



2025

WORKFORCE BOULDER COUNTY ANNUAL REPORT



**COMMUNITY
SERVICES**

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

Evaluation

In Program Year 2024 (PY24), Workforce Boulder County continued the annual evaluation process for the federally funded Workforce Innovation and Opportunity Act (WIOA) Title I and Title III programs. The Workforce Innovation and Opportunity Act (WIOA) Title I programs provide workforce development services designed to increase participants' employment, retention, and earnings. Title III programs focus on improving access to high-quality workforce services, offering resources and support to both businesses and job seekers through the Workforce System. This year, the evaluation focused on listening to the voice of our customers using personal stories or experiences and focus groups. Focus groups and interviews were conducted in each of the ten workforce regions. The qualitative data was then analyzed by region and for the state.

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“The WIOA program is Colorado’s best kept secret.”

“I had a great experience and I’ve been telling all my family and friends about this program.”

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Key Findings

The main points expressed by focus group participants were:

- There is a need for an expanded multi-channel outreach, particularly for underrepresented groups and those impacted by the digital divide to inform them about workforce services.
- Effective, structured case management is an important element for customer satisfaction.
- Career Assessment, training, and career coaching are all very popular with customers. Training databases and assessments need to be up to date and aligned with labor market needs.
- Customers need and appreciate supportive services around transportation, tuition assistance, and childcare. Access to such services needs to be consistent and proactive.
- Follow-up services after program participation remains important and needed.

Next Steps

In conjunction with the state, the evaluation will continue for Workforce Boulder County with the focus on two age groups – 18 to 24 and 55+. These groups will include people who have finished or are currently in training with the WIOA Title I Adult, Dislocated Worker, and Young Adult programs and will include quantitative data as well as qualitative data. This year, the evaluation plan includes conducting focus groups and interviews of WIOA staff along with individual interviews with customers.

Moving Forward

Workforce Boulder County is launching two new initiatives to connect residents with growing career opportunities. Quantum Futures builds pathways into the region's expanding quantum technology sector through employer partnerships, hands on learning, and a strong focus on equity. Green Trades opens doors to careers in clean energy and building upgrades, supported by \$5.2 million in regional funding that will serve nearly 800 Boulder County residents over four years. Together, these programs reflect our commitment to removing barriers and building career pipelines in the industries shaping our region's future.

Quantum Futures

Quantum Futures connects young adults and adults to career opportunities in Boulder County's rapidly growing quantum technology sector. With more than 40 quantum-related companies, national laboratories such as the National Institute of Standards and Technology and National Oceanic and Atmospheric Administration, and academic leadership at the University of Colorado Boulder, the region is a national hub for quantum innovation. Yet many job seekers remain disconnected from these high-growth, high-wage opportunities. Quantum Futures addresses this gap through structured career pathways, work-based learning, short-term credentials, and direct employer engagement, with a focus on equity and outreach to underrepresented populations.

Workforce Boulder County has established strong partnerships to support this effort, including ongoing collaboration with Elevate Quantum and engagement with employers such as NIST, Atom Computing, Quantum Rings, and Mesa Quantum to expand work-based learning and internship opportunities. Additional efforts include partnerships with Front Range Community College and St. Vrain Valley School District, development of a Quantum Career Pathways webpage, and student engagement activities such as lab field trips to increase early exposure. Moving forward, the initiative will formalize and expand these partnerships to align training with employer needs and grow internships and work-based learning placements. These efforts aim to serve at least 100 young adults, place 25 into training or work-based learning, and increase participant earnings, while building a scalable workforce model that strengthens Colorado's leadership in quantum innovation and expands equitable access to opportunity.



Green Trades

The Workforce Boulder County (WfBC) Green Trades initiative expands equitable access to high-demand careers in building decarbonization and clean energy, including heat pump installation, electrical work, and building performance. Through a regional partnership with DRCOG and four workforce centers, WfBC helped secure \$5.2 million to introduce skilled trades pathways to 3,800 clients over four years, directly supporting 790 Boulder County residents beginning in spring 2026. Funding supports certifications, tools, and apprenticeship incentives, with a focus on underrepresented and economically disadvantaged communities. WfBC also led the development of standardized regional career pathways and navigation tools to guide participants from exploration through placement. In 2025, the team established more than 40 new employer and training provider partnerships to reduce barriers to access and improve alignment with industry needs. Together, these efforts strengthen employer pipelines, improve training relevance, and build a sustainable, inclusive talent pipeline supporting economic mobility and the region's clean energy transition.

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. WfBC is a partner in making Boulder County a vital place to work, live, and play.

Program Highlights

Workforce Boulder County's program year is from July 1 to June 30 each year. In program year 2024-2025 (PY25), Workforce Boulder County engaged residents and businesses in Boulder County through a variety of programs and services.

26,060 people accessed WfBC services

1,518 people attended career and youth workshops

19,581 visitors identified as Unemployment Insurance Claimants

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

818 employers received 1,542 services from WfBC's Business Services team

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

4,454 collective hours of learning were invested by students

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“My case worker was hands-on and very supportive; she checked on me often to make sure I had everything I needed to be successful.”

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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. This is the latest data available when this was published.

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

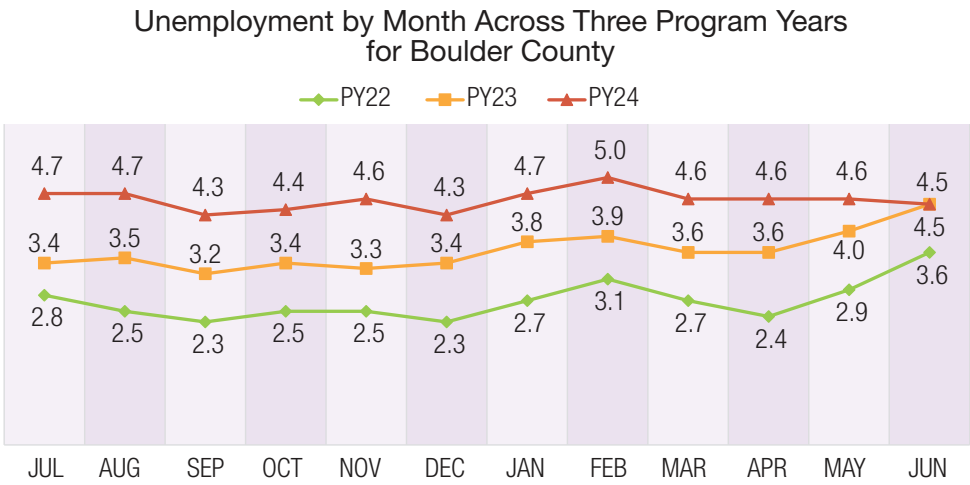
\$13,942,84 were collectively earned by WfBC participants after accessing staff-assisted services

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, events happening within WfBC, and offers a snapshot of the people and businesses who access WfBC services.

Unemployment Rates

The average Boulder County unemployment rate for Program Year [insert year] (PY24) was 4.6%. The unemployment rates across the program year were higher than last program year ranging from a low of 4.3% in September and December to a high of 5% in February.



Jobs & Job Seekers

111,461

jobs were posted in Connecting Colorado

19,581

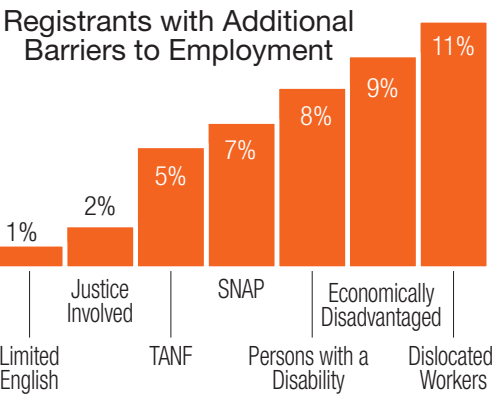
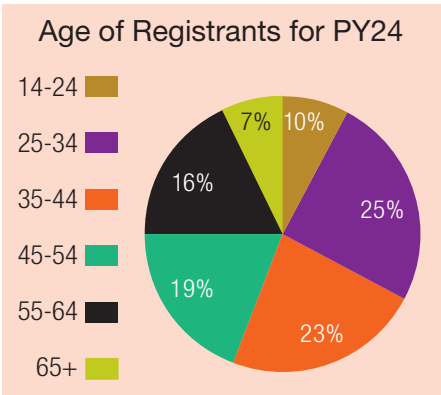
of the 26,060 customers (75%) claimed Unemployment Insurance

13,565

people received Staff-Assisted services during PY24

The top ten industry sectors in Boulder County created 89,539 postings, representing 80% of all jobs posted during PY24. There were more job orders listed (demand) than job seekers (supply) for the majority of industry sectors (77%).

The **26,060** people who visited WfBC during PY24 represented a diverse range of job seekers



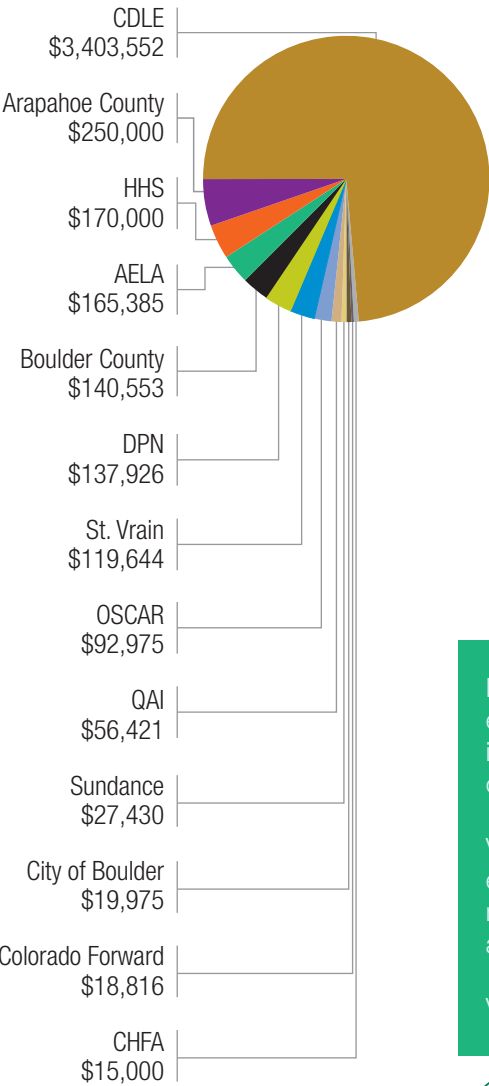
Note from Erin Jones, WfBC Director

For more than five decades, Workforce Boulder County has been committed to empowering individuals, strengthening businesses, and supporting a resilient local economy through equitable access to hiring, training, retraining, and talent development services. Our mission is simple and steadfast: to drive employment and education opportunities that enrich individual growth, economic health, and community connection.

Boulder County's labor market is shaped by a unique blend of innovation, creativity, and community-minded values. Our region's strong entrepreneurial spirit, thriving outdoor and sustainability culture, and deep bench of research, technology, and small-business activity create both opportunities and challenges for local employers and job seekers. Navigating a tight labor market requires collaboration—and collaboration is where we excel.

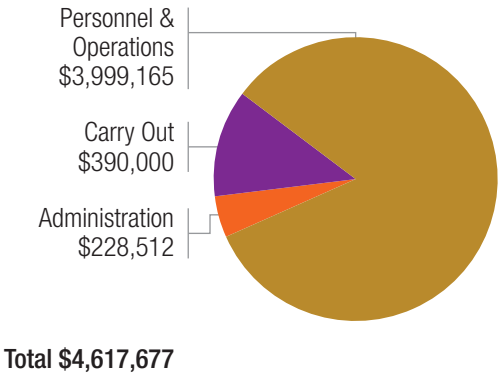
As part of the statewide Workforce Colorado network, we serve as a bridge between industry and service providers, ensuring that individuals, employers, educators, and community partners move forward together. This collective approach allows us to address changing industry needs, reduce barriers to opportunity, and elevate economic mobility for all Coloradans.

Revenues



Total \$4,617,677

Expenses



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



WORKFORCE COLORADO
WORKFORCE BOULDER COUNTY