



Wildly Important Goals

CDLE identified several wildly important goals (WIGs) for FY 2023-24 and beyond. For this annual performance report, the Department has updated progress on those goals identified in its [FY 2023-24 Performance Plan](#) that capture the Department's WIGs and reflect the overall direction. Additional detail is available in the [Department's Performance Plan](#).

WIG 1 – Ensure 75% of eligible claimants receive their FAMLI benefit payments within 10 calendar days by June 30, 2024.

Key Strategies: In the first six months of Family and Medical Leave Insurance (FAMLI) benefits becoming available to Coloradans, the FAMLI Division not only reached but surpassed all of its one-year targets for its lead measures. More than 96% of eligible claimants received their benefits within 10 days; the Division held 27 presentations; 98.7% of claims were auto adjudicated and 96.7% were processed via self-service. More than 95% of Coloradans were enrolled in an eligible paid family and medical leave program by June 30, 2024. The totals in the table below are cumulative.



**Department of Labor and Employment
FY 24 Annual Performance Report (November 2024)**

Measures	Q1 FY23	Q2 FY23	Q3 FY24	Q4 FY24	FY24 Actual	FY24 Goal
WIG 1: Ensure 75% of eligible claimants receive their benefit payments within 10 calendar days by June 30, 2024.	n/a	n/a	97.58%	96.79%	97.61%	75%
Lead 1: FAMLI will host 20 compliance assistance events for healthcare providers, including hosted webinars, private presentations, and/or trade show engagement by June 30, 2024.	7	19	20	27	27	20
Lead 2: Ensure 40% of claims are eligible for auto adjudication by June 30, 2024.	n/a	n/a	97.03%	98.70%	98.7%	40%
Lead 3: Leverage MyFamli+ portal and virtual assistant to ensure 40% of claims are processed through self-service without agent intervention by June 30, 2024.	n/a	n/a	98%	97%	97%	40%
Lead 4: Enroll 95% of eligible Colorado workers in an eligible paid family and medical leave program by June 30, 2024	n/a	n/a	n/a	n/a	98%	95%



WIG 2 – Enroll 3,000 Coloradans in training programs that prepare them for careers in energy and infrastructure-related fields, enabled by new federal funding by June 30, 2024.

Key Strategies: We met and exceeded each lead measure and surpassed our target for this WIG in the final month of the fiscal year, despite a few factors working against us including: 1) Individuals were not enrolled in training this year due to significant timing delays with grant awards. More than 150 (154) individuals are anticipated to be enrolled in FY25 that had been expected to start prior to June 2024. 2) While energy and infrastructure industries were prioritized in grant making, a number of training programs are being launched in education, early childhood education and IT. The totals in the table below are cumulative.

Measure	FY 22-23 Actual	Q1 FY23	Q2 FY23	Q3 FY24	Q4 FY24	FY24 Actual	FY24 Goal
WIG 2: Enroll 3,000 Coloradans in training programs that prepare them for careers in energy and infrastructure-related fields, enabled by new federal funding by June 30, 2024.	1043	1,159	1,385	2,282	3,209	3,209	3,000
Lead 1: Increase the number of training programs funded from 5 to 10 by June 30, 2024.	5	5	5	5	10	10	10
Lead 2: Increase the number of new grants received by the state that include funding for workforce development from 20 to 30 by June 30, 2024.	20	22	24	28	31	31	30



WIG 3 – Increase the employment-to-population ratio for youth ages 16-24 from 57.2% to 60.0% by June 20, 2024.

Key Strategies: While we surpassed all three lead measures for this WIG, the State’s youth employment-to-population ratio and labor force participation rates are both heavily determined by broader market trends driving both rates downward. Some of these trends are national e.g. the aging of the population, and stock market/real estate market increases that accelerate retirements; and some are Colorado-specific e.g., for ages 18 through 24 have better higher education options and incentives in Colorado which push labor force participation downward. These factors need to be considered when evaluating our progress to hitting the 60% target. The totals in the table below are cumulative.

Measure	FY 22-23 Actual	Q1 FY23	Q2 FY23	Q3 FY24	Q4 FY24	FY24 Actual	FY24 Goal
WIG 3: Increase the employment to population ratio for youth ages 16-24 from 57.2% to 60.0% by June 20, 2024.	57.2%	55.50%	56.80%	55.70%	56.30%	56.30%	60%
Lead 1: Add or expand 100 registered apprenticeship programs in Colorado by June 30, 2024.	103	16	40	67	101	101	100
Lead 2: Provide job readiness services to over 1,500 young adults including job search assistance, resume assistance, application assistance, job fairs and hiring events by June 30, 2024.	n/a	1,091	2,258	3,583	5,494	5,494	1,500
Lead 3: Support 20 youth-focused career events to increase awareness of career opportunities for Coloradans age 16-24 by June 30, 2024.	n/a	8	19	42	49	49	20