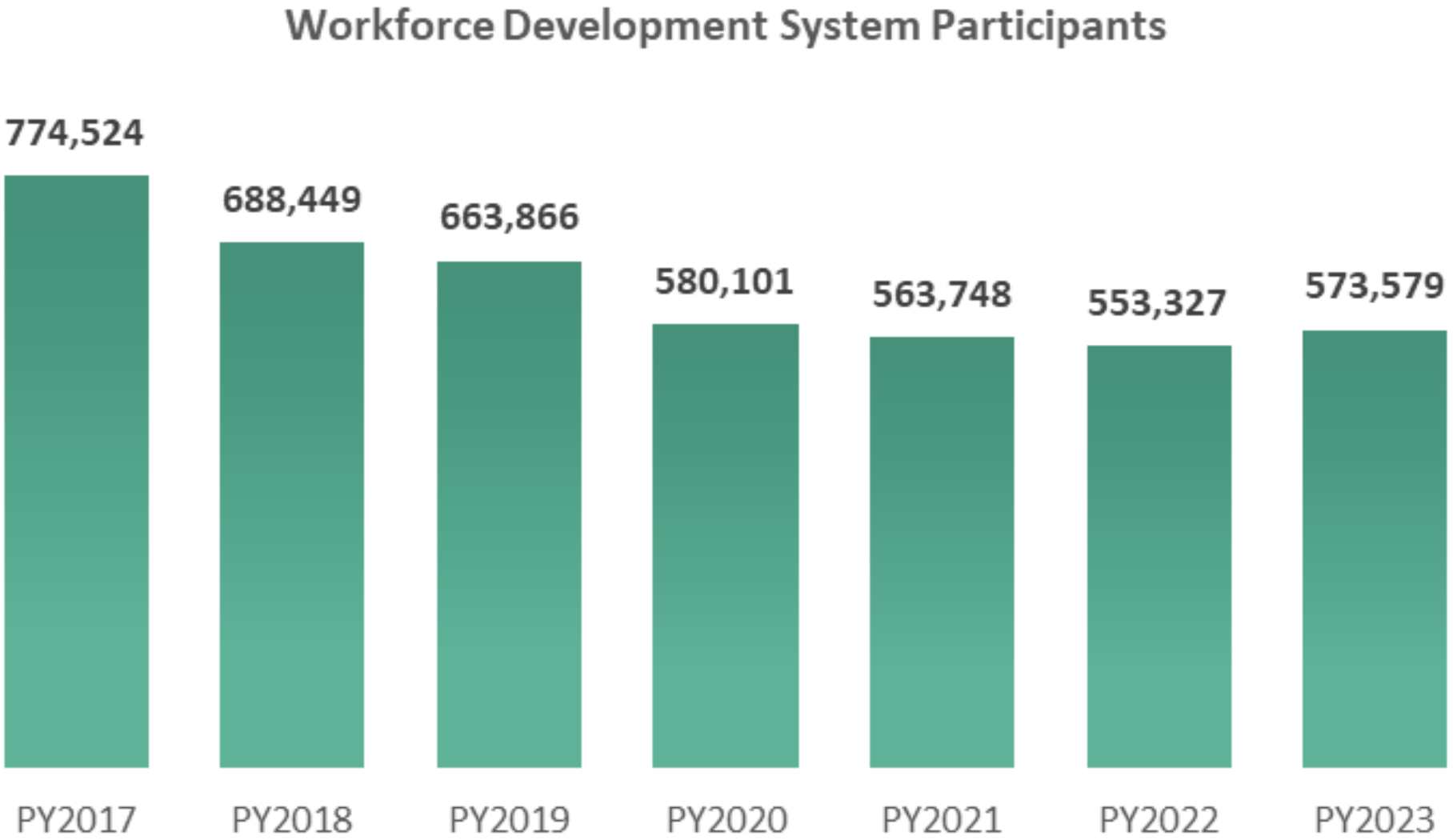
- Department of Commerce
  - Wagner Peyser
  - Workforce Innovation and Opportunity Act – Adult
  - Workforce Innovation and Opportunity Act – Dislocated Worker
  - Workforce Innovation and Opportunity Act – Youth
  - Veteran's Employment

- Department of Health and Human Services
  - Services for the Blind
  - Employment and Independence for People with Disabilities
  - Work First

- NC Community College System
  - Apprenticeship
  - Basic Skills
  - Customized Training
  - Human Resources Development
  - Workforce Continuing Education
  - Postsecondary Career, Technical and Vocational Education

- Department of Public Instruction
  - Secondary Career and Technical Education

Interpreting the Report: Participants



Interpreting the Report: Outcomes

NC Community College System Customized Training

Cohort One: 2016-2017

		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	**N**	**30,399**						
Number of Participants Enrolled in same program in the following year	**N**	**7,588**						
Number of Participants not Enrolled in same program in the following year	**N**	**22,811**						
Employed	**%**	58%	57%	54%	52%	50%	48%	46%
Average Wage		$51,225	$52,086	$54,075	$54,707	$57,238	$61,694	$66,340
Enrolled in Public Higher Education and/or Workforce Development	**%**		11%	20%	14%	9%	8%	8%
Enrolled in UNC	**%**		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	**%**		9%	18%	12%	7%	6%	7%
Enrolled in Other Workforce Program	**%**		3%	2%	2%	2%	1%	<1%
Not Found	**%**		41%	41%	44%	47%	49%	50%

Interpreting the Report: Outcomes

Workforce Innovation and Opportunity Act - Youth

Cohort One: 2016-2017

		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	**N**	**4,378**						
Number of Participants Enrolled in same program in the following year	**N**	**1,289**						
Number of Participants not Enrolled in same program in the following year	**N**	**3,089**						
Employed	**%**	80%	80%	78%	75%	73%	73%	72%
Average Wage		$7,843	$10,245	$12,568	$14,240	$16,112	$20,248	$23,387
Enrolled in Public Higher Education and/or Workforce Development	**%**		40%	41%	29%	24%	20%	20%
Enrolled in UNC	**%**		3%	3%	4%	3%	2%	2%
Enrolled in NCCCS	**%**		25%	21%	16%	14%	12%	13%
Enrolled in Other Workforce Program	**%**		16%	25%	15%	9%	7%	6%
Not Found	**%**		6%	7%	9%	9%	11%	11%

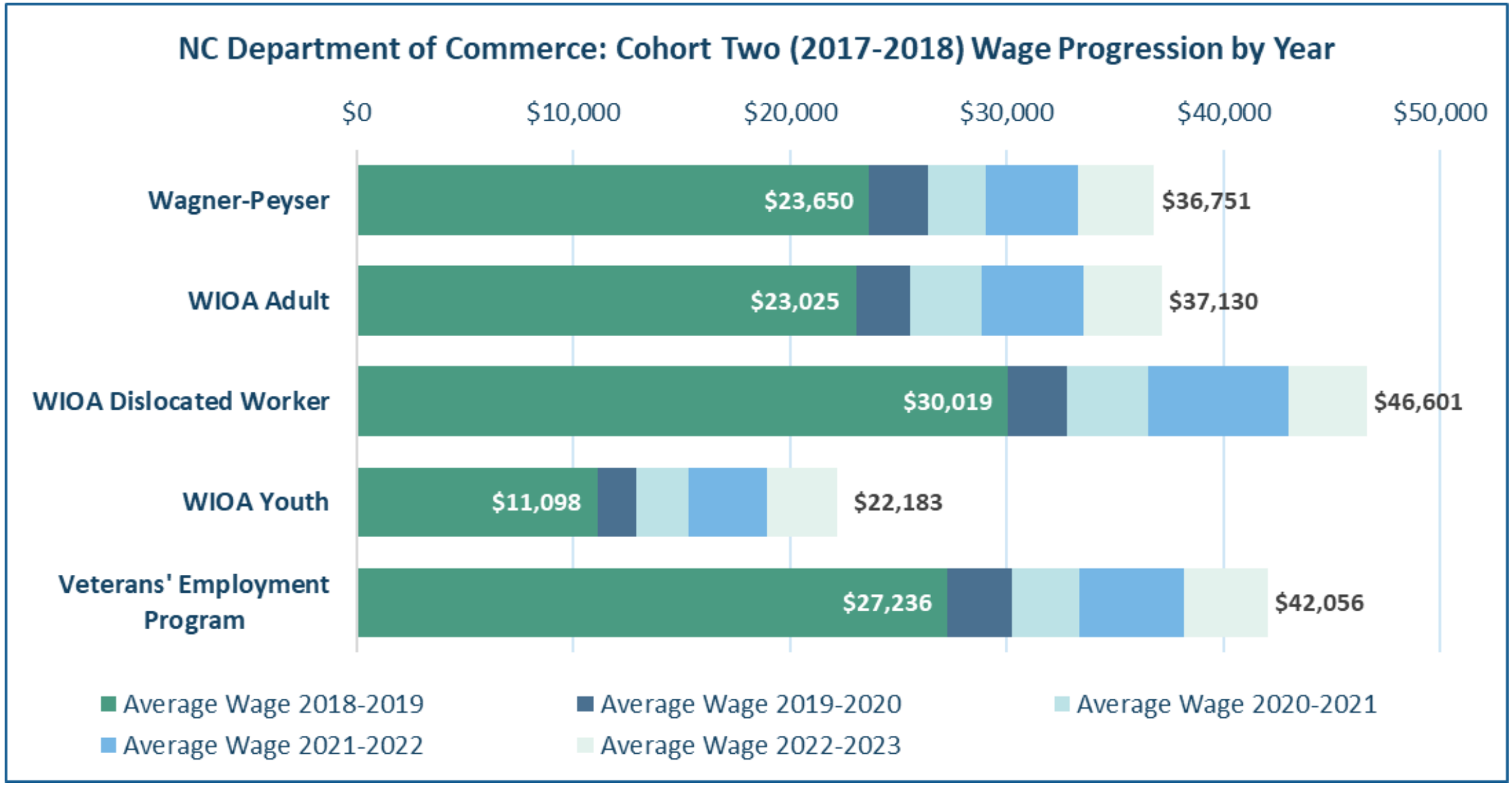
Interpreting the Report: Outcomes

Workforce Innovation and Opportunity Act - Adult

Cohort Two: 2017-2018

		Base Year 2017-2018	1 Year Later 2018-2019	2 Years Later 2019-2020	3 Years Later 2020-2021	4 Years Later 2021-2022	5 Years Later 2022-2023
Number of Participants	**N**	**6,852**					
Number of Participants Enrolled in same program in the following year	**N**	**1,868**					
Number of Participants not Enrolled in same program in the following year	**N**	**4,984**					
Employed	**%**	85%	82%	80%	74%	74%	72%
Average Wage		$16,503	$23,025	$25,524	$28,810	$33,499	$37,130
Enrolled in Public Higher Education and/or Workforce Development	**%**		37%	32%	25%	22%	19%
Enrolled in UNC	**%**		2%	2%	3%	2%	2%
Enrolled in NCCCS	**%**		24%	17%	15%	14%	12%
Enrolled in Other Workforce Program	**%**		15%	19%	11%	9%	7%
Not Found	**%**		3%	5%	6%	8%	9%

Interpreting the Report: Wage Progression



NC Workforce Service Delivery Dashboard

NCWORKS COMMISSION

NC Workforce Service Delivery Outcome Dashboard

Impacts Summary | Individuals Served | Services Provided | Outcomes | Tech

Welcome to the North Carolina Workforce Development Board (WDB) Dashboard. This tool displays information on the services rendered, participants served, and outcomes achieved through the state's WDBs.

Please select a WDB and a Program Year below.

Select a Region:

North Carolina (statewide)

Select a Program Year:

7/1/2021-6/30/2022

7/1/2015-6/30/2016
7/1/2016-6/30/2017
7/1/2017-6/30/2018
7/1/2018-6/30/2019
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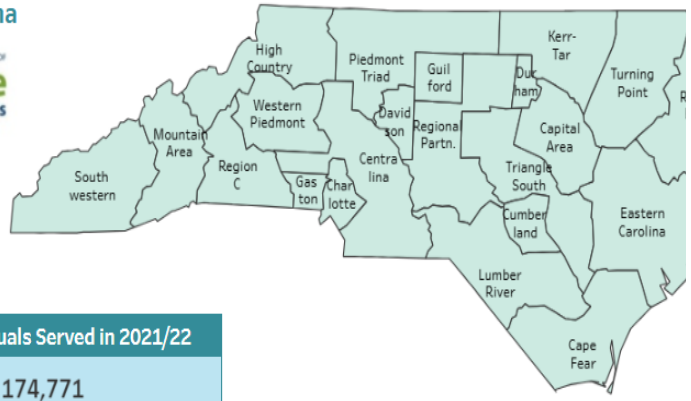
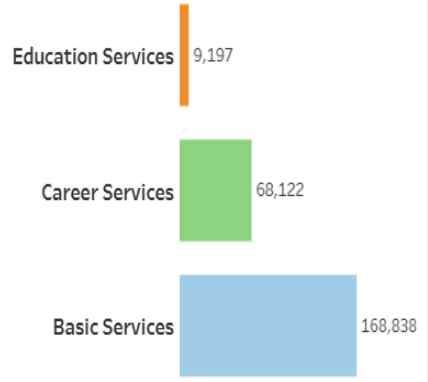
7/1/2021-6/30/2022

North Carolina workforce development boards

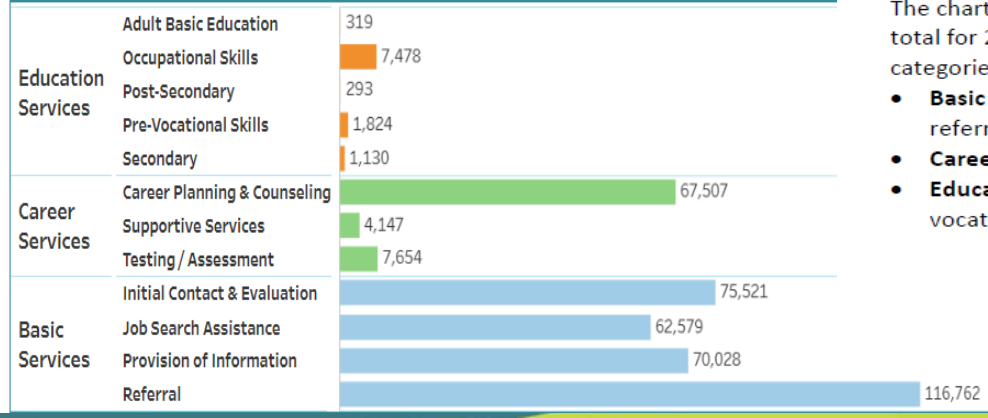


Total Individuals Served in 2021/22

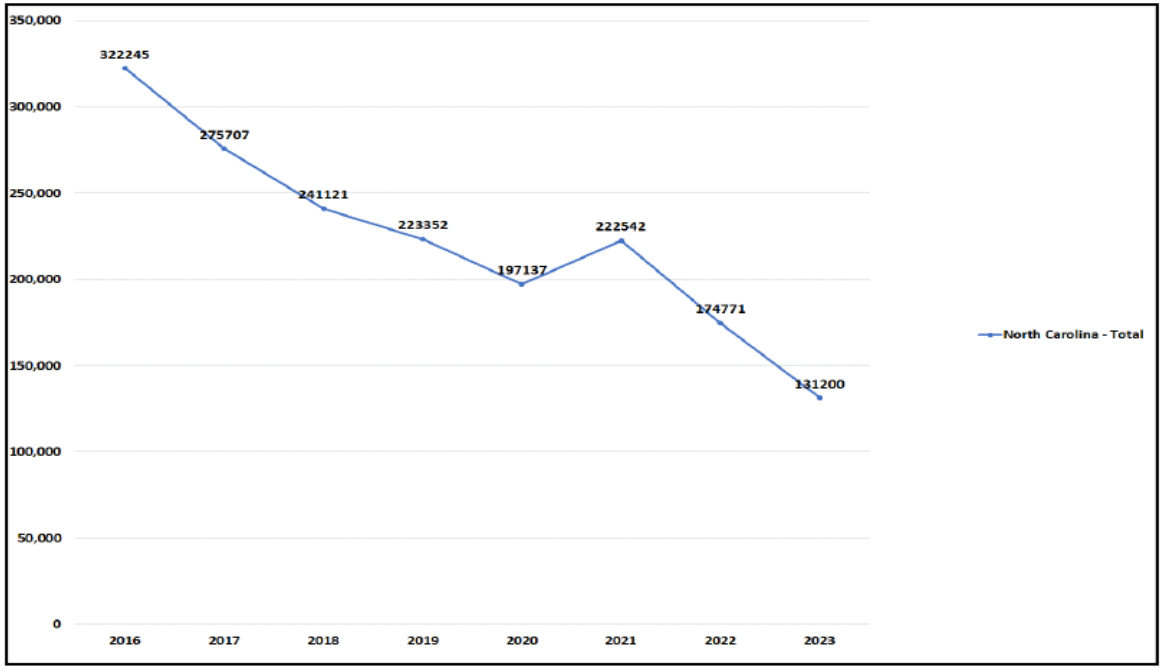
174,771



Individuals Served by Detailed Services



NC LOCAL WORKFORCE DEVELOPMENT BOARDS – AGGREGATE STATEWIDE



The chart above reflects the total Counts of Individuals served from Program Year 2016 - 2022 and the current total for 2023, for all of North Carolina's Local Workforce Development Boards combined under the following categories:

- **Basic Services** - Initial contact and evaluation; job search assistance; provision of information; and referrals.
- **Career Services -** Career planning and counseling; supportive services; and testing/assessments.
- **Education and Training Services** - Adult basic education; occupational skills; post-secondary; pre-vocational skills; and secondary education.

NC works

Decrease in WIOA Funding (PY2020-PY2024)

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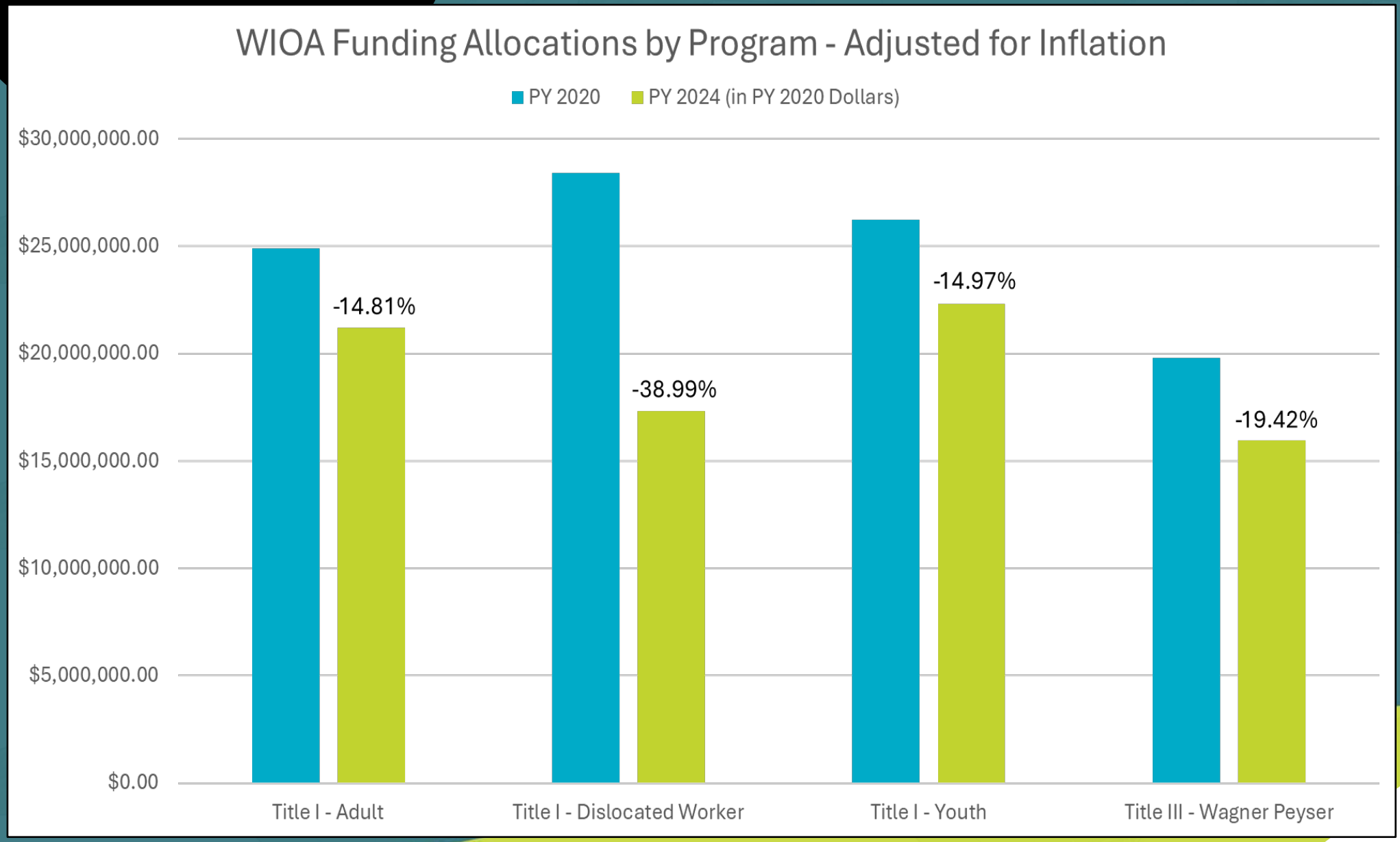

Tracking Federal Performance Data VS State Performance Data

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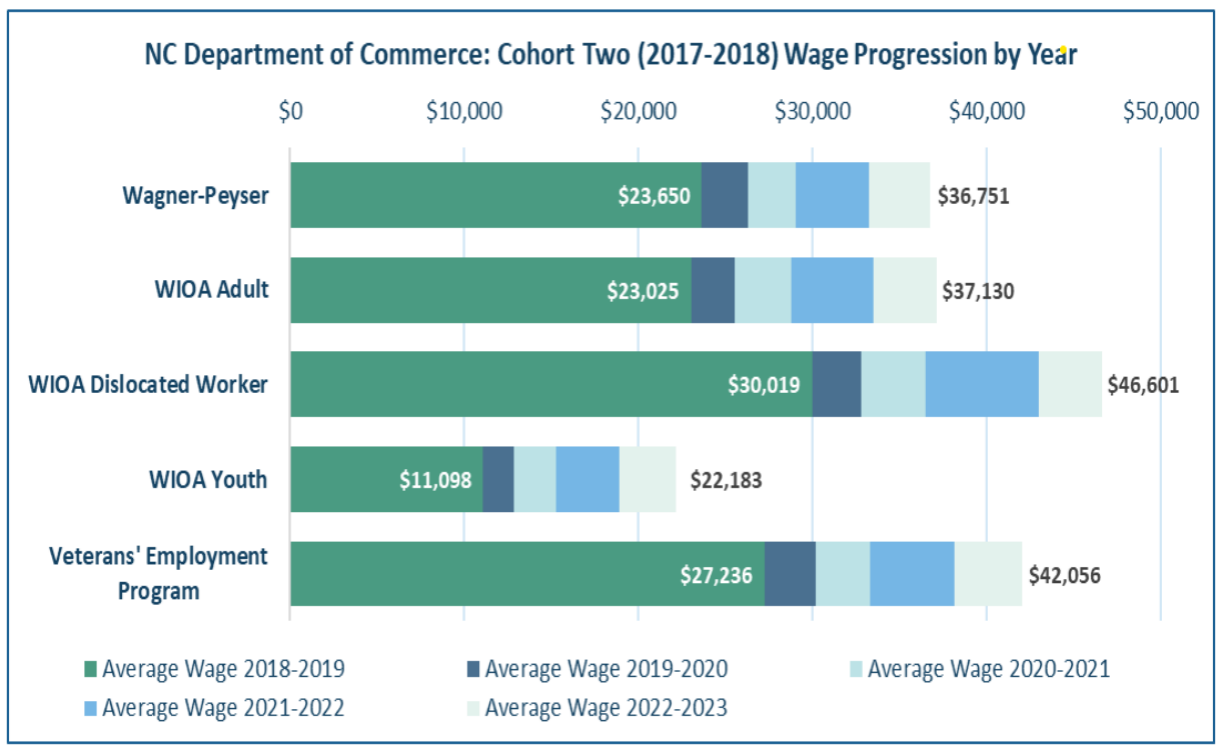

Department of Commerce

Workforce Innovation and Opportunity Act - Adult

2016-2017

		Base Year 2016-2017	1 Year Later 2017-2018	2 Years Later 2018-2019	3 Years Later 2019-2020	4 Years Later 2020-2021	5 Years Later 2021-2022	6 Years Later 2022-2023
Number of Participants	N	63,331						
Number of Participants Enrolled in same program in the following year	N	1,999						
Number of Participants not Enrolled in same program in the following year	N	61,332						
Employed	%	89%	79%	76%	72%	67%	66%	64%
Average Wage		$16,102	$22,549	$25,692	$27,256	$29,710	$33,771	$36,953
Enrolled in Public Higher Education and/or Workforce Development	%		27%	24%	18%	13%	13%	12%
Enrolled in UNC	%		<1%	<1%	<1%	<1%	<1%	<1%
Enrolled in NCCCS	%		11%	10%	7%	6%	6%	6%
Enrolled in Other Workforce Program	%		19%	16%	12%	8%	7%	6%
Not Found	%		14%	16%	18%	20%	21%	23%

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NC works

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annie.izod@commerce.nc.gov
919-612-4338

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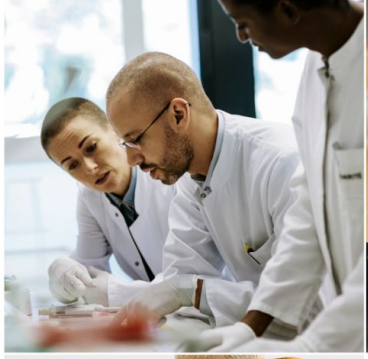
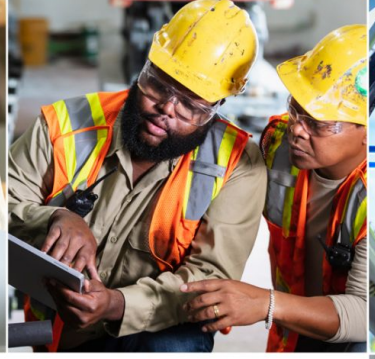
Supply and Demand Analysis

The Colorado Talent Pipeline Report and the ColoradoTalentDashboard.com

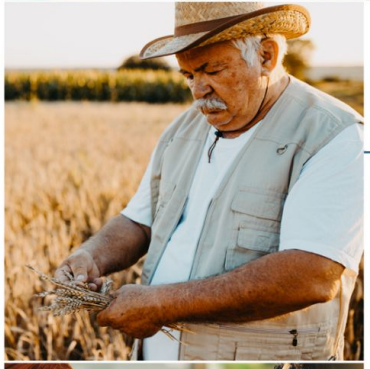
Colorado Workforce Development Council

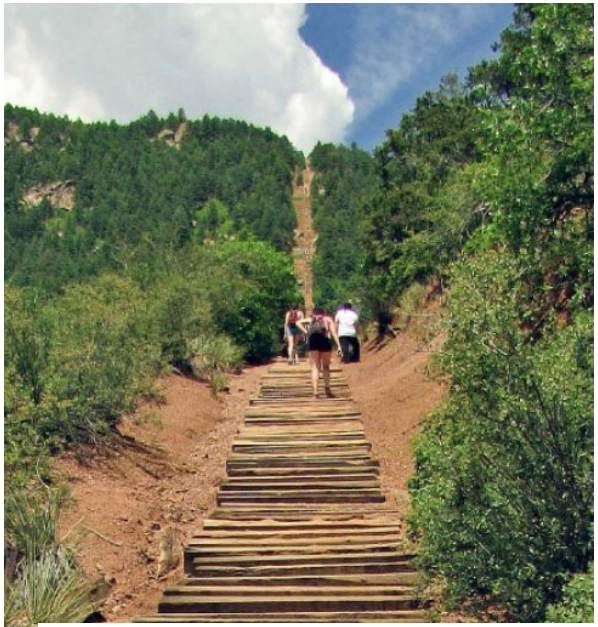





2024 COLORADO

TALENT PIPELINE REPORT



What's the goal?

- Bolster the statewide talent development system to better meet the needs of businesses, job seekers, and students
- Build a more equitable **Colorado for all**

Use data to provide analyses & strategies → Inform decisions →

Partners

COLORADO
Department of
Labor and Employment

COLORADO
Department of
Higher Education

COLORADO
Department of Education

COLORADO
Department of Human Services

COLORADO
Department of Local Affairs
State Demography Office

COLORADO
Office of Economic Development
& International Trade

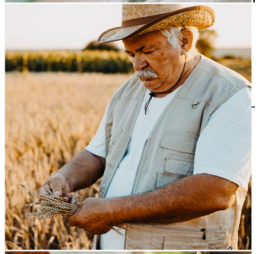
Sources of Data

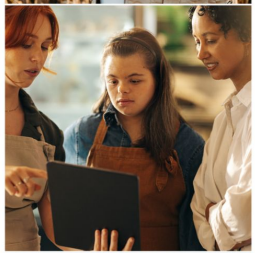
Required to use Colorado-specific data wherever possible; cross-agency data team advises work

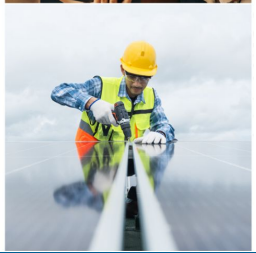
- CDLE Office of Labor Market Information, CDHE, Colorado State Demography Office, State Labor Exchange
- Bureau of Labor Statistics, U.S. Census Bureau American Community Survey, PSEO Explorer
- Lightcast
- Other reports on related topics: Georgetown Center on Education and the Workforce, Lumina Foundation

Talent Pipeline Report Process

- Convene state agency data experts
- Look at what data are available
- What are we seeing from those data
- Understanding pressing questions from agency partners, can data available help answer those questions
- April - December







Labor Market Overview

Demand

Supply

Strategies and Policy Recommendations

LABOR MARKET OVERVIEW

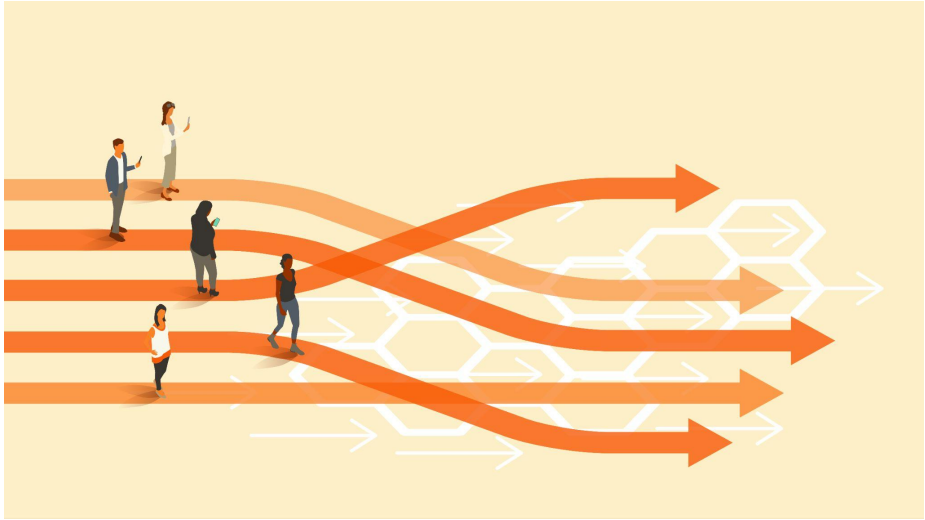
In 2024 we saw tight labor market, high demand for workers, and lasting employment growth

- Unemployment rate of **3.8%** in June 2024, lower than national average
- Labor force participation rate **67.9%**
- **11th** in the nation for job growth in 2023
- Average hourly wage **$37.82** in June 2024

LABOR MARKET OVERVIEW CONTINUED

Increased Turnover is New Normal

- 78% of workers under 40 in U.S. have reconsidered career pathway choice since the pandemic
- Average U.S. worker will change jobs nearly 13 times in lifetime



DEMAND

- Top Jobs
- Changes in Top Jobs, Top Jobs by attainment
- Estimated job openings
- Growth in high-wage openings
- In-demand skills: essential and technical skills
- Spotlight specific industries: Aerospace, Energy, Quantum

SUPPLY

- Labor force breakdown
- Unemployment rate disparities
- CO's population components vs. national averages
- Inbound and outbound migration
- Employment status by attainment level
- Spotlight CTE and New Americans

STRATEGIES & POLICY RECOMMENDATIONS

WIOA State Plan Strategies

- Legislation and programs advancing WIOA goals
- Public workforce system impact

Policy Recommendations

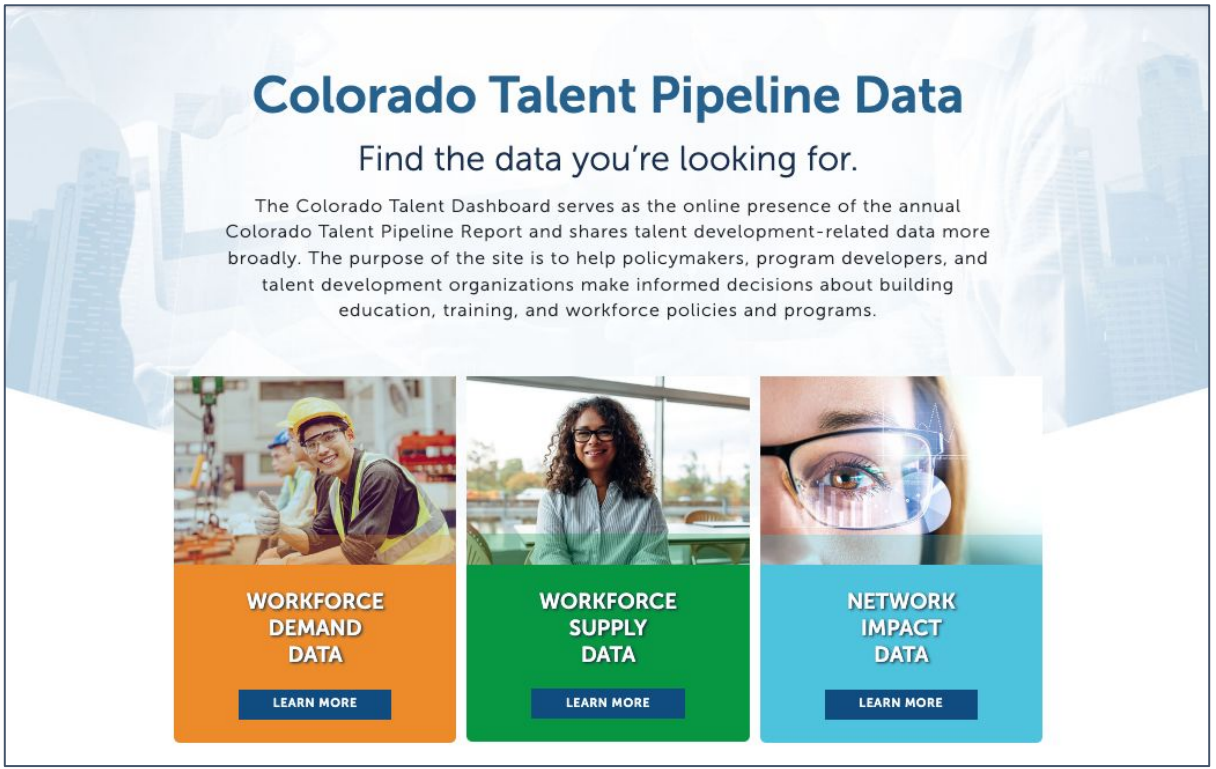
- Strengthen support for employers' talent development
- Increase the availability of career-connected learning opportunities
- Ensure the Design of Colorado's talent development ecosystem is optimized for innovation, governance, and results

Access the Report and Appendices

Colorado Talent Dashboard

talentFOUND

ColoradoTalentDashboard.com



History and Current Use

- Discussions began in 2013 with an NGA Policy Academy
- First iteration released in 2017
- Overhauled and simplified in 2022
- Continuing to grow in uses and in promotion plans

The Colorado Talent Dashboard features:

Workforce Demand Data: Job Trends, Top Jobs, Critical Industries, Skills & Qualifications

Workforce Supply Data: Education Pipeline, Labor Force, Population

Network Impacts: Workforce System

Other Data Resources from CWDC, CDHE, CDLE, DOLA, OEDIT

ColoradoTalentDashboard.com

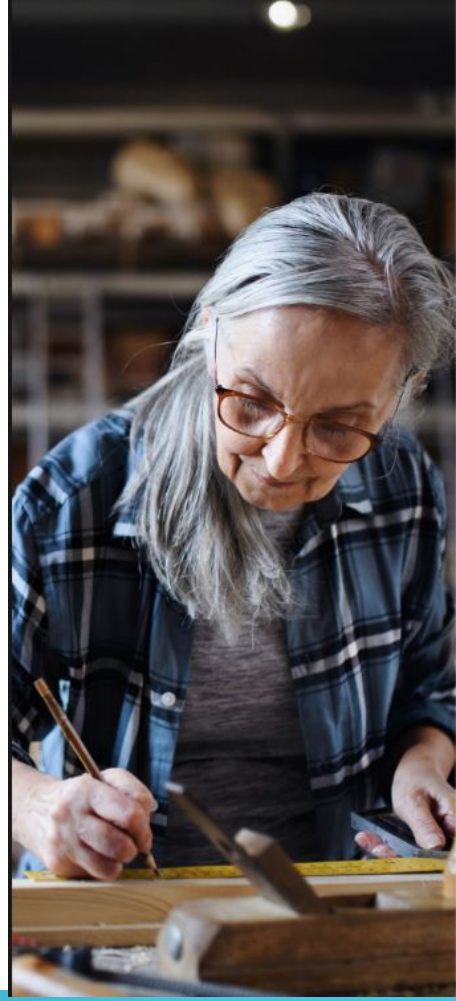
DEMO

talentFOUND

Top Jobs: What are they?

In 2024, Colorado Top Jobs are occupations that meet or surpass:

- Projected high net annual openings (≥40 per year)
- Above average growth rate over 10 years (>13%)
- A livable wage (as defined by MIT living wage calculator)



Top Jobs Tiers

Tier 1

Income that can support a family of three in Colorado, with two adults—one working—and one child. This year, MIT defines this at **>$84,489.60** per year.

Tier 2

Income that can support one adult in Colorado. This year, MIT defines this amount at **> $51,646.40** per year.

Top Jobs Salaries

Tier 1

- Benchmark: **>$84,489.60** per year
- Median salary: $103,208.50

Tier 2

- Benchmark: **> $51,646.40** per year
- Median salary: $64,182

Changes in Amount of Top Jobs: 2021-24

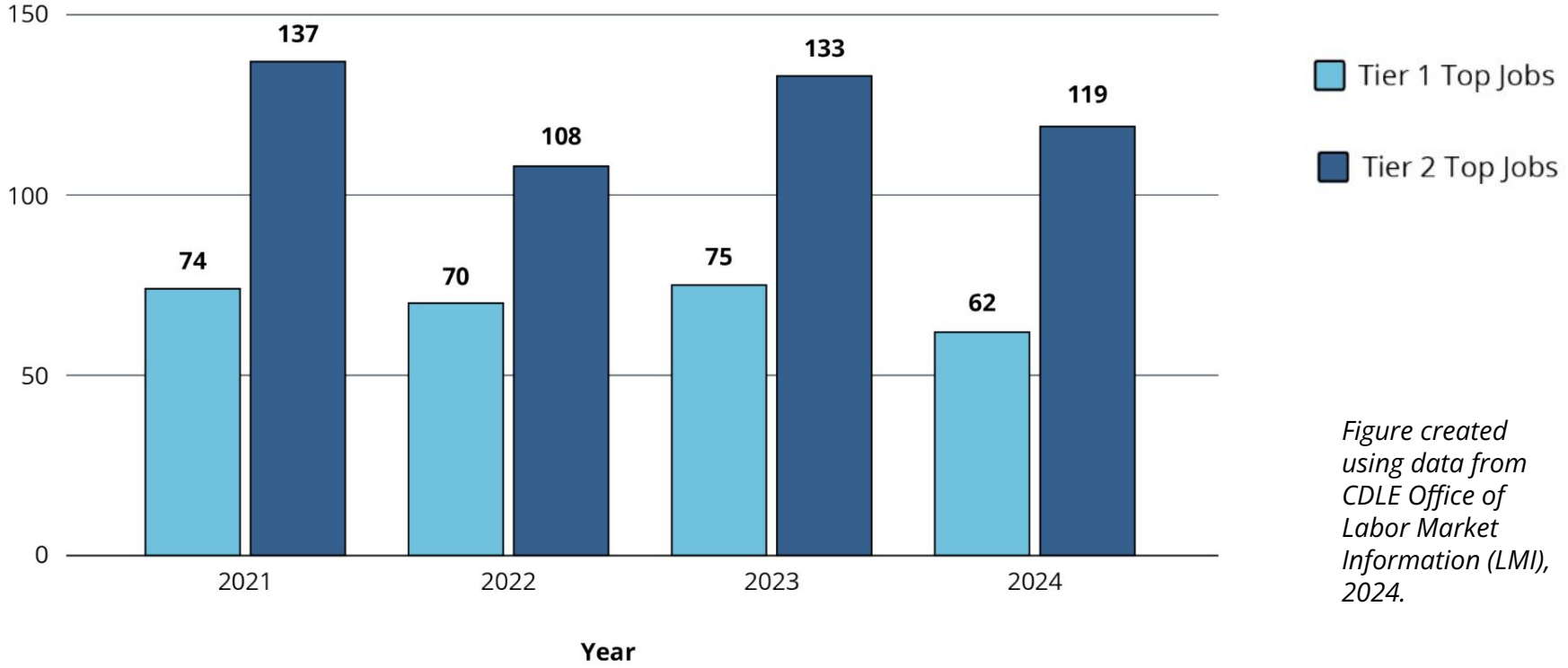
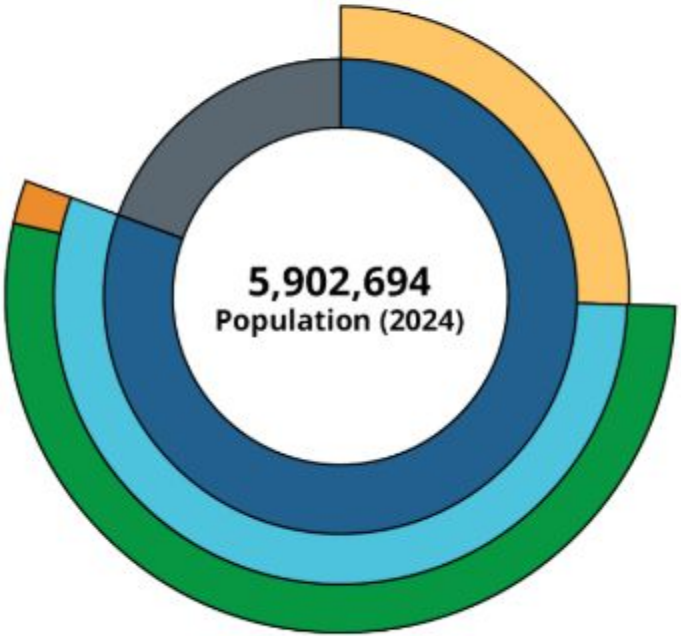


Figure created using data from CDLE Office of Labor Market Information (LMI), 2024.

Labor Force Breakdown: June 2024



	Population
16+ Civilian Non-Institutionalized Population	4,756,102
Not in Labor Force (16+)	1,494,148
Labor Force	3,261,954
Employed	3,130,431
Unemployed	131,523
Under 16, Military, and Institutionalized Population	1,146,591

Source: Lightcast Econometric Modeling, Q3 2024.

Unemployment Rate Disparities Persist

Disaggregating unemployment by race and ethnicity, unemployment rates by Coloradans ages 16+ between Sept. 2023 and Aug. 2024 are:

4.9%	7.6%	3.5%
Hispanic or Latino:	Black or African American:	White

Colorado Return on Investment / Economic Impact Method

In the fall of 2019, the Workforce Intelligence Data Expert (WIDE) team worked with leadership from all ten local workforce areas, and the Colorado Department of Labor & Employment (CDLE) to update the process of reporting out the Workforce System Return on Investment (ROI) and Economic Impact (EI) in an effort to not only standardize, but also ensure that there was a sound method of reporting statewide. Working with the CDLE's Management of Information Statistics (MIS) and Unemployment Insurance (UI) divisions, a report was created that would look at cohorts of individuals who exited during a specified timeframe to see their qualified employment record in the UI system at the following specific points:

- **Two Quarters Pre-enrollment (PQ2)**
- **Enrollment Quarter (Q)**
- **Two Quarters Post Exit (Q2)**
- **Four Quarters (One Year) Post Exit (Q4)**
- **Eight Quarters (Two Years) Post Exit (Q8)**
- **Twelve Quarters (Three Years) Post Exit (Q12)**
- **Sixteen Quarters (Four Years) Post Exit (Q16)**

This data is available to be reported via cohort for any workforce program that an individual is enrolled in through the Connecting Colorado system. Primarily this is used for Employment Services, Staff-Assisted Services ((Wagner-Peyser) WIOA Title III), and WIOA Title I Programs including Adult/Dislocated Worker/Youth).

Calculation Method for Return on Investment and Economic Impact:

ROI is calculated by subtracting the aggregate earnings for each exit cohort at the quarter of enrollment from the aggregate earnings for the same cohort two quarters post program exit, minus the total public funds spent in the operation of the various programs. Another way to think about the calculation is additional wages earned less expenses where additional wages are calculated as the difference between wages at entry into a program and wages two quarters after the cohort has exited the program.

Return On Investment (ROI) Formula:

Collective Wages Q2 Post Exit **(Q2) –** Collective Entry Wages **(Q) =** Collective Wage Increase **(CWI)**

ROI:

Collective Wage Increase **(CWI) –** Program Expenditures **(PE) =** Return on Investment Total **(ROI)**

ROI per $1 Spent:

Return on Investment Total **(ROI) /** Program Expenditures **(PE) =** Return on Investment Per $1 **(ROI/$)**

EI is the value of the wages eared by program participants minus monies returned to the federal government in taxes. This number represents the impact on the state or on local economies – that is, monies added into the economy through actions such as paying rent and bills, purchasing consumer goods, paying local taxes, and so on. This money is gained through direct participation in Workforce programs such as Title III (Wagner-Peyser) and WIOA Title I (Adult/Dislocated Worker/Youth) programs.

Economic Impact (EI) Formula:

Economic Impact (EI):

Collective Wages Q2 Post Exit **(Q2) –** Money Returned to Federal Government **(FT) =** Economic Impact **(EI)**

Net Increase in $'s Returned to Fed:

Collective Wage Increase **(CWI) *** Federal Income Tax Share **(CEX) =** Net Increase Returned to Federal Gov't **(NIRF)**

Net Increase in $'s to Local Economy:

Collective Wage Increase **(CWI) –** Net Increase Returned to Federal Gov't **(NIRF) =** Net Increase to Local Economy (**NILE)**

The WIDE group provides oversight in the interpretation of the data and together developed a standard narrative, written for accuracy, to be utilized by the Colorado workforce development system. The unemployment data is unimpeachably accurate and the longitudinal wage data offers an additional benefit for the identification of any anomalous events and serves as a second verification of accuracy across years. Additionally, the data provides information on the impact of events such as the pandemic giving a snapshot of how these events are reflected over time in wage and employment outcomes.

In addition, the raw data also offers valuable insights into how effectively Colorado's workforce development system serves vulnerable populations such as justice involved, recipients of public assistance, single parents, homeless individuals, and individuals with disabilities, etc. This data can then be used in performing exhaustive quantitative analyses of wage and employment outcomes for these priority groups. This type of analysis can help inform process design and the creation of continuous improvement loops in service delivery.

ROI/EI Data is reported through a variety of mediums, typically through the Annual WIOA Report submitted by the Department of Labor and Employment (CDLE), the Talent Pipeline Report, and through presentations to local area Workforce Development Boards (WDBs) in formats fitting the reporting mechanism. For the past three years, Colorado Workforce Areas have also published a chart with both the collective and local area totals for use.

For additional information on the methodology on the Return on Investment / Economic Impact reporting, please contact the Workforce Intelligence Data Expert Team through their Co-Chairs, or by email.