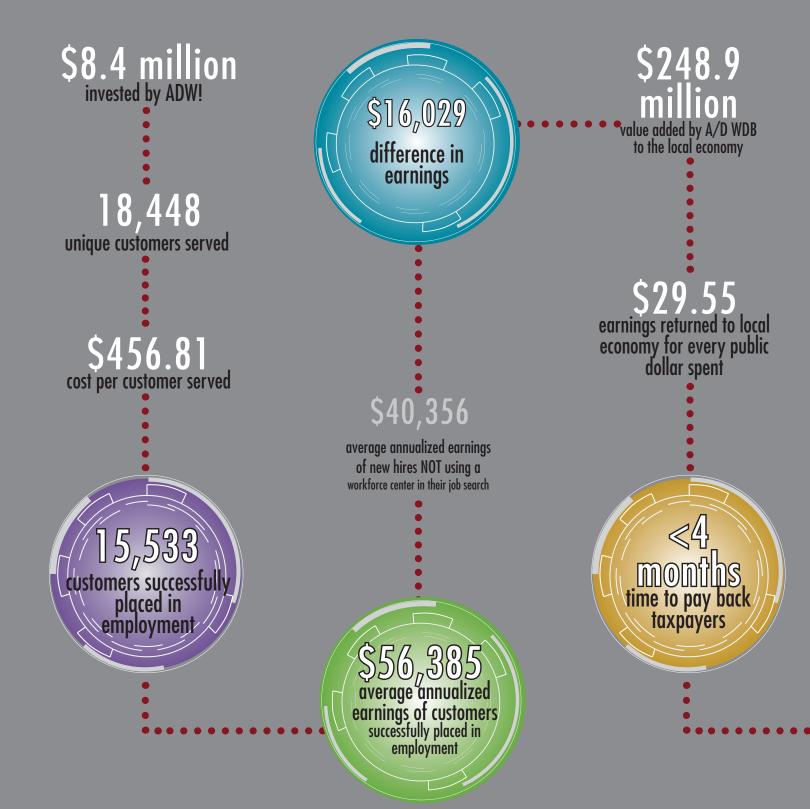
Economic Impact *of* Workforce Center Operations

July 1, 2017 - June 30, 2018



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



January 1, 2019

The Arapahoe/Douglas Workforce Development Board is proud to share this tenth annual report on economic impact and return on taxpayer investment for workforce development services conducted in Arapahoe and Douglas counties, which make up the southeastern portion of the Denver metropolitan area in the state of Colorado.

This report is compiled each year at the request of the Board by its service provider, Arapahoe/Douglas Works!, which provides federally funded workforce development services in the two-county region.

Significant findings show that as a result of Arapahoe/Douglas Works! operation during the program year ending June 30, 2018 (PY17), the increase in regional economic activity from worker earnings attributable to the value added by Arapahoe/Douglas Works! is just over \$248.9 million, with taxpayer investment paid back in just 4 months. For each public dollar spent, worker earnings increased by \$29.55.

Publicly funded workforce centers are a vital part of a region's infrastructure, particularly in the current tight labor market, because of their work in preparing job seekers for business-relevant employment outcomes. In PY17, an increasingly larger portion of our customer base had barriers to success in the labor market than customers in prior years.

Along with P-12, postsecondary educators, economic developers, chambers of commerce and other community organizations, workforce development helps key industries in the region stay competitive by ensuring an ongoing adequate supply of skilled labor.

The following pages illustrate the tremendous positive impact these federal job training programs have on a region, its people and its businesses.

Regards,

Andrew Bercich Workforce Development Board Chair IBM

Kelly Folks Division Manager Arapahoe/Douglas Works! Workforce Center

Evan Abbott

Evan Abbott Workforce Development Board Vice Chair Employers Council

Pátrick J. Holwell, M.A. Workforce Economist Arapahoe/Douglas Works! Workforce Center

Overview

Workforce boards focus on strategy. The Arapahoe/Douglas Workforce Development Board works within Colorado's Central Workforce Development Planning Region, which includes Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, El Paso, Gilpin, Jefferson, Larimer, and Teller counties, to facilitate public-private partnerships; support sector strategies and career pathways that advance opportunities for all workers and jobseekers, including low-skilled adults, youth, and individuals with disabilities; foster innovation; and ensure streamlined operations and service delivery excellence.

The Arapahoe/Douglas Workforce Development Board has close relationships with economic developers in greater metro Denver, and is very much a partner in regional economic development strategies. The Board shares a common vision with leaders throughout greater metro Denver and Colorado's northern Front Range to create unified workforce development strategies that integrate education, training, support services, and other workforce services across the core programs; align workforce policies and services with regional economies; and support sector strategies tailored to business and economic development needs.

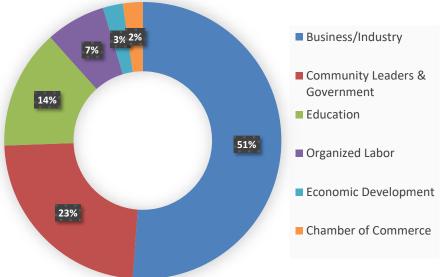
The Arapahoe/Douglas Workforce Development Board is proud to be part of a comprehensive regional

seamlessly that provides svstem integrated services that are accessible to all jobseekers, workers and businesses. The Arapahoe/Douglas Workforce Development Board has representation from state and local government, labor, educators, economic developers, chambers of commerce, the AARP Foundation, and executives from key industries which include advanced manufacturing, finance and insurance, information technology, healthcare, hospitality, call centers, construction, and retail.

Workforce development and a vital economy



^{es} Workforce Investment Board Membership Representation



Return on Public Investment

Strong public-private partnerships have made the Denver metro area one of the most diversified economies in the United States; a magnet for young families because of world-class business parks, public transportation infrastructure, international passenger and commercial air transportation, ample recreational opportunities, clean air and water, and a vibrant, expanding economy that grows jobs. In this tight labor market, workforce centers such as Arapahoe/Douglas Works! are needed more than ever because of their role in helping prepare people for business-relevant employment outcomes.

Measuring Economic Impact

In Program Year 2017 (PY17), which began July 1, 2017 and ended June 30, 2018, Arapahoe/Douglas Works! invested \$8.43 million in public funds to serve 18,448, a cost of \$456.81 per customer served. Of these, 15,533 were successfully placed in employment at an average annual wage of \$56,385.

Arapahoe/Douglas Works! measures its impact each year by looking at the difference in average annual wages between its customers and all new hires during the same time period. In PY17, this difference was \$16,029 per year. This means that the total value Arapahoe/Douglas Works! added to the regional economy was just below \$249 million. This number is simply the number of customers still working after six months (15,533) times the difference in annual earnings between those using Arapahoe/Douglas Works! and those not using workforce centers in their job search (\$16,029).

For every one public dollar spent, Arapahoe/Douglas Works! returned \$29.55 to the region in value-add earnings. These results paid taxpayers back in just under four months.

The Difference in EarningsThe average annual earnings of persons
using Arapahoe/Douglas Works!
to find work between July 1, 2017
and June 30, 2018\$566,3855\$16,029
more per year
yearPeople using Arapahoe/Douglas Works! in their job search earned
an average of \$16,029 more per year than those who did notThe average annual earnings of all new
hires NOT using a workforce center in
their job search\$40,3565

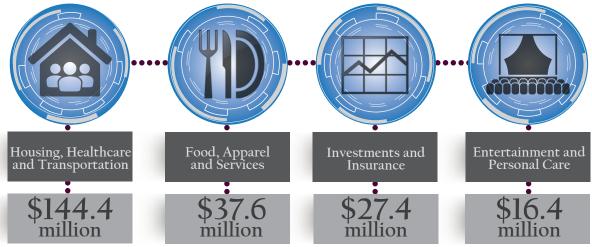
Sources: Colorado Department of Labor and Employment & U.S. Census Bureau Quarterly Workforce Indicators

Impact of the Difference in Earning on Consumer Spending

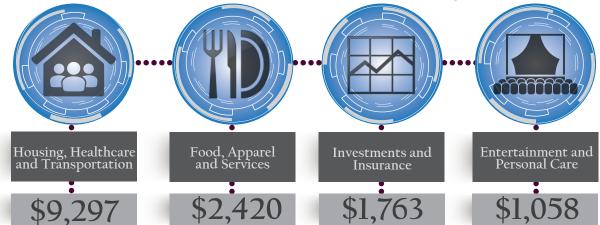
Because of the value of services offered, those who used Arapahoe/Douglas Works! in their job search earned \$16,029 more per year than the average of all new hires in the region. This added almost \$249 million to the regional economy. Each year, the U.S. Bureau of Labor Statistics conducts a Consumer Expenditure Survey (CEX). Data from this survey is used by many businesses to predict demand for goods and services.

When people are employed, they buy things they need and want, and they pay taxes. The Arapahoe/Douglas Workforce Development Board uses the latest consumer expenditure data to estimate the tremendous effect these value-add worker earnings have on the regional economy. The diagram below gives the business audience a good idea of the true value of services provided by Arapahoe/Douglas Works! in PY17.

How the Value-Add Worker Earnings are Spent



How the Individual Value-Add Workers Earnings are Spent

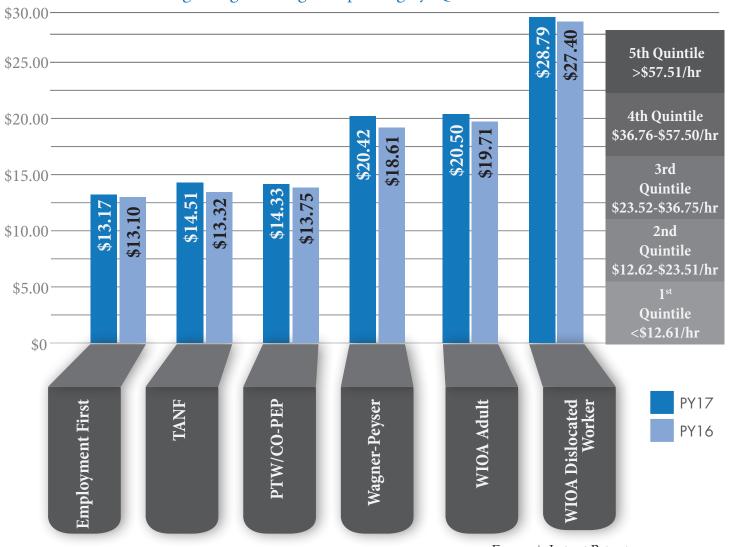


Source: U.S. Bureau Labor Statistics, Consumer Expenditure Survey

Quintiles

The Arapahoe/Douglas Workforce Board's Opportunity Works Taskforce is working with Arapahoe/Douglas Works! to improve wage outcomes, particularly for those customers with barriers to successful employment. This is measured by income quintile. In the United States, both households and families are divided by income into five quintiles; a quintile represents 20% of the population.

The graph shows year-over-year results in placement wage by quintile from selected programs operated by Arapahoe/Douglas Works!



Average Program Wages Improving by Quintile

Business Development

Arapahoe/Douglas Works! provides a wide variety of no-cost services to help employers meet their recruitment goals and ensure access to a quality workforce. In PY17, Arapahoe/Douglas Works! listed 114,973 openings for 2,099 employers; hosted 59 hiring events with 2,268 candidates in attendance. Three-hundred-thirty veterans attended focused hiring events during the year.

Arapahoe/Douglas Works! has developed very strong working relationships with regional economic developers, who know they can count on accurate labor force data and superior staffing services. During PY17, staff answered 1,016 separate inquiries making the case for greater metro Denver's well-trained, highly educated and highly

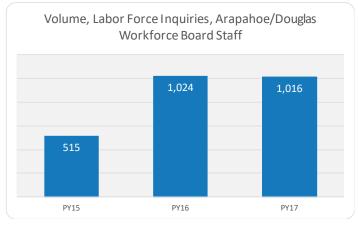
skilled labor force. This is slightly down from the prior year.

The types of inquiries varied from comparative and comprehensive analyses on the strength and quality of the region's labor force, to analysis of workforce and economic trends, shortfalls and surpluses in the regional training pipeline, and other types of inquiries. Inquiries made in PY17 include those from:

- Economic developers and site selectors.
- Businesses, chambers and sector partnerships.
- Postsecondary and K-12 educators.
- Workforce development professionals.

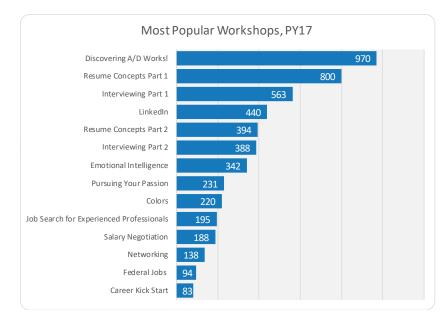
Career Services





The Career Services staff provide a variety of services to job seekers and employers. Each customer coming through the door is assessed by knowledgeable staff to determine the service or program mix that best fits their needs. This process may include routing a customer to a specific program or partner, and/or referral to other services in the community, such as emergency food, shelters, and veterans' programs.

Visitors to Arapahoe/Douglas Works! during PY17 were those who felt they needed some additional assistance in finding work. For example, a customer may have outdated skills, a gap in employment history, some barrier to success in employment or simply be rusty at job search.



Other services provided through Career services include:

Basic academic testing:

- Test of Adult Basic Education
- GED pre-test

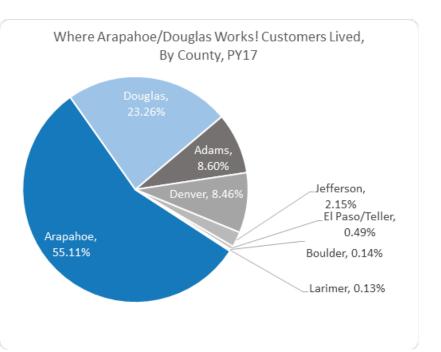
Career Interest Assessments:

- Career Choices
- True Colors

In addition, local employers had Arapahoe/ Douglas Works! administer 2,415 Prove It assessments for candidates. Prove It tests competency in certain job-specific skills, such as Microsoft Excel or Oracle.

Just over 78% of Arapahoe/Douglas Works! customers reside in Arapahoe and Douglas counties. Of the remaining 22%, most come from other counties in greater metro Denver. Arapahoe/Douglas Works! customers may obtain services specific to their job search needs. The most utilized service in PY17 was job search assistance, where staff provide customized assistance in job search based on the needs of a customer.

In addition, specialized staff provide instruction in group settings on the latest and most effective job search techniques. The bar graph shows attendance in selected workshops during PY17. Other program group services include job clubs and 'rapid attachment to employment' workshops to customers receiving public assistance.



Talent Development

Talent Development programs specialize in helping people market themselves successfully with the skills they already have, or retool their skills through training so they are marketable.

Some highlights from the table:

- 435 Talent Development customers were placed in employment
- Their average annual earnings were \$19,821 more than those of people not using workforce centers in job search
- Talent Development programs put over \$8.6 million in value-add worker earnings into the regional economy

	Expended	Served	Placed	Hourly Earnings	Annual Earnings	Earnings Differential	Aggregate Value-Add Earnings	Cost/Benefit Ratio
WIOA Adult	\$915,989	344	36	\$20.50	\$42,640	\$2,284	\$797,116	0.87
WIOA Dislocated Worker	\$548,572	267	66	\$28.79	\$59,883	\$19,527	\$1,288,795	2.35
	~	\sim	~	~	~	\sim	~	~
Total	\$1,464,561	611	415	\$21.82	\$45,382	\$8,726	\$2,085,911	1.42

Joseph had been searching for employment for over one year. He came into Arapahoe/Douglas Works! for job search assistance and began working with a Workforce Specialist. Joseph's Workforce Specialist recognized that he needed to work on his interviewing skills. Joseph's Workforce Specialist conducted mock interviews with him as well as having him attend various job search workshops provided by Arapahoe/Douglas Works!. After two months of working with Joseph, he was offered a full-time job as a manager for a lighting company making \$28.00 per hour.





Talent Enhancement

The Talent Enhancement programs operated by Arapahoe/Douglas Works! serve to help people receiving public assistance to leave that assistance and become self-sufficient by entering the labor force with a livable wage. They then take their places as workers and taxpayers contributing to the region's ongoing economic vitality.

Some highlights from the table:

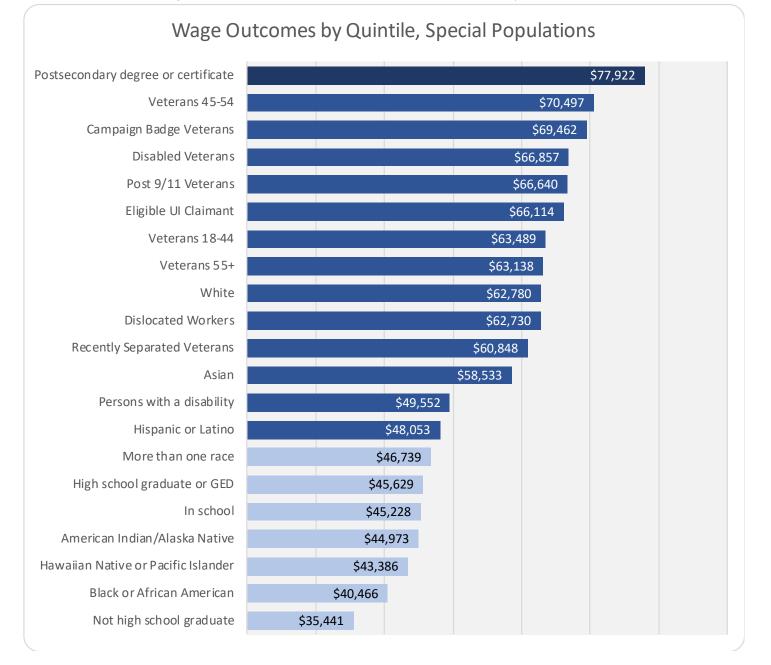
- Arapahoe/Douglas Works! helped 3,541 people receiving public assistance find jobs
- This put \$98.2 million in worker earnings into the regional economy and saved taxpayers over \$10.9 million

	Served	Placed	Annual Earnings	Aggregate Earnings	Estimated Annual Taxpayer Savings	Cost/Benefit Ratio
Employment First	12,338	3,091	\$27,391	\$84,665,651	\$9,392,952	104.4
TANF/ Colorado Works	1,598	349	\$30,181	\$10,533,099	\$1,545,372	7.6
Parents to Work!	329	101	\$27,735	\$3,010,446	N/A	8.4
	$\mathbf{\vee}$	\sim	V	\sim	~	\checkmark
Total	14,265	3,541	\$80,621	\$98,209,197	\$10,938,324	38.5

Bradley had been struggling to find a position within his field that would utilize his education. He believed that his age was playing a role in not receiving any job leads. Bradley came to Arapahoe/Douglas Works! for assistance and began working with his Workforce Specialist on his resume and interview skills. Shortly after, Bradley secured a job as a Field Technician making \$31.00 per hour.

Special Populations/Programs

This bar graph shows wage outcomes for special populations. The mid-point of the second quintile is \$37,565, and the lowest four wage outcomes are below that, but still in the second quintile.



In PY17, 726 people who were not high school graduates were served by Arapahoe/Douglas Works! and placed at an average annual wage of \$29,670, while 9,619 high school graduates were served and placed at an average annual wage of \$42,953. This is \$13,283 higher, and would significantly lessen the economic fragility of this group. Focus Points Family Resource Center has become an on-site Adult Education partner, which will allow greater access for English language learners, and those in need of a high school diploma or equivalency.

For many years, the Arapahoe/Douglas Workforce Development Board has recognized that, of the people it serves, the Temporary Assistance for Needy Families (TANF)/Colorado Works population is most in need of training assistance, yet the structure of the program provides neither the funding nor the opportunity for most participants to get the training they need to achieve economic self sufficiency.

Beginning in PY13, Arapahoe/Douglas Works! began enhancing services to TANF/Colorado Works participants in an effort to propel wage outcomes into the second quintile of earnings. While this was achieved two years later, in PY15, these wage outcomes are still below the second quintile mid-point.

To further improve outcomes, the Arapahoe/Douglas Workforce Development Board teamed with three other workforce development areas along Colorado's Front Range to acquire funds through the new TANF/Colorado Works Subsidized Training and Employment Program (STEP) Grant. This grant is designed to provide TANF/ Colorado Works participants with work-based training opportunities designed to propel them to economic self-sufficiency.

In addition, Arapahoe/Douglas Works! is working with its partners to develop a triage process designed to help incoming customers have access to the ideal set of programming and wrap-around supportive services they need for higher wage outcomes.

Claudious came to Arapahoe/Douglas Works! through the Parents to Work! program after being released from prison. He was having issues finding employment and was working day labor in the meantime. This made it difficult to pay his child support. Claudious received supportive services with transportation and work clothes as well as help in applying for food and medical assistance. He was able to obtain a steady job at \$10.20 per hour. Claudious continued to work with his Workforce Specialist on job retention and as a result of the supportive and intensive services Claudious received, he was offered a raise and is now making \$15.00 per hour.

Sector Initiatives

Arapahoe/Douglas Works! continues to work with the various sector partnerships in the region; the value of these sector partnerships is that workforce centers from around the region are collaborating in support of the sector partnerships to support business competitiveness.

- Colorado Advanced Manufacturing Association (CAMA) Metro Manufacturing Partnership
- Denver Metro Construction Sector Partnership
- Denver Technology Partnership
- Greater Denver Tree Care (Arborist)
- Greater Metro Denver Healthcare Partnership (GMDHP)
- Metro Denver Retail Sector Partnership

Other Grants

- Technology Employment in Colorado Partnerships (TEC-P) serving employers in IT and advanced manufacturing.
- National Emergency Grant (NEG) focuses on reengaging long-term unemployed individuals in employment within key industry sectors. This grant will transfer to the National Dislocated Worker Grant (DWG).
- Colorado Veterans Service to Career focusing on enhanced supportive services to special category veterans.
- Disability Employment Initiative (DEI) to enhance service delivery for individuals with disabilities.
- Colorado Work's STEP grant initiative, which will create work-based learning opportunities to help recipients of TANF achieve self-sufficiency and develop business-relevant skills.
- AARP Foundation grant, designed to help mature workers find new career direction.

Kady, a Liberian immigrant, came to Arapahoe/Douglas Works! to get assistance with skills upgrading. She was making minimum wage as a cashier in a retail store. Kady was enrolled into the Future U - WIOA Young Adult Program and began the Bankworks program to gain more skills in the financial industry. She also received assistance with her resume, interviewing and interview clothes. Three weeks after the program was completed, Kady was offered a full-time job as a teller making \$14.00 per hour.



Thomas attended the 7 Smart Strategies workshop at Arapahoe/Douglas Works! and was soon connected with his Back to Work 50+ coach. Thomas was eager to pursue employment, however, he indicated that he believed he needed support with his resume, interviewing, and overall professional presentation.

His coach counseled him on various resume variations and conducted mock interviews. After a few interviews with various companies, Thomas was offered a position as a Benefits Specialist in the education industry making \$26.54 per hour



Partners

A number of valued partners offer access to services through Arapahoe/Douglas Works!

Both Focus Points Family Resource Center and Adult Learning Source provided Adult Basic Education and English Language Proficiency programming in partnership with Arapahoe/Douglas Works! during PY17.

Many studies have been done that show very close correlations between educational attainment and earnings. This is certainly true for English Language Proficiency (ELP) and High School Equivalency. As the table shows, when someone moves from ELP level 1-2 to level 3-4, average annual earnings increase over \$4,700. Between levels 3-4 and level 5-6, the change in earnings is even more significant – an average increase of nearly \$10,800 per year. Each GED earned represents an average of nearly \$10,000 in additional earnings.

Partner Results: Adult Basic Education							
Educational Attainment Advance	Asian Pacific Development Center	The Learning Source	Arapahoe/ Douglas Works! In- House GED Tutor	Increased Annual Earnings	Aggregate Impact in Increased Annual Earnings		
English Language Proficiency Level 1/2 to Level 3/4	52	27	0	\$4,754	\$375,566		
English Language Proficiency Level 3/4 to Level 5/6	35	65	0	\$10,784	\$1,078,400		
Earned HS Diploma or Equivalency	0	66	68	\$9,844	\$1,319,096		
Totals	87	158	68	\$8,860	\$2,773,062		

Source: U.S. Census, The Learning Source, Asian Pacific Development Center

Austin was a disabled homeless veteran who had been living in his vehicle for about 4 months. Austin came to Arapahoe/Douglas Works! for job search and supportive service assistance. He was enrolled into the Future U - WIOA Young Adult Program and started working with his Workforce Specialist who provided Austin with labor market information. There was an apprenticeship opportunity for advanced manufacturing technicians that Austin was interested in participating in. Austin started the apprenticeship at \$12.00 per hour and when the program was completed, his wages increased to \$18.50 per hour.



Our Partners

AARP Foundation works to ensure that low-income, vulnerable older Americans have nutritious food, affordable housing, a steady income, and strong and sustaining social bonds.

Arapahoe Community College provides innovative and responsive educational and economic opportunities in an accessible, inclusive environment that promotes success for students, employees and the community.

Arapahoe County Department of Human Services provides financial assistance and protective services to children, families, elderly and disabled adults in our community.

Arapahoe County Judicial Services Division administers programs that provide alternative sentencing programs for the 18th Judicial District and Arapahoe County courts. These alternative sentencing options help to reduce the costs of correctional facilities and help offenders to reintegrate into society and build productive ties

Asian Pacific Development Center's Integrated System of Care focuses on a holistic approach to bringing compassionate care and culturally congruent services to the communities they serve.

The Chafee Foster Care Independence Program (CFCIP) was created to assist youth in successfully emancipating from the foster care system, and to provide ongoing support to young adults as they overcome the hurdles of living independently.

The **Community-Campus Partnership (CCP)** fosters, promotes and supports mutually beneficial collaborations between the Anschutz Medical Campus and the surrounding Aurora community neighborhoods to improve the health and economic well-being of the Aurora community.

The **Community College of Aurora** serves our diverse community by providing high quality instruction and support services to prepare students for transfer and employment.

Continuum of Colorado offers a full suite of services including, among others, in-house Behavioral Services, Residential Services, Day and Seniors' Choice activities, Family Caregiver, Supported Employment, Home and Community Support, and Pre-Vocational Employment.

The Colorado Department of Labor & Employment connects job seekers with great jobs, provides an up-to-date and accurate picture of the economy to help decision making, assists workers who have been injured on the job, ensures fair labor practices, helps those who have lost their jobs by providing temporary wage replacement through unemployment benefits, and protects the workplace - and Colorado communities - with a variety of consumer protection and safety programs.

The **Colorado Workforce Development Council** facilitates the creation and sustainability of a business-led Colorado talent development system that appropriately integrates the work of economic development, education, training, and workforce development to meet the needs of businesses, workers, job seekers, and students.

CU South Denver strives to be an innovative collaborator for business, industries and community leaders to develop talent for workforce success.

The Colorado Division of Vocational Rehabilitation assists people with disabilities to succeed at work and live independently.

Developmental Pathways is a 501(c)(3) nonprofit agency serving individuals with developmental disabilities/delays and their families.

The **Douglas County Community Justice Services Division** is currently composed of five programs: Community Service, Electronic In-home Detention, Pretrial Intake, Pretrial Release Supervision and the Multiple Offender Program.

The **Douglas County Department of Human Services** provides financial assistance and protective services to children, families and elderly and disabled adults in our community.

The **Family Resource Pavilion** is a community partnership that promotes the well-being of young people and their families through coordinated access to a comprehensive network of support services. The facility is open 24 hours a day to youth and families.

Focus Points Family Resource Center is a non-profit organization committed to serving low-income families in the greater northeast Denver area.

Job Corps is a no-cost education and career technical training program administered by the U.S. Department of Labor that helps young people ages 16 to 24 improve the quality of their lives through career technical and academic training.

The Juvenile Assessment Center (JAC) provides a coordinated site which contributes to the safety of youth, families, and the community through early intervention, comprehensive assessment and improved access to appropriate services in Arapahoe, Douglas, Elbert and Lincoln counties in Colorado.

The Latino Coalition for Community Leadership finds, funds, forms, and features nonprofits in marginalized communities meeting the needs of individuals and families.

Manna Connect is a personal development program that provides participants with faith-based community, coaching, and career skill advancement as they identify and overcome barriers to self-sufficiency and wholeness.

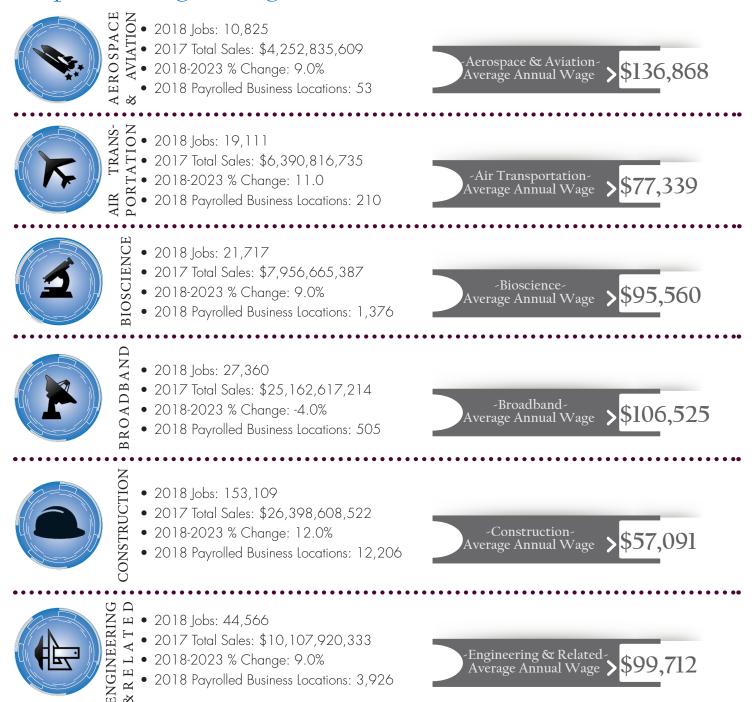
Pickens Technical College offers nearly 50 certificate programs to adults and high school students as part of the Aurora Public Schools & the Colorado Community College System.

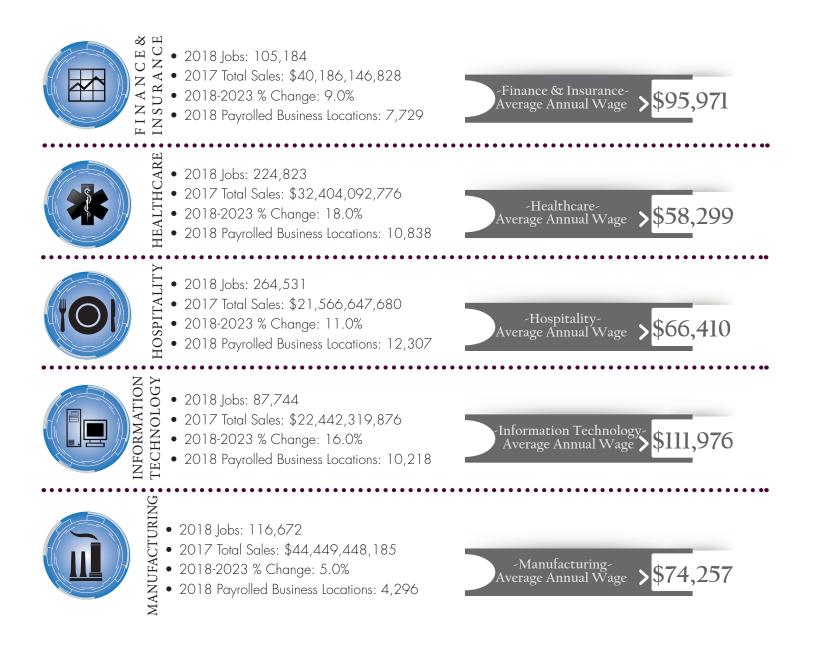
Ser-Jobs for Progress National is a national network of Community Based Organizations that formulates and advocates initiatives resulting in the increased development and utilization of America's human resources, with special emphasis on the needs of Hispanics, in the areas of education, training, employment, business and economic opportunity.

Shiloh House is committed to partnering with Colorado families and Human Service agencies in a way that promotes family stability, helps families achieve their goals, and ensures continued access to community resources once Shiloh House services have been successfully completed.

The Learning Source connects students with the resources they need to better their life and opportunities and is focused on helping their students further their potential in the workplace or in school.

Arapahoe/Douglas Targeted Industries





Workforce Development Board Membership



Workforce Center Locations

Centennial - Regional Workforce Center

Lima Plaza Campus 6974 S. Lima Street Centennial, CO 80112 Ph: 303.636.1160 Fax: 303.636.1250 TTY: 303.636.1207

CentrePoint - Aurora Workforce Center

Customers of Arapahoe County Parents to Work! Program only CentrePoint Plaza 14980 Fast Alameda Drive Aurora, CO 80012

Aurora Workforce Center

Altura Plaza 15400 E. 14th Place, Ground Level Aurora, CO 80011 Ph: 303.636.2014



Want more ways to connect...



Follow us on Twitter - @adworks303

in Connect with us on LinkedIn - ADW Connections

11111

1111



Visit us on the web - www.adworks.org

Email us at Business.Solutions@arapahoegov.com

Glossary of Terms

Aggregate Earnings Differential

The average annual earnings of people who used Arapahoe/ Douglas Works! minus the average annual earnings of all new hires in the region during the same time period, times the number of people placed in jobs and still working six months later. Also called Economic Impact.

Career Pathway

The career pathway tool helps job seekers advance in their careers through a combination of training options. Using the tool, job seekers can plot a course of advancement in key regional industries.

Cost/Benefit Ratio

Aggregate earnings differential divided by total public monies spent by Arapahoe/Douglas Works!

Economic Impact

See Aggregate Earnings Differential definition

Employment First

Program helping SNAP (formerly food stamp) recipients find employment as rapidly as possible.

Labor Market Information

The body of information that deals with the functioning of labor markets and the determination of the demand for and supply of labor. It includes, but is not limited to, such key factors as changes in the level and/or composition of economic activity, the population, employment and unemployment, income and earnings, wage rates, and fringe benefits.

Parents to Work!

A program that helps non-custodial parents who owe child support payments enter employment and begin paying child support as quickly as possible.

Return on Public Investment

The number of months to pay back taxpayers. Return on public

investment is calculated against aggregate earnings differential using known average effective U.S. income tax rate for middle quintile earners.

Savings to Taxpayers

Estimated amount of social spending outlays saved as a result of a customer finding a job through Arapahoe/Douglas Works! Social spending outlays include Temporary Assistance for Needy Families (TANF), and Supplemental Nutritional Assistance Program (SNAP, formerly known as food stamps).

Sector

An industry or group of industries that perform a particular function. For example, the health care sector includes hospitals, ambulatory care centers and nursing centers.

Sector Strategy

A group of business leaders who act cooperatively in managing their industry's skilled labor needs. This includes systematic training in critical occupations, and working with post-secondary educational institutions to ensure a steady supply of skilled labor is in the training pipeline to meet projected labor force needs.

Supplemental Nutritional Assistance Program (SNAP)

Formerly known as food stamps, consists of a stipend given families based on income and family size for the purpose of purchasing food.

Talent Development Programs

These programs are operated under the Workforce Innovation and Opportunity Act of 2014, and include services to eligible adults, dislocated workers and young adults. Services may include on-the-job training or occupation-related classroom training and intensive job search.

Talent Enhancement Programs

Poverty prevention programs designed to reduce social spending by putting recipients to work as quickly as possible.

Talent Placement Programs

These programs are generally operated under the Wagner-Peyser Act, and include labor exchange and direct services to employers, also called business outreach. Services to job seekers include workshops, the Generations@Work resource area, the general resources area, direct services from the applicant services team, referral to other programs or resources and veterans services.

TANF (Temporary Aid for Needy Families)/Colorado Works

Colorado Works is the employment portion of the TANF program. TANF recipients generally must participate in a work related activity to continue to receive benefits. Arapahoe/Douglas Works! now offers the Subsidized Training and Employment Program (STEP) Program, which puts participating TANF recipients in on-the-job training opportunities designed to lead to self sufficiency.

Training Pipeline

Public and private educators who offer business-relevant training in occupations to match key industry sector need. Training can be classroom, apprenticeship or on-the-job.

Vocational Guidance

The provision of information, suggestions, and advice through discussion with individuals who are considering a geographical or vocational choice or change, relating to their career decision.

Wagner-Peyser Act

Federal legislation designed to facilitate a match between open jobs and qualified job seekers; now embedded in the Workforce Innovation and Opportunity Act of 2014.

Workforce Board

Also known as a Workforce Development Board, or WDB, is a body of local business and community leaders assembled to guide and oversee federally funded workforce development strategies and operations in a region.

Workforce Center

An office of a regional entity that operates public workforce development programming in a federally designated region. Arapahoe/Douglas Works! has one main and two satellite workforce centers that serve clientele throughout Arapahoe and Douglas counties.

Workforce Development

Workforce development or workforce development system is the term used to generally refer to the network of One-Stop Career Centers or Workforce Centers funded and operated under the Workforce Innovation and Opportunity Act of 2014. Workforce development and/or training refers to community efforts to train individuals for specific jobs or industries. Training may cover everything from soft skills (work ethic, attitude, getting to work on time) to basic skills (literacy, numeracy) to specific job skills (carpentry or web site development). Community workforce efforts may also include job placement assistance, resumé writing, interview skills, and retention services such as legal advice and child care, that help people stay in a job once placed there. The goal of workforce training programs is to improve the quality and skill sets of individuals, to place them in jobs, and help businesses find an employee base in line with their needs. A good workforce training program, therefore, serves two customers: individuals and businesses.

Workforce Investment Act (WIA) of 1998

Federal legislation designed to provide universal access to Americans needing job training or other career services designed to lead to employment.

Workforce Investment and Opportunity Act (WIOA) of 2014

Supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act of 1998, the Wagner-Peyser Act of 1933, and the Rehabilitation Act of 1973. WIOA preserves the nation's current program infrastructure allowing continuity in the delivery of federally funded employment services, workforce development, basic education for adults, and vocational rehabilitation activities for people with disabilities.





Follow @adworks303 Connect in ADW Connections

Prepared by staff assigned to the Arapahoe/Douglas Workforce Development Board: Kelly Folks, Workforce Division Manager, Arapahoe/Douglas Workforce Director Patrick Holwell, Workforce Economist Tanya Muniz, Workforce Development Board Supervisor