



2024

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

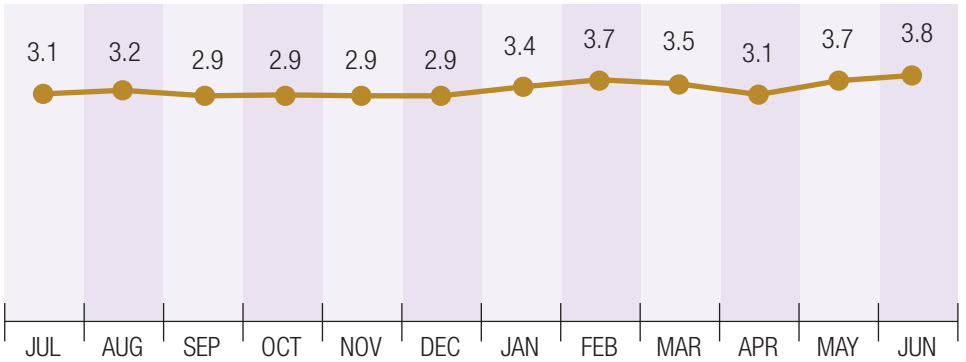
Generating a Lifetime of Opportunities

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 for PY23 was 3.3%. The unemployment rates across the program year remained below 4.0% and ranged between 2.9% in September through December and 3.8% as of June.



Jobs & Job Seekers

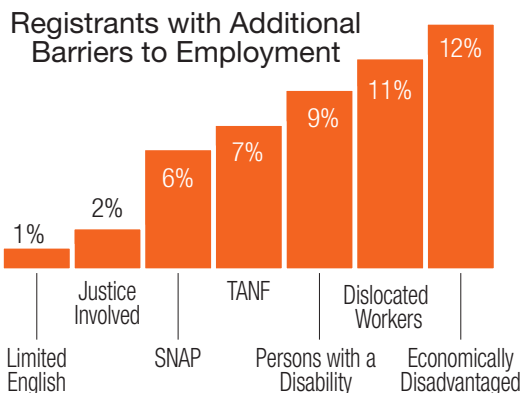
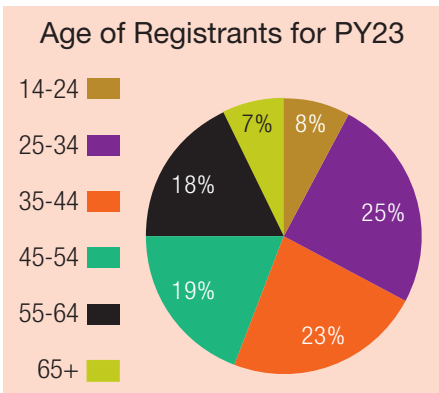
41,005 jobs were posted in Connecting Colorado

8,065 of the 11,782 customers (68%) claimed Unemployment Insurance

11,782 people received Staff-Assisted services during PY23

During PY23, ten industry sectors created **37,778** postings, which accounted for **92%** of all jobs posted that year. There were more job orders listed (demand) than job seekers (supply) for most industry sectors (82%).

The **11,782** 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 calculates the Economic Impact (EI) and Return on Investment (ROI) for Boulder County using increased wages for program participants after they leave. Boulder County's total ROI was **\$11,909,299** (Total Additional Wages Earned minus program expenditures = ROI for Workforce Boulder County programs), which amounts to a return of **\$5.85** for each dollar (\$1.00) invested.

\$6,956 increase in median annual wages for those who accessed WfBC services

\$13,942,84 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.

392 Veterans received WfBC staff-assisted services

639 Veterans visited Workforce Boulder County during PY23

64% of Veterans were Unemployment Claimants

Workforce Boulder County Veterans Services assisted a veteran seeking a career change following deployment with his Air Force reserve unit. The veteran was referred to SSD Global Solutions to obtain his Green Belt certification and he began applying with several Department of Defense contractors recommended by WfBC's Regional Veteran Employment Representative.

Following completion of the classroom and exam phases, the veteran began his certification project and as well as the interview process with BAE Systems, which had recently acquired Ball Aerospace. In addition, the veteran accepted placement with the National Reconnaissance Office within his reserve unit.

The veteran has now completed three rounds of interviews with BAE Systems and is discussing a six-figure salaried position as a System Engineer within the Space Systems Division, a significant improvement from his former position. Additionally, this position directly compliments the veteran's Air Force Reserve duties.

Evaluation

In Program Year 2020 (PY20), Workforce Boulder County started an annual evaluation process for the federally-funded Workforce Innovation and Opportunity Act (WIOA) Title I and Title III. The Workforce Innovation and Opportunity Act (WIOA) Title I programs focus on providing workforce development activities aimed at increasing employment, retention, and earnings of participants, while WIOA Title III programs improve access to, and the quality of workforce services, offering programs and activities for Businesses and job seekers through the Workforce System. The ongoing evaluation uses two kinds of data: numbers (quantitative) and personal stories or experiences (qualitative). The numbers were analyzed using a Disproportionate Impact method to check how well the programs support diversity, equity, and inclusion.

In Boulder County, the WIOA Title I and Title III programs are found to be successfully reaching at-risk populations.

60%

of participants in the WIOA Title I program in Boulder County started a training program

73%

were still employed a year after exiting the program

77%

of participants obtained jobs six months later

80%

of participants completed their training program

Key findings from the evaluation found that WfBC programs are reaching the people they are supposed to help, though some groups face more challenges than others and the numbers alone don't explain why some groups struggle. There is also a need to consider long-term effects of selected training and career paths.

Workforce Boulder County has identified several best practices used to improve services:

- Having a Disability Navigator and working with the Division of Vocational Rehabilitation (DVR).
- Using Service Navigators to help with applications and intake.
- Allowing applications to be submitted electronically.
- Having an automated internal referral process.
- Providing bilingual recruitment and outreach materials.
- Having bilingual staff available to help customers.

Next Steps

In conjunction with the state, Workforce Boulder County plans to hold focus groups in January 2025 (PY24). These groups will include people who have finished or are currently in training with the WIOA Title I Adult and Dislocated Worker programs. An outside organization will run the focus groups to avoid bias.

About Workforce Boulder County

Workforce Boulder County (WfBC) is the key resource for employment and educational opportunities for residents in Boulder County. WfBC connects businesses and people, and envisions a flourishing community where all Boulder County residents have an abundant opportunity for meaningful employment, and where businesses are connected to a diverse talent pool. Workforce Boulder County is a partner in making Boulder County a vital place to work, live and play.

Work-Based Learning: Learning through Real World Relevance

Registered apprenticeships and paid internships are types of Work-Based Learning that can be a workforce intervention to address critical skill gaps, enhance career readiness, and support economic mobility. These programs provide participants with practical, hands-on experience while they earn income and build industry-specific skills. Apprenticeships offer structured pathways into careers in fields like healthcare, IT, and the trades, where participants learn directly from skilled professionals and gain hands-on experience. Paid internships immerse participants in actual projects and real-time learning, helping them cultivate vital soft skills such as communication, collaboration, and adaptability.

These programs are inclusive, offering accessible entry points for underrepresented groups, including young adults from disadvantaged backgrounds or those without formal degrees. By providing wages alongside training, apprenticeships and internships reduce financial barriers, allowing a wider demographic to develop in-demand skills. This inclusivity strengthens the local talent pipeline in fields with significant workforce needs, such as healthcare roles, where apprenticeships have opened doors for individuals interested in essential, often underfilled positions.

In Boulder County, registered apprenticeships and paid internships align well with the area's unique economic and demographic profile. With a blend of high-tech, healthcare, and green industries, these programs can provide targeted training to address local needs from sustainable energy to healthcare. As these programs develop and retain skilled talent, they not only enhance the county's workforce but also contribute to regional stability and growth. By bridging skill gaps, promoting diversity, and supporting local career pathways, these programs lay the foundation for an inclusive, resilient economy that benefits both residents and businesses of the community.

Program Highlights

Workforce Boulder County's program year is from July 1 to June 30 each year. In program year 2023-2024 (PY23), Workforce Boulder County engaged residents and businesses in Boulder County through a variety of programs and services.

11,893 people accessed WfBC services

1,498 people attended career and youth workshops

408 people attended 22 different financial workshops and Homeownership Training

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

1,008 Boulder County employers received 4,137 services from WfBC's Business Services team

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

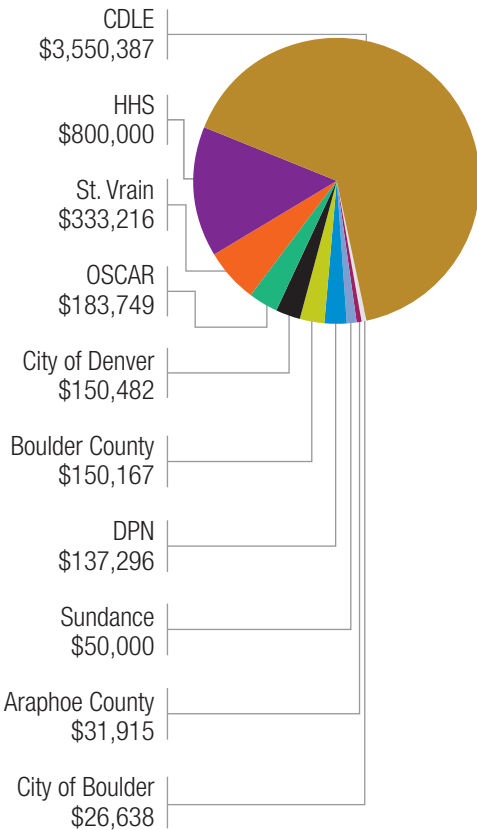
4,454 collective hours of learning were invested by students

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, training, retraining, and retaining employees. We are proud to be serving the community for over five decades. We value collaboration and partnership and know that working together for our community members strengthens our individual efforts. Workforce Boulder County is a part of the large networked and aligned Colorado public workforce system. As an intermediary for business and service providers for our residents, we work together to advance opportunities for all Coloradans.

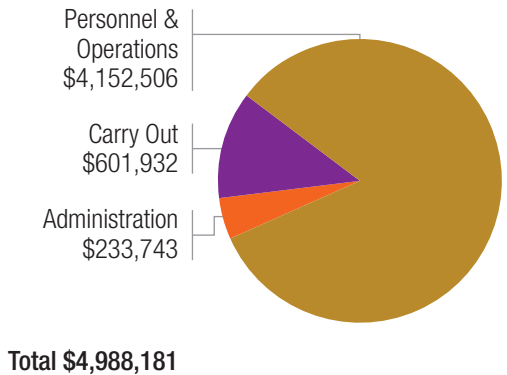
In Boulder County, we are proud to support the needs of the industry through regional sector partnerships in behavioral health, information technology, manufacturing, professional services, and healthcare. In the years ahead, we will work to promote and build a green trades workforce in support of Boulder County's environmental sustainability and emissions reduction goals. With a focus on local and regional strategies and partnerships, we aim to develop talent pipelines, close skill gaps, assess and address future industry needs, and promote economic mobility.

Revenues



Total \$5,413,850

Expenses



**Workforce
Boulder County**



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