

IMPACT REPORT



**DENVER HEALTH
FOUNDATION™**

**WORKFORCE
DEVELOPMENT CENTER**

RELEASED SEPTEMBER 2024

INTRODUCTION

Denver Health Foundation is deeply grateful for your contribution this year. Your gift supports the vital programs of the Workforce Development Center (WFDC), making a profound impact on our community and helping to build a healthier, thriving Denver.

Denver Health has been a cornerstone of our community since 1860, committed to providing exceptional health care for everyone. Today, our system serves a quarter of Denver residents—270,000 patients annually—through a comprehensive network that reaches every corner of our city.

The WFDC focuses on providing career pathways, learning, and professional development opportunities to Denver Health employees, helping them advance in their careers and improve their earning potential.

Your support enables us to continue this essential work, ensuring our workforce is equipped to provide accessible care for all. Thank you for being a part of Denver Health's journey towards building a healthier, thriving community through your transformational giving.

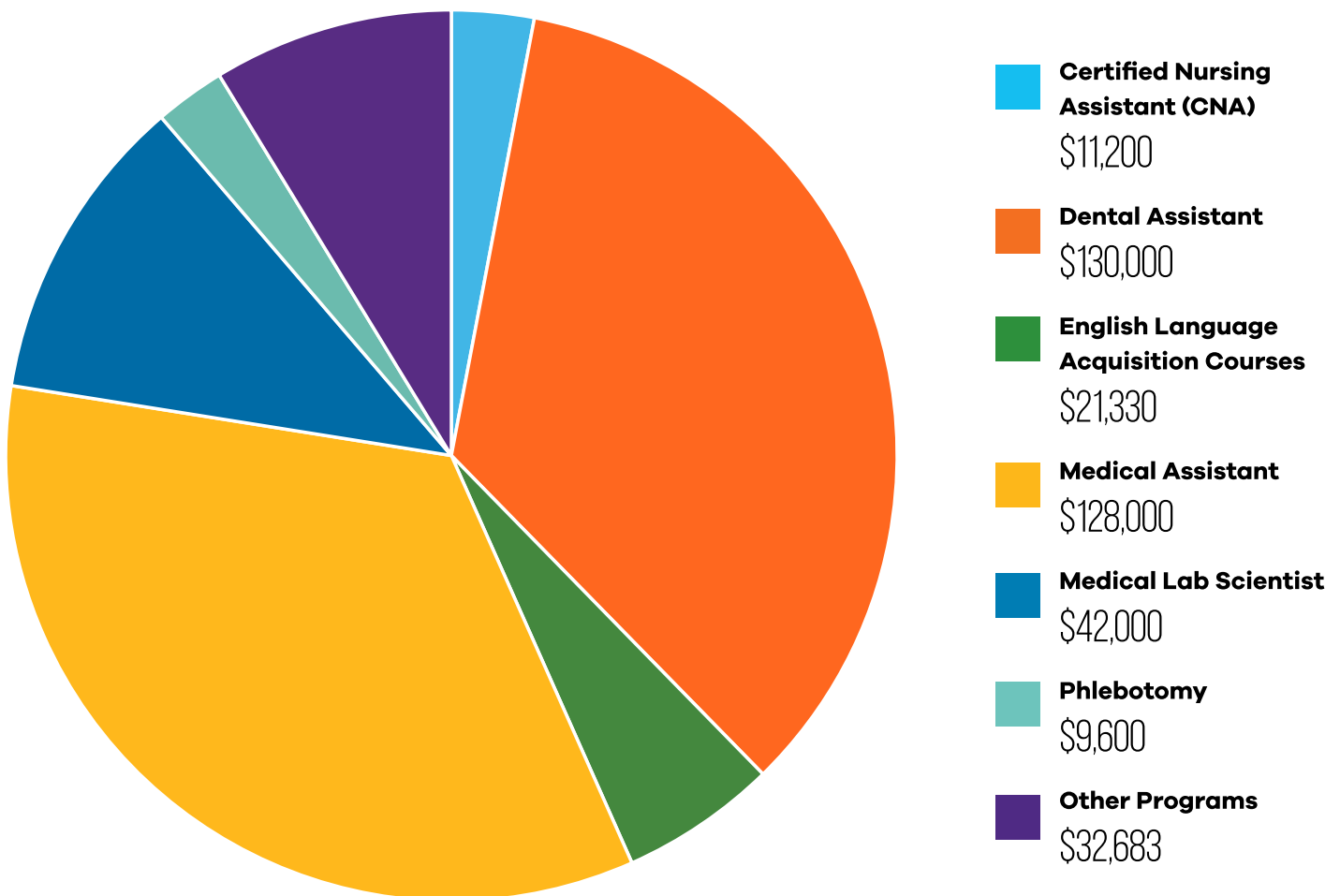


Key Accomplishments

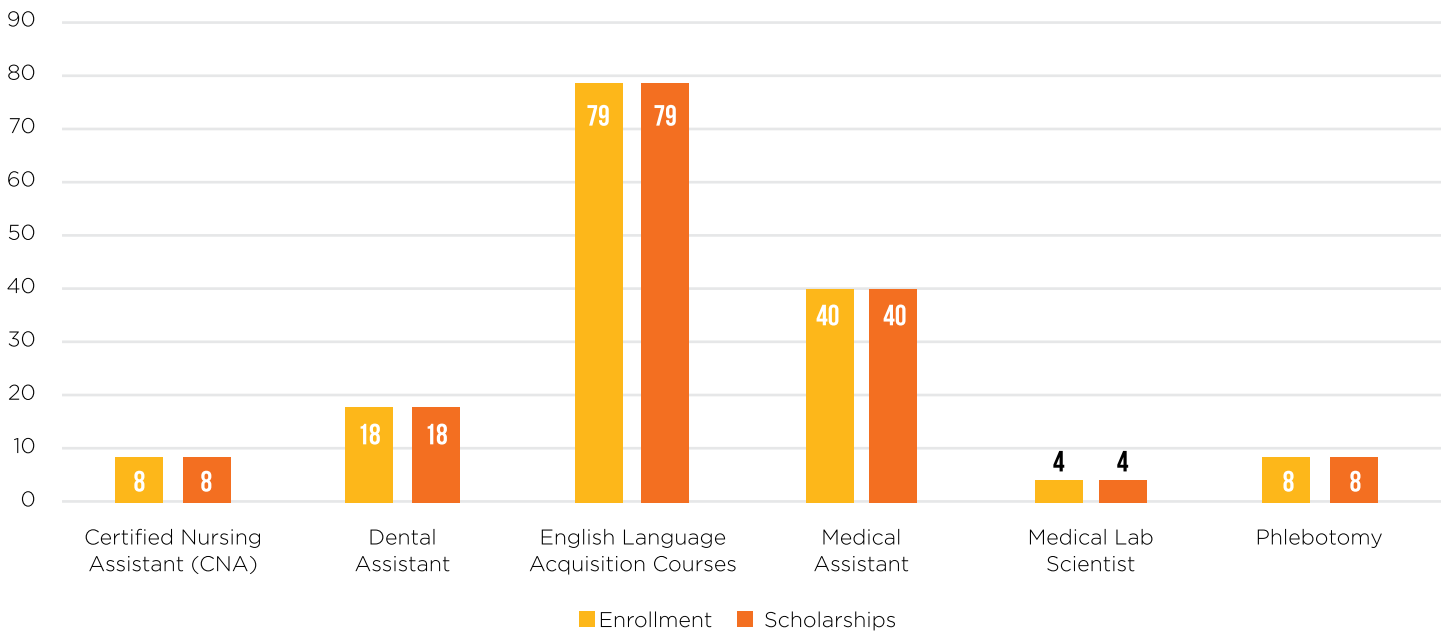
The WFDC has made significant strides in supporting Denver Health employees. One of the most notable accomplishments is that 45% of WFDC participants have experienced career progress through promotions or pay increases. Many participants have received scholarships for certification and upskilling programs, improving their career prospects and earning potential.

Additionally, the WFDC utilized the LEAD framework (Learn Engage Achieve Develop) for performance and development, conducting 15 goal-setting and 15 performance appraisal sessions, and 13 certifications were approved through AdvanceEDU, a program offering affordable, debt-free college degrees with personalized support and career coaching. These achievements highlight the WFDC's commitment to advancing the careers of Denver Health employees.

Scholarship Funding Distribution



Enrollments and Scholarships



Community Impact

The WFDC plays a crucial role in helping Denver Health employees and the broader Denver community achieve economic mobility by advancing their careers. With more than 8,100 employees and contractors who live, work, and enjoy life in metro Denver, Denver Health significantly impacts both its staff’s upward mobility and the community’s economic well-being. By supporting career development, the WFDC creates opportunities for better-paying jobs, strengthening the overall economic stability of the Denver area.

Addressing Health Disparities

With greater access to career mobility, Denver Health’s workforce has become more representative of the community it serves. Employees have more opportunities to increase their financial stability and build generational wealth. The WFDC provides comprehensive support, including financial coaching, referrals to WorkLife Partnership—a nonprofit that offers personalized support and resources to help employees overcome personal and financial challenges—and social financing options like 0% interest loans. These resources aim to improve the economic prospects and overall well-being of Denver Health employees.

Employee Stories

Many employees have expressed their gratitude for the support they have received from the Workforce Development Center. For example, one employee shared, “My next move was unclear to me, but you greatly encouraged me and helped me before my interview, which would not have gone well without your assistance. With your help, I was able to get the new role.”

Another employee said, “I am very grateful for the Workforce Development Center. When I was disappointed and confused about how to handle my life and situation, you gave me great financial and emotional support.”

These stories highlight the positive impact of our work and the importance of continuing our mission.

Future Goals and Ongoing Efforts

While we have made substantial progress, there is still much work to be done. Our ongoing efforts include further expanding our scholarship and training programs, increasing the number of career coaching sessions, and enhancing our financial coaching offerings. We are committed to providing more resources and support to help our employees achieve their career goals. We call on our stakeholders and community partners to continue their support, as their contributions are vital to our success. Together, we can help more employees advance in their careers and improve their economic stability.

I AM VERY GRATEFUL
FOR THE WORKFORCE
DEVELOPMENT
CENTER. WHEN I WAS
DISAPPOINTED AND
CONFUSED ABOUT
HOW TO HANDLE MY
LIFE AND SITUATION,
YOU GAVE ME GREAT
FINANCIAL AND
EMOTIONAL SUPPORT.

— DENVER HEALTH EMPLOYEE



CONCLUSION

Since 2019, the financial burden of providing unpaid care for residents of the City and County of Denver has surged, escalating from \$42 million to \$102 million in 2023. The city's fixed payment for care for patients who are ineligible for health insurance is placing a growing strain on our health system. According to the Colorado Department of Health Care Policy and Financing (HCPF) 2024 Hospital Financial Transparency Report, Denver Health's share of total care for uninsured patients is 17%, significantly higher than other Front Range hospitals.

Philanthropic giving through Denver Health Foundation is crucial in addressing the financial challenges posed by rising levels of uncompensated care.

Denver Health Foundation's efforts are not just about raising funds—they are also about enhancing the quality and accessibility of health care. These philanthropic initiatives support critical initiatives like the Workforce Development Center. Your generosity ensures that all patients, regardless of their ability to pay, receive exceptional care. The combined support from foundations, individual donors, and community partners is vital in maintaining the health and well-being of Denver's diverse population and addressing health inequities across the community.

We deeply appreciate your commitment to our mission. Together, we are transforming lives and building a healthier, thriving Denver.



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