



Colorado Department of Labor and Employment

Skilled Worker Outreach, Recruitment, and Key Training Act - WORK Act (HB15-1276, HB17-1357, and HB18-1316) - Annual Report to the Legislature - October 2019

Date Range covered: July 1, 2018 - June 30, 2019

A. Background

On May 26, 2015, the Skilled Worker Outreach, Recruitment, and Key Training Act (House Bill 1276), also known as the WORK Act, was signed into law by the Governor. The purpose of the WORK Act is to increase awareness of, enrollment in, and completion of skilled worker training programs to expand Colorado's skilled workforce. Partnering with business and industry to determine critical workforce needs, the program awards matching grants to eligible applicants to engage in outreach and recruitment efforts, provide skilled worker training or both. Eligible applicants include any government or non-government entity that offers or plans to offer a skilled worker training program and has partnered with industry. A training program must be an accredited educational training program, occupational education training program, apprenticeship, or similar training program; it does not include funding for bachelor's or higher degrees. In 2017, House Bill 1357 raised the annual spending cap and extended the performance period through June 30, 2019. HB 18-1316, effective July 1, 2018, extended the WORK Act through June 30, 2021.

B. Grant Awards

The Act requires the Colorado Department of Labor and Employment (CDLE) to administer the program, and creates a grant review committee to review proposals and make recommendations to the Executive Committee for awarding matching grants. Per HB 18-1316, the state Workforce Development Council appoints members to serve on the review committee, and the Executive Council will determine the awards. The projects offered by the grantees vary in structure, duration and outcomes. The programs range from one-week hands-on "101" classes to 30-day boot camps, 8-week trainings and four-year apprenticeships.

Cycle 1E

On July 1, 2017, three successful grantees from Cycle 1 were offered \$1,306,000 to extend their outreach and recruitment efforts through August 31, 2018. Grantees were reimbursed \$1,278,780, and an additional 7,363 individuals were actively recruited to the training programs during the extension cycle. Data through August 31, 2018 are reported on Attachment 1.

1. Construction Careers Now (CCN)

Grantee: Associated General Contractors (AGC)

Project Description: CCN is a pre-apprenticeship boot camp offered with Emily Griffith Technical College. The pre-apprenticeship lasts four weeks and provides hands-on experience to understand construction industry basics and improve general skills. An embedded job fair takes place in the fourth week and completers receive OSHA certification.

Amount Awarded: \$711,000

Amount Reimbursed: \$701,928.97 (99% of grant)

Individuals Enrolled: 671(168% of target)

Individuals Completing Program: 496 (165% of target)

Program Completers Employed: 328 (66% of completers)



2. Colorado Construction Careers (CCC)

Grantee: Colorado Building and Construction Trades Council

Project Description: CCC recruits apprentices in partnership with local, national and international unions in 11 trades through Joint Apprenticeship and Training Committees (JATCs). Apprenticeships take 4-5 years to complete, and include hands-on and classroom training, as well as employment in the skilled trades.

Amount Awarded: \$335,000

Amount Reimbursed: \$316,854.78 (95% of grant)

Individuals Enrolled and Placed at JATC programs (employed): 377 (75% of target)

Individuals Completing Program: 643 – While Apprenticeships take 4-5 years to complete, by contract definition this grantee tracked raises as an interim definition of completer. Enrollees from Cycle 1 may have become completers during this cycle.

3. Solar Ready Colorado (SRC)

Grantee: Solar Energy International

Project Description: SRC provides industry-leading technical training in renewable energy. Courses range from one day to one week and are designed for continuous learning, including offerings for those with transferable skills from other industries. There are hands-on and online classes to choose from and participants can become certified as an SEI Solar Professional if they complete all of the courses.

Amount Awarded: \$260,000

Amount Reimbursed: \$259,996.60 (100% of grant)

Individuals Enrolled: 411 (183% of target)

Individuals Completing Program: 254 (113% of target)

Program Completers Employed: 127 (50% of completers)

Cycle 2

On March 24, 2017, ten grantees were awarded \$3,425,653.19. Two grantees were unable to participate due to unforeseen challenges; therefore eight grantees were awarded \$3,213,523.19. Grantees were reimbursed \$2,775,636.25 and 8,841 individuals were actively recruited to the training programs during the cycle. Data through June 30, 2019 are reported on Attachment 1.

1. Maintenance Apprenticeship Program (MAP)

Grantee: Apartment Association of Metro Denver

Project Description: MAP is a paid internship opportunity offered with Emily Griffith Technical College. Six weeks of training led by an established professional teach students about interior and exterior maintenance repair. Interns spend at least 16 hours at a multi-family site and eight hours in the classroom each week. Hiring of successful interns is highly anticipated.

Amount Awarded: \$474,400

Amount Reimbursed: \$450,572.17 (95% of grant)

Individuals Enrolled: 115 (115% of target)

Individuals Completing Program: 104 (149% of target)

Program Completers Employed: 72 (69% of completers)



2. Upskilling in Advanced Manufacturing (no cost extension through October 31, 2018)

Grantee: Colorado Community College System

Project Description: Outreach and recruitment efforts are to increase the number of incumbent workers who participate in training offered by the community colleges leading to pay raises and/or promotions. Participants will receive an industry recognized certificate of completion.

Amount Awarded: \$194,119

Amount Reimbursed: \$187,743.31 (97% of grant)

Individuals Enrolled: 1,184 (43% of target)

Individuals Completing Program: 231 (37% of target)

Program Completers Employed: 74 (32% of completers)

3. Health Education Recruitment & Outreach (HERO) (no cost extension through September 14, 2018)

Grantee: Colorado Community College System

Project Description: HERO provides an awareness campaign to recruit applicants to training at community colleges in five health care occupations: CNA, Pharmacy Tech, Medical Assisting, Medical Lab Tech, and Surgical Tech. Programs vary from 6 weeks to 2 year associate degrees. Completers receive industry recognized certificates and/or degrees.

Amount Awarded: \$194,390

Amount Reimbursed: \$185,116.06 (95% of grant)

Individuals Enrolled: 1,230 (113% of target)

Individuals Completing Program: 395 (60% of target)

Program Completers Employed: 257 (65% of completers)

4. Culinary Quick Start Program (CQS)

Grantee: Emily Griffith Technical College

Project Description: CQS is a 4-week training program with an embedded job fair. The 20 hour per week training includes classroom and hands-on hard and soft skills instruction. Participants earn an industry-recognized certificate.

Amount Awarded: \$635,648.69

Amount Reimbursed: \$557,469.55 (88% of grant)

Individuals Enrolled: 759 (152% of target)

Individuals Completing Program: 445 (99% of target)

Program Completers Employed: 227 (51% of completers)

5. Greater Denver Metro Healthcare Partnership

Grantee: Greater Denver Metro Healthcare Partnership

Project Description: Provides an awareness campaign to recruit applicants to metro community colleges, technical colleges and proprietary schools to enroll in courses in five "in demand" healthcare occupations prioritized by the partnership. Courses vary from 2-6 week CNA programs to 2 year associate degree for surgical technicians. Completers receive industry recognized certificates or degrees.

Amount Awarded: \$288,252

Amount Reimbursed: \$246,476.20 (86% of grant)

Individuals Enrolled: 1,496 (153% of target)

Individuals Completing Program: 1,145 (148% of target)

Program Completers Employed: 802 (70% of completers)



6. Skilled Trades Education Program (STEP) & JATC Apprenticeship Program (no cost extension through December 31, 2018)

Grantee: MEP Alliance

Project Description: STEP is a 4-week pre-apprenticeship program exposing trainees to four trades leading to an apprenticeship. Skilled program applicants not needing STEP can apply directly for JATC Apprenticeships and are counted as employed.

Amount Awarded: \$630,651

Amount Reimbursed: \$579,969.85 (92% of grant)

Individuals Enrolled: 197 (70% of target)

STEP Pre-Apprenticeship

Individuals Completing Program: 121 (64% of target)

Program Completers Employed: 12 (14% of completers)

JATC Apprenticeship

Individuals Enrolled: 533 (642% of target)

Individuals Completing Program: 481 (962% of target)

Program Completers Employed: 481 (100% of completers)

7. Career Boost

Grantee: Pikes Peak Community College

Project Description: Career Boost offers a variety of courses in Advanced Manufacturing. The 6-week Introduction to Manufacturing class is required with a curriculum based on employee input. Additional courses in electronics, production and welding are offered. All completers receive industry-recognized certificates and are eligible for college credit.

Amount Awarded: \$295,025

Amount Reimbursed: \$196,854.59 (66% of grant)

Individuals Enrolled: 120 (114% of target)

Individuals Completing Program: 145 (151% of target)

Program Completers Employed: 10 (7% of completers)

8. Software Developer Apprenticeship

Grantee: Tectonic Group

Project Description: Registered with the U.S. Department of Labor, this is a competency-based 6-month Software Developer Apprenticeship program in which apprentices complete 1000 hours of approved curriculum and are employed by the grantee or their clients.

Amount Awarded: \$501,037.50

Amount Reimbursed: \$500,832.20 (99% of grant)

Individuals Enrolled and Placed (Employed): 38 (76% of target)

Individuals Completing Program: 10 – Apprenticeship takes 6 months to complete.

Cycle 3

HB17-1357 extended the performance period of the WORK Act to June 30, 2019. On October 31, 2017, eight grantees were awarded \$3,098,218. Grantees were reimbursed \$2,849,843.74 and 22,206 individuals were actively recruited to the training programs during the cycle. Data through June 30, 2019 are reported on Attachment 1.



1. **CareerWise Youth Apprenticeship**

Grantee: CareerWise Colorado

Project Description: Offers a three-year youth apprenticeship in high school and first year of college leading to an industry-recognized certificate. Apprentices receive hands-on work experience in different fields including: Advanced Manufacturing, Business Operations, Healthcare, Financial Services, and IT.

Amount Awarded: \$730,469.00

Amount Reimbursed: \$717,550.93 (98% of grant)

Individuals Enrolled: 218 (67% of target)

Individuals Completing Program: 68 (57% of target)

Program Completers Employed: 68 (100% of completers)

2. **Building Crafts** (no cost extension through December 31, 2019)

Grantee: Community College of Denver

Project Description: As part of the architectural technology program, Community College of Denver offers basic and advanced building crafts certificates that can be completed in two semesters. Each certificate features an intensive hands-on construction practicum where skills are introduced and developed through guided work on an active construction site.

Amount Awarded: \$670,996

Amount Reimbursed: \$542,524.16 (81% of grant)

Individuals Enrolled: 131 (164% of target)

Individuals Completing Program: 1 (2% of target)

Program Completers Employed: 0 (0% of completers)

3. **CO Homebuilding Academy**

Grantee: Foundation for Educational Excellence dba Colorado Homebuilding Academy

Project Description: Colorado Homebuilding Academy offers an eight-week Construction Skills Bootcamp with an industry recognized pre-apprenticeship certificate, Basics in Concrete Construction (6 sessions of hands on training), Construction Management and Estimating (in partnership with the Community College of Aurora) and a Youth Construction Apprenticeship (24 weeks plus internship).

Amount Awarded: \$444,470

Amount Reimbursed: \$426,495.92 (96% of grant)

Individuals Enrolled: 510 (100% of target)

Individuals Completing Program: 324 (75% of target)

Program Completers Employed: 52 (14% of completers)

4. **BankWork\$**

Grantee: Goodwill Industries of Denver

Project Description: BankWork\$ is an eight week program that utilizes a nationwide industry curriculum to prepare trainees with skills for entry level jobs including tellers, customer service representatives and personal bankers. A hiring fair is provided as part of graduation day and completers receive industry recognized certificates.

Amount Awarded: \$153,469

Amount Reimbursed: \$134,327.54 (88% of grant)

Individuals Enrolled: 192 (64% of target)

Individuals Completing Program: 137 (61% of target)

Program Completers Employed: 117 (85% of completers)



5. Careers in Construction (CIC)

Grantee: The Housing and Building Association of Colorado Springs and the Pikes Peak Region

Project Description: The CIC program utilizes the construction industry-recognized Pre-Apprenticeship Certificate Training (PACT) in area high schools. This competency-based curriculum includes classroom and hands-on training. Trainees earn stackable certificates for satisfactory completion.

Amount Awarded: \$587,276.00

Amount Reimbursed: \$581,608.67 (99% of grant)

Individuals Enrolled: 700 (123% of target)

Individuals Completing Program: 171 (101% of target)

Program Completers Employed: 91 (53% of completers)

6. Master's Apprentice Program

Grantee: Master's Apprentice (MA)

Project Description: MA offers a seven-week pre-apprenticeship, including hands-on training, in the building trades that provides basic occupational skills for trainees to enter a registered apprenticeship.

Amount Awarded: \$265,753

Amount Reimbursed: \$247,738.15 (93% of grant)

Individuals Enrolled: 319 (266% of target)

Individuals Completing Program: 107 (119% of target)

Program Completers Employed: 94 (88% of completers)

7. Personal Care Provider

Grantee: Western Colorado Area Health Education Center

Project Description: A one-week 40-hour program for Personal Care Providers who earn stackable certificates including: First Aid, Blood Borne Pathogens, Qualified Medication Administration Personnel (QMAP), Automated External Defibrillator (AED) and CPR. A job shadow at partner healthcare facilities is included.

Amount Awarded: \$144,601

Amount Reimbursed: \$101,799.59 (70% of grant)

Individuals Enrolled: 211 (121% of target)

Individuals Completing Program: 182 (146% of target)

Program Completers Employed: 117 (64% of completers)

8. WOW

Grantee: Work Options for Women

Project Description: WOW offers a six-week core culinary training for people with barriers to employment, including justice system involvement. Curriculum offers three certificates including an industry recognized prep cook certification which affords program completers the skills to enter a career pathway.

Amount Awarded: \$101,184

Amount Reimbursed: \$97,798.78 (97% of grant)

Individuals Enrolled: 269 (91% of target)

Individuals Completing Program: 207 (134% of target)

Program Completers Employed: 149 (72% of completers)



Cycle 4

On December 28, 2018, five grantees were awarded \$1,253,652 through June 30, 2020. Grantees have been reimbursed \$154,401.55 and 5,661 individuals have been actively recruited to the training programs through June 30, 2019. All awardees are previous WORK Act grantees and plan to expand their efforts to new communities or populations, partner with other grantees to leverage marketing and/or adapt curriculum and completion requirements to meet industry need this cycle. Data through June 30, 2019 are reported on Attachment 1.

1. Construction Careers Now (CCN)

Grantee: Associated General Contractors (AGC)

Project Description: For program description see page one.

Amount Awarded: \$248,200

Amount Reimbursed: \$73,703.95 (30% of grant)

Individuals Enrolled: 101 (24% of target)

Individuals Completing Program: 50 (18% of target)

Program Completers Employed: 30 (60% of completers)

2. Culinary Quick Start Program (CQS)

Grantee: Emily Griffith Technical College

Project Description: For program description see page three.

Amount Awarded: \$460,339

Amount Reimbursed: \$0 (0% of grant)

Individuals Enrolled: 76 (9% of target)

Individuals Completing Program: 35 (5% of target)

Program Completers Employed: 16 (46% of completers)

3. BankWork\$

Grantee: Goodwill Industries of Denver

Project Description: For program description see page five.

Amount Awarded: \$112,918

Amount Reimbursed: \$6,689.81 (6% of grant)

Individuals Enrolled: 0 (0% of target)

Individuals Completing Program: 0 (0% of target)

Program Completers Employed: 0 (0% of completers)

4. Personal Care Provider

Grantee: Western Colorado Area Health Education Center

Project Description: For program description see page six. New to this cycle is an opportunity to continue training through a year-long USDOL Registered Apprenticeship.

Amount Awarded: \$150,000

Amount Reimbursed: \$29,342.26 (20% of grant)

Individuals Enrolled: 52 (27% of target)

Individuals Completing Program: 26 (19% of target)

Program Completers Employed: 15 (63% of completers)

Registered Apprentices Enrolled: 3 (not counted above)



5. WOW

Grantee: Work Options for Women

Project Description: For program description see page six.

Amount Awarded: \$282,195

Amount Reimbursed: \$11,269.06 (4% of grant)

Individuals Enrolled: 6 (2% of target)

Individuals Completing Program: 0 (0% of target)

Program Completers Employed: 0 (0% of completers)

Cycle 5

HB18-1316 affords \$3,135,000 to be awarded, to the extent possible, two-thirds of funding to fiscal agents that were given WORK Act grants in a prior fiscal year and one-third to fiscal agents that have not received a WORK Act grant previously. Eight grantees were awarded \$3,182,610.79 for the performance period October 18, 2019 - May 31, 2021.

C. How Grant Funds Are Being Used

Across all grant cycles of the WORK Act, program grantees utilize the funds for a wide variety of activities to support their outreach and recruitment efforts. The use of funds is summarized below.

- **Outreach and Recruitment:** Hired recruiters/career counselors, program branding, video production, media (TV, radio, newspapers, social media, ads on public transportation), print materials, tracking tools and processes, website development or improvement, event collateral, and recruiting events
- **Training:** Classroom and online instruction, instructional materials and other resources
- **Infrastructure:** Data processing, accounting personnel and processes, management, cell phones, laptops, mileage, and printing

D. Program Administration

- CDLE employs a grant coordinator (.7 FTE) and a grant administrator (.5 FTE) to support the grant review committee and administer the program. The Colorado Workforce Development Council provided outreach to potential applicants and provided support for review committees
- The WORK Act team conducted on site program visits, met with stakeholders (grant administrators, recruiters, partners, instructors, trainees and recruits, and fiscal staff); observed career fairs, classes, and data tracking systems, attended hiring events and graduations; and provided technical assistance.
- Grantee monitoring for Cycle 1E and 2 completed. There were no significant findings.
- Monitoring for 7 (of 8) Cycle 3 grantees completed by March 2019. There were no significant findings. Remaining program to be monitored fall of 2019.

E. Populations

WORK Act programs serve a variety of populations including, but not limited to: unemployed, underemployed, underrepresented, women, veterans, re-entry citizens, young adults, single parents on public assistance, incumbent and displaced workers, career changers, and people of color.



F. Success Stories

Cristhian grew up in the Brownsville projects. His life there was never easy, and eventually, it began dragging him down. At a major low point, Cristhian needed a fresh start, so he moved to Colorado Springs where his uncle encouraged him to try a carpentry class advertised on TV.

It seemed like a good idea, so Cristhian enrolled. During the Careers in Construction program he not only learned new skills, but connected with a successful color blind electrician who helped Cristhian realize that circumstances can be changed and should not define his future. Now Cristhian's grades are going up and he is making big plans. "I will be pursuing a career as an electrician, which will allow me to go to college for professional counseling while supporting my family," he said.

When Krysten left the Army after six years of service as a helicopter electronics systems repairer, she struggled to find an inspiring, long-term career. Krysten tried many things from addiction support to nursing, but nothing aligned with her personal interests and military experience until she started exploring the tech world. Krysten learned about Techtonic through an ad on Craigslist. The prospects of a paid learning opportunity to learn computer coding interested her, so she applied and became an apprentice. Though the work was challenging, it motivated Krysten to expand the skills she already had and develop new ones. Her determination, passion and expertise made Krysten a desirable candidate among many companies, but she stayed with Techtonic full-time hoping to achieve even more.

During a Job Readiness class on Interviewing as part of the culinary program at Work Options for Women, RaeAnn shared a concern about her hand tattoos. She felt like it was an obstacle to getting hired successfully and needed help to move forward. WOW staff worked with RaeAnn to identify possible solutions on how to cover up her tattoos, but most importantly how to address this issue with a potential employer. After a few sessions, RaeAnn developed enough confidence to secure a Cook position with a large national restaurant chain, within a week of finishing the WOW Mobile Culinary Classroom. Enthusiastic, courageous and determined, RaeAnn is still thriving there today.

Attachment 1

Summary of Cycle 1E Grant Outcomes
July 1, 2017 – August 31, 2018

Grantee and Industry(ies) Grant Duration	Award Amount	*Participants Recruited	Program Enrollees: Prior to Act°/Current/Target	Program Completers: Prior to Act°/Current/Target	Completers Employed
1. Associated General Contractors of Colorado Infrastructure Engineering, 7/1/17 – 8/31/18	\$711,000	2,104	16/671/400	8/496/300	328
2. Colorado Building and Construction Trades Council Infrastructure Engineering, 7/1/17 – 8/31/18	\$335,000	2,472	400/377/500	280/643/500~	377
3. Solar Energy International Energy and Natural Resources, Infrastructure Engineering, Technology and Information Electronics, 7/1/17 – 8/31/18	\$260,000	2,878	170/411/225	0/254/225^	127
Total for all Grantees/Target		7,454	586/1,459/1,125	288/1,190/1,025	832
Total Amount Awarded	\$1,306,000				
Total Reimbursed	\$1,278,780				

Footnotes:

- * Active recruitment takes effort on the part of the potential participant; passive recruitment efforts are significantly higher
- ° Prior to Cycle 1, targets are new for Cycle 1E
- ~ While Apprenticeships take 4-5 years to complete, by contract definition this grantee tracked raises as an interim definition of completer
- ^ International Program - did not track Colorado completers specifically prior to the WORK Act but they hired someone to track employed completers

Other Notes:

- The projects offered by the grantees are not equivalent. They vary from a one-week, hands-on 101 class to 30-day boot camps and four-year apprenticeships
- All projects were on going before the WORK Act funding was received, and some have additional programming offered simultaneously

Attachment 1

Summary of Cycle 2 Grant Outcomes
March 24, 2017 – June 30, 2018 (3 no-cost extensions through 12/31/2018)

Grantee and Industry(ies) Grant Duration	Award Amount	*Participants Recruited	Program Enrollees: Prior to Act/Current/Target	Program Completers: Prior to Act/Current/Target	Completers Employed
1. Apartment Association of Metro Denver Infrastructure Engineering, 5/15/17 – 6/30/18	\$474,400	1,942	0/115/100~	0/104/70~	72
2. Colorado Community College System Advanced Manufacturing, 6/9/17 – 10/31/18	\$194,119	1,734	2,142/1,184/2,782	403/231/620#	74
3. Colorado Community College System Health and Wellness, 5/25/17 – 9/14/18	\$194,390	513	989/1,230/1,088	1,004/395/653#^	257
4. Emily Griffith Technical College Tourism and Outdoor Recreation, 5/30/17 – 6/30/18	\$635,648	1,109	0/759/500~	0/445/450~	227
5. Greater Denver Metro Healthcare Partnership Health and Wellness, 6/30/17 – 6/30/18	\$288,252	1,481	878/1,496/975	700/1,145/771	802
6. MEP Alliance - Pre-Apprenticeship program Infrastructure Engineering, 6/12/17 – 12/31/18	\$630,651	818	0/197/283~	0/121/190~#	12
MEP Alliance - Apprenticeship Program	N/A	N/A	0/533/83	0/481/50	481
7. Pikes Peak Community College Advanced Manufacturing, 6/20/17 – 6/30/18	\$295,025	305	45/120/105	36/145/96	10
8. Tectonic Group Technology and Information, 5/11/17 – 6/30/18	\$501,037	939	22/38/50	22/10/40	38*
Total for all Grantees/Target		8,841	4,076/5,672/5,883	2,165/3,077/2,890	1,973
Total Amount Awarded	\$3,213,523				
Total Reimbursed	\$2,775,636				

Footnotes:

- * Active recruitment takes effort on the part of the potential participant; passive recruitment efforts are significantly higher
- ~ New program therefore there were no previous enrollees
- # Program delays in hiring staff and marketing firms, no-cost extension will ensure fall 2018 data can be counted
- ^ Community Colleges are cutting nurse aide programs
- * Apprentices enrolled prior to contract date were employed within the cycle

Other Notes:

- The projects offered by the grantees are not equivalent. They vary from a one-week, hands-on 101 class to 30-day boot camps and four-year apprenticeships
- Some projects were on going before the WORK Act funding was received, and some have additional programming offered simultaneously

Attachment 1

Summary of Cycle 3 Grant Outcomes
January 1, 2018 – May 31, 2019 (Data through June 30, 2019)

Grantee and Industry(ies) Grant Duration	Award Amount	*Participants Recruited	Program Enrollees: Prior to Act/Current/Target	Program Completers: Prior to Act/Current/Target	Completers Employed
1. CareerWise Colorado Advanced Manufacturing, Business Operations, HealthCare, Financial Services and IT, 4/9/18 - 5/31/19	\$730,469	4,784	116/218/325	0/68/120~	68
2. Community College of Denver Infrastructure Engineering, 1/22/18 - 5/31/19	\$670,996	1,855	0/131/80	0/1/50~#	0
3. Foundation for Educational Excellence dba Colorado Homebuilding Academy Infrastructure Engineering, 2/13/18 - 5/31/19	\$444,470	3,155	278/510/508	242/324/432	52
4. Goodwill Industries of Denver Finance, 1/4/18 – 5/31/19	\$153,469	853	186/192/300	90/137/225	117
5. The Housing and Building Association of Colorado Springs and the Pikes Peak Region Infrastructure Engineering , 1/26/18 - 5/31/19	\$587,276	2,863	320/700/570	92/171/170	91
6. The Master’s Apprentice Infrastructure Engineering, 1/17/18 - 5/31/19	\$265,753	523	60/319/120	42/107/90	94
7. Western Colorado Area Health Education Center Health and Wellness, 1/10/18 - 5/31/19	\$144,601	6,055	0/211/175	0/182/125~	117
8. Work Option for Women Tourism and Outdoor Recreation, 1/4/18 - 5/31/19	\$101,184	2,118	150/269/297	60/207/155	149
Total for all Grantees/Target		22,206	1,100/2,550/2208	539/1,197/1131	688
Total Amount Awarded	\$3,098,218				
Total Reimbursed	\$2,849,843				

Footnotes:

* Active recruitment takes effort on the part of the potential participant; passive recruitment efforts are significantly higher

~ New program therefore there were no previous enrollees

Program delays in hiring staff and marketing firms

Other Notes:

- The projects offered by the grantees are not equivalent. Programs vary from a one-week, hands-on 101 class to 30-day boot camps and apprenticeships
- Some projects were on going before the WORK Act funding was received, and some have additional programming offered simultaneously

Attachment 1

Summary of Cycle 4 Grant Outcomes
March 6, 2019 – June 30, 2020 (Data through June 30, 2019)

Grantee and Industry(ies) Grant Duration	Award Amount	*Participants Recruited	Program Enrollees: Previous Cycle Enrollment/Current/Target	Program Completers: Previous Cycle Completion/Current/Target	Completers Employed
1. Associated General Contractors of Colorado Infrastructure Engineering, 3/6/2019 - 6/30/2020	\$248,200	150	671/101/420	496/50/280	30
2. Emily Griffith Technical College Tourism and Outdoor Recreation, 3/6/2019 - 6/30/2020	\$460,339	5,140	759/76/810	445/35/729	16
3. Goodwill Industries of Denver* Finance, 6/5/2019 - 6/30/2020	\$112,918	31	192/0/200	137/0/150	0
4. Western Colorado Area Health Education Center* Health and Wellness, 3/6/2019 - 6/30/2020	\$150,000	284	211/52/193	182/26/138	18
5. Work Option for Women* Tourism and Outdoor Recreation, 4/15/2019 - 6/30/2020	\$282,195	56	269/0/264	207/0/203	0
Total for all Grantees/Target		5,661	2,102/299/1,887	1,467/111/1,500	64
Total Amount Awarded	\$1,253,652				
Total Reimbursed	\$127,770				

*These grantees were funded in Cycle 3 and Cycle 4. Each grantee began their Cycle 4 efforts at different times, so the timing of cycles is not equivalent.