Hartford’s Coordinated Strategy to Ensure Pathways to Postsecondary Opportunity for All Youth
Presenters

• Paula Gilberto, Senior Vice President
  United Way of Central and Northeastern
  Connecticut

• Trish Moylan Torruella, Assistant Director of
  Hartford Department of Families, Children,
  Youth and Recreation (Division for Youth)
  City of Hartford

• Kim Oliver, Director
  Hartford Youth Opportunity Collaborative &
  Capital Workforce Partners
KIM OLIVER, HOYC & CAPITAL WORKFORCE PARTNERS

Opportunity Youth
Opportunity Youth

- 16 to 24 years old
- No high school diploma
- High school diploma but not in school and not working

More likely to...
- Be unemployed
- Rely on government supports
- Be involved in criminal activity
- Have poor health

May face multiple hurdles
- Parenting
- Disabilities
- Mental and physical health problems
- Incarceration or criminal record
- Homelessness
- Food insecurity
- Domestic violence
Almost 1 in 3 Youth is OY

Percentage of Opportunity Youth

Source: 2008 through 2012 American Community Surveys, public use files, tabulations by A2ZEconomy.com
Makeup of Opportunity Youth

Opportunity Youth in Hartford

- 20-24 no dip/GED: 34%
- 16-19 no dip/GED not in school: 34%
- dip/GED+ OSOW: 32%

Source: 2008 through 2012 American Community Surveys, public use files, tabulations by A2Zeconomy.com
Expected Lifetime Years in Poverty for 18-24 Year Olds in Connecticut

- Less than HS Diploma, 14
- HS Diploma, 6.2
- Some College, 4.3
- Associate's Degree, 2.9
- Bachelor's Degree, 1.8
- Master's Degree or Higher, 1.4

Average: 4.9

Source: 2007 through 2011 American Community Surveys, public use files, tabulations by Center for Labor Market Studies, Northeastern University. Note: (1) Expected lifetime years in poverty/near poverty of are ignored for all students ages 18-to-22.

Low Income Status of 16-24 Year Olds in Connecticut

- Hartford City
- Connecticut
- US

- OSOW
- Not OSOW
- Total Population

Source: 2010 and 2011 American Community Surveys, public use files, tabulations by Center for Labor Market Studies, Northeastern University.
Major Occupation Groups for Youth
AGES 19 TO 24

- Office and Administrative Support: 15
- Food Preparation and Serving Related: 15
- Personal Care and Service: 10
- Construction and Extraction: 8
- Sales and Related: 8
- Transportation and Material Moving: 7
- Production: 7
- Installation, Maintenance, and Repair: 6
- Arts, Design, Entertainment, Sports, and Media: 4
- Healthcare Support: 3
- Protective Service: 3
- Management: 2
- Architecture and Engineering: 1
- Building and Grounds Cleaning and Maintenance: 1
- Farming, Fishing, and Forestry: 1
- Education, Training, and Library: 1
- Healthcare Practitioners and Technical: 1
## Top Occupations in Top Major Groups

**AGES 19 TO 24**

<table>
<thead>
<tr>
<th>Office/Administrative Support</th>
<th>Food Preparation/Serving Related</th>
<th>Personal Care and Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer Service Representatives</td>
<td>Combined Food Preparation and Serving Workers, Including Fast Food</td>
<td>Childcare Workers</td>
</tr>
<tr>
<td>Office Clerks, General</td>
<td>Waiters and Waitresses</td>
<td>Fitness Trainers and Aerobics Instructors</td>
</tr>
<tr>
<td>Stock Clerks and Order Fillers</td>
<td>Food Preparation Workers</td>
<td>Nonfarm Animal Caretakers</td>
</tr>
<tr>
<td>Receptionists and Information Clerks</td>
<td>Cooks, Restaurant</td>
<td>First-Line Supervisors of Personal Service Workers</td>
</tr>
<tr>
<td>Shipping, Receiving, and Traffic Clerks</td>
<td>First-Line Supervisors of Food Preparation and Serving Workers</td>
<td>Residential Advisors</td>
</tr>
<tr>
<td>Tellers</td>
<td>Bartenders</td>
<td>Amusement and Recreation Attendants</td>
</tr>
<tr>
<td>Bill and Account Collectors</td>
<td>Counter Attendants, Cafeteria, Food Concession, and Coffee Shop</td>
<td>Personal Care and Service Workers, All Other</td>
</tr>
<tr>
<td>File Clerks</td>
<td>Dishwashers</td>
<td>Ushers, Lobby Attendants, and Ticket Takers</td>
</tr>
<tr>
<td>Interviewers, Except Eligibility and Loan</td>
<td>Cooks, Fast Food</td>
<td>Baggage Porters and Bellhops</td>
</tr>
<tr>
<td>Data Entry Keyers</td>
<td>Dining Room and Cafeteria Attendants and Bartender Helpers</td>
<td>Entertainment Attendants and Related Workers, All Other</td>
</tr>
</tbody>
</table>

**Average Wage**: $15.23 | Most Projected ↓ | $10.47 | Most Projections ↑ | $12.01 | Most Projections ↑
TRISH MOYLAN TORRUELLA, CITY OF HARTFORD

Success for All of Hartford
Hartford is... Winning

• Economic driver of the region
• Safer now than it has been in decades
• Increasing its high school graduation rate
• One of the most lucrative job markets for young Americans

(The Atlantic’s City Lab)
Opportunities for All

• To reach the City’s full potential, every single person in Hartford from every neighborhood must have the opportunity to be successful
• Leading multiple efforts to ensure that Hartford works for everyone
• Drives the City’s commitment and decision-making
Economic Necessity

• Interdependent relationship between a thriving City and thriving residents

• An educated, skilled workforce will lead to the City’s long-term economic stability and vitality

• Youth represent a solution to future workforce needs to attract businesses and economic development and create taxpayers
Collaborative Leadership

City of Hartford led by Mayor Pedro E. Segarra promotes positive youth and family development through data-driven practices, partnerships, and capacity building.

- Securing investments for education and youth employment
- Developed Youth Development Practitioners’ Academy
- Designing a Performance Partnership Pilot (P3)
- Accepted My Brother’s Keeper Community Challenge
My Brother’s Keeper

• Addresses persistent opportunity gaps faced by boys and young men of color and ensure that all people can reach their full potential

• Hartford accepted the challenge and agreed to execute comprehensive strategies that ensure
  – All youth out of school are employed
  – All young people are safe from violent crime
Meet ALICE

- ALICE families have household incomes above the Federal Poverty Level, but below a basic cost-of-living threshold.
- The financial hardships that ALICE faces affect the overall social and economic stability of our communities.
- Connecticut’s ALICE report finds that 69% of households in Hartford are not able to afford the basic necessities.
## Cost of Basic Necessities

<table>
<thead>
<tr>
<th>Household Survival Budget for United Way of Central and Northeastern Connecticut</th>
<th>SINGLE ADULT</th>
<th>FAMILY (INFANT AND PRE-K)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing</td>
<td>$806</td>
<td>$998 - $1,038</td>
</tr>
<tr>
<td>Child care</td>
<td>$0</td>
<td>$1,414 - $1,533</td>
</tr>
<tr>
<td>Food</td>
<td>$196</td>
<td>$592</td>
</tr>
<tr>
<td>Transportation</td>
<td>$352</td>
<td>$704</td>
</tr>
<tr>
<td>Health care</td>
<td>$121</td>
<td>$482</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>$153 - $156</td>
<td>$464 - $484</td>
</tr>
<tr>
<td>Taxes</td>
<td>$181 - $187</td>
<td>$451 - $495</td>
</tr>
<tr>
<td>Monthly total</td>
<td>$1,687 - $1,721</td>
<td>$5,106 - $5,328</td>
</tr>
<tr>
<td>ANNUAL TOTAL</td>
<td>$20,248 - $20,648</td>
<td>$61,269 - $63,935</td>
</tr>
<tr>
<td>Hourly wage</td>
<td>$10.12 - $10.32</td>
<td>$30.63 - $31.97</td>
</tr>
</tbody>
</table>

Source: U.S. Department of Housing and Urban Development (HUD), U.S. Department of Agriculture (USDA), Bureau of Labor Statistics (BLS), Internal Revenue Service (IRS) and state Treasury, and ChildCare Aware; American Community Survey, 1, 3, and 5 year estimates.

Connecticut’s United Ways released the ALICE report, a study of financial hardships in our state and finds that while 12% of households in North Central CT are below FPL, another 23% of households are not able to afford the basic necessities.

For more about ALICE, go [here](#).
Lower-income workers do not have the prerequisite basic skills to meaningfully participate in or benefit from training opportunities for current job openings.

Workforce Solutions Collaborative of Metro Hartford enhances systems to provide job seekers and lower-wage workers with a path to quality employment and career advancement. It does this by aligning resources and bringing together employers, funders, education and service providers, and the public sector.

STRATEGIES
- Workforce partnerships
- Capacity building
- Policy and advocacy

GOALS
- Lower-income workers advance to economic self-sufficiency.
- Employers have access to a strong workforce.
- The workforce system is better positioned for the future.
Workforce Partnerships

- Employer Network
- Training Providers
- Funding Sources
- Community Network
- Government Agencies
KIM OLIVER, HOYC & CAPITAL WORKFORCE PARTNERS

Collective Impact for Collective Change
Ensuring All Youth are Successful

Hartford Opportunity Youth Collaborative is led by Mayor Segarra and made up of leaders in government, education, youth development, and workforce development committed to addressing the needs of Opportunity Youth and reconnecting them to education and employment.

- Builds upon White House Council for Community Solutions’ work on community collaboration and pathways to employment for youth.
- Receives significant investment and support from Aspen Forum for Community Solutions and Hartford Foundation for Public Giving.
- Uses Collective Impact, RBA, and Youth Leaders to build systems and programs for Opportunity Youth.
Collective Impact

Community Partners

Leveraged Resources

Effective Pathways

Youth Leaders

Policy & Systems Alignment

Results-Based Accountability
Interlocking Initiatives for Comprehensive Change

- Thriving City
- Financial Stability
- Effective Pathways
Questions?
Thank You!

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• www.unitedwayinc.org
• www.workforce-solutions.org
• www.youthreconnect.org
Hartford’s Coordinated Strategy to Ensure Pathways to Postsecondary Opportunity for All Youth