

Measuring Client and Community Impact

The ultimate aim of the services provided by WfBC is to assist community members find employment while ensuring that the needs of businesses are met. Outcomes can be measured at both the individual and the aggregate level, helping to demonstrate our value to job seekers, businesses and the broader community.

Client outcomes

Individual outcomes are measured according to performance measures set by the U.S. Department of Labor, for clients enrolled into federally-funded programs. All WfBC measurements met or exceeded the required goal of 80% of the federal standards.

WIOA Program Outcomes Based on Standards set by the U.S. Dept. of Labor		
	Boulder County	Performance Standards
Adult Measures		
Entered Employment Rate	74.6%	67.7%
Six Month Retention Rate	82.3%	81.4%
Six Month Avg. Earnings	\$23,313	\$14,844
Dislocated Worker		
Entered Employment Rate	82.0%	70.9%
Six Month Retention Rate	81.3%	85.0%
Six Month Avg. Earnings	\$28,596	\$18,591
Youth Measures		
Degree/Certificate	55.8%	62.0%
Literacy/Numeracy	44.4%	41.0%
Education Placement	61.5%	61.3%
Overall Outcome		
Exceeded Goals	7	
Met Goals at 100%	2	
Missed Goals at 80%	2	

Adults earned **36%** more

Dislocated Workers earned **35%** more than the standard set by the U.S Dept. of Labor

Youth outperformed the standard for basic skills by **7.7%**

Community Economic Impact

WfBC is committed to providing significant value to the community. An aggregate evaluation of WfBC services demonstrates a large (close to \$67 million) economic impact to the Boulder County community. This is demonstrated by examining the average annualized quarterly earnings and using this to compute the impact of those earnings at the County level.

\$50,359 Average Annualized Earnings for WfBC Clients for 2015

\$11,211 Amount of average earnings above those who did not use WfBC services in 2015

\$311,749 was invested in temporary employment opportunities for the Flood Recovery efforts during 2015-16

\$66,816,473 The aggregated economic impact of WfBC services for Boulder County in 2015

Based on data drawn from the Longitudinal Employer Household Dynamics section of the US Census and WfBC Connecting Colorado for Jan 1, 2015 through Dec 31, 2015 - the most recent data available

Developing Business Partnerships

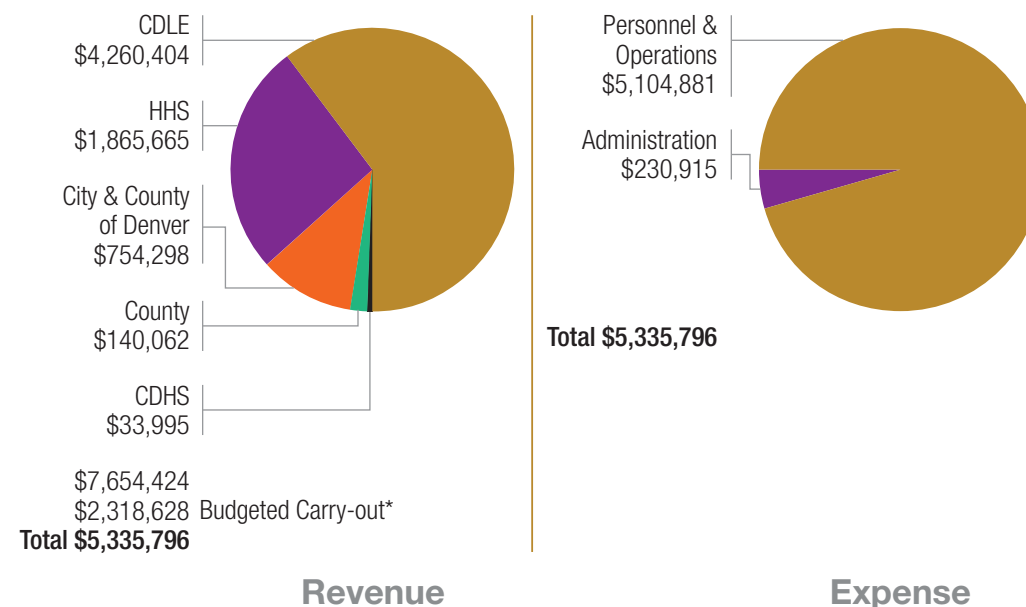
WfBC works to develop industry-specific pathways that provide training and skills within targeted sectors including Information Technology, Health Care and Manufacturing.

The Tectonic IT Academy – A success story!

Tectonic Group, a local software development business and learning academy is partnering with WfBC to promote and support careers in Information Technology for non-traditional populations including youth with barriers to employment, military veterans, women, minorities and individuals with a disability. Tectonic Academy provides training in software development, access to new career paths, mentoring and hands-on project work. Tectonic's unique mission to serve under-privileged populations fits with Workforce Boulder County's vision to create a flourishing community where everyone has abundant opportunity for meaningful employment and businesses are connected to a diverse talent pool. In this work, WfBC is recruiting and supporting individuals to begin on this path while Tectonic Academy provides learning experiences, mentoring, and exposure to the industry's culture and dynamic work environment.

This is a prized example of an industry-driven Career Pathway in which individuals with barriers to employment can engage in opportunities to learn, grow, and build a career that is sustainable and well-paying. WfBC continues to support the evolution of this project while actively exploring opportunities to develop similar initiatives.

Revenues and Expenses

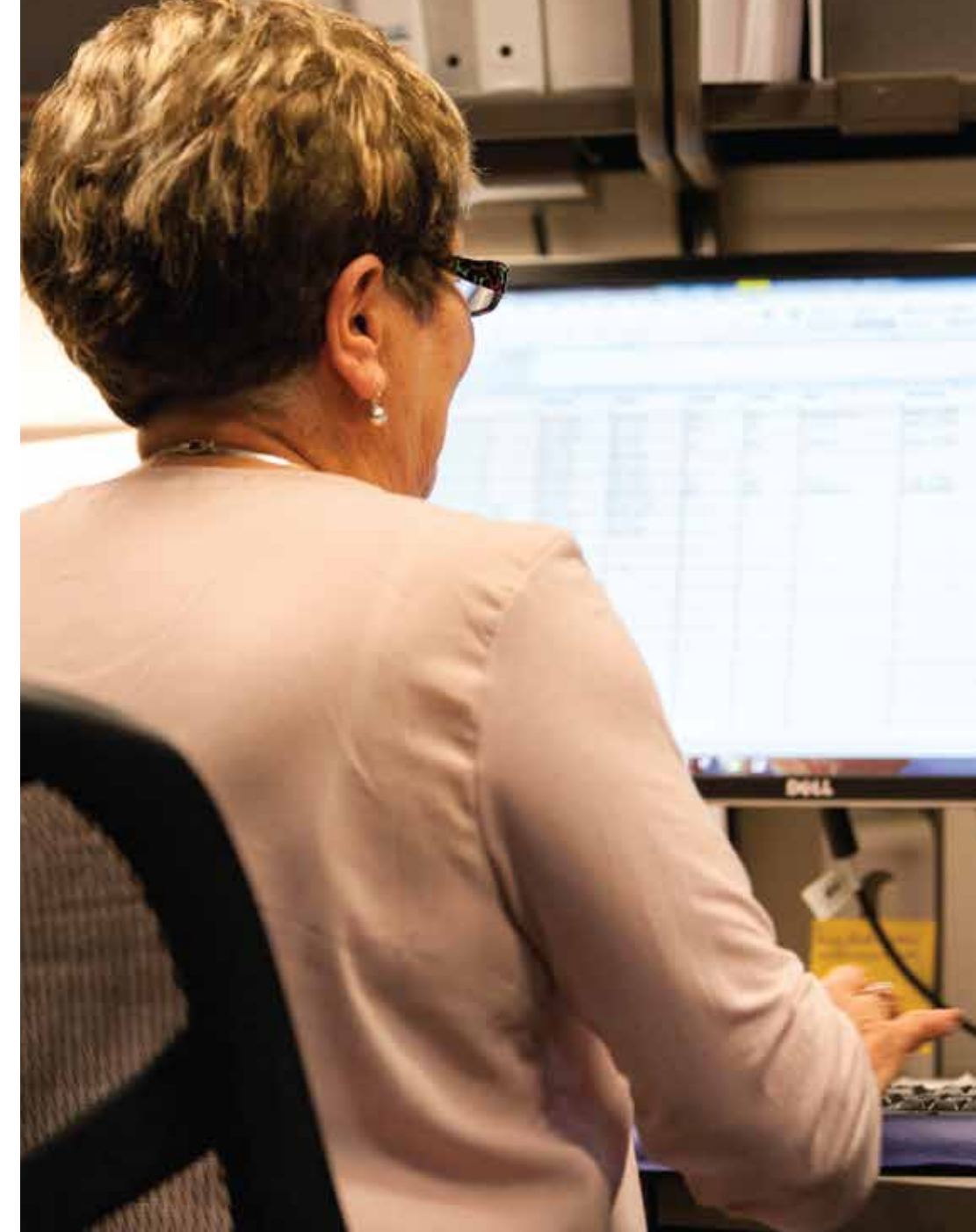


*Dollars carried forward annually to support first quarter operating.



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



2016

WORKFORCE BOULDER COUNTY ANNUAL REPORT



AREA AGENCY ON AGING
COMMUNITY ACTION PROGRAMS
COMMUNITY JUSTICE SERVICES
CHILD PROTECTION REVIEW TEAMS
HEAD START
HEALTHY YOUTH ALLIANCE
VOLUNTEER INITIATIVES
WORKFORCE BOULDER COUNTY

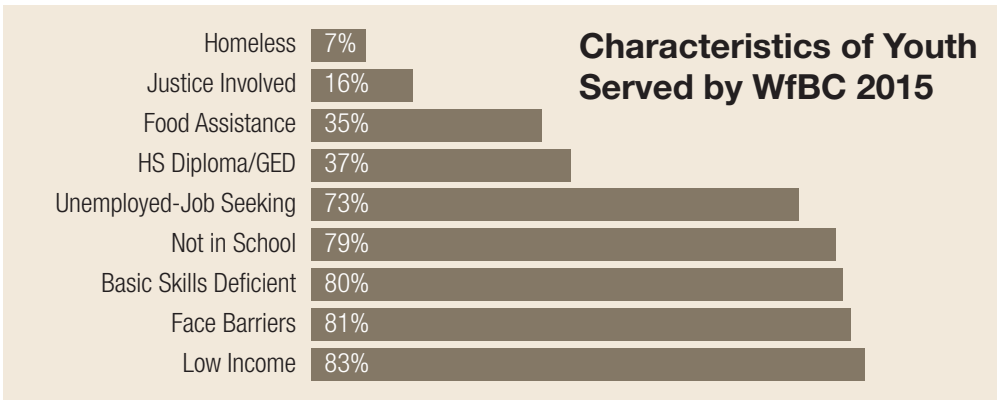
Generating a Lifetime of Opportunities

Workforce Boulder County

For more than 40 years, Workforce Boulder County (WfBC) has served the residents and businesses of Boulder County from two locations (Boulder and Longmont), offering a variety of responsive services to employers and job seekers, alike. Each day, WfBC strives to fulfill its mission of advancing employment and education opportunities that promote individual and economic growth, supporting the diverse needs of County businesses, and fostering strong community connections.

Job seekers served

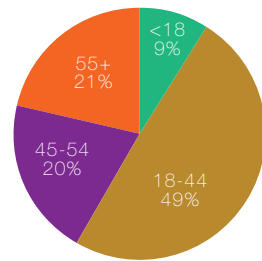
The individuals seeking services from WfBC in 2015-16 possess a diverse array of employment needs. These include accessing supportive employment services, learning new or upgrading current skills, participating in training opportunities, or obtaining valuable work experiences. To help fulfill WfBC's mission, our offices provide a wide variety of services and programs tailored to help adults and youth fulfill their employment goals.



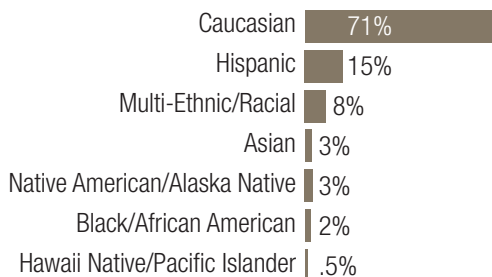
1,933 Youth (ages 14 to 24) accessed job search assistance

10,096 Adults (18+) sought services during Program Year 2015

Age groups of those who received services



Race/Ethnicity Reported by Clients



Special Populations Served

Veterans	1,011	10%
Persons with a disability	725	7%
Dislocated Workers	879	8%
Food Assistance	945	9%
TANF	592	6%
Justice-Involved	309	3%
Economically Disadvantaged	1,482	14%

Education Profiles of Job Seekers

Bachelor's and Higher	39%
Some College	22%
HS/GED	21%
<HS/Still in School	19%

WfBC Job Seeker Services

The programs and services provided by WfBC are designed to meet the diverse needs of Boulder County residents; from job search and placement efforts, to the provision of work experience opportunities that meet the needs of employers while promoting sustained employment. A wide selection of workshops is also available, including career development, financial management, and home ownership training (HOT). Additionally, WfBC offers individual and computer-assisted learning for in-demand software and skill training, ranging from basic computer literacy to obtaining a GED.

Workshops

Employment-related workshops are held across Boulder County at local nonprofits and County government sites. These are offered in the evenings and on weekends to best reach our community residents.

538 Workshops conducted 3,625 Participants 2,490 Unduplicated Participants

Learning Lab/GED (GED Prep)

The Learning Lab provides solution-focused, strengths-based academic coaching in Science, Social Studies, Reading, and Mathematics. GED Graduates and their families participate in graduation ceremonies hosted by WfBC to celebrate their achievement and receive certificates.

239 Learning Lab classes were conducted

31 Students received their GED

Computer Lab

The Computer Learning Lab offers an array of tutorial software tools that allow participants to learn specific programs at their own pace, supporting career goals. Software available includes computer basics, in-demand Microsoft products including Project, Skype for Business, and QuickBooks.

1,630 Residents participated in Computer Lab learning in opportunities

Occupational Skills Training

Workforce has invested in efforts to support job seekers who are seeking entry into the information technology sector. As one of our targeted industry areas, WfBC staff assists job seekers to obtain training, work-based learning opportunities, and sustainable jobs in this growing sector.

WfBC invested \$329,837 in training, internships, and on-the-job training opportunities that supported 67 individuals seeking employment in the technology sector.

Business Services

WfBC works closely with area businesses to ensure they are matched with the best job seekers in term of skills, interest and experience. By providing information to businesses on emerging trends and anticipating employer needs, WfBC is ideally positioned to provide timely and targeted support to businesses.

Providing Businesses with Timely Data

WfBC works to provide business with employment data as a way to help them stay abreast of employment trends and to support long-range planning. Four of the Top Five Industry Sectors in Boulder County have increased the number of job openings for the 2015 program year. The Educational Services sector had the greatest increase and, while the number of job openings for the Professional, Scientific & Technical Services sector declined – it was still responsible for 12.8% of the job openings.

	Job Openings 7/15 - 6/16	% or Total	Job Openings 7/14 - 6/15	% change	Median Wages Bldr. County 2015
Information	18,285	28.1%	13,943	▲ 31.1%	\$69,416
Professional, Scientific & Technical Services	8,292	12.8%	14,386	▼ -42.4%	\$89,793
Educational Services	6,485	10.0%	2,728	▲ 137.7%	\$59,217
Transportation & Warehousing	6,94	9.4%	3,412	▲ 78.6%	\$38,188
Healthcare & Social Assistance	5,987	9.2%	4,459	▲ 34.3%	\$64,927
Totals	65,032	100%	57,662	▲ 12.8%	

137.7% Growth in the Educational Services Sector

69% of all jobs posted were in the Top 5 Industry Sectors

Addressing the needs of local business

Business Services supports the promotion of business growth in key sectors including, Information Technology, Healthcare, and Manufacturing. Sector partnerships and career pathways are designed to address workforce gaps and build skills that match industry growth areas.

WfBC offers 11 core services designed to meet the needs of local businesses:

- | | | |
|------------------------|---------------------|-----------------------|
| Business Information | Hiring Events | Testing & Assessments |
| Business Education | Job Order Posting | Facility Usage |
| Training / Re-training | Labor Market Info. | Rapid Response |
| Job Fairs | Candidate Screening | |

65 Job Fairs & Hiring Events

1,540 Employers were served in the county during the last program year