

WORKGROUP CHARGE

The collaborative develops a shared vision among partners, builds public will to address overarching issues, and informs the implementation of a full-scale, multi-year, comprehensive plan for Hartford's Opportunity Youth.

GOALS

- ◆ Review the profile of Hartford
- ◆ Gain a deeper understanding of the Hartford Promise Zone and its implications.
- ◆ Gain a deeper understanding of the Opportunity Works Hartford Promise Zone and how it connects and intersects with other programs and initiatives.
- ◆ Share opportunities to intersect and interconnect partner activities focused on Opportunity Youth and the targeted subpopulations.

PRE-MEETING READING MATERIALS & HANDOUTS

- ◆ Minutes from the previous meeting
- ◆ Information on Collective Impact webinar series

AGENDA

I. Introductions and Lunch

12:00 PM - 12:10 PM

II. Welcome

12:10 PM - 12:20 PM

III. Hartford Profile

12:20 PM - 12:35 PM

IV. Hartford Promise Zone

12:35 PM - 12:50 PM

V. Progress to Date

12:50 PM - 1:15 PM

VI. Announcements

1:15 PM - 1:25 PM

VII. Adjournment

1:25 PM - 1:30 PM

Collaborative Meeting Notes

JUNE 29, 2015

Hartford
OPPORTUNITY YOUTH
Collaborative

CHAIR PERSON: Mayor Pedro E. Segarra

MEMBERS

Achieve Hartford!	Hartford Communities That Care
ANT/Value in You	Hartford Consortium for Higher Education
Asnuntuck Community College	Hartford Foundation for Public Giving
Billings Forge Community Works	Hartford Job Corps
Blue Hills Civic Association	Hartford Police Department
Boys and Girls Club of Hartford	Hartford Public Library
Capital Community College	Hartford Public Schools
Capital Workforce Partners	Hispanic Health Council
Capitol Region Education Council	JAG Connecticut
Career Resources/STRIVE	Leadership Greater Hartford – Third Age Initiative
Catholic Charities Archdiocese of Hartford	Metro Hartford Alliance
Center for Children’s Advocacy	Move Up!
Center for Latino Progress	Our Piece of the Pie
City of Hartford	Project Longevity
Compass / Peacebuilders	STRIVE Hartford
CT Association of Human Services	The Village for Children and Families
CT Central State University	United Way of Central and Northeastern CT
CT Department of Children and Families	Urban League of Greater Hartford
CT Department of Corrections	URISE
CT Judicial Branch (CSSD)	Wheeler Clinic
CT Juvenile Justice Alliance	Workforce Solutions Collaborative
CT State Colleges and Universities	of Metro Hartford
Hartford Adult Education	YMCA of Greater Hartford
Hartford Behavioral Health	YWCA Hartford Region

BACKGROUND

Hartford Opportunity Youth Collaborative (HOYC) chaired by Mayor Pedro E. Segarra, is a member of The Aspen Institute’s Opportunity Youth Network, and is comprised of leaders in youth and workforce development committed to the planning and implementation of a full-scale, multi-year, comprehensive plan to address the needs of Opportunity Youth in the region.

AGENDA

12:00 p.m.	Welcome & Introductions
12:20 p.m.	Asset Mapping 2.0 Project
12:40 p.m.	Youth Leaders
1:00 p.m.	Progress to date
1:15 p.m.	Partner Updates
1:30 p.m.	Adjournment

Collaborative Meeting Notes

JUNE 29, 2015

ACTIONS

- ✓ The Collaborative accepted the Create an ad hoc committee in partnership with Move Up! to build a technology infrastructure that enables ongoing and consistent personalized guidance and support for Opportunity Youth and alignment of multiple exit points with subsequent entry points.

KEY OBSERVATIONS & CONCLUSIONS

- Dave Bechtel of Cross Sector Consulting shared the findings of the Mapping Programs for Opportunity Youth project. Eighteen organizations completed surveys for 21 programs. Information included target populations and neighborhoods served, number of programs on HOYC's Education-Career Pathway System by phase and service, outcomes tracked, data collection and management systems used, and key system challenges and opportunities.
- Keelishaye Downer provided an updated on the Youth Leadership Development Training Program. The vision is youth leaders advocate, advise, and lead solutions to improve the prosperity of youth, our community, and local businesses. To realize this vision, the program, framed by HOYC's ad hoc committee on youth leadership, supported by grants from Berkshire Bank, the Fund for Greater Hartford, and Aspen Forum for Community Solutions, and implemented by Hartford Communities That Care, empowers youth with leadership training that addresses their challenges and provides opportunities to transform economic liabilities to economic opportunities. Thus far, 15 youth have participated in the program. Next steps include developing a sustainability plan for current cohort and future cohorts, building a triage system of collective knowledge and resources for program staff and youth leaders, creating a framework that guides partners in developing team-based approaches to personalized guidance and support and other navigation of education-career pathways, and building pipelines to leadership positions for youth across the city including becoming members of the workforce development board's standing youth council (CWP's Future Workforce Services Committee).
- Kim Oliver reviewed the Collaborative's progress to date including the ecocycles of collective impact, Opportunity Works Hartford (funded by the Social Innovation Fund as a subgrantee of Jobs for the Future), and committee updates.
- Collaborative members shared updates and program information.

FOLLOW-UPS

- Development of the sustainability plan for Youth Leadership Development Training Program
- Securing match funding for Hartford Opportunity Works (SIF)
- Implementation of the newly procured foundation programs supported with \$1.5 million in Workforce Innovation and Opportunity Act (WIOA) Youth funding

NEXT MEETING: The next meeting will be held in September 2015.

From: [Oliver, Kim](#)
Subject: HOYC: Upcoming webinar series on Collective Impact
Date: Wednesday, August 26, 2015 11:24:07 PM

Hello All,

Please see Aspen's invitation to join a series of webinars on collective impact at no cost to you.

(While you are welcome to share general information on the webinar to your networks, please do not share the promo code as Aspen is providing this opportunity to their national Opportunity Youth Incentive Fund network and underwriting the cost.)

Thanks,



Kimberly D. Oliver, MBA

Director of Hartford Opportunity Youth Collaborative

Phone: 860.899.3474

E-mail: koliver@youthreconnect.org

I hope that this email finds everyone well. The purpose of this note is to share that the Collective Impact Forum and FSG are hosting a series of webinars on Collective Impact, with a focus on emerging CI efforts. The information for the webinar series is as follows (including a promo code for OYIF that will waive the registration fee):

OYIF Promo Code: OYIF

Here is the link to the webinar series as a whole:

http://online.krm.com/iebms/coe/coe_p2_details.aspx?oc=10&cc=00857603&eventid=22887&m=cif

These are the dates for the series.

- Oct. 6: Is Collective Impact the Right Approach for You? (2pm – 3:30pm ET)
- Oct. 20: Setting the Scene for Collective Impact (2pm – 3:30pm ET)
- Nov. 3: Collaborating to Create a Common Agenda (2pm – 3:30pm ET)

Best regards,

Yelena Nemoy | Senior Associate, Opportunity Youth Incentive Fund

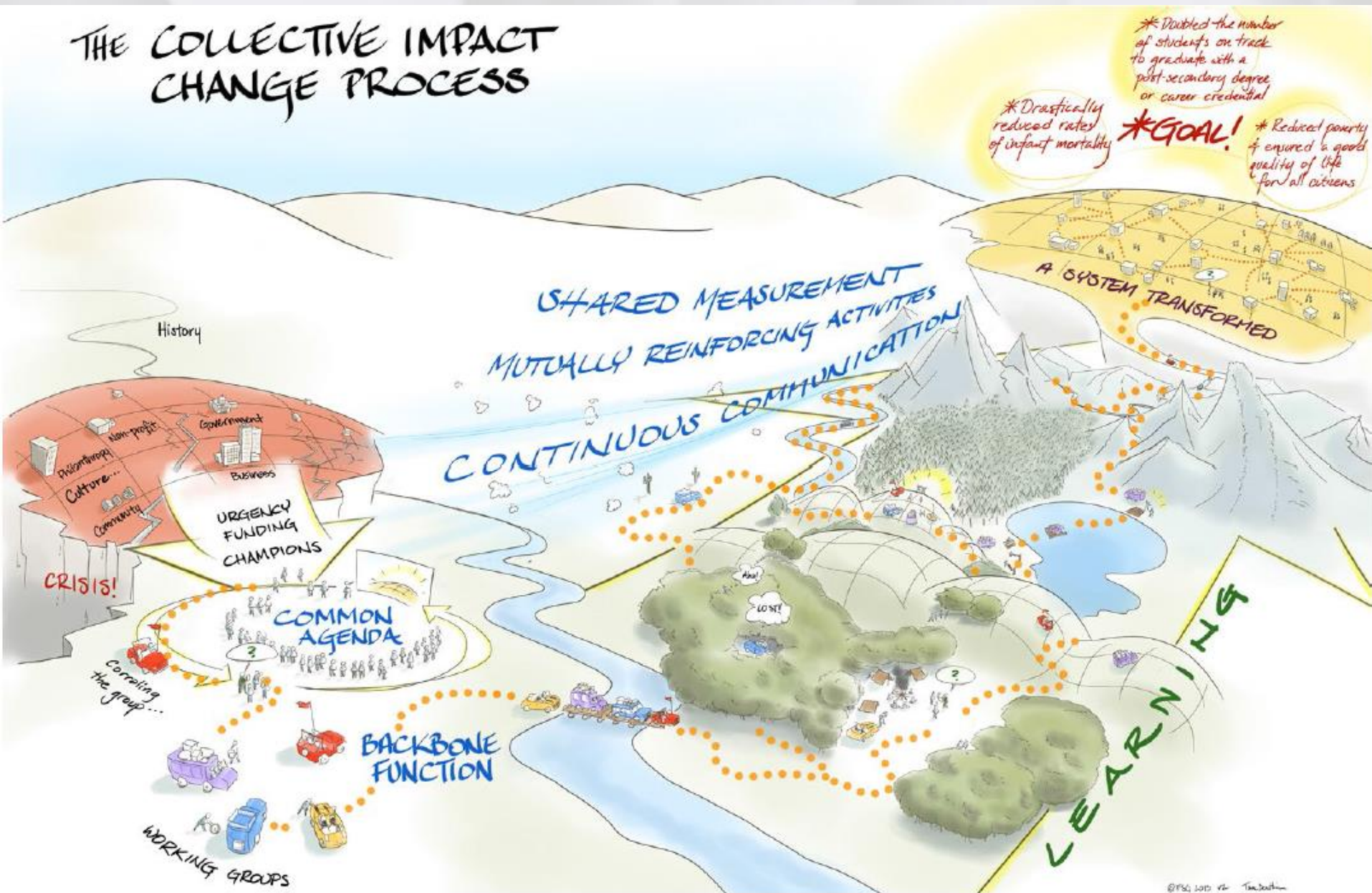
Direct: 202.736.3516 | www.aspencommunitysolutions.org

Aspen Forum for Community Solutions

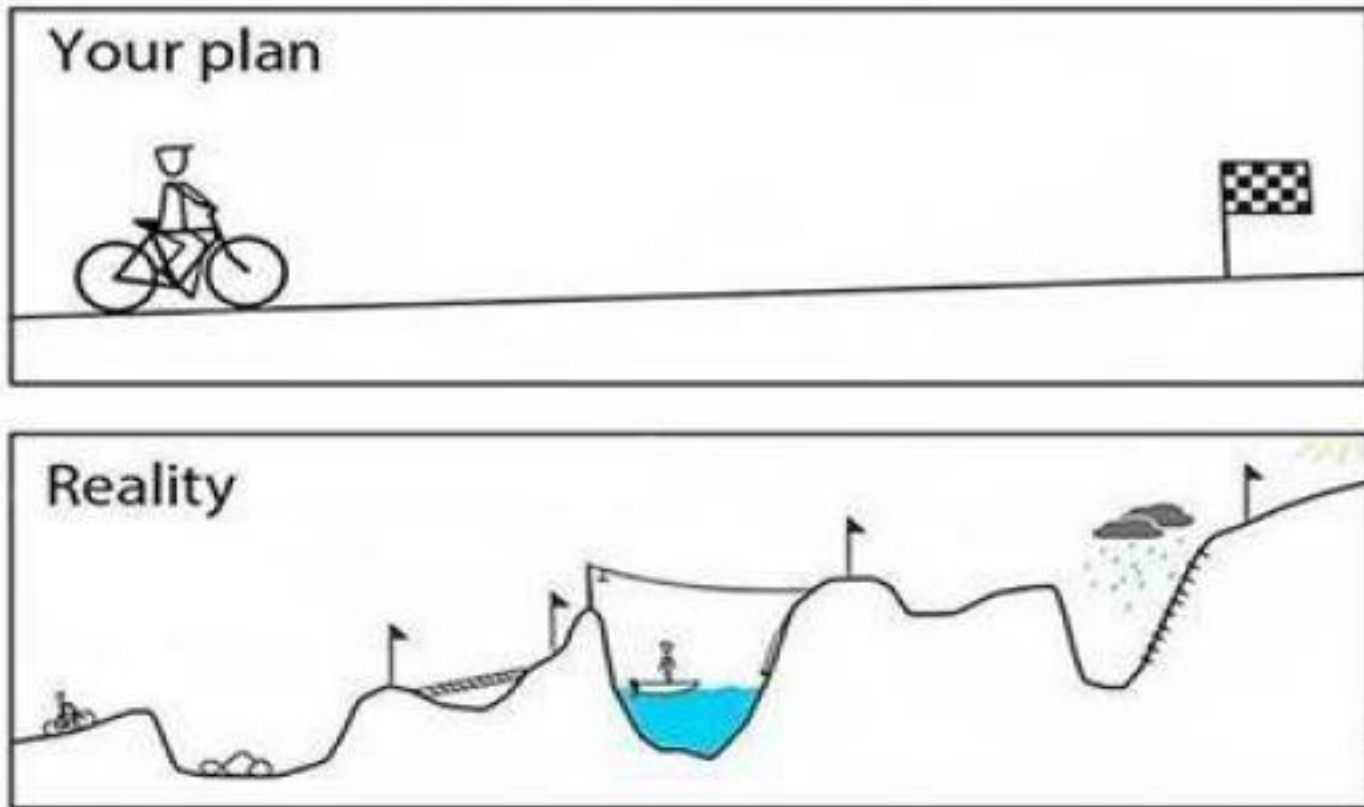


Transforming Our City

THE COLLECTIVE IMPACT CHANGE PROCESS



Collective Impact



John Kania, FSG

Keep Momentum

- Groups can get stuck trying to get things just right, like agreeing on very specific goals and initiatives.
- While it's important to have an overall shared direction and agenda, it's not helpful to get stuck in analysis paralysis.
- Use terms like "hypotheses," "working goals," and "good enough" to keep moving forward effectively
- We will refine our goals and our analysis over time.

Hartford Demographics

Hartford Opportunity Youth Collaborative

September 28, 2015



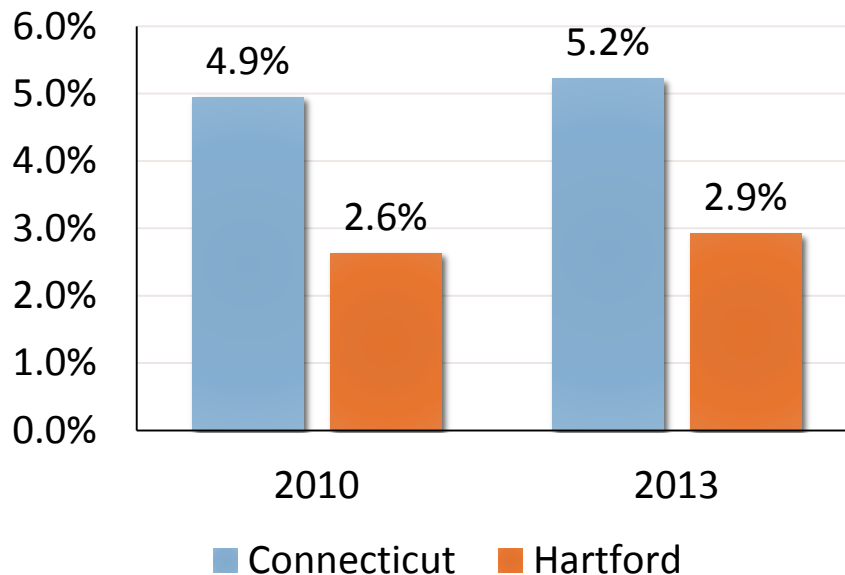
Contents

- ❖ Population and Age Distribution
- ❖ Race/Ethnicity
- ❖ Education
- ❖ Poverty
- ❖ Unemployment
- ❖ Sources and Resources

Population

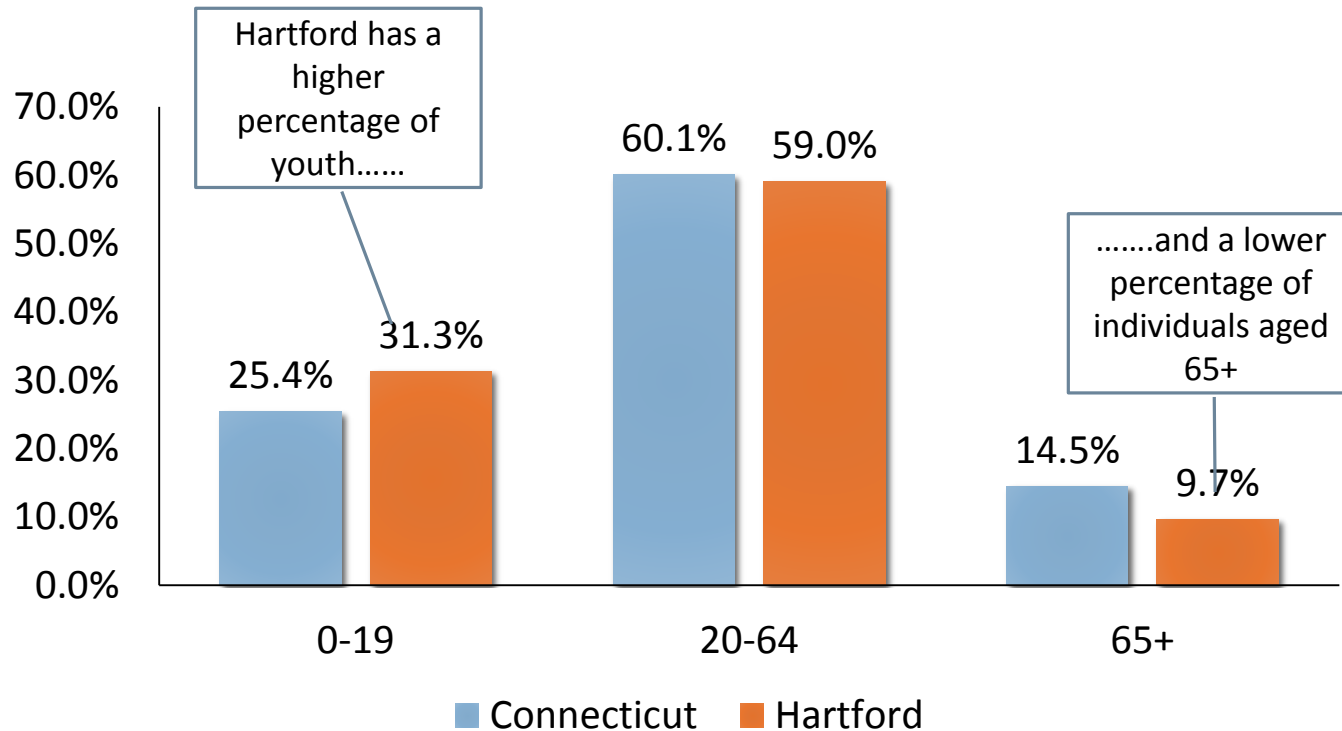
Change in Population – 2000 to.....

Since 2000, Hartford's population growth has been slower than that of Connecticut.



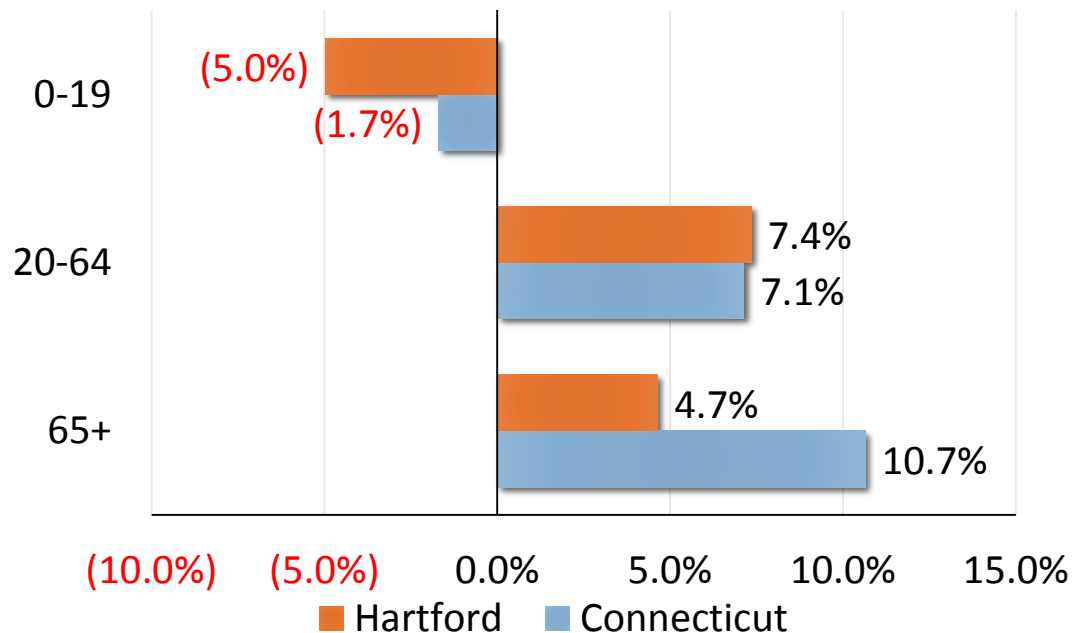
	2000	2010	2013	Change 2000-13
Connecticut	3,405,565	3,574,097	3,583,561	5.2%
Hartford	121,578	124,775	125,130	2.9%

Age Distribution - 2013



Change in Age Distribution – 2000 to 2013

Hartford's younger population has declined from 2000 to 2013, while the population aged 65+ has not grown as fast as the state.

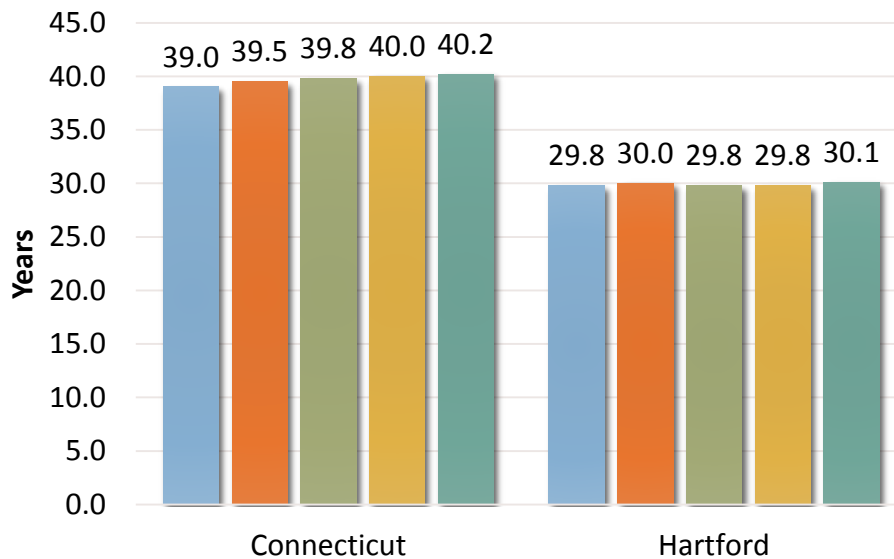


Median Age – Change from 2009-2013

(in years)

Hartford's median age is 1.1 years younger than the state.

2009 -2013



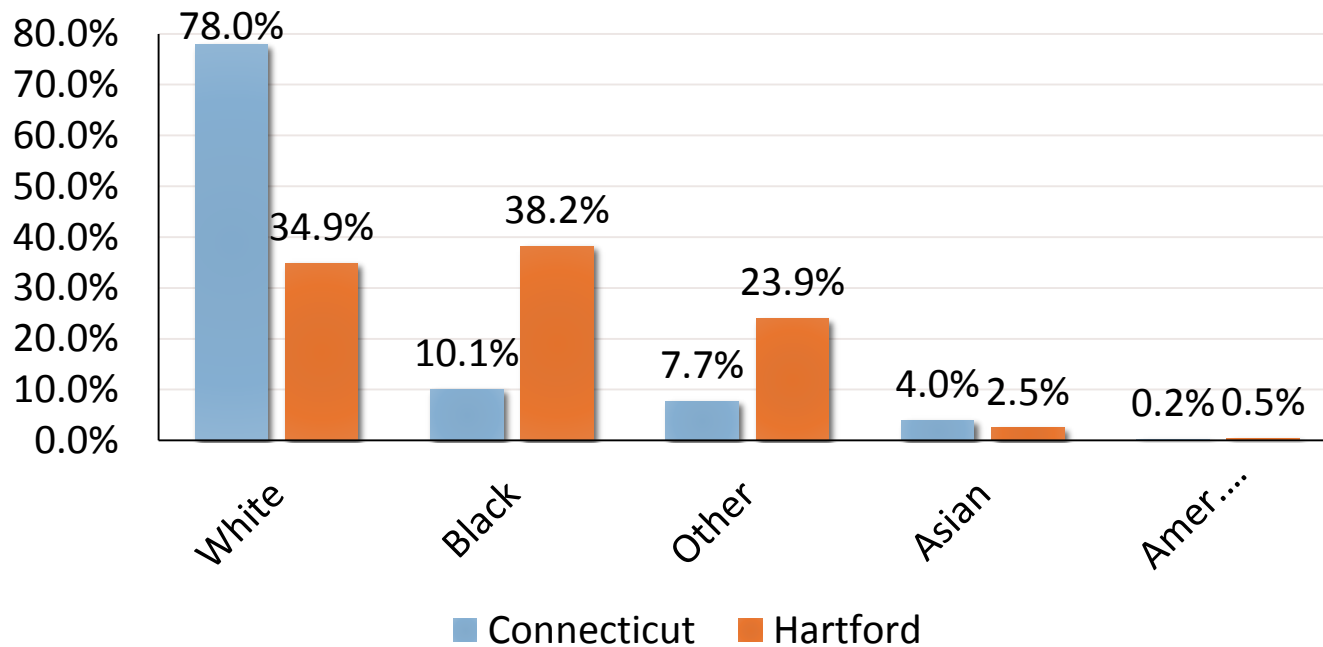
(Years)	Connecticut	Change 2009-13	Hartford	Change 2009-13
2009	39.0		29.8	
2013	40.2	1.2	30.1	0.3

	Median Age (2013)
Bridgeport	32.3
Danbury	36.3
Hartford	30.1
New Haven	30.4

Race/Ethnicity

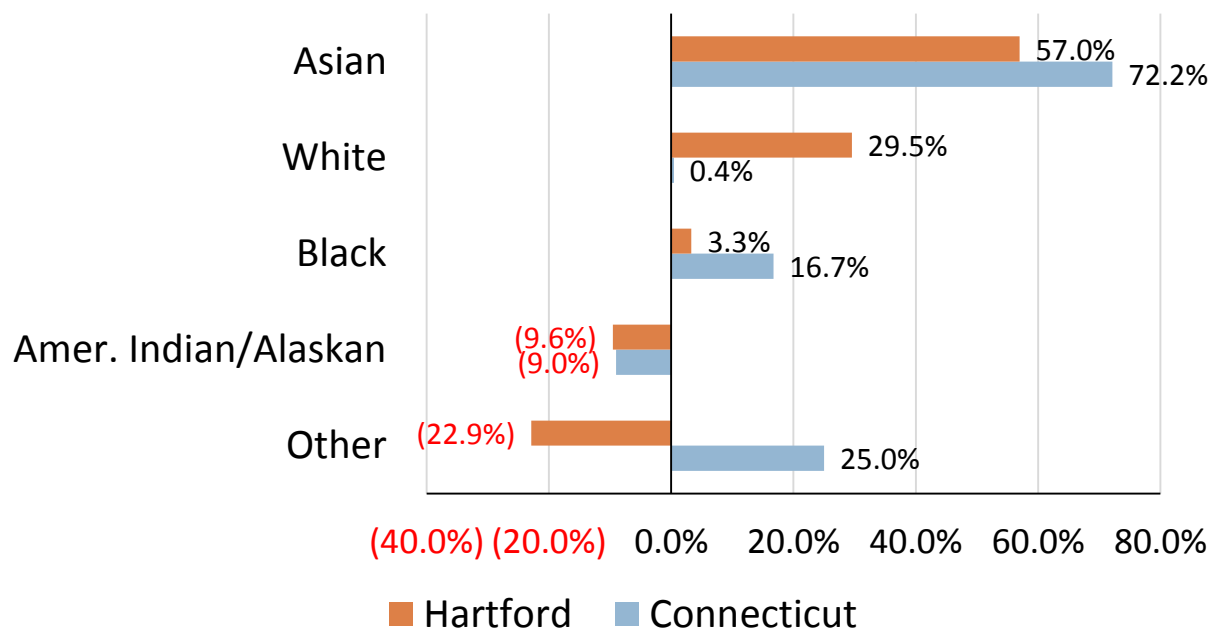
Race Distribution - 2013

Hartford's white population is significantly lower than the state, while the number of black individuals is higher.



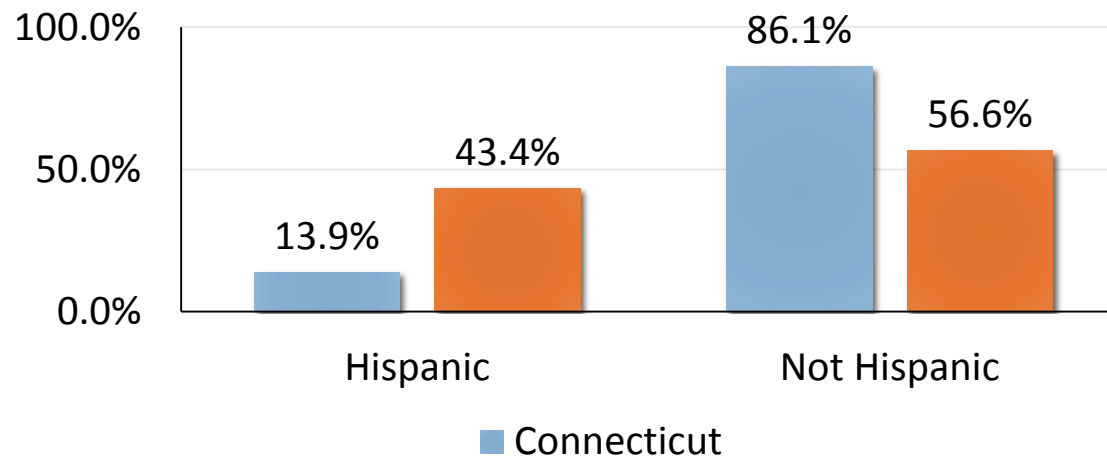
Change in Race – 2000 to 2013

The largest percent change in race is Asian for both Hartford and the state. Of note is the large change in the number of individuals identifying as white – up 29.5% from 2000 to 2013.



Ethnicity - 2013

The percentage of Hispanic residents in Hartford is significantly higher than the state.

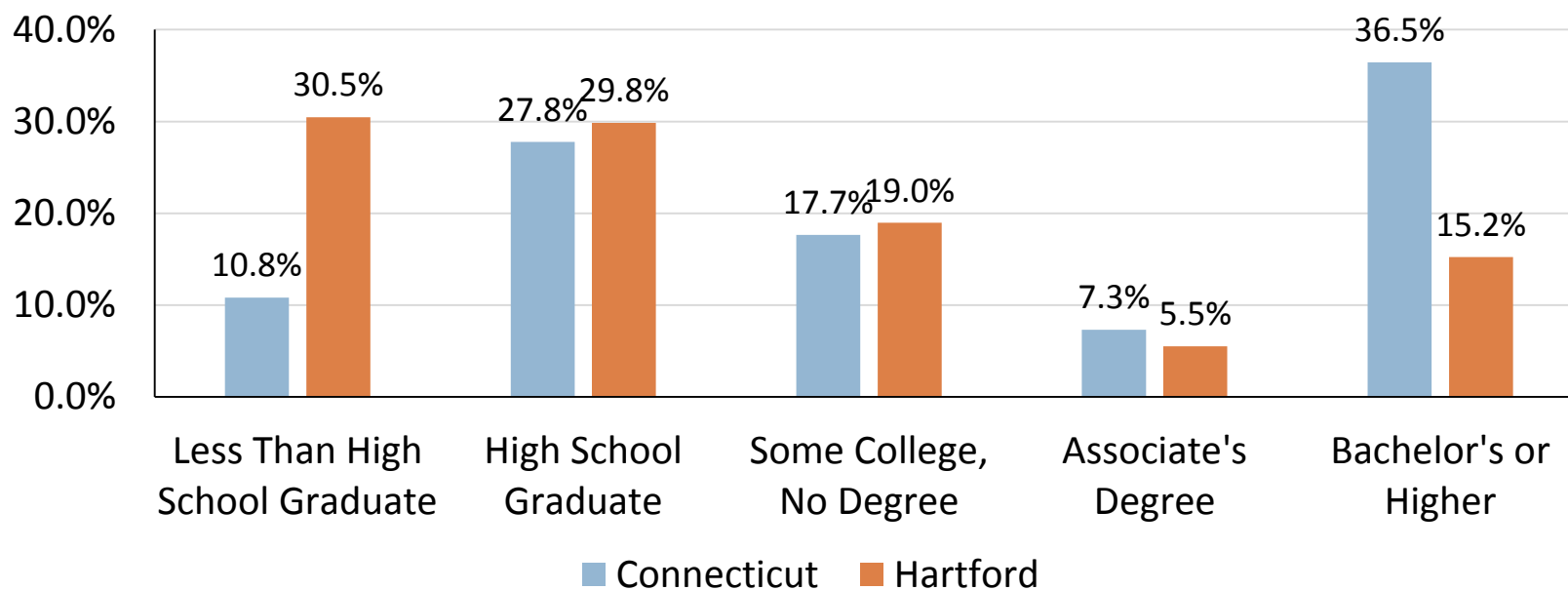


	Connecticut			Hartford	
	Hispanic	Not Hispanic		Hispanic	Not Hispanic
2000	9.4%	90.6%		40.5%	59.5%
2013	13.9%	86.1%		43.4%	56.6%
	4.5%	(4.5%)		2.9%	(2.9%)

Education

Educational Attainment - 2013

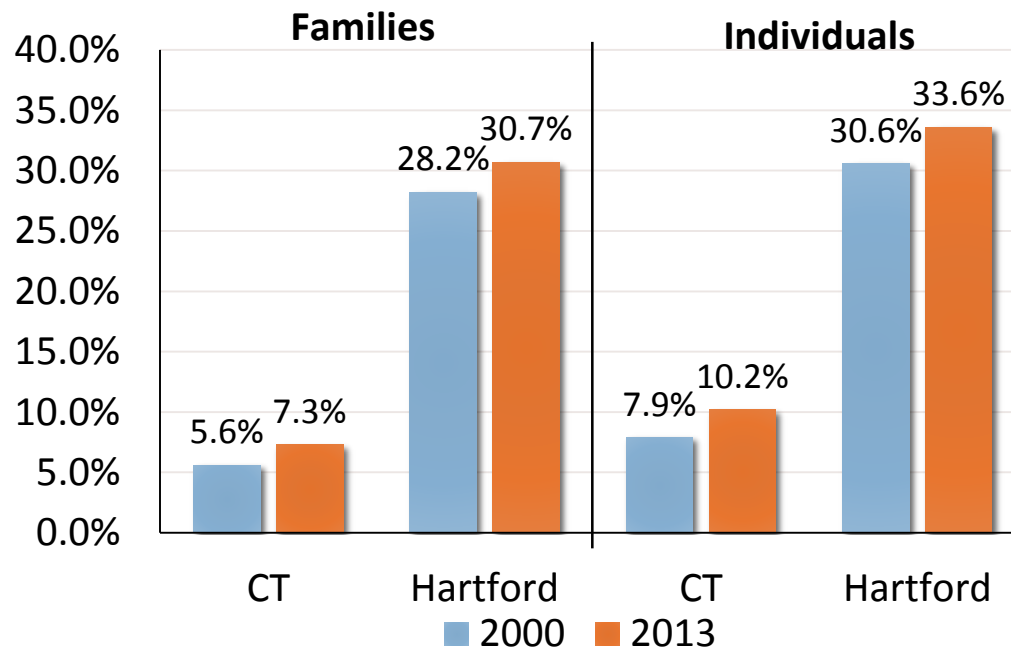
Hartford has a larger percentage of individuals with less than a high school diploma, and, on the other end of the spectrum, fewer individuals with a Bachelor's degree or higher.



Poverty

Poverty – 2000 and 2013

Hartford's poverty has increased by nearly 3 percentage points for both families and individuals since the 2000.

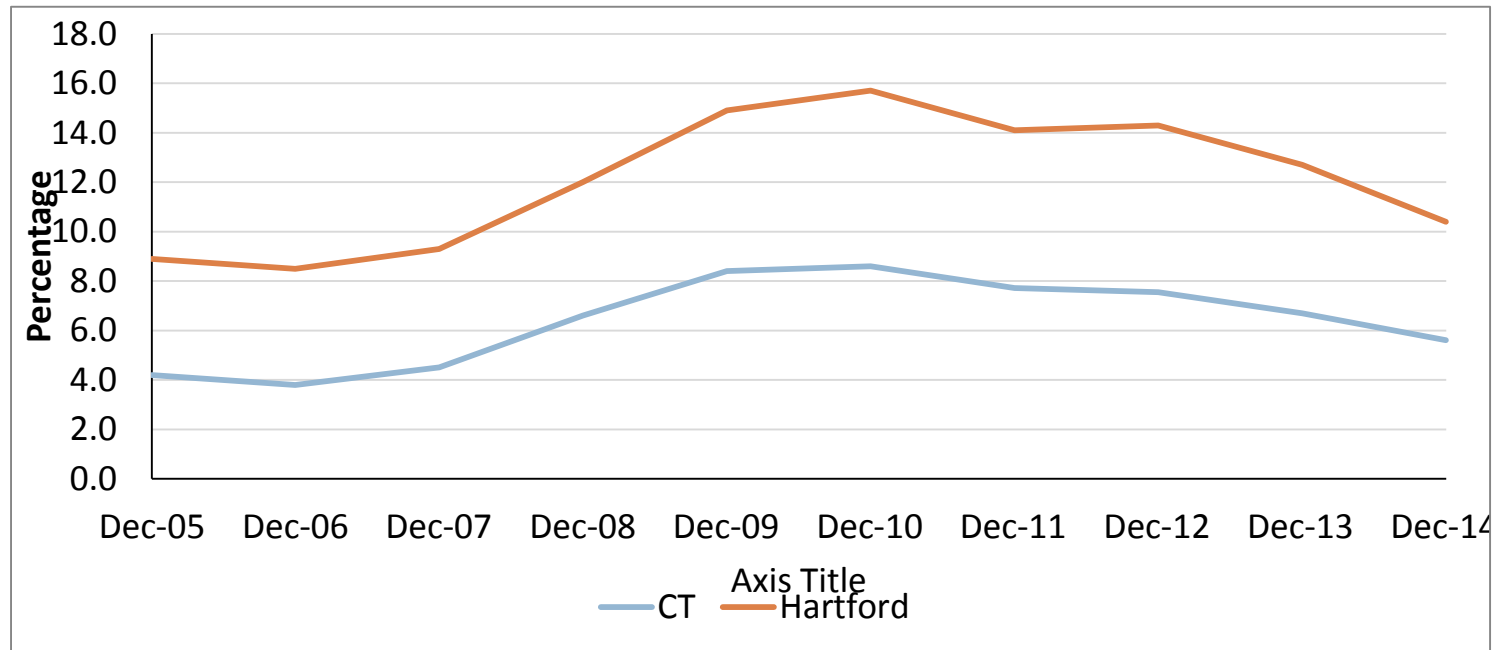


Unemployment

Unemployment Rate – December Year End

(not seasonally adjusted)

From 2005 to 2014, the unemployment rate in Hartford has been consistently about 5 to 7 percentage points higher than that of Connecticut.



Sources and Resources

❖ Sources - presentation:

- ✓ Data from US Census Bureau using American Factfinder:
 - 2000 and 2010 Census
 - 2009-2013 American Community Survey 5-Year Estimates
 - <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>
- ✓ Unemployment data from CT Department of Labor

❖ Resources:

- ✓ Capital Workforce Partners' Occupational Insights Report – provides summary industry and occupational trends and projections
 - <http://capitalworkforce.org/about-us/publications/>
- ✓ Forthcoming – Town Profiles on Capital Workforce Partners website
 - Will provide demographic overview of towns in Capital Workforce Partners' region



NORTH HARTFORD PROMISE ZONE

OVERVIEW

“A child’s course in life should be determined not by the zip code she’s born in, but by the strength of her work ethic and the scope of her dreams.”

President Barack Obama

GOALS

- Create Jobs
- Increase Economic Activity
- Reduce Serious And Violent Crime
- Expand Educational Opportunities
- Improve Health and Wellness
- Increase access to quality, affordable housing

MULTI-FEDERAL AGENCY INITIATIVE

U.S. Department of Housing & Urban Development	U.S. Department of Health and Human Services
U.S. Department of Education	U.S. Department of Commerce
U.S. Department of Agriculture	U.S. Department of Justice
U.S. Department of Transportation	U.S. Small Business Administration
U.S. Department of Treasury	U.S. Department of Labor
National Endowment for the Arts	Corporation for National and Community Service

TOOLS TO ACCELERATE REVITALIZATION EFFORTS

- An opportunity to engage five AmeriCorps VISTA members in the Promise Zone's work
- A federal liaison assigned to help designees navigate federal programs
- Preferences for certain competitive federal grant program and technical assistance from participating federal agencies
- Promise Zone tax incentives, pending before Congress

FEDERAL PROMISE ZONE CRITERIA

URBAN COMMUNITIES

Poverty Rate

At or greater than 30%

Population

Minimum of 10,000 and
Maximum of 200,000 residents

Lead Applicant

The following entities must apply in partnership with local government: Non profits; Public Housing Agencies; Local Education Agencies, Metropolitan Planning Organizations; Community Colleges

Letters of Support

Local leadership, including mayors

NORTH HARTFORD

✓ **49.35%**

✓ **23, 950**

✓ **City of Hartford, Mayor's Office in partnership with United Way of Central and Northeastern CT**

✓ **U.S. Sen. Chris Murphy, Metro Hartford Alliance, Hartford Foundation for Public Giving, University of Hartford**

LOCAL PROMISE ZONE DEMOGRAPHICS

North Hartford
PROMISE ZONE

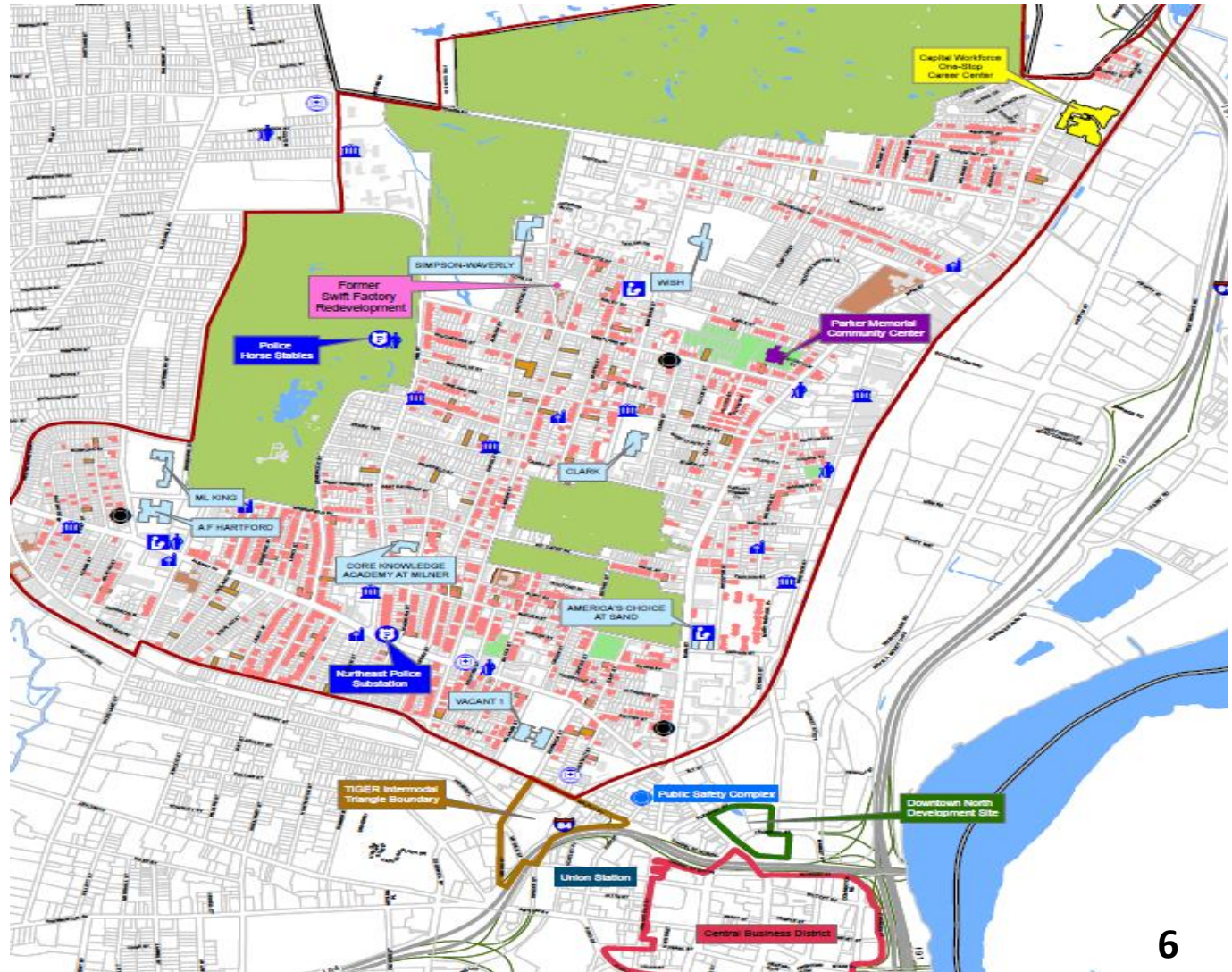
**Unemployment
Rate:**
27.44%

Average Income:
\$12,099

**High school
Diploma:**
38.3%

**Reliable
Transportation:**
40%

*2010 Census Data



- 1** Attract and retain businesses in the Promise Zone commercial corridors that build on recent neighborhood initiatives
- 2** Increase resident's net income, financial capabilities, long-term job retention and net worth over time
- 3** Create programs that assist Promise Zone residents with preventing foreclosure and provide low-to-moderate income individuals and/or households decent, affordable and sustainable rental, homeownership, and home improvement opportunities
- 4** Improve the emotional and physical development of high-risk children and families
- 5** Increase the number of high school graduates that are college and career ready
- 6** Reduce crime and improve community safety as part of a comprehensive strategy to advance neighborhood revitalization

LOCAL PROMISE ZONE KEY PARTNERS

- U.S. Sen. Chris Murphy
- United Way of Central and Northeastern Connecticut
- Capital Workforce Partners
- Community Solutions
- Greater Hartford YMCA
- Hartford Housing Authority
- CT Center for Advanced Technology
- Village for Children and Families
- Hartford Police Department
- Health and Human Services Department
- Hartford Department of Development Services,
Housing Division and Economic Development Division
- Metro Hartford Information Services (MHIS)

KIM OLIVER

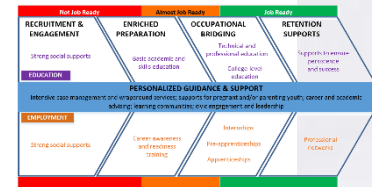
Progress to Date

2014-2015 Accomplishments

Pillars	Accomplishments
Collaborating for impact	<ul style="list-style-type: none">✓ Commitment of engagement with Hartford Public Schools✓ Membership review to ensure that we have the right people and agencies engaged and build new relationships as needed✓ Curriculum for youth leadership training with a focus on advocacy✓ Leadership training for up to 15 youth
Building effective pathways	<ul style="list-style-type: none">✓ Increased number of youth in key sub-populations participating in foundation programs● Guidelines and protocols for determining the best entry points for youth based on criteria such as barriers, need, etc.
Using data to guide decisions and assess impact	<ul style="list-style-type: none">✓ Benchmark RBA report and analysis✓ Systems and staff training and development on HOYC's RBA framework
Leveraging funding to support and sustain innovation	<ul style="list-style-type: none">✓ At least \$150,000 raised from local funders✓ WIA/WIOA funds aligned to support Opportunity Youth
Creating policy and systems alignment	<ul style="list-style-type: none">✓ Research and development for a Performance Partnership Pilot for Opportunity Youth in Hartford● System meeting(s) on Opportunity Youth on how to best serve targeted subpopulations● Public report on contextualized learning strategies for Opportunity Youth in partnership with Move Up!

Education-Career Pathway System

- Here “system” refers to a set of connected things or parts forming a complex whole
- Not always horizontal moving left to right
 - Multiple entrances and exits
 - Spiraling in and out
- Works for many populations and sectors
 - Education
 - Youth development
 - In-demand industries and occupations
- Multi-tiered approach
 - Single: One system, provider, program, or service that is self-contained and has all of the components of a education-career pathway
 - Multiple: Two or more systems, providers, programs, and/or services focused on a specific initiative that collectively have all of the components of a education-career pathway
 - Integrated: All relevant systems, providers, programs, and services as a whole have all of the components of a education-career pathway



2015-2016 Goals

Three-Year Goals	Annual Benchmarks
Collaborating for impact	
<ul style="list-style-type: none">• Evolve from good information sharing and networking to becoming a change agent• Empower youth with leadership training that addresses their challenges and provides opportunities to transform economic liabilities to economic opportunities	<ul style="list-style-type: none">• Commitment of engagement from key systems leaders to join collaborative
Building effective pathways	
<ul style="list-style-type: none">• Build systems capacity to scale up best and promising practices• Develop staff skills and capacity to better serve Opportunity Youth• Increase penetration and participation of youth in key sub-populations	<ul style="list-style-type: none">• Guidelines and protocols for determining the best entry points for youth based on criteria such as barriers, need, etc.• Web-based digital map of career pathway training and services for Opportunity Youth
Using data to guide decisions and assess impact	
<ul style="list-style-type: none">• Increased systems capacity to capture the number of youth in pathways and onramps to pathways and programs• Annual RBA benchmark reporting on the status of Hartford's Opportunity Youth	<ul style="list-style-type: none">• Guidelines and, if needed, modifications to data systems to capture RBA system performance measures from partners

2015-2016 Goals

Three-Year Goals

Annual Benchmarks

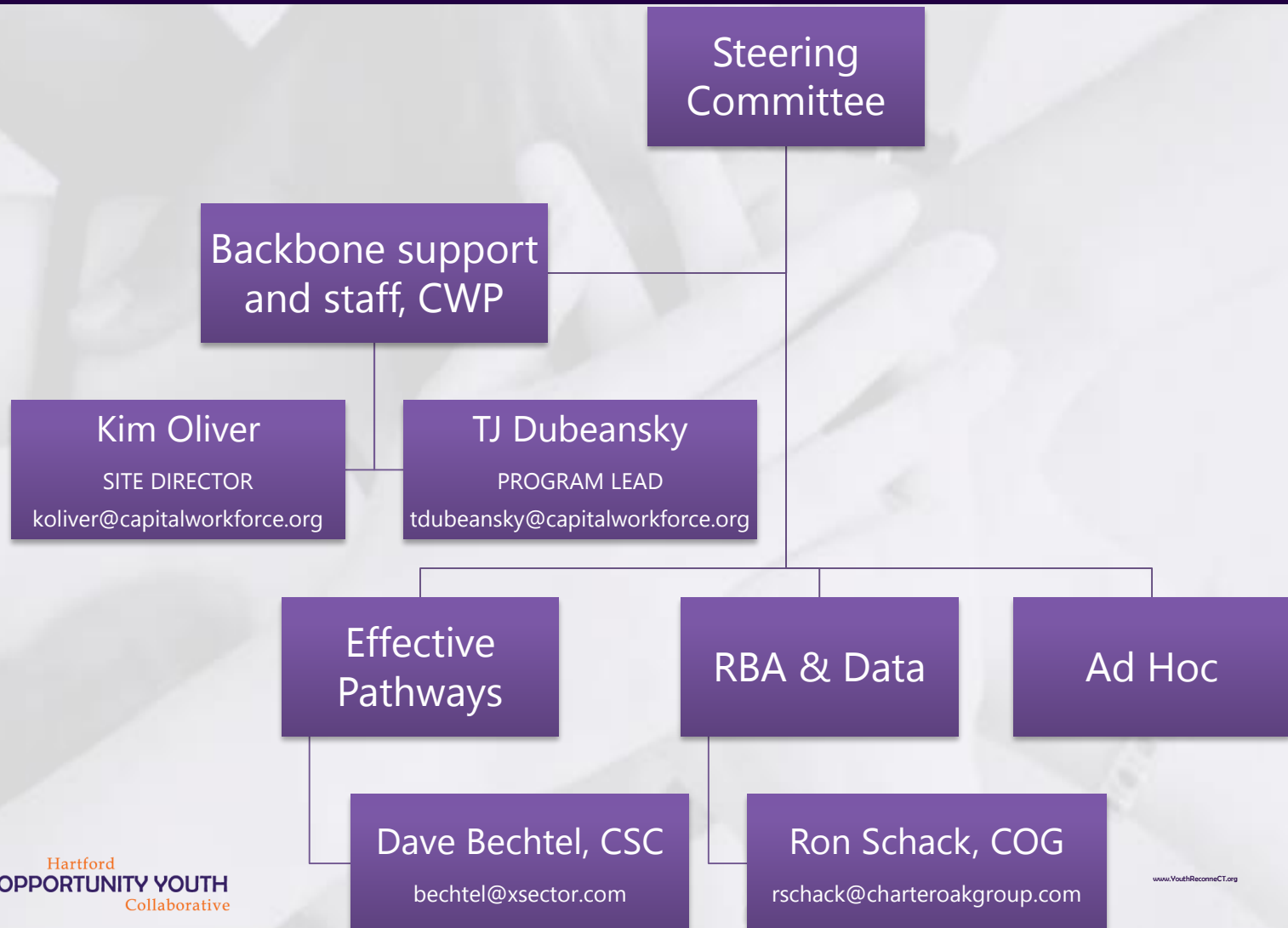
Leveraging funding to support and sustain innovation

- | | |
|---|---|
| <ul style="list-style-type: none">• Raise \$1 million in new, unrestricted funding support systems building• Create a funders collaborative to align funding and invest in operations and innovative pilots to improve systems that serve Opportunity Youth• Influence policymakers to create a line item in the State budget for Opportunity Youth | <ul style="list-style-type: none">• Robust funders' collaborative focusing on alignment and investment opportunities to increase education and employment gains for Opportunity Youth• Public funds aligned to the priorities of HOYC• Meeting with City Council to discuss Opportunity Youth |
|---|---|

Creating policy and systems alignment

- | | |
|---|--|
| <ul style="list-style-type: none">• Advocate for coordinated approach to serving Opportunity Youth involved in multiple systems• Advocate for career-based, contextualized learning• Encourage the State to adopt a career pathway system modeled on HOYC's efforts and design• Promote using public funds to prioritize high school attainment for young adults over 18 | <ul style="list-style-type: none">• Public report on contextualized learning strategies for Opportunity Youth in partnership with Move Up!• System meeting(s) on Opportunity Youth on education with Hartford Public Schools, Adult Education, and CT State Colleges & Universities• Career pathway system report targeting local and state agencies and policy makers |
|---|--|

Governance



Opportunity Works Hartford

- Three-year (2015-2017), \$1.62 million initiative
- Serving 180 youth – 2 in 3 are young men of color
- Postsecondary/career bridging featuring partnerships between youth-serving nonprofit organizations and community colleges
 - Blue Hills Civic Association and Our Piece of the Pie in partnership with Asnuntuck, Capital, and Manchester Community Colleges deliver credit-bearing academic skill development, youth development, and internships in health care and manufacturing. The programs provide career development activities, preparation skill training, and onsite support at a local college campus to transition youth from successful high school completion to a post-secondary program at a community college.

Announcements

- Collective Impact Webinars
- Aspen Convening Fall 2015
- Youth leadership development training
- Funding opportunities
- Policy alerts
- Partner updates

Thank You!

Next meeting is tentatively scheduled for:
Tuesday, December 8th at 12 noon