



COLORADO
Department of
Labor and Employment

Executive Director's Office
633 17th Street, Suite 1200
Denver, CO 80202-3660

November 1, 2017

The Honorable Kent Lambert
Chair, Joint Budget Committee
State Capitol Building
Denver, CO 80203

Dear Honorable Senator Lambert,

Please find attached the annual submission for the request for information pursuant to HB 17-254 for the Colorado Department of Labor and Employment, Division of Employment and Training, Veterans Pilot Program.

Sincerely,

Ellen Golombek

Cc: Amanda Bickel, JBC Staff



Colorado Department of Labor and Employment
FY 2017-18, RFI # 1
Veterans Pilot Program

1. Background:

The Colorado Department of Labor and Employment (CDLE) awarded the Veterans Pilot Program to Discover Goodwill (Operator) in November 2015 after a competitive bidding process. The final contract was signed in December 2015 with preliminary work occurring the same month. The project was fully operational in January 2016. Discover Goodwill notified CDLE of its intent to renegotiate the initial contract to allow for increased spending in travel, group activity events, meals, and program staff training. The amended contract became effective July 1, 2016. The pilot program was completed on June 30, 2017 and per statute, the program repeals January 1, 2018.

2. Summary of activity by Grantee: July 1, 2015 - June 30, 2017

Veterans Served	23
Average Hours Spent with Veterans per month	9.5
Average Hours Spent with Employers per month	9.5
Actual Cost Per Veteran	\$6,596
Total Personnel Costs	\$111,964
Total Direct Services Costs	\$39,744
Total Administrative Costs	\$42,677
Total Expenditures	\$194,385
Total Award by CDLE	\$242,093
Total Unspent Balance	\$47,708

Administrative Cost Breakout of Grantee	
Travel	\$7,681
Cellphones	\$3,195
Overhead	\$23,384
Laptops	\$2,590
Internet	\$610
Occupancy	\$1,144
Staff Training	\$2,579
Meals	\$1,494
Total	\$42,677

Direct Services Cost by Grantee	
Supportive Services/Services to Families	\$33,550
Semi-Annual/Quarterly Events	\$3,427
Career Advancement	\$2,767
Total	\$39,744

3. Success rates of the pilot

The outcomes and success rates follow:

Outcome	Success Rate	
Wage Gains	11/23	47.83%
Length of Employment*	8/23	34.78%
Number of Veterans in New Jobs	10/23	43.48%
Career Advancement	10/23	43.48%
Training and Event Participation	20/23	86.96%

* Tracked as number of Veterans retaining positions throughout participation in the Project (HB 15-1030 specified "job retention" as one of the required activities).

4. Specific Services for each Veteran

	Career Advancement	Counseling	Emergency Housing	Family Support	Groceries	Household Items/Repairs	Training & Education	Transportation & Repair/Registration	Clothes	
Participant A		X		X			X	X	X	
Participant B							X		X	
Participant C				X			X	X	X	
Participant D							X		X	
Participant E							X			
Participant F	X			X	X	X	X	X	X	
Participant G		X		X			X	X	X	
Participant H	X			X	X	X	X	X	X	
Participant I				X			X		X	
Participant J	X	X		X	X		X	X		
Participant K		X		X	X		X	X	X	
Participant L				X	X			X		
Participant M	X			X	X		X	X	X	
Participant N	X						X		X	
Participant O	X				X				X	
Participant P		X		X	X		X	X	X	
Participant Q	X			X			X	X	X	
Participant R	X	X			X		X	X		
Participant S			X	X	X	X				
Participant T							X	X	X	
Participant U	X						X	X	X	
Participant V			X		X	X	X		X	
Participant W					X		X		X	

5. Specific Outcomes for each Veteran

Veteran	Starting Wage	Ending Wage	Employer Beginning of Program	Employer End of Program
Participant A	\$15.00	\$14.97	53 Corporation (laid off)	El Paso County
Participant B	\$16.50	\$0	Transit Mix Concrete	Unemployed in school
Participant C	\$12.00	\$12.00	Community Partnership for Childhood Development	Harrison School District #2
Participant D	\$10.00	\$22.00	Davey Tree	TEPA, LLC
Particip	\$9.30	\$9.30	Broadmoor	Broadmoor
Participant F	\$8.31*	\$8.31 [†]	7-11	Goodwill Staffing
Participant G	\$10.50	\$15.00	Winslow Court	Amazing Care
Participant H	\$10.00	\$11.00	Big Bob's Carpet	Caption Call
Participant I	\$12.00	\$24.00	Restore	Restore
Participant J	\$19.00	\$0	Community Partnership for Childhood Development	Unemployed in school
Participant K	\$17.00	\$17.00	CDOT	CDOT
Participant L	\$10.30*	\$14.00	Luce	Discover Goodwill
Participant M	\$10.90	\$16.00	Walmart	Uber Started business
Participant N	\$19.25	\$0	May Trucking (laid off)	Moved out of state
Participant O	\$15.50	\$15.50	4Rivers Equipment	4Rivers Equipment
Participant P	\$9.00	\$11.00	Tire World	Tire World
Participant Q	\$16.00	\$16.82	Rush Trucking (laid off)	Southern Peaks Regional Treatment Center
Participant R	\$11.20	\$11.95	Caption Call	Caption Call
Participant S	\$14.00	\$25.00	Discover Goodwill	Creek
Participant T	\$18.00	\$0	Schmidt Construction	Left program - No longer tracked
Participant U	\$10.00	\$10.00	Phil Long	Phil Long
Participant V	\$24.04 [^]	\$0	AA Towing	Moved out of state
Participant W	\$12.00	\$24.00	Restore	Restore

* Part-time

[†] Varies depending on position - assigned same wage as entry

[^] Commission based, \$50K project