

Working Poor Families in Colorado: A State-Level Assessment of Conditions and Policies Encouraging Economic Self-Sufficiency

The Annie E. Casey and Ford Foundations have supported the development of a framework of indicators that assess state efforts to aid the working poor in achieving economic self-sufficiency.

This initiative is based on several perceptions:

- In every state, a significant number of working families cannot earn enough income to meet basic needs for housing, food, clothing, transportation, health care, and child care; in fact, many working families earn less than the federal poverty threshold. This situation occurs in large part because many individuals do not have the basic educational competencies and occupational skills necessary to obtain family-supporting jobs; lack of jobs with good pay and working conditions are factors as well.
- State government oversees a number of policies and resources that can address this situation, including federally-financed programs such as TANF, WIA, Perkins (post-secondary), and Adult Education; state-financed economic development programs; and state-administered programs that provide basic employment protections and supports.

The framework is intended as a tool for assessing state efforts to assist working poor families to become economically self-sufficient, particularly in the context of achieving success in the labor market. Indicators identify current conditions and related state policies and program efforts in each of four areas of concern:

- Conditions of working families in economic distress
- Education and skills training for working adults
- Employment opportunities for entry level and low-wage workers, and
- Conditions of employment at existing jobs

It is hoped that these indicators will promote discussion about the state's commitment and effectiveness in moving working poor families towards economic self-sufficiency, and that these discussions in turn will lead to visible policy and program improvements.

DATA SOURCES

There are three types of indicators:

- Data-based indicators
- Policy indicators, and
- Performance indicators

In addition to the research and analysis of the Bell Policy Center, Brandon Roberts + Associates and the Population Reference Bureau provided information on several data-based, policy and performance indicators.

Data are presented in the following format, when available:

- U.S. - The national average
- Range - The range of values from lowest to highest among all states
- CO - Colorado figures and information
- Source & Notes - The data source and additional information

Primary Sources for Data-Based Indicators

The data-specific indicators are obtained primarily from two sources -- the American Community Survey (ACS) and the Current Population Survey (CPS). The ACS, annually published by the U.S. Census Bureau, provides a detailed socioeconomic and demographic profile of the U.S. population. The ACS is replacing the "long form" of the Decennial Census; the advantage of the ACS is annual collection, compared to collection once every ten years through the Decennial Census.

For the years 2000-2003, the ACS form is being used nationwide in a Census Supplementary Survey, using an annual sample of 700,000 households. The purpose of the Supplementary Survey is to demonstrate the operational feasibility of collecting "long form" information in a separate process from the Decennial Census. Working Poor Families uses the results of the Census 2001 Supplementary Survey, the latest available.

The CPS is carried out by the Bureau of the Census on behalf of the Bureau of Labor Statistics (BLS). Working Poor Families uses three components of the CPS. The CPS Basic Monthly Survey asks questions of over 50,000 households about employment status. The Annual Demographic Survey (conducted every March) goes into some detail regarding income and work experience. Every two years, the Contingent Work Supplement asks questions regarding the temporary or permanent nature of employment. To the extent possible, the Working Poor Families uses CPS data. For some measures, achieving statistical significance requires using a three-year average (2000-2002). The latest available data for contingent workers is 2001.

For the Percent of Workers in Low Wage Jobs, the national low wage figure is adjusted by the state's cost of living index, as published in Annual Federal Budget and the States by the Taubman Center for State and Local Government, Kennedy School of Government, Harvard University.

Percent of Jobs in Low Wage Occupations relies on data published annually through the Occupational Employment Statistics (OES) program of BLS. The OES program, which surveys approximately 400,000 establishments per year, produces employment and median wage estimates for over 700 occupations.

Primary Sources for Policy and Performance Indicators

State and federal government reports, research publications of numerous state and national organizations, newspaper articles, state agency and legislative staff, and web-based databases provided the policy and performance information. Telephone interviews and email communications were used to request and obtain data from state agencies, national organizations, and legislative staff.

SUMMARY

Chapter 1 - Working Hard and Falling Behind

Most poor families work, struggling day-to-day to earn wages to meet basic needs such as food, shelter, and health care. Among the many factors that contribute to these conditions, lack of education and occupational skills leave working poor parents unprepared to succeed in today's economy. This chapter includes data-based indicators that show how working families in Colorado compare to working families across the 50 states.

Chapter 2 - Giving People the Skills to Succeed: Education and Workforce Training

States have control and influence over policies and programs that seek to raise the education and skill levels of low-wage adults. This chapter examines the specific education and skill conditions of adults in Colorado, the policies deployed to address the education and skills training needs of adults, and the outcomes of state education and skills training efforts. This chapter's indicators measure the extent to which adults have the necessary education and skills to engage in employment that leads to economic self-sufficiency. The data focus on educational achievement levels, the extent to which adults are literate and prepared to succeed in the labor market, as well as residents' enrollment rates in postsecondary education.

The career skills development indicators examine whether Colorado has policies that give explicit attention to preparing educationally and economically adults to succeed in the labor market. The indicators focus on whether postsecondary policies are directed at helping low-income workers afford school and have the opportunity to complete career development programs that lead to high-skilled and high-wage jobs. The indicators also examine how policies in the workforce development system support adults in accessing and obtaining education and career skills. Attention is also given to adult basic education and literacy programs, important elements of the overall workforce development system.

The education and training performance indicators reflect the extent to which state efforts are effectively achieving results on behalf of low-income participants. The performance indicators for postsecondary efforts focus on completion rates for those enrolled in college programs and the extent to which students served by the Perkins Vocational program achieve positive results at school and in the labor market. Performance indicators also are provided on three federally supported workforce programs, with a particular focus on whether participants increase their earnings.

Chapter 3 - Creating Job Opportunities through Public-Private Partnerships

This chapter focuses on the state policies and programs aimed at increasing the availability of jobs, particularly good jobs for entry-level and low-income workers. The chapter examines specific economic conditions in Colorado, economic development or business assistance policies that relate to these conditions, and, where possible, the outcomes of state efforts. The indicators measure the extent to which workers are able to get jobs that can support a family. In particular, it looks at the extent to which workers do not have a job but would like one, have a job on which it is difficult to support a family because the job is part-time, or, have more than one job. The section also looks at the extent to which the state's job structure depends on low-wage jobs.

The job development indicators examine whether Colorado has policies that give explicit attention to creating better jobs for the working poor. Such programs include workforce investment and training, public works, and business assistance. The job development and availability performance indicators examine whether state job creation and advancement efforts serve economically disadvantaged workers and do so in ways that help them achieve economic self-sufficiency.

Chapter 4 - Making Work Pay for Families

States can take a number of steps to insure that workers are treated appropriately and fairly as well as acquire sufficient income and benefits to support their families. This chapter focuses on the policies and programs that can improve quality of jobs and the benefits and supports available to workers. As such, this chapter examines specific employment conditions in state X, employment and worker support policies in state X, and the outcomes of state efforts. This chapter's indicators measure the extent to which workers in the state have good jobs, ones with decent pay and benefits. In particular, it looks at the extent to which workers have jobs that are low-paying, jobs that are contingent, and jobs that do not provide important benefits, including health insurance, a pension, and workers' compensation coverage. It also focuses on workers who lost their job, but are not getting unemployment insurance, either because they exhausted their coverage or they lack eligibility.

The worker support and protection indicators examine whether the state has policies that help compensate for low paying work and the absence of benefits. It also addresses whether Colorado provides protection to low-wage, part-time, contingent workers, and those at risk of become such workers (i.e., ex-offenders), with regard to unemployment insurance, workers compensation, and general rights of employment. The work support and protection indicators examine whether state efforts to assist low-wage workers in obtaining health care and tax benefits are being fully accessed and used by the intended beneficiaries.

WORKING HARD AND FALLING BEHIND					
	INDICATOR	U.S.	RANGE	CO	SOURCE & NOTES
1	Percent of Poor Families Engaged in Work	47.8%	23.5%-64.6%	49.6%	Census 2001 Supplementary Survey
2	Percent of Working Families in Poverty	7.5%	2.5%-12.7%	5.8%	Census 2001 Supplementary Survey
3	Percent of Working Families With a Minority Parent that are in Poverty	12.6%	4.7%-23%	9.5%	Census 2001 Supplementary Survey
4	Percent of Working Families With Income Less than 200% of Poverty	27.6%	14.1%-42.5%	21.8%	Census 2001 Supplementary Survey
5	Percent of Working Families in Poverty Spending Over 1/3 of their Income on Housing	75.3%	55%-84.1%	81.4%	Census 2001 Supplementary Survey
6	Percent of Working Families in Poverty With a Parent Without HS Degree or GED	43.7%	13.1%-64.1%	46.5%	Census 2001 Supplementary Survey
7	Percent of Working Families in Poverty With Some Postsecondary Education	32.2%	21.6%-62.8%	38.3%	Census 2001 Supplementary Survey
8	Share of Income Received by Most Affluent Working Families Compared to Share of Least Affluent	8.4	5.9-9.9	7.1	Census 2001 Supplementary Survey
9	Share of Income Received by Middle Class Working Families Compared to Share of Least Affluent	2.9	2.4-3.1	2.7	Census 2001 Supplementary Survey
10	Percent of Working Poor Families Self-Employed	12.5%	4.1%-28.8%	14.3%	Census 2001 Supplementary Survey
11	Percent of Working Poor Families in Poverty with One Parent Between 25-54 Years Old	84.1%	68.7%-94.3%	80.6%	Census 2001 Supplementary Survey
12	Percent of Working Families in Poverty With at least One Parent without Health Insurance	48.1%	18.7%-67.7%	59.7%	Data are a three-year average, drawn from the Annual Demographic Survey of the Current Population Survey (2000-2002).
ADDITIONAL POVERTY STATISTICS					
13	Percent of People in Poverty (2000-2002) 3-Year Average	11.7%	5.6%-18%	9.4%	Current Population Survey 2003
14	Percent of People in Poverty (2001-2002) 2-Year Average	11.9%	6.1%-18.9%	9.2%	Current Population Survey 2003
15	Percent of People in Poverty (2001)	11.7%	6.5%-19.3%	8.7%	Current Population Survey - Historical Poverty Tables (Weighted)
16	Percent of People Below 125% of Poverty (2001)	16.1%	9%-28.3%	12.6%	Current Population Survey - Historical Poverty Tables (Weighted)
17	Percent of Families in Poverty (2001)	9.2%	4.4%-16.5%	5.6%	Current Population Survey - Historical Poverty Tables (Weighted)
18	Percent of Families Below 125% of Poverty (2001)	12.8%	6.2%-24.1%	9%	Current Population Survey - Historical Poverty Tables (Weighted)
19	Percent of People Under 18 in Poverty (2001)	16.3%	7.6%-30.8%	10.6%	Current Population Survey - Historical Poverty Tables (Weighted)
20	Percent of People Under 18 Below 125% of Poverty (2001)	21.9%	11.2%-35.5%	15.5%	Current Population Survey - Historical Poverty Tables (Weighted)
ADDITIONAL HEALTH INSURANCE STATISTICS					
21	Percent of People Without Health Insurance Coverage (2002)	15.2%	7.9%-25.8%	16.1%	Current Population Survey 2003
22	Percent of People Without Health Insurance Coverage (2001)	14.6%		15.6%	Current Population Survey - Historical Health Insurance Tables (Weighted)
23	Percent of People Without Health Insurance Coverage (2000)	14.2%		14.3%	Current Population Survey - Historical Health Insurance Tables (Weighted)

24	Percent Of Children under 19 at or Below 200% of Poverty Without Health Insurance (2002)	7.5%	2%-16.1%	9.4%	Current Population Survey 2003
25	Percent of Children Under 18 Without Health Insurance (2002)	11.6%		14.4%	Current Population Survey - Historical Health Insurance Tables (Weighted)
26	Percent of Children Under 18 Without Health Insurance (2001)	11.7%		13%	Current Population Survey - Historical Health Insurance Tables (Weighted)
27	Percent of Children Under 18 Without Health Insurance (2000)	11.9%		14.5%	Current Population Survey - Historical Health Insurance Tables (Weighted)

GIVING PEOPLE THE SKILLS TO SUCCEED: EDUCATION AND WORKFORCE TRAINING					
INDICATOR		U.S.	RANGE	CO	SOURCE & NOTES
EDUCATION AND SKILLS STATUS OF ADULTS					
28	Percent of Adults 18-64 Without High School Degree or GED	16.1%	8.5%-22.8%	13.5%	Census 2001 Supplementary Survey
29	Percent of Adults 18-64 With Only High School Degree or GED	29.3%	20.7%-42.2%	22.9%	Census 2001 Supplementary Survey
30	Percent of Adults 18-64 With Some Education Beyond High School	54.6%	38.8%-63.6%	63.6%	Census 2001 Supplementary Survey
31	Percent of Adults 16 and Older at Literacy Levels 1 and 2	app. 50%	32%-64%	32%	Estimates are provided by the National Institute for Literacy, based on algorithms that utilize data from the 1992 NALS and the 1990 Decennial Census. (See http://www.nifl.gov/reders/reder.htm .)
32	Percent of Adults 25-54 Without High School Degree or GED	13.9%	5.6%-20.9%	11%	Census 2001 Supplementary Survey
33	Percent of Adults 25-54 With Only High School Degree or GED	28.1%	19.2%-43.1%	21%	Census 2001 Supplementary Survey
34	Percent of Adults 25-54 With Some Postsecondary Education, No Degree	21.7%	15.2%-29.5%	23.5%	Census 2001 Supplementary Survey
35	Percent of Adults 25-54 With Associates Degree or Higher	36.3%	23.3%-49.7%	44.5%	Census 2001 Supplementary Survey
36	Percent of Young Adults 18-24 Enrolled in Postsecondary Institutions	31.7%	22.2%-38.8%	31%	Census 2001 Supplementary Survey
37	Percent of White Young Adults 18-24 Enrolled in Postsecondary Institutions	34.4%	23%-41.4%	34.8%	Census 2001 Supplementary Survey
38	Percent of Minority Young Adults 18-24 Enrolled in Postsecondary Institutions	27.2%	38.2%-14.4%	23.4%	Census 2001 Supplementary Survey
39	Percent of NH Black Young Adults 18-24 Enrolled in Postsecondary Institutions	26.6%	63.3%-9.9%	25.9%	Census 2001 Supplementary Survey
40	Percent of Hispanic Young Adults 18-24 Enrolled in Postsecondary Institutions	20.7%	34.4%-2.5%	20.9%	Census 2001 Supplementary Survey
41	Percent of Adults 25-54 Enrolled in Postsecondary Institutions	6.1%	3.2%-8.9%	6.7%	Census 2001 Supplementary Survey
42	Percent of White Adults 25-54 Enrolled in Postsecondary Institutions	5.5%	3.1%-8.6%	6.3%	Census 2001 Supplementary Survey
43	Percent of Minority Adults 25-54 Enrolled in Postsecondary Institutions	7.4%	3.6%-11.7%	7.8%	Census 2001 Supplementary Survey
44	Percent of NH Black Adults 25-54 Enrolled in Postsecondary Institutions	7.9%	4.1%-49.2%	5.6%	Census 2001 Supplementary Survey
45	Percent of Hispanic Black Adults 25-54 Enrolled in Postsecondary Institutions	5.9%	0.8%-10.9%	6%	Census 2001 Supplementary Survey
46	Percent of Students Enrolled in (Entering) Community Colleges Requiring Remediation		10.4%-70.9%	18%	Community College Policy Center, Education Commission of the States, "State Policies on Community College Remedial Education: Findings From a National Survey," September 2002, p. 7. (28 states responded with figures)
47	Percent of All College Students Requiring Remediation			23.4%	Community College Policy Center, Education Commission of the States, "State Policies on Community College Remedial Education: Findings From a National Survey," September 2002, p. 7. (28 states responded with figures)
STATE POLICIES THAT SUPPORT CAREER SKILLS DEVELOPMENT FOR LOW-INCOME ADULTS					
POSTSECONDARY POLICIES					

48	State Need-Based Financial Aid Equal to Pell Grant Resources		0%-136%	47%	National Center for Public Policy and Higher Education, "Losing Ground: A National Status Report on the Affordability of American Higher Education," 2002, pp. 22-30.
49	Community College Expenses Are Less Than 25% of Average Family Income		16%-30%	19%	Data available from the National Center for Public Policy and Higher Education, "Measuring Up 2002: The State-by-State Report Card for Higher Education," 2002.
50	Public 4-Year College/University Expenses Are Less Than 25% of Average Family Income		16%-38%	20%	Data available from the National Center for Public Policy and Higher Education, "Measuring Up 2002: The State-by-State Report Card for Higher Education," 2002.
51	Percent of Family Income Needed to Pay for Community College Expenses for Lowest Income Quintile	48%	36%-76%	42%	Data provided by the National Center for Public Policy and Higher Education, "Family Ability to Pay" Spreadsheet.
52	Percent of Family Income Needed to Pay for Public 4-Year College/University Expenses for Lowest Income Quintile	57%	35%-93%	44%	Data provided by the National Center for Public Policy and Higher Education, "Family Ability to Pay" Spreadsheet.
53	Percent of Family Income Needed to Pay for Private College/University Expenses for Lowest Income Quintile	156%	46%-230%	144%	Data provided by the National Center for Public Policy and Higher Education, "Family Ability to Pay" Spreadsheet.
54	Share of Income Poorest Families Need to Pay for Tuition at Lowest Priced Colleges	11.9%	2.8%-27.7%	11%	National Information Center for Higher Education Policymaking and Analysis www.higheredinfo.org
55	State Funding for Short-Term, Non-Degree Career Classes			NO	FutureWorks, "Held Back: How Student Aid Programs Fail Working Adults," April 2002, pg. 53. http://www.thefwcompany.com/projects/postsecondary.htm
56	State FTE Resources Provided to Community Colleges to Support Non-Credit Classes			NO	Community College Policy Center, Education Commission of the States, "State Funding for Community Colleges: A 50-State Survey", 2000 (based on a July 2000 survey), Table 18. www.ecs.org
57	State Able to Monitor and Assess Progress/Completion of CC Remediation Students			NO	Community College Policy Center, Education Commission of the States, "State Funding for Community Colleges: A 50-State Survey", 2000 (based on a July 2000 survey), Table 18. www.ecs.org
58	Community Colleges Receive State Rewards for Positive Performance in Remedial Education			NO	Community College Policy Center, Education Commission of the States, "State Funding for Community Colleges: A 50-State Survey", 2000 (based on a July 2000 survey), Table 18. www.ecs.org
59	State Allocates 50 Percent or More of Federal Career/Technical Resources to Postsecondary	39%	9%-65%	58%	Data for this measure for fiscal year 2002 is available from the U.S. Department of Education, Office of Vocational and Adult Education. Table provided by Braden Goetz. Email: Braden.Goetz@ed.gov .

60	Local Postsecondary Career/Technical Program Applications Reviewed by Local Workforce Board Prior to Submission to State			NO	The program applications must include an assessment of economic need for the program; the local board signs off the colleges' Perkins plan but not program applications (Colorado Community School System). Local postsecondary plans are typically not reviewed by local workforce boards. At the state level, however, the Perkins plan is incorporated into the State Unified WIA Plan and reviewed by the State Workforce Development Council (Colorado Department of Labor and Employment)
61	State Measures Career/Technical Program Performance by Placement in High-Wage Jobs			NO	At present, limited information on this measure is presented in Community College Policy Center, Education Commission of the States, "State Funding for Community Colleges: A 50-State Survey", November 2000, p. 45, Table 24. www.ecs.org. Job placement, but not specifically for high-wage jobs (Colorado Community College System); All training providers approved for Workforce Investment Act (WIA) funding must report the average wage of WIA participants who complete training programs 6 months after their first day of employment. The Community Colleges provide a list of those completing programs to CDLE, and we match it against our UI Wage Data files to produce this data (Colorado Department of Labor and Employment)
62	State Measures Career/Technical Program Performance by Placement of Low-Income Students			NO	At present, limited information on this measure is presented in Community College Policy Center, Education Commission of the States, "State Funding for Community Colleges: A 50-State Survey", November 2000, p. 45, Table 24. www.ecs.org. Wages are tracked for all students, not specifically for low-income students (Colorado Community College System, Colorado Department of Labor and Employment)

63	State Measures Career/Technical Program Performance by Completion of Low-Income Students			NO	At present, limited information on this measure is presented in Community College Policy Center, Education Commission of the States, "State Funding for Community Colleges: A 50-State Survey", November 2000, p. 45, Table 24. www.ecs.org. Graduation Rates, Certificates and Degrees awarded, but not specifically for low-income students (Colorado Community College System). CDLE does not measure this factor and is not aware of whether this factor is measured by another organization within State government (Colorado Department of Labor and Employment)
WORKFORCE AND ADULT EDUCATION POLICIES -WORKFORCE INVESTMENT ACT (WIA)					
64	State Mandates Federal and State Programs, Beyond Those Required by WIA, To Be Formal Partners in One-Stop System			NO	NGA Center for Best Practices, "Workforce Investment Act Implementation: Strategic Plans of Final 30 States," Sept 2001. http://www.nga.org/center/divisions/1,1188,C_ISSUE_BRIEF%5ED_3748,00.html . Colorado has a unified plan, but does not include the minimum requirements of TANF and Food Stamp Employment and Training program inclusion (NGA Report). The State does not require formal partners in addition to those required by the WIA. However, most of the local workforce regions have integrated the TANF and food stamp work programs into their service delivery systems (Colorado Department of Labor and Employment)
65	State Uses Alternative Funding Formula to Allocate Funds to Local Areas With Excess Poverty			NO	NGA Center for Best Practices, "Workforce Investment Act Implementation: Strategic Plans of Final 30 States," Sept 2001. http://www.nga.org/center/divisions/1,1188,C_ISSUE_BRIEF%5ED_3748,00.html .
66	Over 50 Percent of WIA Funds Dedicated to Training			NO	Colorado Department of Labor and Employment.

67	State Has Policy for Determining When Local WIA Training Funds Are Limited and Requires Local WIBs to Establish Training Priorities			NO	NGA Center for Best Practices, "Workforce Investment Act Implementation: Strategic Plans of Final 30 States," Sept 2001. http://www.nga.org/center/divisions/1,1188,C_ISSUE_BRIEF%5ED_3748,00.html . WIA requires that a priority of services policy be established for adult intensive and training services when funds are limited. This policy must identify when funds are considered to be limited and which targeted groups of adults have priority for receiving services. Colorado state policy embraces the concept of local control and requires that each local workforce region establish standards and policies that comply with the basic requirements of the law (Colorado Department of Labor and Employment)
68	State Established Training Provider Eligibility/Performance Criteria Beyond WIA Requirements and Include Data in Consumer Reports			NO	Colorado Department of Labor and Employment.
69	State Requires Local WIBs to Do Basic Skills Assessment for all Without High School Degree or GED and Refer for Adult Education			NO	Colorado Department of Labor and Employment.
70	State Requires Local WIBs Provide Funds for Supportive Services			NO	Colorado Department of Labor and Employment.
WORKFORCE AND ADULT EDUCATION POLICIES -TEMPORARY AID TO NEEDY FAMILIES (TANF)					
71	Postsecondary Education/Training alone Satisfies TANF Work Requirement			Determined by locality	Center for Law and Social Policy, "Forty States Likely to Cut Access to Postsecondary Training and Education Under House Welfare Bill," June 2002. http://www.clasp.org/Pubs/DMS/Documents/1024591231.74/Postsec_table_I_061902.pdf
72	Postsecondary Education/Training alone Satisfies TANF Work Requirement for More than 12 months			Determined by locality	Center for Law and Social Policy, "Forty States Likely to Cut Access to Postsecondary Training and Education Under House Welfare Bill," June 2002. http://www.clasp.org/Pubs/DMS/Documents/1024591231.74/Postsec_table_I_061902.pdf
73	TANF Time Clock Stopped when Engaged in Postsecondary Education and Training			NO	Center of Law and Social Policy's State Policy Documentation Project, "Time Limit Exemptions (part 2 of 2)," October 1999. http://www.spdp.org/tanf/timelimits/TLexempt2.PDF
74	TANF/MOE Funds Used for Education/Training for Working Poor Not Receiving Cash Assistance			Allowable, but not widely used	Colorado Department of Human Services

75	State Provided Match for TANF IDA/ILA Training Accounts			Allowable, but not widely used	Colorado Department of Human Services; Corporation for Enterprise Development, www.cfed.org.; Center for Social Development, Washington University in St. Louis, Table 1 at: http://gwbweb.wustl.edu/csd/statepolicy/stateIDatable.pdf
ADULT EDUCATION AND LITERACY					
76	State Resources Allocated for Adult Education and Literacy Place the State in the Top One-Third of States Nationally		\$3.76-\$172.50	\$6.44	Computed by staff based on FY 2000 expenditure data submitted to U.S. Department of Education (numerator) and 2001 Census data on number of adults over 18 without HS/GED (denominator).
77	State Provides Own Dedicated Resources for Workplace Literacy			NO	Colorado Department of Education, Adult Education Family Literacy Act
78	State Mandates Adult Education for Prison Inmates with Deficient Basic Skills			YES	C.R.S.. 17-32-101; Colorado Department of Corrections, Education Programs; Colorado General Assembly, Joint Budget Committee, Staff Analyst for Corrections. Mandated to receive GED training and marketable vocational skill.
79	State Offers Certified Occupational Training for Prison Inmates			YES	Colorado Department of Corrections, Education Programs; Colorado General Assembly, Joint Budget Committee, Staff Analyst for Corrections. All vocational training certified by Colorado Community College System.
PERFORMANCE OF STATE POLICIES THAT SUPPORT CAREER SKILLS DEVELOPMENT FOR LOW-INCOME ADULTS					
POSTSECONDARY POLICIES					
80	Percent of High School Freshmen Enrolling in College		24%-59%	39%	National Center for Public Policy and Higher Education, "Measuring Up 2002: The State-by-State Report Card for Higher Education," 2002.
81	Percent of First Year Community College Students Returning Second Year		40%-67%	47%	National Center for Public Policy and Higher Education, "Measuring Up 2002: The State-by-State Report Card for Higher Education," 2002.
82	Percent of Adults 25-49 Enrolled Part-time in Postsecondary Education		1.5%-6%	4.9%	National Center for Public Policy and Higher Education, "Measuring Up 2002: The State-by-State Report Card for Higher Education," 2002. Please Note: The age range for this indicator in Measuring Up 2000 was 25-44, rather than 25-49.
83	Graduation with Certificate or Associate Degree from Two-Year Public Colleges in Three Years			21.2%	Colorado Commission on Higher Education, Quality Indicator System 2002 Report.
84	Graduation Rate with Certificate or Associate Degree from Two-Year Public Colleges in Three Years for Minorities			17.9%	Colorado Commission on Higher Education, Quality Indicator System 2002 Report.
85	One-Year Retention for Two-Year Public Colleges			58.6%	Colorado Commission on Higher Education, Quality Indicator System 2002 Report.

86	One-Year Retention for Two-Year Public Colleges for Minorities			54.5%	Colorado Commission on Higher Education, Quality Indicator System 2002 Report.
87	Percent of Certificate and Associate Graduates Employed or Continuing Postsecondary Education			92.7%	Colorado Commission on Higher Education, Quality Indicator System 2002 Report.
88	Ratio of Career Certificates Awarded to Associates Degrees in Community Colleges		0.4-4.72	0.889	Colorado Community College System; National range obtained from information for 1996-97 published by the American Association of Community Colleges based on analysis of data from the National Center for Education Statistics. See: Table 3.5, National Profile of Community Colleges: Trends and Statistics. American Association of Community Colleges, Washington, DC, 2000
89	Percent of Postsecondary Perkins Students Attaining a Credential			36.31%	Data presented is for the program year 2000-2001 from the Consolidated Annual Report For Perkins Vocational and Technical Education Act. Calculation uses data from Core Indicator 2 (Completion): Postsecondary "Grand Total" row, 'numerator' and 'denominator' columns.
90	Percent of Economically Disadvantaged Postsecondary Perkins Students Achieving Placement Relative to All Perkins Postsecondary Students Served			5.71%	Data for this measure is generated from the 2000-2001 Consolidated Annual Report For Perkins Vocational and Technical Education Act. Calculation is: postsecondary economically disadvantaged numerator (from Core Indicator 3)/ total postsecondary population (from student enrollment table).
91	Percent of Perkins Postsecondary Students Served Relative to Adults 18-64 Without Postsecondary			2.08%	This indicator is computed by using data on enrollments from the state 2000-2001 Perkins Consolidated Annual report as presented to the U.S. Department of Education (total postsecondary population from student enrollment table) and the data on number of adults (18-64) without postsecondary (number with HS/GED plus number with only HS/GED) computed by Population Reference Bureau.

92	Percent of Placed Perkins Postsecondary Students Earning Above Poverty			<p>98.98% of Colorado Community College placed postsecondary students earned above poverty for a single individual, 83.71% for a family of four;</p> <p>99.75% of Area Vocational School placed postsecondary students earned above poverty for a single individual, 71.46% for a family of four.</p>	Colorado Community College System. Self-reported data.
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93	Percent of Placed Perkins Postsecondary Students Earning Above 200% of Poverty			53.96% of Colorado Community College placed postsecondary students earned above 200% of poverty for a single individual, 5.69% for a family of four; 21.21% of Area Vocational School placed postsecondary students earned above 200% of poverty for a single individual, 0.25% earned above for a family of four	Colorado Community College System. Self-reported data.
WORKFORCE AND ADULT EDUCATION POLICIES -WORKFORCE INVESTMENT ACT (WIA)					
94	Percent of Exiters Receiving Training Services			43.5%	Colorado Department of Labor and Employment
95	Percent of Eligible WIA Participants Receiving Training in PY 2000	53.1%	6.3%-100%	54.2%	
96	Percent of Eligible WIA Participants Receiving Training in PY 2001	46.5%	8.4%-100%	44.8%	Abbey Frank Hedieh Rahmanou. <i>State-by-State WIA Program Participation Data, PY 2001</i> . Center for Law and Social Policy. http://www.clasp.org/DMS/Documents/1067361182.3/WIA_PY01.pdf

97	White WIA Participants as a Percent of Total WIA Participants in PY 2000	39.3%	13.3%-96.4%	53.9%	Abbey Frank, Hedieh Rahmanou and Steve Savner. The Workforce Investment Act: A First Look at Participation, Demographics and Services. Center for Law and Social Policy Program Update, No. 1. March 2003.
98	White WIA Participants as a Percent of Total WIA Participants in PY 2001	44.6%	21.6%-95.7%	56.6%	Abbey Frank Hedieh Rahmanou. <i>State-by-State WIA Program Participation Data, PY 2001</i> . Center for Law and Social Policy. http://www.clasp.org/DMS/Documents/1067361182.3/WIA_PY01.pdf
99	Black WIA Participants as a Percent of Total WIA Participants in PY 2000	28%	0.6%-76.3%	10.7%	Abbey Frank, Hedieh Rahmanou and Steve Savner. The Workforce Investment Act: A First Look at Participation, Demographics and Services. Center for Law and Social Policy Program Update, No. 1. March 2003.
100	Black WIA Participants as a Percent of Total WIA Participants in PY 2001	26%	0.2%-93.9%	8.6%	Abbey Frank Hedieh Rahmanou. <i>State-by-State WIA Program Participation Data, PY 2001</i> . Center for Law and Social Policy. http://www.clasp.org/DMS/Documents/1067361182.3/WIA_PY01.pdf
101	Hispanic WIA Participants as a Percent of Total WIA Participants in PY 2000	27.6%	0.3%-50.6%	31.5%	Abbey Frank, Hedieh Rahmanou and Steve Savner. The Workforce Investment Act: A First Look at Participation, Demographics and Services. Center for Law and Social Policy Program Update, No. 1. March 2003.
102	Hispanic WIA Participants as a Percent of Total WIA Participants in PY 2001	23.4%	0.2%-48.1%	30.2%	Abbey Frank Hedieh Rahmanou. <i>State-by-State WIA Program Participation Data, PY 2001</i> . Center for Law and Social Policy. http://www.clasp.org/DMS/Documents/1067361182.3/WIA_PY01.pdf
103	Low-Income Adult WIA Participants as a Percent of Total Adult WIA Participants in PY 2000	65.4%	7.7%-98.5%	78.3%	Abbey Frank, Hedieh Rahmanou and Steve Savner. The Workforce Investment Act: A First Look at Participation, Demographics and Services. Center for Law and Social Policy Program Update, No. 1. March 2003.
104	Low-Income Adult WIA Participants as a Percent of Total Adult WIA Participants in PY 2001	56.2%	18.6%-92.8%	67.1%	Abbey Frank Hedieh Rahmanou. <i>State-by-State WIA Program Participation Data, PY 2001</i> . Center for Law and Social Policy. http://www.clasp.org/DMS/Documents/1067361182.3/WIA_PY01.pdf
105	Low-Income Adult WIA Participants Receiving Training as a Percent of Total Adult WIA Participants Receiving Training in PY 2000	48.1%	7.4%-100%	48.9%	Abbey Frank, Hedieh Rahmanou and Steve Savner. The Workforce Investment Act: A First Look at Participation, Demographics and Services. Center for Law and Social Policy Program Update, No. 1. March 2003.

106	Low-Income Adult WIA Participants Receiving Training as a Percent of Total Adult WIA Participants Receiving Training in PY 2001	44.1%	9.6%-100%	39.9%	Abbey Frank Hedieh Rahmanou. <i>State-by-State WIA Program Participation Data, PY 2001</i> . Center for Law and Social Policy. http://www.clasp.org/DMS/Documents/1067361182.3/WIA_PY01.pdf
107	Percent of Adults Receiving Training Obtaining Employment and Credential			59.7%	Information for this indicator is derived from a state's Annual WIA report, Program Year 2001.
108	Percent of Exiters Receiving Training Services Relative to Adults 18-64 Without HS/GED			0.14%	This measure is computed using data from a state's Annual WIA report, Program Year 2001 and data generated by the Population Reference Bureau. At present this indicator is not presented in a published report.
109	Adult Employment Retention Rate			79.2%	Information for this indicator is derived from a state's Annual WIA report, Program Year 2001.
RKFORCE AND ADULT EDUCATION POLICIES -TEMPORARY AID TO NEEDY FAMILIES (TANF)					
110	Percent of TANF Participants Enrolled in Education/Training	6.3%	0.1%-59.5%	9.4%	State level data are compiled annually by the U.S. Department of Health and Human Services and include data for on-the-job training, vocational education, skills training and education related to employment. See: Table 3:4.c, Temporary Assistance for Needy Families: Fifth Annual Report to Congress, February 2003. http://www.acf.hhs.gov/programs/ofa/annualreport5/0304c.htm
111	Adult Employment Retention Rate			58.4%	Data for states are prepared by the U.S. Department of Health and Human Services. See: TANF High Performance Bonus Rates, Office of Planning, Research and Evaluation, FY 2001, PY 2000. Table 5: "HIGH PERFORMANCE BONUS FY 2000 and FY 1999 State Performance Rates by Work Related Measures (in percent)." http://www.acf.dhhs.gov/programs/opre/hpb/fy2000/table5.htm . Raw numbers on individual state sheets, used to calculate percentages, received from Sean Hurley, ACF. shurly@acf.dhhs.gov
112	Percent of 1997-1999 Former Colorado Works Recipients Earning Above Poverty - Single Filers			33.2%	
113	Percent of 1997-1999 Former Colorado Works Recipients With Adjusted Gross Income Above Poverty - Single Filers			37.8%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
114	Percent of 1997-1999 Former Colorado Works Recipients With Adjusted Gross Income + Low Income Child Care + Food Stamps + Federal and State EITC Above Poverty - Single Filers			58.7%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates

115	Percent of 1997-1999 Former Colorado Works Recipients With Adjusted Gross Income Above Poverty - Joint Filers			55.5%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
116	Percent of 1997-1999 Former Colorado Works Recipients With Adjusted Gross Income + Low Income Child Care + Food Stamps + Federal and State EITC Above Poverty - Joint Filers			65.3%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
117	Percent of TANF Leavers Earning Above 200% of Poverty				
118	Percent of Colorado Works Leavers Exited in 2001 Who Re-entered Within 12 months			20.2%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
119	Employment Rate of Colorado Works Leavers in 2000 - First Quarter After Exit			54.5%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
120	Employment Rate of Colorado Works Leavers in 2000 - First Quarter After Exit			49.3%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
121	Employment Rate of Colorado Works Leavers in 2001 - First Quarter After Exit			51.3%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
122	Employment Rate of Colorado Works Leavers in 2001 - First Quarter After Exit			45.8%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
123	Percent of Colorado Works Leavers in 4th Quarter of 2000 Who Worked all 4 Quarters in 1st Year After Exit			31.9%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
124	Percent of Colorado Works Leavers in 4th Quarter of 2000 Who Worked all 4 Quarters in 1st Year After Exit			28.3%	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
125	Median Earnings of Colorado Works Leavers in 3rd Quarter of 2000 1st Quarter After Exit			\$1,971	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
126	Median Earnings of Colorado Works Leavers in 3rd Quarter of 2000 5th Quarter After Exit			\$3,319	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
127	Median Earnings of Colorado Works Leavers in 3rd Quarter of 2001 1st Quarter After Exit			\$2,084	Colorado Department of Human Services. Evaluation of the Colorado Works Program - November 2002 - Berkeley Associates
ADULT EDUCATION AND LITERACY					
128	Percent of Students Improving Beginning Literacy Skills			41.84%	All states are required to report on this measure to the U.S. Department of Education in an Adult Education Annual Statistical Report. Data presented is for FY 2002. Percentages calculated based on: number completed ABE beginning literacy level/ total number enrolled in ABE beginning literacy.

129	Percent of All Students Enrolled in Adult Education Relative to Adults Without HS/GED			4.04%	Enrollment data from Annual Report to the U.S. Department of Education, 2001-2002; Adults Without High School/GED from 2001 Census Supplemental Survey. All states are required to report enrollments to the U.S. Department of Education. This measure is computed using data for the FY 2002: numerator= Total Enrolled for all levels of adult education. At present this indicator is not presented in a published report.
130	Percent of Adult Education Students Advancing Relative to Students Enrolled in Adult Education			21.68%	Data from Annual Report to the U.S. Department of Education, FY 2002. All states are required to report the number of students entering other academic or vocational programs to the U.S. Department of Education. This measure is computed by dividing the number of all enrolled students by the number of students entering other academic or vocation programs (numerator= Number who Completed a Level and Advanced One or More Levels/ Total Enrolled for All Levels of Adult Education). At present this indicator is not presented in a published report.
131	State-Administered Adult Education Program Total Enrollment of Participants PY9798			15,819	Colorado Department of Education. Adult Education Program Report 1999-2002
132	State-Administered Adult Education Program Total Enrollment of Participants PY9899			15,846	Colorado Department of Education. Adult Education Program Report 1999-2002
133	State-Administered Adult Education Program Total Enrollment of Participants PY9900			13,743	Colorado Department of Education. Adult Education Program Report 1999-2002
134	State-Administered Adult Education Program Total Enrollment of Participants PY0001			13,818	Colorado Department of Education. Adult Education Program Report 1999-2002
135	State-Administered Adult Education Program Total Enrollment of Participants PY0102			15,053	Colorado Department of Education. Adult Education Program Report 1999-2002
136	Percent of Adult Education Participants Completing a Level PY01-02	37.74%		44.65%	Colorado Department of Education. Adult Education Program Report 1999-2002
137	Percent of Adult Education Participants Retained PY01-02	34.42%		26.6%	Colorado Department of Education. Adult Education Program Report 1999-2002
138	Percent of Adult Education Participants Dropped PY01-02	27.82%		28.74%	Colorado Department of Education. Adult Education Program Report 1999-2002
139	Percent of ABE Participants Completing a Level PY01-02	36%		48%	Colorado Department of Education. Adult Education Program Report 1999-2002
140	Percent of ASE Participants Completing a Level PY01-02	45%		61%	Colorado Department of Education. Adult Education Program Report 1999-2002
141	Percent of ESL Participants Completing a Level PY01-02	34%		40%	Colorado Department of Education. Adult Education Program Report 1999-2002
142	ABE Enrollment White PY01-02	40.86%	435,855	36.46%	Colorado Department of Education. Adult Education Program Report 1999-2002
143	ABE Enrollment Hispanic PY01-02	18.78%	200,316	44.42%	Colorado Department of Education. Adult Education Program Report 1999-2002

144	ABE Enrollment Black PY01-02	34.98%	373,152	10.22%	Colorado Department of Education. Adult Education Program Report 1999-2002
145	ABE Enrollment Native American PY01-02	2.16%	23,088	5.27%	Colorado Department of Education. Adult Education Program Report 1999-2002
146	ASE Enrollment White PY01-02	48.09%	262,321	57.62%	Colorado Department of Education. Adult Education Program Report 1999-2002
147	ASE Enrollment Hispanic PY01-02	23.43%	127,808	29.49%	Colorado Department of Education. Adult Education Program Report 1999-2002
148	ASE Enrollment Black PY01-02	22.72%	123,936	5.4%	Colorado Department of Education. Adult Education Program Report 1999-2002
149	ASE Enrollment Native American PY01-02	1.48%	8,057	5.66%	Colorado Department of Education. Adult Education Program Report 1999-2002
150	ESL Enrollment White PY01-02	76.19%	131,980	8.04%	Colorado Department of Education. Adult Education Program Report 1999-2002
151	ESL Enrollment Hispanic PY01-02	66.85%	784,302	80.57%	Colorado Department of Education. Adult Education Program Report 1999-2002
152	ESL Enrollment Black PY01-02	5.29%	62,032	1.82%	Colorado Department of Education. Adult Education Program Report 1999-2002
153	ESL Enrollment Native American PY01-02	0.86%	10,071	0.12%	Colorado Department of Education. Adult Education Program Report 1999-2002
154	Correctional Facilities PY01-02				Colorado Department of Education. Adult Education Program Report 1999-2002
155	Community Correctional Facilities PY01-02				Colorado Department of Education. Adult Education Program Report 1999-2002
156	Percent of Eligible Prison Inmates Receiving Adult Education			25%	Colorado Department of Corrections, Education Programs; Colorado General Assembly, Joint Budget Committee, Staff Analyst for Corrections. 38% is eligible to receive ABE/GED and 25% gets it.

CREATING JOB OPPORTUNITIES THROUGH PRIVATE-PUBLIC PARTNERSHIPS					
INDICATOR		U.S.	RANGE	CO	SOURCE & NOTES
ECONOMIC CONDITIONS IN STATE					
157	Labor Force Participation Rate	66.9%	76.1%-57.7%	71.7%	Data are taken from Geographic Profile of Employment and Unemployment, published by the Bureau of Labor Statistics, and based on the Current Population Survey, 2001. http://www.bls.gov/opub/gp/pdf/gp01_12.pdf
158	Labor Force Participation Rate for Women	60.1%	70.9%-50.5%	63.8%	Data are taken from Geographic Profile of Employment and Unemployment, published by the Bureau of Labor Statistics, and based on the Current Population Survey, 2001. http://www.bls.gov/opub/gp/pdf/gp01_12.pdf
159	Labor Force Participation Rate for Men	74.4%	81.7%-65.5%	79.6%	Data are taken from Geographic Profile of Employment and Unemployment, published by the Bureau of Labor Statistics, and based on the Current Population Survey, 2001. http://www.bls.gov/opub/gp/pdf/gp01_12.pdf
160	Labor Force Participation Rate for Non-Whites	65.8%	54.8%-88%	71.1%	Data are taken from Geographic Profile of Employment and Unemployment, published by the Bureau of Labor Statistics, and based on the Current Population Survey, 2001. http://www.bls.gov/opub/gp/pdf/gp01_12.pdf . Calculated in following way: (Total in labor force – Whites in labor force)/ (Total in population – Whites in population).
161	Percent of All Workers Not Fully Employed	9.3%	5.8%-12.8%	9%	Basic Monthly Survey of the Current Population Survey, 2002.
162	Percent of All Workers Who Are Unemployed	5.5%	3%-7.2%	5.4%	Basic Monthly Survey of the Current Population Survey, 2002.
163	Total Unemployment Rate (2003)	6%		6%	Colorado Department of Labor and Employment, Labor Market Information. Annual Average.
164	Percent of All Workers Who Are Marginally Attached to the Labor Market	0.9%	0.4%-1.7%	0.7%	Basic Monthly Survey of the Current Population Survey, 2002.
165	Percent of All Workers Employed Part-Time Due to Economic Reasons	2.9%	1.8%-4.7%	2.9%	Basic Monthly Survey of the Current Population Survey, 2002.
166	Percent of Unemployed Workers Out of Work for More Than 26 weeks	11.8%	5%-19.4%	6.4%	Geographic Profile of Employment and Unemployment, published by the Bureau of Labor Statistics, and based on the Current Population Survey. See: http://www.bls.gov/opub/gp/pdf/gp01_23.pdf
167	Percent of Workers Over 18 Who Hold More Than One Job	5.4%	3.7%-10.5%	5.8%	Basic Monthly Survey of the Current Population Survey, 2002.

168	Percent of Jobs In Occupation that Pay Below Poverty Level	21.5%	7.9%-36.5%	14.5%	The indicator is created using data from the Bureau of Labor Statistics' Occupational Employment Statistics program (see http://www.bls.gov/oes/home.htm).
STATE POLICIES INFLUENCING EMPLOYMENT AVAILABILITY					
169	State Customized and Incumbent Worker Training Includes Target to Serve Entry-Level and Low-Income Workers			NO	Colorado Community College System; Colorado Governor's Office, Office of Economic Development and International Trade. Requirement for new or existing positions to be full-time & permanent and pay at least \$7 in rural and \$8 in urban areas for the Colorado FIRST and Existing Industry training programs. Some hires are entry-level. On the Final Report forms, employers are asked about any wage increases or promotions granted and any career ladder potential for low-skilled workers who were trained.
170	State Tax Credits Available for Training Entry-Level and Low-Income Workers			NO	Colorado Governor's Office, Office of Economic Development and International Trade
171	State Primary Business Assistance Programs Include Job Creation Goals with Wage Standards and Targets for Serving Entry-Level and Low-Income Workers			NO	Colorado Governor's Office, Office of Economic Development and International Trade, Small Business Assistance website. Community Development Block Grant (federally-funded) programs require that jobs created by assisted businesses be 51% low & moderate income
172	State Primary Business Assistance Programs for Distressed Places Include Job Creation Goals with Wage Standards and Targets for Serving Entry-Level and Low-Income Workers			NO	Colorado Governor's Office, Office of Economic Development and International Trade
173	State Has a Formal Business Retention Program			YES	Colorado Governor's Office, Office of Economic Development and International Trade. www.state.co.us/oed/bus_fin/retention.html
174	State Supports Sectoral Development Initiatives			YES	Colorado Governor's Office, Office of Economic Development and International Trade. www.oit.state.co.us/
175	State Resources Used to Support Transitional Employment Programs			NO	Economic Opportunity Institute. http://www.transitionaljobs.net/Programs.htm and www.transitionaljobs.net ; Colorado Department of Labor and Employment. Subsidized work experiences are available in Colorado workforce regions through WIA, TANF, and Welfare to Work programs.

176	State Employment Service and One-Stop Systems Fully Integrated			Locally Controlled	Colorado Department of Labor and Employment. Colorado is developing integrated one stop centers with common facilities and management. In addition, many workforce regions have staff generalists who may offer services from several of these programs. Colorado has one of three pilot states in the country that has devolved Wagner-Peyser from state to local control, allowing counties to directly manage Wagner-Peyser along with WIA, TAA, Welfare-to-Work, and TANF and food stamp work programs.
PERFORMANCE OF STATE EMPLOYMENT EFFORTS					
177	Percent of Low-Income Workers Benefiting From State Business Assistance Efforts			N/A	Colorado Governor's Office, Office of Economic Development and International Trade. Performance measures focus on assistance to economically distressed geographic regions of the state. Because of wage differential in rural regions, most of the programs in rural areas benefit low wage workers.
178	Percent of Benefiting Low-Income Workers Earning Above Poverty After Assistance			N/A	Colorado Governor's Office, Office of Economic Development and International Trade. Performance measures focus on assistance to economically distressed geographic regions of the state. Because of wage differential in rural regions, most of the programs in rural areas benefit low wage workers.
179	Percent of Businesses that Participate in State Business Assistance Efforts Targeting Low-Income Workers			N/A	Colorado Governor's Office, Office of Economic Development and International Trade. Performance measures focus on assistance to economically distressed geographic regions of the state. Because of wage differential in rural regions, most of the programs in rural areas benefit low wage workers.
180	Percent of Low-Income Workers Employed by Companies Participating in State Business Assistance Efforts Targeting Low-Income Workers			N/A	Colorado Governor's Office, Office of Economic Development and International Trade. Performance measures focus on assistance to economically distressed geographic regions of the state. Because of wage differential in rural regions, most of the programs in rural areas benefit low wage workers.

MAKING WORK PAY FOR FAMILIES					
INDICATOR					
		U.S.	RANGE	CO	SOURCE & NOTES
CONDITIONS OF EMPLOYMENT IN STATE					
181	Percent of Workers in Low-Wage Jobs	23.8%	14.6%-36.7%	19.7%	Basic Monthly Survey of Current Population Survey, 2002; self-employed workers excluded
182	Percent of Workers Over 18 Who Hold Contingent Jobs	1.2%	0.4%-1.9%	1.6%	2001 February Contingent Workers and Alternate Employment Supplement to CPS.
183	Percent of Workers Age 18-64 Without Health Insurance	17%	9.2%-27.3%	17.6%	2002 March Current Population Survey Supplement.
184	Percent of Workers Over 18 Without Employer Provided Pensions	55%	48.7%-63.4%	57.9%	March 2000-2002 Current Population Survey Supplement
185	Percent of Workers Not Covered by Workers Compensation Insurance		6.8%-23.4%	9.6%	Numerator: Number of workers covered provided by National Academy of Social Insurance, Workers' Compensation: Benefits, Coverage, and Costs, 2001 New Estimates, July 2003 (see http://www.nasi.org/), "Appendix A", WC Covered Jobs column; Denominator: data on all wage and salary workers provided by the U.S. Bureau of Economic Analysis (see http://www.bea.doc.gov/bea/regional/spil/). "SA27 Full-time and part-time wage and salary employment by industry." (Rail workers subtracted from total). (Computations performed by project team staff; percent not covered generated by subtracting percent covered from 100 percent).
186	Percent of Unemployed Not Receiving Unemployment Insurance Benefits - 2002 4th Q	57%	32%-75%	72%	This measure is derived from data provided by the Office of Workforce Security, Employment and Training Administration, U.S. Department of Labor, 4th Quarter 2002. See http://workforcesecurity.doleta.gov/unemploy/content/d ata.asp . Data is located in State Financial Data: UI Financial and Labor Force Data, Reciprocity Rate (All programs, Quarter): The insured unemployed as a percent of total unemployed. This number was subtracted from 100 to obtain the measure for this report.

187	Percent of Unemployed Not Receiving Unemployment Insurance Benefits - 2003 2nd Q	60%		69%	This measure is derived from data provided by the Office of Workforce Security, Employment and Training Administration, U.S. Department of Labor, 2nd Quarter 2003. See http://workforcesecurity.doleta.gov/unemploy/content/data.asp . Data is located in State Financial Data: UI Financial and Labor Force Data, Reciprocity Rate (All programs, Quarter): The insured unemployed as a percent of total unemployed. This number was subtracted from 100 to obtain the measure for this report.
STATE POLICIES INFLUENCING CONDITIONS OF EMPLOYMENT					
INCOME					
188	State Has Minimum Wage Law and the Defined Wage Exceeds Federal Level			NO	Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor. "Minimum Wage Laws in the States." http://www.dol.gov/esa/programs/whd/state/state.htm
189	State Established Living Wage Law			NO	http://www.stateline.org/story.do?storyId=312412 / Statute 8-6-106
190	State Enacted Earned Income Tax Credit			YES	Center on Budget and Policy Priorities, "A Hand Up: How State Earned Income Tax Credits Help Working Families Escape Poverty," March 2003 and "State Income Tax Burdens on Low-Income Families in 2002," April 11, 2003, p. 6. http://www.cbpp.org/4-11-03sfp.pdf ; C.R.S.. 39-22-123
191	State Tax Burden for Working Families Earning Poverty Threshold		3.8%-17.6%	9.9%	The measure uses the average state and local total tax rate for families in the bottom quintile of earnings, as provided by The Institute on Taxation and Economic Policy, "Who Pays: A Distributional Analysis of the Tax Systems in All 50 States," 2nd edition, January 2003. http://www.itepnet.org/whopays.htm .
192	State Provides Wage Replacement for Parental Leave			NO	National Partnership for Women and Families. http://www.nationalpartnership.org/content.cfm?L1=202&DBT=Documents&NewsItemID=472 .; Colorado General Assembly, Joint Budget Committee, Staff Analyst for Labor.
HEALTH AND CHILD CARE					
193	State Provides Medicaid to Working Adults Earning Up to 200% of Poverty			42% (or more of poverty)	Center on Budget and Policy Priorities, "Congress has a \$28 Billion Opportunity to Expand Coverage for Low-Income Working Families with Children," July 18, 2001, Table 3: http://www.cbpp.org/7-19-01health.htm .

194	State Subsidy Available to Employers Who Provide Health Care for Workers			NO	Sharon Silow-Carroll, Stephanie E. Anthony and Jack A. Meyer, "State and Local Initiatives to Enhance Health Coverage for the Working Poor," Economic and Social Research Institute, pg. 5, November 2000. http://www.cmwf.org/publist/publist2.asp?CategoryID=4 ; http://www.state.co.us/oed/edc/e_zone.cfm#health%20insurance
195	State Sets Income Eligibility for Child Care at 85% of State Median Income		36%-94%	36%-52%; set by localities	Children's Defense Fund, "Fragile Foundations: State Child Care Assistance Policies," 2002, pg. 27. www.childrensdefense.org/pdf/cc_statecc_main.pdf
196	State Requires Child Care Co-Payment for Families Earning Less Than Poverty		\$180 (highest)	Fixed Rates: 96 / For families below 50% FPL = 6% of household income, 50%-75% = 7% of household income, 75%-100% FPL = 8% of household income . For a household of 3 at 100% FPL, the parent fee = \$117 per month	Colorado Department of Human Services
197	State Sets Maximum Child Care Reimbursement Rate at 75% or Greater of Market Rate			Benchmark by County	Colorado Department of Human Services. State conducts market rate survey every two years and provides the information to counties . Counties then set reimbursement rates using state guidance or based on local information.

UNEMPLOYMENT INSURANCE					
198	State Eligibility Requirement for Unemployment Insurance Are Supportive of Low-Income Workers			Does not provide an alternate base period	Economic Policy Institute, Center on Budget and Policy Priorities, and the National Employment Law Project, "Failing the Unemployed: A State by State Examination of Unemployment Insurance Systems," March 2002, Table 3. http://www.epinet.org/briefingpapers/bp122.html
199	State Protects Temporary Workers From Being Excluded From Unemployment Insurance Coverage			YES	National Employment Law Project, "Temp Work and Unemployment Insurance—Helping Employees at Temporary Staffing and Employee Leasing Agencies," August, 2001. http://www.nelp.org/pub63.pdf ; C.R.S. 8-73-105.3
200	State Unemployment Insurance Benefits Available to Workers Leaving Employment for Domestic Reasons			YES	National Employment Law Project, "Between a Rock and a Hard Place: Confronting the Failure of State Unemployment Insurance Systems to Serve Women and Working Families," 2003, Appendix B, Chart 1, and also pp. 23-24. www.nelp.org ,
201	Unemployment Insurance Maximum Weekly Benefits Exceed Poverty Level		\$190-\$562	YES, \$390	Economic Policy Institute, "Failing the Unemployed: A State by State Evaluation of Unemployment Insurance Systems," March 2002, Table 4. http://www.epinet.org/briefingpapers/bp122.html
202	State Provides Temporary Disability Insurance			NO	U.S. Department of Labor, "Temporary Disability Insurance." http://ows.doleta.gov/unemploy/pdf/temporary.pdf
WORKER'S COMPENSATION					
203	State Worker's Compensation Law Fulfills Recommendations of Report of the National Commission of State Workmen's Compensation Laws		7-16 recommendations fulfilled	13.25	"State Workers' Compensation Laws in Effect on January 1, 2002 Compared with the 19 Essential Recommendations of the National Commission on State Workmen's Compensation Laws", Table 1, at: http://www.workerscompresources.com/National_Commission_Report/National_Commission/1-2002/Jan2002_nat_com.htm .)

204	Worker's Compensation Minimum Benefits Exceed 80% of Minimum Wage Income		\$20-\$377		U.S. Department of Labor, Employment Standards Administrations. http://www.dol.gov/esa/regs/statutes/owcp/stwclaw/tables-html/table-6.htm . Table 6; C.R.S.. 8-42-102
205					
206	WORK PROTECTIONS				
207	State Has Broad Wage and Hour Law Coverage and Does Not Exempt Low-Wage Occupations			YES	Colorado General Assembly, Joint Budget Committee, Staff Analysts for Labor.
208	State Requires Greater Coverage for Family Medical Leave Than Federal Law			NO	National Partnership for Women and Families, "State Family Leave Laws That Are More Expansive than the Federal Family and Medical Leave Act." http://www.nationalpartnership.org/content.cfm?L1=202&DBT=Documents&NewsItemID=259 Source: National Employment Law Project, "Drafting Day Labor Legislation: A Guide for Organizers and Advocates," November 2001. http://www.nelp.org/docUploads/pub39%2Epdf
209	State Has Laws and Regulations to Protect Employment Rights of Day Laborers			NO	Source: National Employment Law Project, "Drafting Day Labor Legislation: A Guide for Organizers and Advocates," November 2001. http://www.nelp.org/docUploads/pub39%2Epdf
	PERFORMANCE OF STATE EFFORTS TO ADDRESS CONDITIONS OF EMPLOYMENT				
210	Percent of Small Businesses Using State Health Care Assistance			NONE	
211	Percent of Those Eligible for Child Care Assistance on Waiting List			Currently, Colorado serves 48,208 children per year or 26,230 families . There are only 641 families statewide on waiting lists in 11 counties (out of a total of 64 counties).	Colorado Department of Human Services
212	Percent of Unemployed Receiving Benefits That Exceed Poverty				Unemployment Insurance is not a "means tested" program and does not Colorado Department of Labor and Employment. Colorado does not track the percentage of claimants receiving benefits that exceed poverty.

213	Average Weekly UI benefit - 2003 2nd Q	\$262.56		\$307.92
214	Average Duration of UI benefits in Weeks - 2003 2nd Q	16.1		14.8
215	Percent of UI Claimants in the Past 12 Months Who Have Exhausted Their Benefits - 2003 2nd Q	43.6%		54.4%

Source: National Employment Law Project, "Drafting Day Labor Legislation: A Guide for Organizers and Advocates," November 2001. <http://www.nelp.org/docUploads/pub39%2Epdf>

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