



COLORADO

Office of Economic Development
& International Trade

Opportunity Now Performance Phase

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Original May 13, 2025

Version 2.0 Updated 5/22/25



Agenda

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New Performance Funding Phase

- Opportunity Now is pleased to announce performance funding for current Seed and Scale grantees.
- Approximately \$2M total, expected organizational awards up to \$250K.
- Performance funding supports an expansion of job training and placement through new or existing partnerships and activities on a per-outcome basis.
- Award will be scaled to the number of additional job placements an organization can accomplish, above what was originally committed to in Phase I or II, between July 2025 (or contract execution) and December 2026.
- Job placements must be in Colorado, and will be verified by the Colorado Evaluation and Action Lab. This funding will be restricted to adult (18+) placements because PII will be collected to allow for verification.

Participation Requirements

- Must be current Seed and Scale for Phase I and Phase II Opportunity Now Grantee. New Phase III Grantees are ineligible to participate.
- Must be “on track” to meet or exceed performance milestones and financial spenddown as supported by Quarterly Pulse Checks, and with the approval of the Opportunity Now administrative team.
- Must indicate interest and estimated outcomes via [Google Form](#) by ~~June 30, 2025~~.
Updated due date of July 31, 2025.
- Outcomes of interest (initial job placement and three-month retention) must occur within the performance period of July 2025 (or grant execution) – December 2026.
- Grantee organization must supply the Colorado Evaluation and Action Lab timely participant identifier data (including Name, Social Security Number or ITIN, and Date of Birth) to validate job and wage data. Payment will be contingent on the Lab’s verification.

Application Questions

- Form is live! Application PDF attached to today's calendar invitation. **Please submit a reply either way: if your organization is not interested, form will end after Section 2.**
- Section 1: Funding description, Award structure, and respondent's email address
- Section 2: Organization Name, Primary/program contact name and email, and confirm interest or register disinterest in performance funding
- Section 3: Original (or approved amended) outcomes commitment, placements to-date, anticipated placements at grant term close, estimated additional placements supported by performance funding, and strategy to accomplish additional placements
- Section 4: Attestation to collaborate with the Colorado Evaluation and Action Lab and abide by the State of Colorado's Terms and Conditions

Rate Card Allocation

- Award Formula: $\$5,000 \times (\text{Number of additional placements}) + (\$4,000 - 7,000) \times (\text{Number of placements that persist for three consecutive months}) \leq \$249,999$
- \$5,000 will be disbursed upon initial job placement, and the remainder will be disbursed if/when the participant is retained for three months following hire.
- The award will be scaled to the participant's salary according to the chart below and will be awarded on a per-outcome basis.

Participant's Job Placement Salary Range	\$40,000 - \$49,000	\$50,000 - \$69,000	\$70,000 - \$99,000	\$100,000 - \$149,000
Total Max Award per Placement	\$9,000	\$10,000	\$11,000	\$12,000

*Range differential of \$4,000-7,000 per placement depending on the participants' salary range. The highest placement payment will be assumed for budgeting.

Rate Card Allocation, cont'd

- If performance funding demand exceeds the anticipated pay-per-outcome award identified via the Rate Card, a prorating variable will be applied.
- 167.67 retained job placements and retentions are fully funded with the available funding:
 $\$2,000,000 / \$12,000 \text{ per placement} = 167.67 \text{ retained job placements}$
- Example: If demand estimates 200 job placements $\square 167.67 / 200 = 83.84\%$
 Prorated Formula: $83.84\% [\$5,000 * (\text{Number of additional placements}) + (\$4,000 - 7,000) * (\text{Number of placements that persist for three consecutive months})] \leq \$249,999$

Participant's Job Placement Salary Range	\$40,000 - \$49,000	\$50,000 - \$69,000	\$70,000 - \$99,000	\$100,000 - \$149,000
Total Max Award per Placement	\$9,000	\$10,000	\$11,000	\$12,000

*Range differential of \$4,000-7,000 per placement depending on the participants' salary range. The highest placement payment will be assumed for budgeting.

Allocation Example 1

Organization A expects to place 7 additional program participants into jobs:

- Scenario: Total eligible funding available, 5 program participants are placed in the \$50,000-\$69,000 annual salary category, with 4 participants retained at 3 months after program participation,
- First payment = $5 * (\$5,000) = \$25,000$
- Second payment = $4 * (\$5,000) = \$20,000$
- Total award = $\$45,000$

Participant's Job Placement Salary Range	\$40,000 - \$49,000	\$50,000 - \$69,000	\$70,000 - \$99,000	\$100,000 - \$149,000
Total Max Award per Placement	\$9,000	\$10,000	\$11,000	\$12,000

Allocation Example 2

Organization B expects to place 7 additional program participants into jobs:

- Scenario: Demand exceeds eligible funding available, 7 program participants are placed in the \$40,000-\$49,000 annual salary category, with 7 participants retained at 3 months after program participation. Overall demand estimates 200 job placements for all grantees.
- Prorating variable $\square 167.67/200 = 83.84\%$
- First Payment: $83.84\%[7*(5,000)] = \$29,344$
- Second Payment: $83.84\%[3*(4,000)] = \$10,060.80$
- Total Award = \$ 39,404.80

Participant's Job Placement Salary Range	\$40,000 - \$49,000	\$50,000 - \$69,000	\$70,000 - \$99,000	\$100,000 - \$149,000
Total Max Award per Placement	\$9,000	\$10,000	\$11,000	\$12,000

Data Collection and Reporting

- Reduced data collection and reporting for Grantees. *Updated: An overview of forthcoming changes will be scheduled for June 12, 2025.*
- Grantees will use existing annual data collection platform (RedCAP) to submit performance data.
- Grantees will collect and report participant Name, Social Security Number, DOB one time per participant.
- Grantees will provide updated program start/end date on a biannual basis per participant.

Verification of Employment Outcomes

- Job placement and retention outcomes will be verified by linking program participation data to Colorado Department of Labor and Employment (CDLE) wage records.
- To enable this, the following client-level information is required: Full Name, Social Security Number, Date of Birth, and Program Participation Details.
- Data will be submitted via REDCap, a secure platform hosted by the Colorado Evaluation and Action Lab, and securely transferred to the Linked Information Network of Colorado (LINC) for integration with CDLE data.
- Grantees and OEDIT will receive **aggregate** reports on job placement and earnings.
- Learn more: [Colorado Evaluation and Action Lab](#)
[Linked Information Network of Colorado \(LINC\)](#)

Next Steps

- *Updated: Attend Data Collection and Reporting Overview on June 12, 2025. (This is optional, and not yet scheduled.)*
- Indicate interest and complete application via Google Form by ~~June 30, 2025~~. **Updated due date of July 31, 2025.**
- Opportunity Now team will schedule application reviews in July.
- Contracts anticipated July/August 2025.
- Once contracts are prepared, please review the contract terms as they cannot be modified.
- Please reach out to TalentInnovation@state.co.us for additional information.