



2023

WORKFORCE BOULDER COUNTY
ANNUAL REPORT



AREA AGENCY ON AGING
COMMUNITY ACTION PROGRAMS
COMMUNITY JUSTICE SERVICES
HEAD START
HEALTHY YOUTH ALLIANCE
STRATEGIC INITIATIVES
WORKFORCE BOULDER COUNTY

Generating a Lifetime of Opportunities

About Workforce Boulder County

Workforce Boulder County (WfBC) is the key resource for employment and educational opportunities for residents in Boulder County.

Business Services

Businesses receive assistance in acquiring talented employees to fill positions and enhancing employee retention while reducing training costs.

Career Services

Individuals receive personalized services to support and achieve educational and employment related goals.

Young Adult Services

Young adults between the ages of 16 and 24 work with career support specialists who offer support in finding and developing a career pathway.

Virtual Call Center

Workforce Boulder County's Virtual Call Center (VCC) began in 2020 in response to the COVID-19 pandemic and helps direct employers, job seekers, and unemployment claimants.

Workshops and Training

A wide range of workshops are provided and open to the public, including career-focused workshops, virtual self-directed classes, and financial and homeownership workshops designed to assist people with money management and first-home home buying.

WfBC Learning Lab

Access to a variety of trainings, coaching, information sessions, and mechanisms are available to obtain free access to high school equivalency exam tutoring and testing.

Veteran Services

Veterans, including transitioning service members, and spouses receive career coaching and labor market information including employment and training opportunities.

Program Highlights

Workforce Boulder County's program year is from July 1 to June 30 each year. In program year 2022-2023 (PY22), Workforce Boulder County engaged residents and businesses in Boulder County through a variety of programs and services.

9,680 people accessed WfBC services

3,486 people attended career and youth workshops

403 people attended 22 different financial workshops and Homeownership Training

97 students enrolled in WfBC's High School Equivalence Diploma (HSED) Learning Lab

1,126 Boulder County employers received 4,137 services from WfBC's Business Services team

50 people registered for computer courses with WfBC's Virtual Computer Training Center

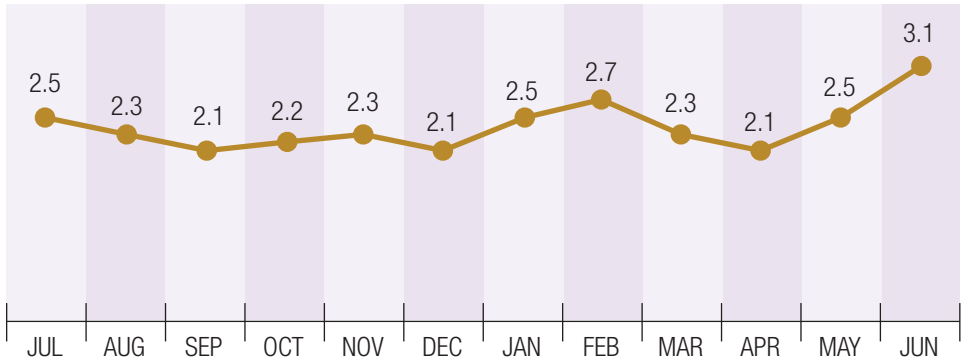
4,454 collective hours of learning were invested by students

Workforce Trends

WfBC programs are designed to assist people in entering high-quality jobs and careers while also helping employers find, hire, and retain skilled workers. This section analyzes unemployment trends, the people and businesses who access WfBC services, and economic impacts.

Unemployment Rates

The average Boulder County unemployment rate was 2.4% for PY22. Boulder County unemployment rates remained low across the program year. The range went from the lowest at 2.1 (September, December, and April of 2022) to the highest of 3.1 in June 2023.



Jobs & Job Seekers

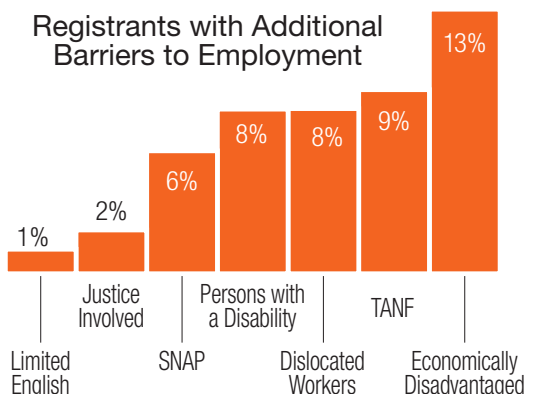
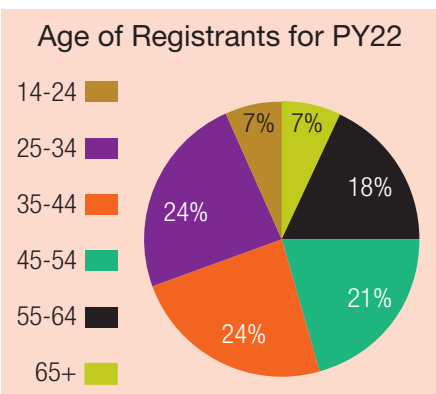
54,292 jobs were posted in Connecting Colorado

6,387 of the 9,680 customers (66%) claimed Unemployment Insurance

5,592 people received Staff-Assisted services during PY22

During PY22, five industry sectors created 40,625 job postings, which accounted for 75% of all jobs posted that year. There were more job orders (demand) than job seekers (supply) for 86% of occupational sectors posted in Connecting Colorado.

The 9,680 customers who registered for Workforce Boulder County services represent a diverse group of job seekers.



Return on Investment

Workforce Boulder County administers programs that align with the Workforce Innovation and Opportunity Act (WIOA), a federal legislation designed to strengthen the public workforce system and help Americans, including youth and individuals, experiencing significant barriers to employment.

Return on Investment (ROI) and Economic Impact (EI)

WfBC looks at the economic impact for Boulder County through increased wages and Return on Investment (ROI). **Boulder County's total ROI for all staff-assisted programs was \$16,234,924**, which amounts to a return of \$12.06 for each dollar invested. The ROI for Workforce Boulder County programs is calculated by subtracting program expenditures from the total additional wages earned.

\$12,472 increase in median annual wages for those who accessed WfBC services

\$17,581,452 were collectively earned by WfBC participants after accessing staff-assisted services

Veterans Services

Workforce Boulder County recognizes Veterans and their many sacrifices and knows they are an imperative part of Colorado's workforce. The Colorado workforce system is proud to honor Colorado Veterans with Priority of Service. All veterans and eligible spouses receive priority of service for any workforce development service funded in whole or in part by the Department of Labor.

300 Veterans received WfBC staff-assisted services

565 Veterans visited Workforce Boulder County during PY22

62% of Veterans were Unemployment Claimants

Workforce Boulder County Veterans Services assisted a veteran who was laid off from her job on an IT Help Desk. Her unemployment benefits were already delayed for several weeks before she came into Workforce Boulder County for help. The veteran wanted to get her CompTIA A+ certification so she could continue her career in technical support from her home. The WfBC Veterans Services representative recommended her the "Updating & Tailoring Your Resume" and the "Insights & Guidelines for 50 Plus workshops available with WfBC." The Boulder County Veteran Service Office referred her to the Veterans Community Project, where she received assistance in paying her rent.

The veteran reports that she finally received her unemployment benefits, she caught up on her bills and rent, and she obtained a contract position with Lumen for \$25 an hour providing remote Technical Assistance – exactly the type of work she wanted!

Youth Systems Building Academy (YSB)

In early 2023, the US Department of Labor (USDOL) selected Workforce Boulder County (WfBC) to participate in a unique and inspirational experience to enhance our young-adult programming. The Youth Systems Building Academy (YSB) included Workforce Boulder County, Colorado Department of Human Services Colorado Works, eight workforce centers in other states, USDOL, coaches, and additional stakeholder and partners from across the country. YSB's purpose is to create a space of intentional dialogue to design and implement an ecosystem of supports for youth aimed at reducing barriers to education, employment, and community. This is especially important for supporting youth of color, youth disconnected from education, and youth experiencing life challenges.

Boulder County has a unique challenge in that we have a highly educated talent pipeline, which makes it more challenging for youth with less education and other barriers to enter the workforce. Research shows that when young people are connected to the workforce, it increases the likelihood that they will be employed and earn family-sustaining wages later in life.

Youth Impact Summits

WFBC developed and implemented Youth Impact Summits through the valuable infrastructure, technical assistance, and innovation offered by YSB Academy. These free summits offer a safe and creative space to bring together youth (ages 16 – 24) in Boulder County to envision and design a future in which they have access to career pathways and quality jobs. We aim to inspire young adults to imagine a future where they can find a meaningful career and achieve their full potential.

From May through October 2023, Workforce Boulder County hosted a series of Youth Impact Summits. During these events, WfBC met approximately 20 youth and generated conversations about:

- Creating a workforce system that guides youth toward quality jobs and career opportunities
- Identifying workforce challenges and solutions for youth
- Guaranteeing access to paid work experiences, trainings, and other community resources
- Collaborating and partnering between youth and local workforce professionals

Feedback from youth attending Youth Impact Summits:

"I think that it's really exciting/important to see/have adults and organizations that are trying to get this information from youth to ease the transition from childhood to adulthood because I have experienced a distinct lack of support not focused on going to college or a trade career."

"The Youth Impact Summit was truly an amazing experience where I got to collaborate with other like-minded youth and be a part of true conversations looking at changing policies in a way that will incorporate youth voices. I felt extremely supported and heard. The more people that participate, the more lasting changes that we will make, truly allowing youth to have a voice at the table."

Moving forward, WfBC is hoping to gain more insight by meeting with youth throughout Boulder County. WfBC plans to create a Youth Advisory Board, analyze our data with the help of youth ambassadors, and implement other initiatives born from the Youth Systems Building Academy experience.

Note from Erin Jones, WfBC Director

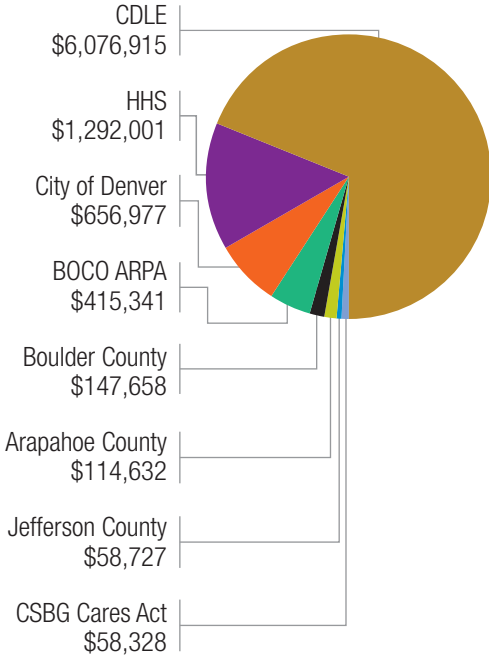
Workforce Boulder County’s mission is to drive employment and education opportunities that enrich individual growth, economic health, and community connection. We seek to serve all job seekers and businesses alike in Boulder County that need assistance in hiring, retraining, and retaining employees.

WfBC serves job seekers that are looking for a first job, a better job, a new career, or getting back to work after a lay-off or other life disruption. Business services customers are served through hiring, training, and retention supports. Our customers benefit from career coaching, retraining, upskilling, and next skilling, among other services we provide individuals.

Workforce Boulder County also supplies grant scholarships for individuals to attend training institutions to enter or advance their occupation. We know that internships and apprenticeships are also key strategies to learn and earn in the world of work. Our dynamic workforce and workforce ecosystem are continuously changing. This past year in PY22, we experienced more job availability than job seekers or employees to fill the demand. In the year ahead, Workforce Boulder County will focus on local and regional strategies that develop talent pipelines, close skill gaps, assess future industry needs, and promote job quality and economic mobility for all in our community.

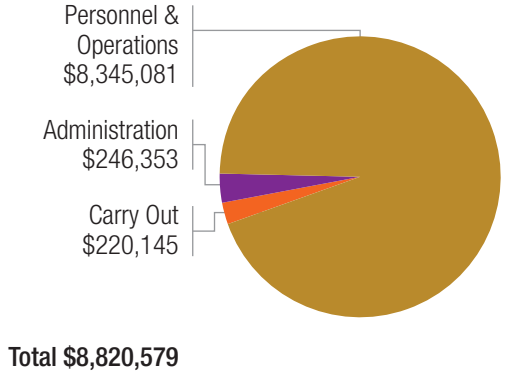
We are supported by a high-performing Workforce Development Board. Our members include primarily local businesses along with non-profit agencies, labor representatives, education, and economic and community development entities. Workforce Boulder County’s Workforce Development Board is responsible for identifying workforce development needs and creating a comprehensive strategy for meeting them.

Revenues



Total \$8,820,579

Expenses



Total \$8,820,579



Mission: To drive employment and education opportunities that enrich individual growth, economic health, and community connection

Vision: A flourishing community where everyone has abundant opportunity for meaningful employment and businesses are connected to a diverse talent pool

Values: Engage, Empathize, Evolve