



2025
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Economic Impact of Arapahoe/Douglas Works!

Arapahoe/Douglas
WORKFORCE BOARD
C O L O R A D O

February 1, 2025

The Arapahoe/Douglas Workforce Development Board is proud to present our annual report highlighting the workforce development programs and services provided throughout Arapahoe and Douglas Counties and the Denver metro area.

The most recent employment and wage data available is Program Year 2022 (PY22), which began on July 1, 2022 and ended June 30, 2023. Notably, during this time, regional economic activity generated by new worker earnings directly attributable to the value added by Arapahoe/Douglas Works! was \$45.1 million. For each public dollar spent, new worker earnings increased by \$7.97.

Arapahoe/Douglas Works! met or exceeded all federal performance measures and the Arapahoe/Douglas Workforce Development Board earned High Performing Board designation, demonstrating its leadership in workforce development in Colorado.

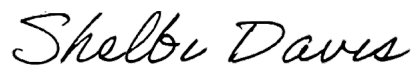
The Arapahoe/Douglas Workforce Development Board plays an integral role in the region's economic vitality and continued competitiveness in a structurally scarce labor market. In addition, Arapahoe/Douglas Works! provides education partners with real-time labor market data to inform curriculum content. Moreover, Arapahoe/Douglas Works! also provides businesses and economic development partners with data on labor availability, competitive wage scales, and comparative data on employer provided benefit costs.

The following pages illustrate the tremendous positive return on investment of the Arapahoe/Douglas Workforce Development Board and Arapahoe/Douglas Works!.

Sincerely,



Peter Hancock
Workforce Development Board Chair
Professional Employment Group



Shelbi Davis
Workforce Development Board Vice Chair
Charles Schwab



Sasha Easton
Director
Arapahoe/Douglas Works!



Patrick Holwell
Workforce Economist
Arapahoe/Douglas Works!

Empowering Job Seekers



23,470

Job seekers utilizing
Arapahoe/Douglas Works!
services.



8,859

Job seekers received tailored
Arapahoe/Douglas Works!
staff-assisted services,
benefiting from customized
and dynamic career
navigation.



113%

Staff-assisted participant
wage recapture at one year
after program exit.

Supporting Businesses



1,230

Businesses served across the
region, fostering a vital local
economy.



127,332

127,332 jobs posted.
Arapahoe/Douglas Works!,
connecting employers with
the right talent fueling
growth across industries.



392

Work-based learning
opportunities for participants
in diverse and in-demand
occupations.

Maximizing Opportunities Through WIOA



1,329

Job seekers who participated in the Workforce Innovation and Opportunity Act (WIOA) programs, accessing vital workforce development services and in-demand career pathways.



88

Participants received services for adult education and dropout recovery, paving the way for lifelong learning.



163

Individuals were supported through customized tutoring services designed to boost their educational and career readiness.



208

WIOA participants gained hands-on experience through work-based learning opportunities, connecting training to real-world application.



985

Job seekers advanced their careers by completing occupational skills training and obtaining in-demand industry credentials.



2,768

Supportive services were provided to mitigate barriers to employment.

Driving ROI and Economic Growth



\$45.1M

New worker earnings directly attributable to the value of services provided by Arapahoe/Douglas Works!

Arapahoe/Douglas Works! Connecting Talent and Opportunity

Through impactful programs, innovative solutions, and dedicated, dynamic, and individualized support, Arapahoe/Douglas Works! continues to strengthen the community, driving economic growth and empowering individuals to achieve success.

Background

This report is the result of the efforts made by the Colorado Urban Workforce Alliance (CUWA) and the Workforce Intelligence Data Expert team (WIDE) who collaborated to standardize the methodology for assessing the workforce development system's return on the investment of public funds.

WIDE members include workforce data intelligence experts from all ten local workforce areas, as well as state data intelligence representatives.

Data presented represent the primary workforce development programs operated by Arapahoe/Douglas Works! over five program years. These programs are:

- Arapahoe/Douglas Works! Staff-Assisted Programs
 - All participants who received Arapahoe/Douglas Works! career navigation including, Career and Business Services (Wagner-Peyser), Employment First (EF), Colorado Works/Temporary Aid to Needy Families (TANF), Parents to Work (PTW), and Workforce Innovation and Opportunity Act (WIOA), and other discretionary grant programs.
- Workforce Innovation and Opportunity Act (WIOA) Programs
 - Adult (AD)
 - Dislocated Worker (DW)
 - Young Adult (YT)

The intention of this report is to show the economic impact (EI) and return on investment (ROI) for federal workforce program grants in the Arapahoe/Douglas Workforce Region.

All metrics in this report represent PY22 data unless otherwise noted (July 01, 2022 – June 30, 2023).

Program data focuses on:

- Arapahoe/Douglas Works! staff-assisted customers unless otherwise noted
- Wage trends for program participants
- Pre-entry and post-exit = primary metric

Wagner-Peyser and WIOA program funding allocations are passed through the Colorado Department of Labor and Employment (CDLE) by the United States Department of Labor. Collectively, the workforce system ensures transparency and accuracy of reporting throughout Colorado.

For each of the programs previously specified, this report provides data on employment sustainability, earnings outcomes, earnings recapture, and return on public funds invested.

Unless otherwise specified, all data used in this report are extracted from Connecting Colorado, which is the Colorado workforce system's database of record.



Arapahoe/Douglas Works! Return on Investment for PY22 (July 1, 2022 - June 30, 2023)

Total return on investment (ROI) represents the post-exit earnings of workforce participants who accessed Arapahoe/Douglas Works! staff-assisted services minus the program expenditures.

ROI is calculated by subtracting the aggregate earnings for each exit cohort at the quarter of enrollment from the aggregate earnings of the same cohort two quarters post exit, less the total public funds spent in the operation of the various programs. This calculation can be seen as additional wages minus expenses.

These additional wages are generated as a result of the expenditure of federal funds in the Arapahoe/Douglas region.

Additional wages are calculated as the *difference between wages at entry and wages two quarters post exit*.

Total Additional Wages Earned = \$50,809,340
Minus
Program Expenditures = \$5,666,555

Return on Investment
\$45,142,785



Economic Impact

Economic impact from Arapahoe/Douglas Works! is the value of the wages earned by Arapahoe/Douglas Works! staff-assisted participants minus dollars returned to the federal government in taxes.

This number represents the impact to the regional economy - money added into the local economy through actions such as paying rent and bills, purchasing consumer goods, paying local taxes, etc.

This reflects economic activity of participants exiting from workforce programs, including Wagner-Peyser and WIOA for PY22 (July 1, 2022 – June 30, 2023).

Federal Income Tax Share is from the Consumer Expenditure Survey (CEX) done yearly by the U.S. Bureau of Labor Statistics. This survey provides data on expenditures, income, and demographic characteristics of consumers in the United States.

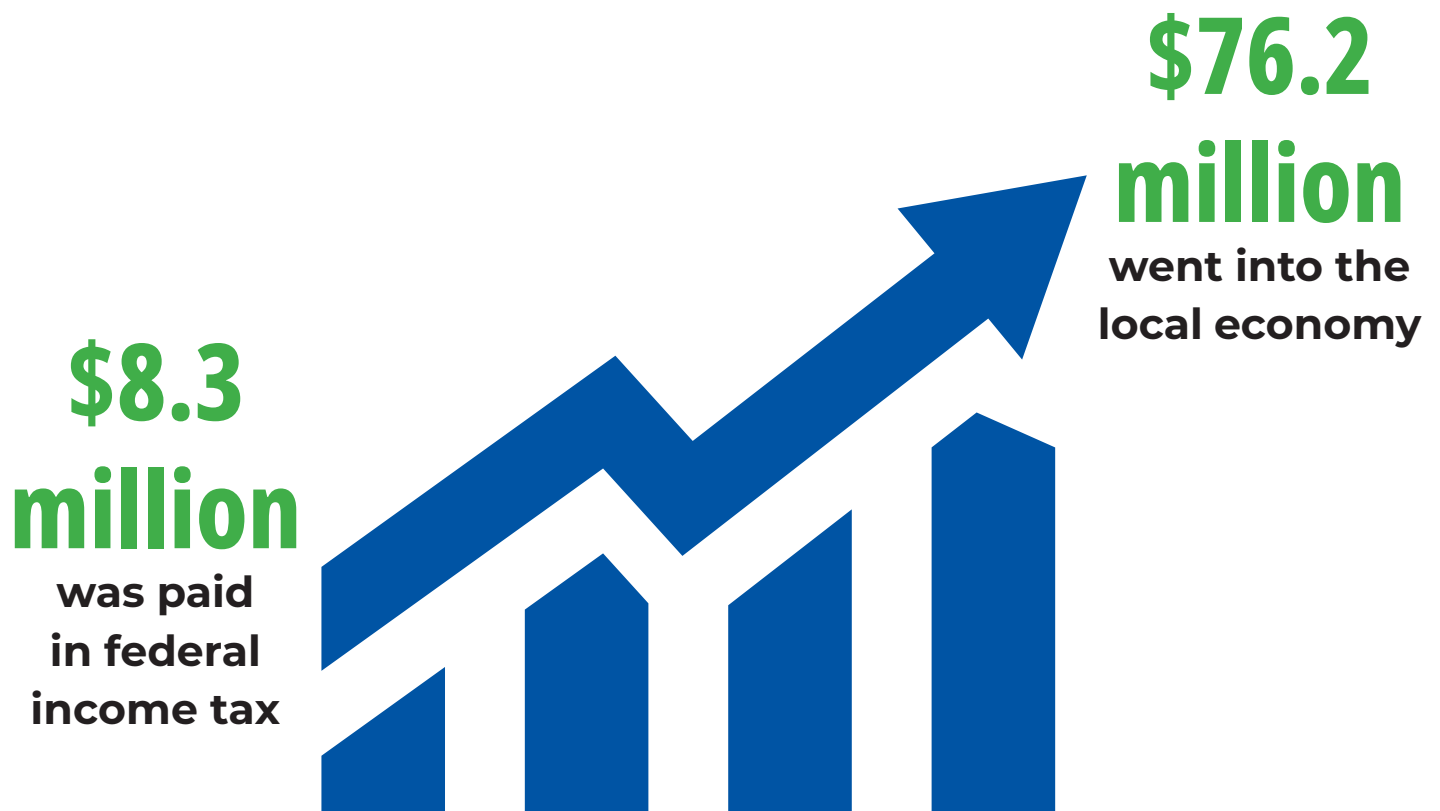
Total Additional Wages Earned = \$50,809,340
Minus
Federal Income Tax = \$4,979,315

Economic Impact
\$45,830,025



**Participant Median Annual Wage
Increased by **\$11,112**
for PY22 after accessing
Arapahoe/ Douglas Works! services**

For every \$1 dollar of public money spent, the return was **\$7.97** in new worker earnings directly attributable to the value of Arapahoe/Douglas Works! services.



Staff-Assisted Services (Career Services)

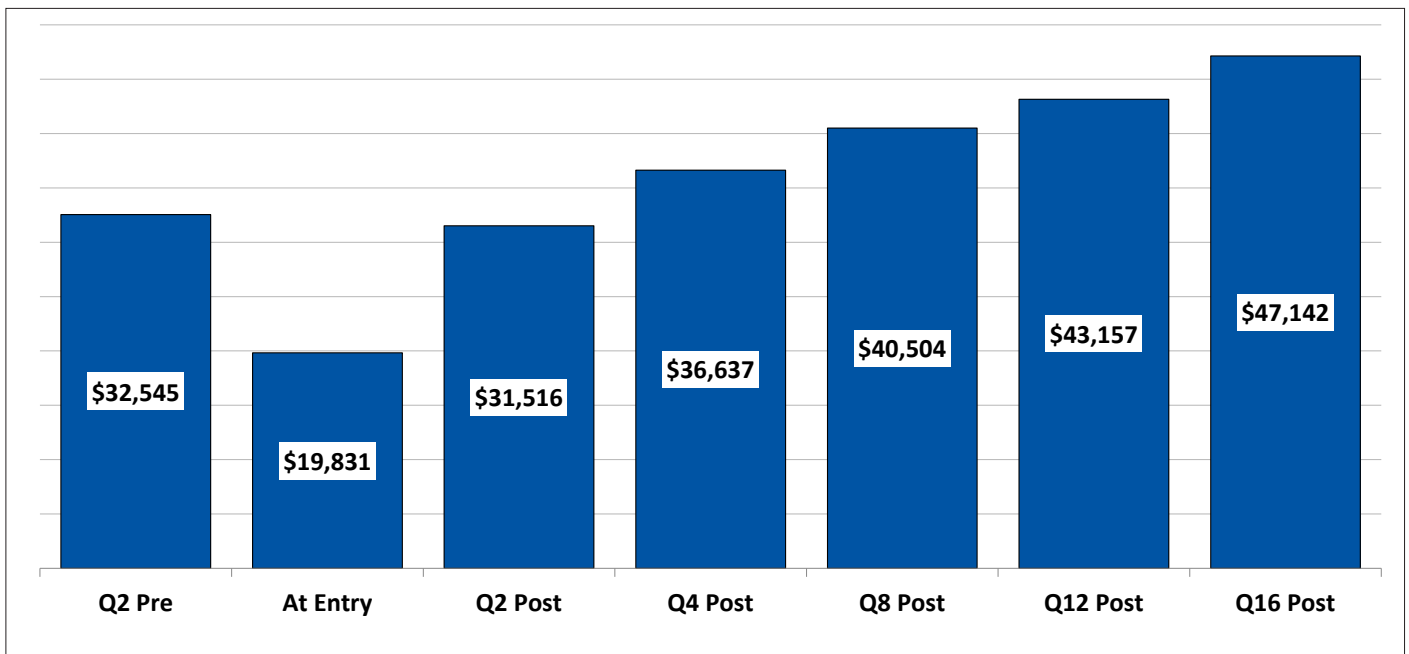
A diverse group of smiling people of various ages and ethnicities. In the foreground, a man with a beard and a yellow sweater smiles, next to a woman with bright blue hair. Behind them, a man with a beard and a tan beanie with red glasses smiles, along with a woman with red hair. In the background, a man with a long white beard and a hat, a man with glasses, and a woman with brown hair are visible.

8,859
received Arapahoe/Douglas Works!
staff-assisted services

Career Services (funded through Wagner-Peyser) includes customer-centered career navigation, job seeker assessments, workshops, assistance in job search, job referrals, labor-market data informed career navigation, hiring events, job fairs, referrals to community partners, and referrals to WIOA and other programs as appropriate, which may include, but are not limited to, Temporary Aid to Needy Families (TANF)/Colorado Works, Supplemental Nutrition Assistance Program (SNAP), Employment and Training (E&T)/Employment First (EF), Parents to Work, the Trade Adjustment Act (TAA), and Disabled Veterans Outreach Programs (DVOPs). Note that WIOA program outcomes are included in these results due to the way the data is extracted from Connecting Colorado.

WIOA and other programs such as TANF/Colorado Works, SNAP/EF, Parents to Work and TAA offer intensive services that may involve braided funding from two or more programs. These programs can include supportive services and other workforce development services to aid in successful completion of employment and training goals. These services include but are not limited to career services, transportation assistance, short-term rental assistance, clothing, skill assessments, childcare and a variety of learning opportunities, including access to registered apprenticeships and options to re-skill, next-skill, and upskill through occupational training leading to industry-recognized credentials.

The Value of Staff-Assisted Services Wage Trajectory for Participants Exiting PY18-PY22 Arapahoe/Douglas Works!



The chart above shows the median annual earnings of staff-assisted Arapahoe/Douglas Works! Wagner-Peyser participants who were successfully employed from PY18 - PY22 (July 1, 2018 - June 30, 2023). Wages shown are prior to entry, at entry, and four years after program exit. The graph shows the trajectory of wages for all job seekers who received Arapahoe/Douglas Works! staff-assisted services. By four years post-exit, individuals who received Arapahoe/Douglas Works! staff-assisted services were earning 145% of what they were earning two quarters prior to entry.



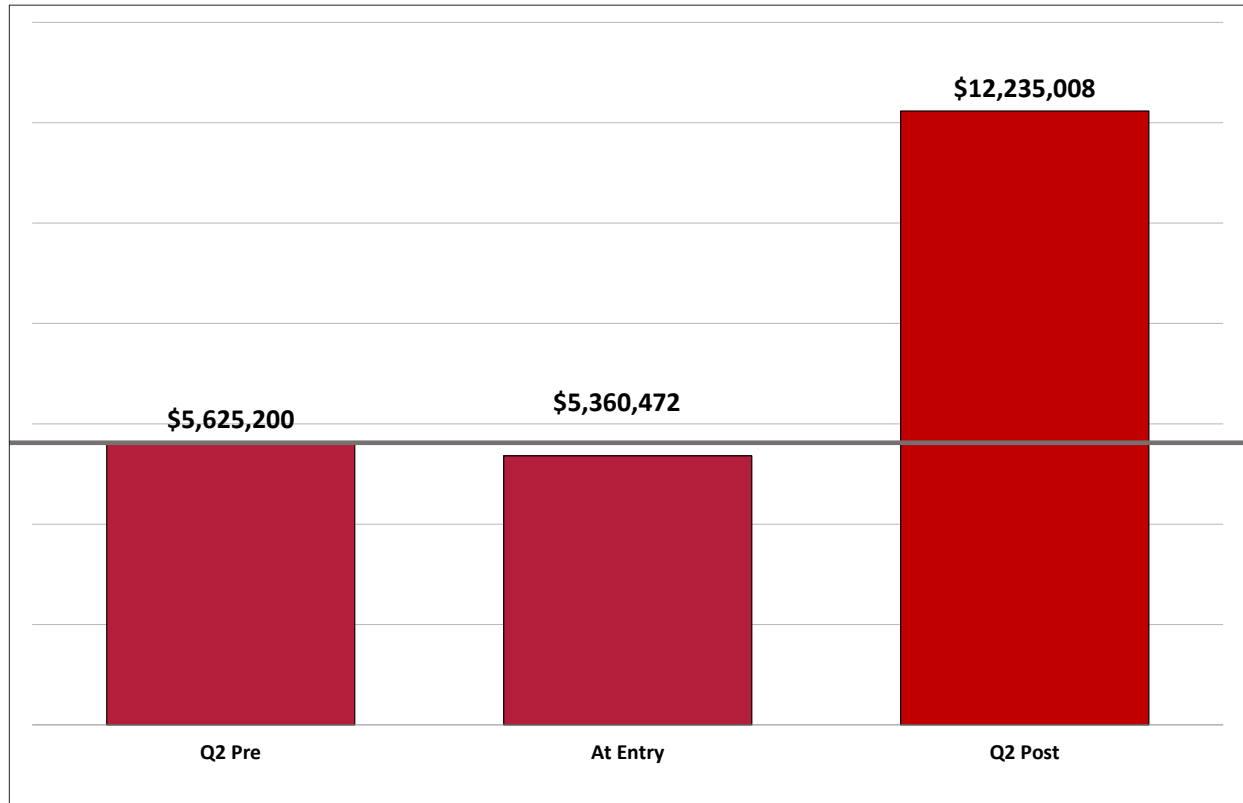


1,329
customers received Arapahoe/Douglas
Works! staff-assisted services

WIOA is landmark legislation that is designed to ensure access to quality workforce development services that enable job seekers to enter into growing and sustainable career pathways and opportunities. It also ensures that youth and those with significant barriers receive the navigational and supportive services they need for success in the labor market.

At Arapahoe/Douglas Works!, WIOA programming is integrated with Career Services and Business Services to ensure participants next skill, re-skill, and/or upskill for success to meet the needs of the labor market. Participants are provided with services, which may include, but are not limited to, custom career assessments, navigation and planning, supportive services to mitigate barriers to success, access to programs to obtain a high school diploma or equivalent, or learn English, skills to compete in today's job market, as well as a plethora of occupational training options including training at postsecondary institutions and/or work-based learning including paid internships, and on-the-job training, or registered apprenticeships.

The Value of WIOA Title I Adult
PY22
Arapahoe/Douglas Works!



The Arapahoe/Douglas Works! WIOA Adult program serves participants who have significant barriers to obtaining employment, including those who are in participants in priority of service groups such as, economically disadvantaged, receiving public assistance, justice-involved, homeless, foster youth, individuals with disabilities, basic skills deficient, and underemployed.

Exiters

358

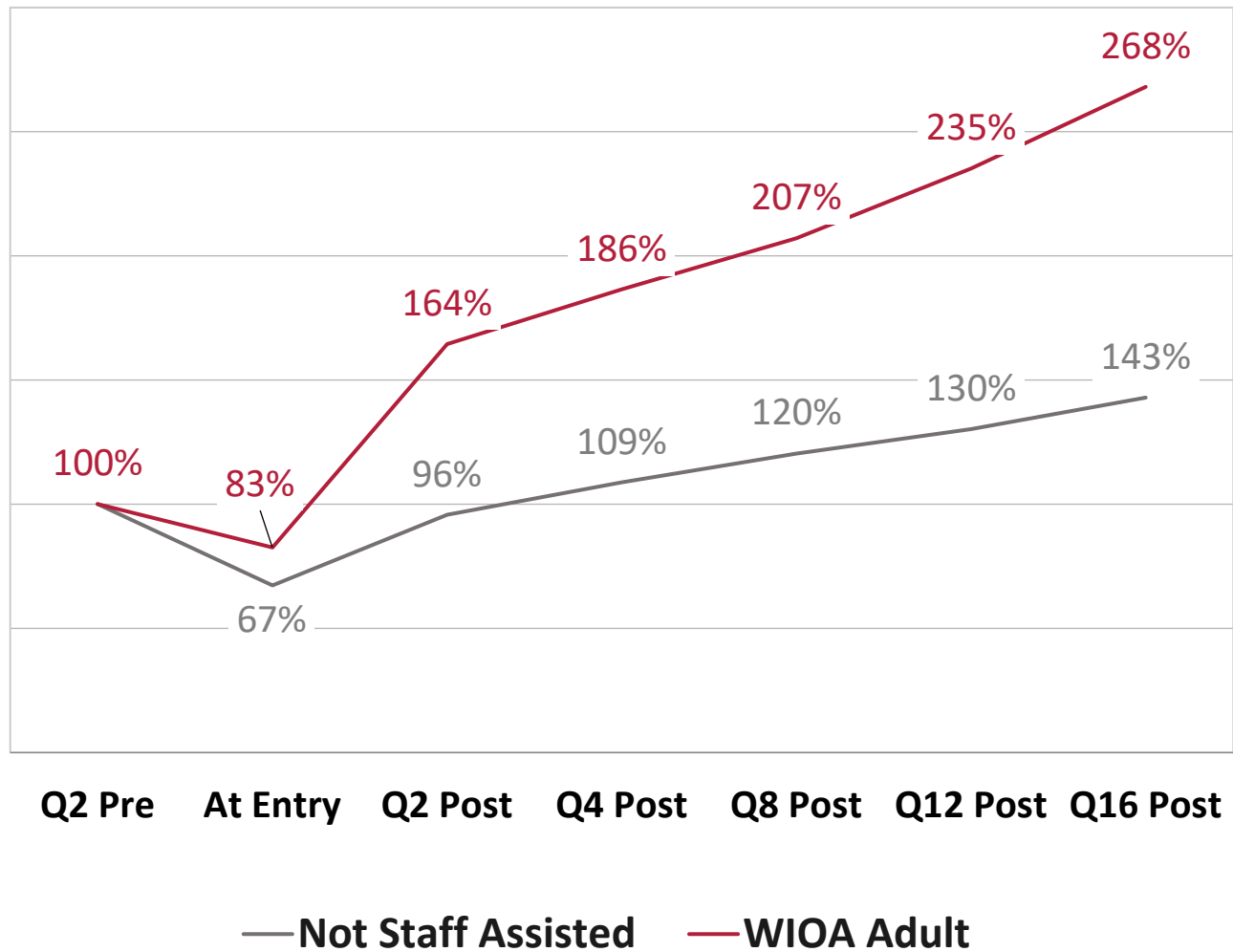
At 2Q post exit

Aggregate Value of WIOA
Adult Annual Earnings

\$6,609,808

At 2Q post exit compared to
two quarters prior to program
participation.

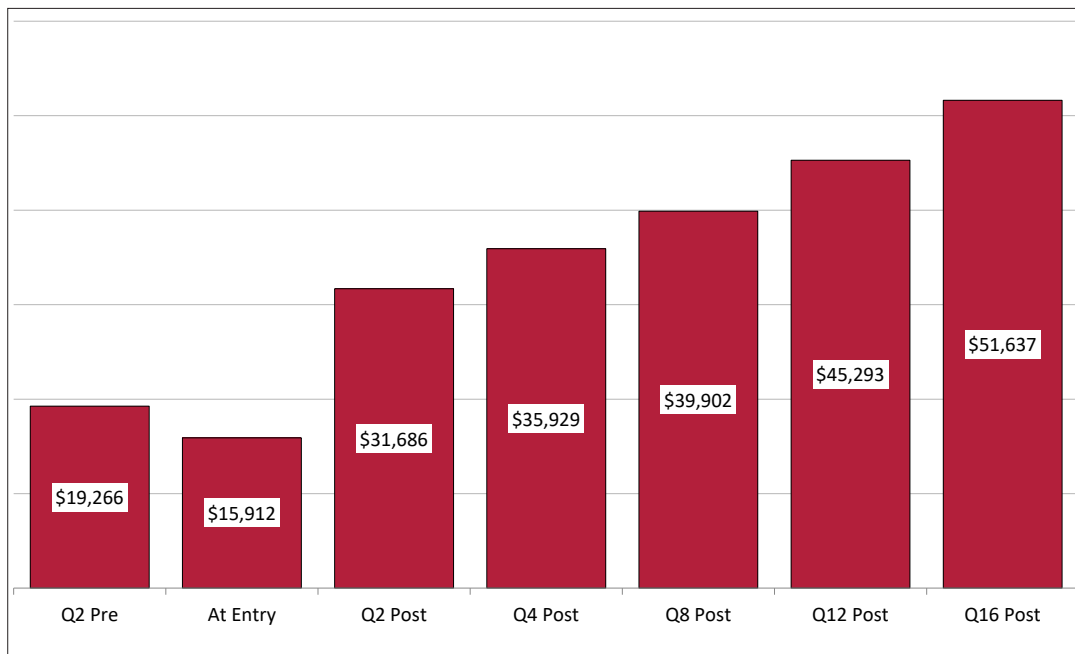
The Value of Arapahoe/Douglas Works! Staff-Assisted Services WIOA Title I Adult Earnings Recapture PY18 - PY22



This chart emphasizes the value-added concept by showing the difference in wage outcomes for WIOA Adult customers versus those who came to the workforce center but did not receive staff-assisted services.

The 100% marker reflects median earnings two quarters before program entry and shows the comparative growth of earnings for the two groups through four years post exit. By two quarters post exit, the wages for those who received Arapahoe/Douglas Works! staff-assisted services through the WIOA Adult program had exceeded pre-enrollment earnings by 64% compared to those who did not receive staff-assisted services, and by Q16, the wages for adult program exiters reached 268% of earnings two quarters prior to enrollment.

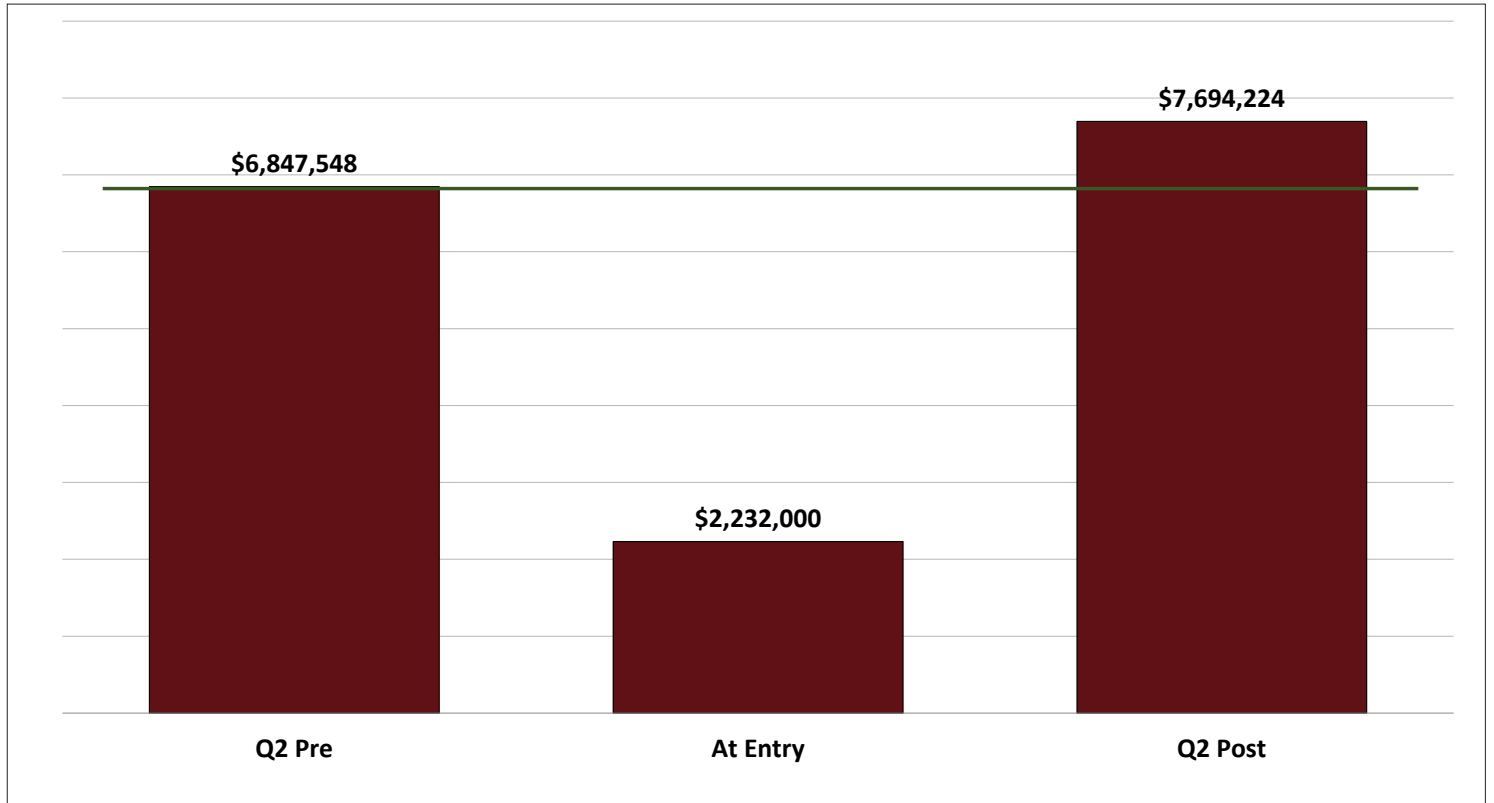
Wage Trajectory of Median Wages WIOA Adult Exiters PY18-PY22 Arapahoe/Douglas Works!



The chart above shows the median wages of Wagner-Peyser participants who were successfully employed from PY18 - PY22 (July 1, 2018 - June 30, 2023). Wages shown are prior to entry, at entry, and to four years after program participation. The graph shows the trajectory of wages for all WIOA adult program exiters. By four years post-exit, earnings were 268% of what they were earning two quarters prior to entry.



The Value of WIOA Title I Dislocated Worker PY22 Arapahoe/Douglas Works!



The Arapahoe/Douglas Works! WIOA Dislocated Worker Program serves individuals who have been laid off through no fault of their own due to downsizing or plant closure, as well as displaced homemakers. While this population generally has fewer barriers to success in employment when compared to other program participants, those exiting from Arapahoe/Douglas Works! during PY22 did face significant barriers to finding and retaining a new job. Again, individuals who most need help access WIOA Dislocated Worker programming through workforce centers such as Arapahoe/Douglas Works!.

Exiters

164

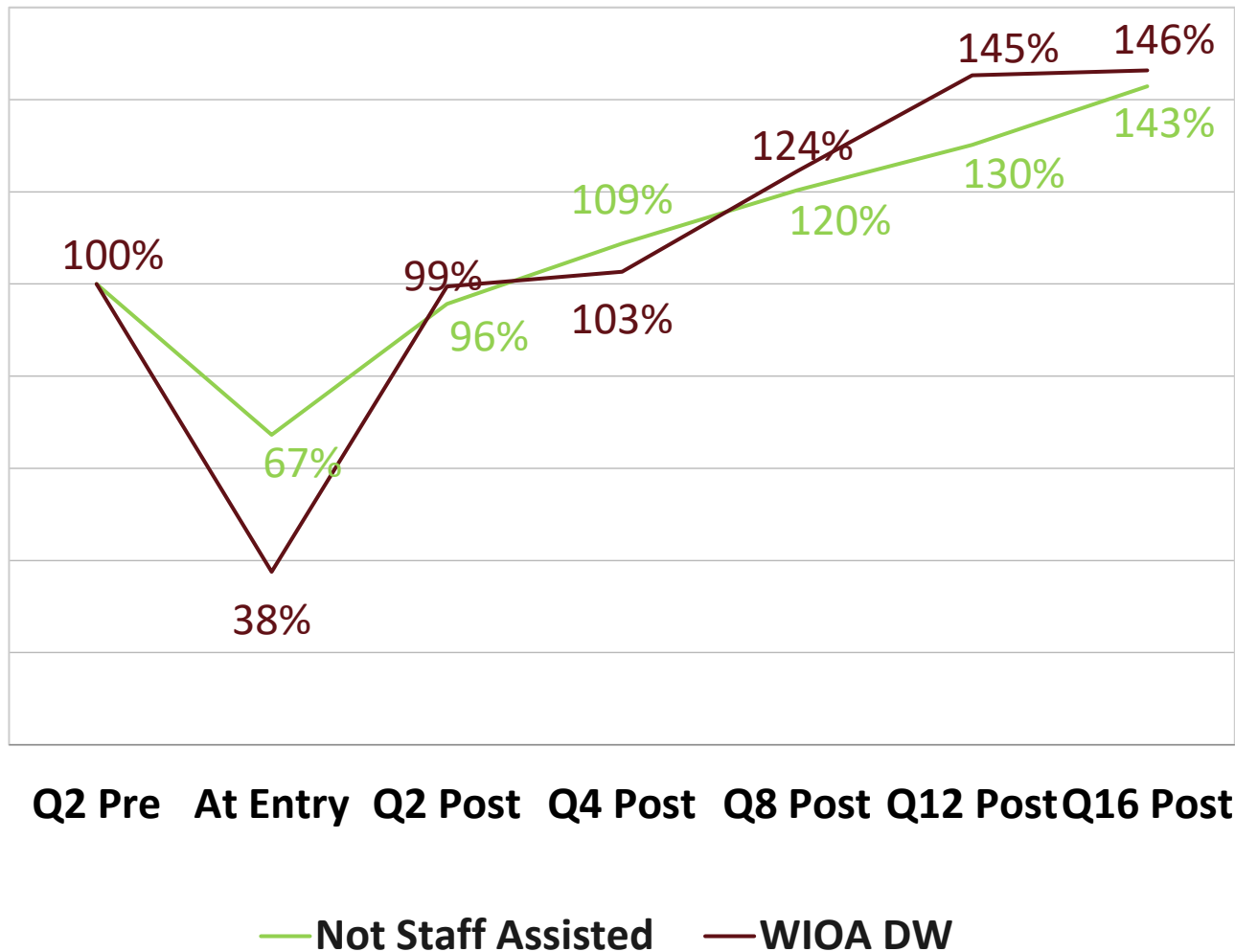
At 2Q post-exit

Aggregate Value
of WIOA Adult

\$846,676

At 2Q post-exit compared to
two quarters prior to program
participation.

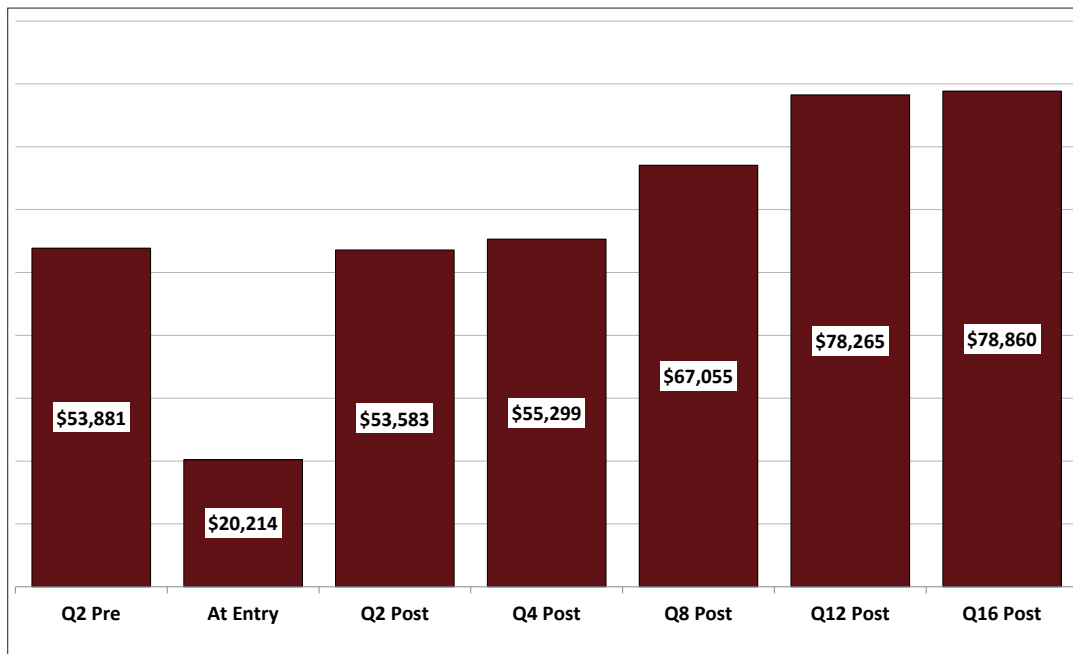
**The Value of Arapahoe/Douglas Works! Staff-Assisted Services
WIOA Title I Dislocated Worker
Earnings Recapture PY18 - PY22**



This chart emphasizes the value-added concept by showing the difference in wage outcomes for WIOA Dislocated Worker customers versus those who came to the workforce center but did not receive staff-assisted services.

The 100% marker reflects median earnings two quarters before program entry and shows the comparative growth of earnings for the two groups through four years post exit. By two quarters post exit, the wages for those who received staff-assisted services through the Arapahoe/Douglas Works! WIOA Dislocated Worker program had fully recaptured their earnings by one year post exit– and by Q16, the wages for the dislocated worker program exiters reached 146% of what they were earning two quarters prior to enrollment.

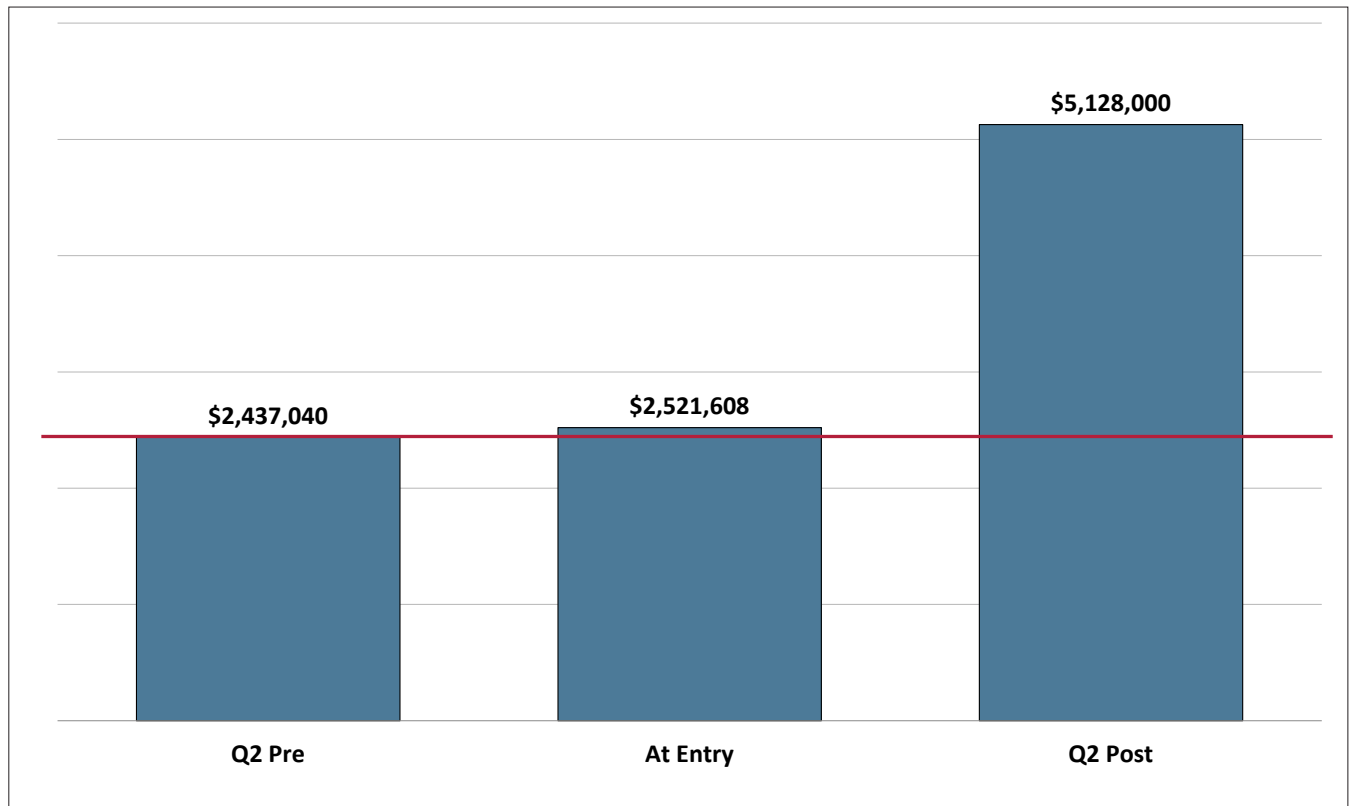
Wage Trajectory of Median Wages WIOA Dislocated Worker Exiters PY18-PY22 Arapahoe/Douglas Works!



The chart above shows the median wages of Dislocated Worker participants who were successfully employed from PY18 - PY22 (July 1, 2018 - June 30, 2023). Wages shown are prior to entry, at entry, and four years after program participation. The graph shows the trajectory of wages for all WIOA Dislocated program exiters. By four years post-exit, earnings were 146% of what they were earning two quarters prior to entry.



**The Value of WIOA Title I Young Adult
PY22
Arapahoe/Douglas Works!**



The Arapahoe/Douglas Works! WIOA Young Adult program serves eligible participants who are economically disadvantaged, receiving public assistance, or are individuals with disabilities. Other barriers facing these young adults are pregnancy or parenting, justice-involvement, homelessness, engagement with the foster system, lack of high school diploma or GED, and basic skills deficient.

It is important to note that although employment and wage outcomes are measured for this population, many young adults who participate in the WIOA Young Adult program through Arapahoe/Douglas Works! come to the agency for help in obtaining their high school diploma or GED.

Exiters

189

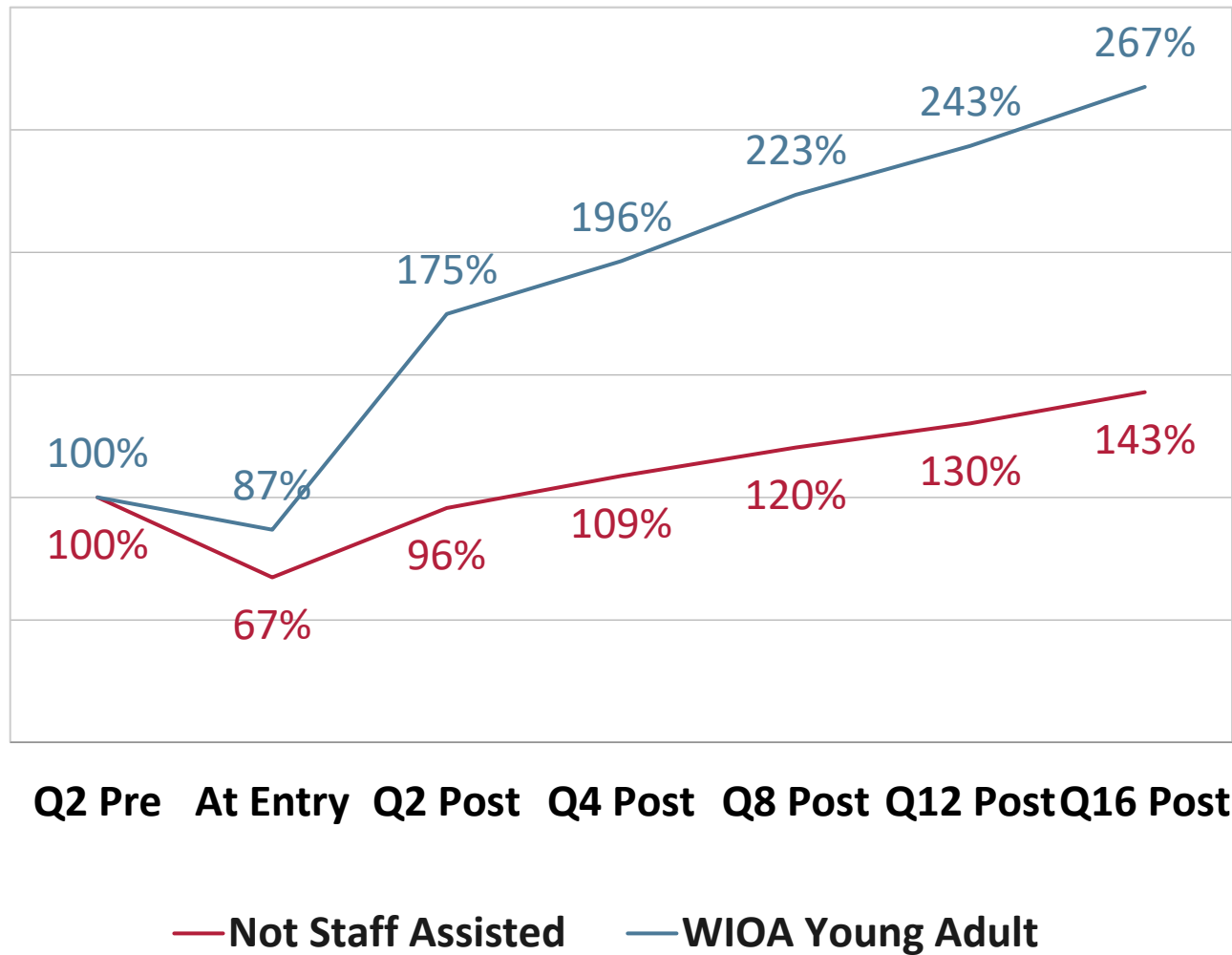
At 2Q post-exit

**Aggregate Value of WIOA
Young Adult Annual Earnings**

\$2,690,960

At 2Q post-exit compared to
two quarters prior to program
participation.

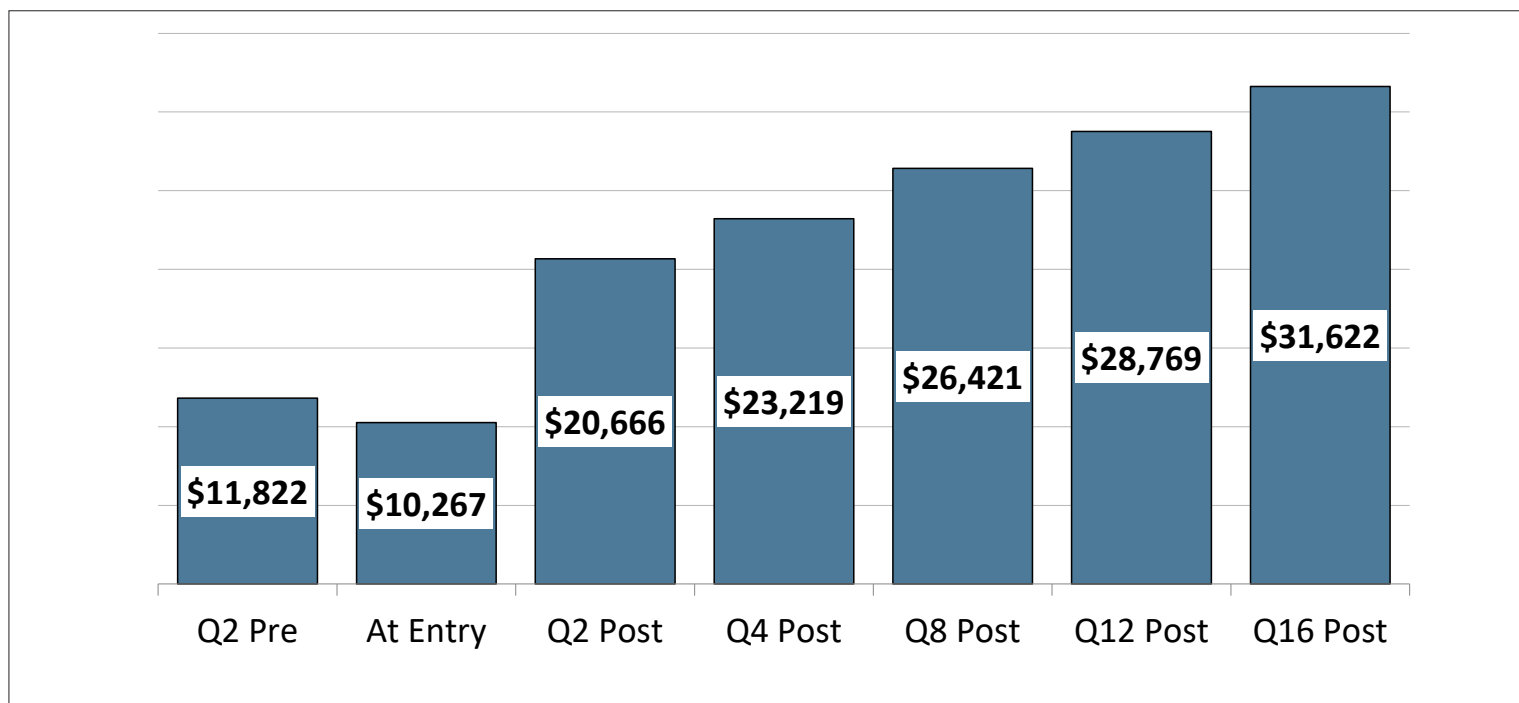
**The Value of Staff-Assisted Services WIOA Title I Young Adult
Earnings Recapture PY18 - PY22
Arapahoe/Douglas Works!**



This chart emphasizes the value-added concept by showing the difference in wage outcomes for WIOA Young Adult customers versus those who came to the workforce center but did not receive staff-assisted services.

The 100% marker reflects median earnings two quarters before program entry and shows the comparative growth of earnings for the two groups through four years post exit. By two quarters post exit, the wages for those who received staff-assisted services through the Arapahoe/Douglas Works! WIOA Young Adult program had exceeded pre-enrollment earnings by 75% compared to those who did not receive staff-assisted services– and by Q16, the wages for young adult program exiters rose to 267% of what they were earning two quarters prior to enrollment.

Wage Trajectory of Median Wages WIOA Young Adult Exiters PY18-PY22 Arapahoe/Douglas Works!



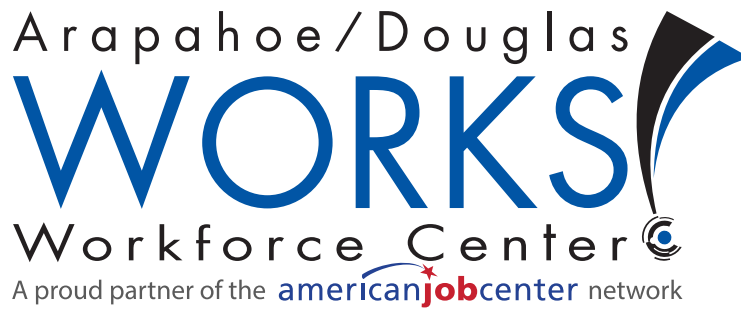
The chart above shows the median wages of Young Adult participants who were successfully employed from PY18 - PY22 (July 1, 2018 - June 30, 2023). Wages shown are prior to entry, at entry, and all the way through to 4-years after program participation. The graph shows the trajectory of wages for all WIOA Young Adult program exiters. By four years post-exit, earnings were 267% of what they were earning two quarters prior to entry.



Looking Ahead to PY23 (July 1, 2023 - June 30, 2024)

999	Businesses Served
94,485	Jobs Posted
20,213	Job Seekers in Active Job Search
28,653	Total Number of Job Seekers Utilizing Workforce Centers
1,221	Individuals Accessing WIOA Services
66	Adult Education and Dropout Services
39	Tutoring Services Provided
108	Work-Based Learning Services
358	Occupational Skills Training
1,894	Supportive Services Provided





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Arapahoe/Douglas Works! is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Arapahoe/Douglas Works! programs are federally funded with \$18,730,452.65 (~78 percent) through the U.S. Department of Labor. Additionally, ~22 percent (\$5,326,786.07) is financed by non-federal sources.