Thank you for joining! Today’s webinar

“My Brother’s Keeper Alliance and Opportunity Youth: Leveraging the Workforce Innovation and Opportunity Act & Engaging Workforce Investment Boards” will begin momentarily

Webinar Logistics:

1. You will be joining the webinar in **listen only mode**
2. Ensure you have **selected the appropriate Audio Setting** on your control panel
   - To join using your computer, select “Mic & Speakers”
   - To join using your telephone, select “Telephone” and dial in using the information provided
3. To **submit questions**, please do so **via the Questions Box** or **by “raising your hand”** located on the control panel. We will do our best to answer all questions during a moderated Q&A throughout the webinar.
My Brother's Keeper Alliance and Opportunity Youth

Leveraging the Workforce Innovation and Opportunity Act & Engaging Workforce Investment Boards
The Opportunity Youth Network (OYN) brings together national non-profits, businesses, philanthropy, and government — along with young leaders — to align efforts to achieve the collective goal of reengaging one million young people who are disconnected from education and employment pathways to success, often referred to as opportunity youth.
Who are Opportunity Youth

- Opportunity youth — commonly referred to as disconnected youth — are 16- to 24-year-olds who are not in school and not employed.

- There are 5.5 million opportunity youth in the United States.

- Young men of color are disproportionately likely to be disconnected from school and work.
Agenda

Speakers

- **Jemuel East**, Blue Hills Civic Association
- **Jennifer Kemp**, U.S. Department of Labor
- **Alex Johnson & Kim Oliver**, Capital Workforce Partners

**Moderator:** Thaddeus Ferber, Forum for Youth Investment / Opportunity Youth Network
Jemuel East
Blue Hills Civic Association
Jennifer Kemp
U.S. Department of Labor
Enough is Known for Action: WIOA Title I Youth Formula Program

Jennifer Kemp, Employment and Training Administration, DOL
kemp.jennifer.n@dol.gov

My Brother’s Keeper and WIOA

January 21, 2016
Young adults ages 16-24

- ~40 million people
- 5.5 million are not connected to school or work
- This summer (2015) 52.7 percent were employed in July—much lower for 16-24 year-olds of color
- No real change from a year earlier
As college enrollment rates increased for 16 to 24 year olds, labor force participation decreased

NOTE: Shaded areas represent recessions as determined by the National Bureau of Economic Research (NBER). Beginning in 1994, data reflect the introduction of a major redesign of the Current Population Survey. Additional adjustments to population controls were incorporated into the data in January of various years. These changes can affect comparability with data for prior periods.

Flow of the Workforce System

- **U.S. Department of Labor**: Oversees the public workforce system.
- **State Agency/State Workforce Development Board**: Develops a strategic vision for the state, provides leadership to the state and informs local strategies.
- **Local Workforce Development Boards**: Provides strategic direction to their areas and sets training priorities.
- **Service Providers (may include American Job Centers)**: Local service providers including community organizations and American Job Centers.
WIOA Title I Youth program elements

- **Academic**
  - Tutoring, study skills training, and dropout prevention activities
  - Alternative secondary school offerings

- **Vocational**
  - Work experience year round and during the summer months
  - Occupational skills training
  - Leadership development activities

- **Support**
  - Supportive services
  - Mentoring
  - Follow-up services
  - Comprehensive guidance and counseling
New program elements

• Financial literacy – Piloting existing FDIC curriculum “Money Smart”

• Entrepreneurial skills training

• Services that provide labor market and employment information in the local area

• Activities that help youth transition to postsecondary education and training

• Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster
75% Out-of-School Youth Expenditure Rate

- States and local areas “must work towards spending 75% of PY 2015 funds on OSY”
- If a state/local area cannot meet 75% OSY expenditures with PY ‘15 funds, they must:
  - Demonstrate increased OSY expenditures compared to previous year
  - Show increase of at least 10 percentage points and no lower than a 50% OSY expenditure rate
  - Be prepared to describe how they will achieve the 75% OSY expenditure rate with PY 2016 funds.
Work Experiences

- At least 20% of local Youth formula funds must be used for work activities such as:
  - Summer jobs – New report showing summer jobs may reduce violence among disadvantaged youth (Heller 2015)
  - Pre-apprenticeship – Did you know YouthBuild is considered a pre-apprenticeship program?
  - On-the-job training
  - Internships
## Career Pathways Defined in WIOA!

**Career Pathways in WIOA** – Defined as a combination of rigorous and high-quality education, training, and other services that...

<table>
<thead>
<tr>
<th>Description</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Align with the skill needs of <strong>industries</strong> in the economy</td>
<td></td>
</tr>
<tr>
<td>Prepare an individual to be successful in <strong>secondary or postsecondary education</strong> options including <strong>apprenticeship</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Counseling</strong> to support an individual in achieving the individual’s <strong>education</strong> and <strong>career goals</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Education offered concurrently with and in the same context as workforce preparation activities and training</strong> for a specific <strong>occupation or occupational cluster</strong></td>
<td></td>
</tr>
<tr>
<td>Organizes education, training, and other services to meet the particular needs of an individual in a manner that <strong>accelerates educational and career advancement</strong></td>
<td></td>
</tr>
<tr>
<td>Enables an individual to <strong>attain a secondary school diploma or its recognized equivalent, and at least recognized postsecondary credential</strong></td>
<td></td>
</tr>
<tr>
<td>Helps an individual enter or advance within a <strong>specific occupation or occupational cluster</strong></td>
<td></td>
</tr>
</tbody>
</table>
What’s New!

- WIOA References
- More Examples
- More How To’s
- Enhanced Content

https://www.workforce3one.org/view/2001523732879857569/info
What’s My Next Move?

- A guide to exploring careers using online document, but wait…
- Working on an app now based on results of youth foster groups!
- We talked to them to figure out their needs!

Youth Committees

• Youth Councils to Youth Committees – Strongly Encourage
  - All online at www.servicelocator.org
Questions?
Alex Johnson & Kim Oliver
Capital Workforce Partners
My Brother’s Keeper & WIOA

GOAL 5: All youth out of school are employed

Alex Johnson, Executive Vice President and Chief Operating Officer
Kim Oliver, Director of Youth Services
January 21, 2016
Capital Workforce Partners...

Mission: To leverage public and private resources to produce skilled workers for a competitive regional economy.

- is one of the five Workforce Investment Boards in the state, covering 37 municipalities in North Central Connecticut.
- serves a total population of 959,322 and a labor force of 506,243, making it the largest workforce delivery service area in Connecticut.
- was the grant recipient and manager for the Hartford Youth Opportunities grant – a $25 million, six year effort (2000 – 2006).
- made a strategic decision in 2008 to allocate 100% of our WIA youth funds to support out of school youth and evolved our work to the sector-based career pathway model.
- is the “backbone” organization for two initiatives.
Unemployment Disparities

UNEMPLOYMENT BY DEMOGRAPHIC GROUP
SINCE THE U.S RECESSION BEGAN
(% OF THE LABOR FORCE UNEMPLOYED)

TOTAL: 5.0% (DEC07), 5.0% (OCT 15)
AGES 16-19: 16.8% (DEC07), 15.9% (OCT 15)
MEN: 5.1% (DEC07), 5.1% (OCT 15)
WOMEN: 4.9% (DEC07), 4.9% (OCT 15)
WHITE: 4.4% (DEC07), 4.4% (OCT 15)
BLACK: 9.0% (DEC07), 9.2% (OCT 15)
HISPANIC: 6.3% (DEC07), 6.3% (OCT 15)
< HS: 7.7% (DEC07), 7.4% (OCT 15)
HIS: 5.2% (DEC07), 4.7% (OCT 15)
SOME COLLEGE: 4.4% (DEC07), 3.8% (OCT 15)
COLLEGE GRAD: 2.1% (DEC07), 2.0% (OCT 15)
BLACK TEENS, 16-19: 25.6% (DEC07), 32.8% (OCT 15)

Even with full economic recovery, the “U-3 unemployment metrics” are relatively unchanged in every major demographic group relative to when the recession began in Dec 07. Black teenagers (ages 16-19) have seen a drop but the current rate of 25.6% is clearly problematic. Challenges lie ahead due to higher minimum wages, curtailing the expected number of new hires! In Hartford, this is an issue!

Source: Bureau of Labor Statistics
# Top Occupations for Youth 19-24

## Hartford County

<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 ↓**

**Average Wage = $10.47 | Most Projections ↑**

**Average Wage = $12.01 | Most Projections ↑**
# Sustaining Wages for Hartford

For more about the CT Self-sufficiency Standard, go [here](#).

<table>
<thead>
<tr>
<th>MONTHLY COSTS</th>
<th>Adult</th>
<th>Adult + Preschooler</th>
<th>Adult + Infant Preschooler</th>
<th>Adult + Preschooler School-age</th>
<th>Adult + School-age Teenager</th>
<th>2 Adults + Infant</th>
<th>2 Adults + Preschooler School-age</th>
<th>2 Adults + Infant Preschooler School-age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing</td>
<td>$770</td>
<td>$959</td>
<td>$959</td>
<td>$959</td>
<td>$959</td>
<td>$959</td>
<td>$959</td>
<td>$1,195</td>
</tr>
<tr>
<td>Child Care</td>
<td>$50</td>
<td>$1,052</td>
<td>$2,195</td>
<td>$1,663</td>
<td>$611</td>
<td>$1,143</td>
<td>$1,663</td>
<td>$2,806</td>
</tr>
<tr>
<td>Food</td>
<td>$263</td>
<td>$399</td>
<td>$524</td>
<td>$602</td>
<td>$697</td>
<td>$639</td>
<td>$826</td>
<td>$914</td>
</tr>
<tr>
<td>Transportation</td>
<td>$54</td>
<td>$54</td>
<td>$54</td>
<td>$54</td>
<td>$54</td>
<td>$108</td>
<td>$108</td>
<td>$108</td>
</tr>
<tr>
<td>Health Care</td>
<td>$178</td>
<td>$514</td>
<td>$526</td>
<td>$538</td>
<td>$571</td>
<td>$573</td>
<td>$594</td>
<td>$606</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>$127</td>
<td>$298</td>
<td>$426</td>
<td>$382</td>
<td>$289</td>
<td>$342</td>
<td>$415</td>
<td>$563</td>
</tr>
<tr>
<td>Taxes</td>
<td>$211</td>
<td>$752</td>
<td>$1,217</td>
<td>$1,032</td>
<td>$890</td>
<td>$734</td>
<td>$983</td>
<td>$1,529</td>
</tr>
<tr>
<td>Earned Income Tax Credit (-)</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>($36)</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Child Care Tax Credit (-)</td>
<td>$0</td>
<td>($50)</td>
<td>($100)</td>
<td>($100)</td>
<td>($53)</td>
<td>($50)</td>
<td>($100)</td>
<td>($100)</td>
</tr>
<tr>
<td>Child Tax Credit (-)</td>
<td>$0</td>
<td>($83)</td>
<td>($167)</td>
<td>($167)</td>
<td>($83)</td>
<td>($167)</td>
<td>($250)</td>
<td></td>
</tr>
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</table>

## Self-Sufficiency Wage

<table>
<thead>
<tr>
<th></th>
<th>Hourly</th>
<th>Monthly</th>
<th>Annual</th>
<th>EMERGENCY SAVINGS (Monthly Contribution)</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOURLY</td>
<td>$9.11</td>
<td>$22.14</td>
<td>$32.01</td>
<td>$107</td>
</tr>
<tr>
<td>MONTHLY</td>
<td>$1,603</td>
<td>$3,896</td>
<td>$5,635</td>
<td>$107</td>
</tr>
<tr>
<td>ANNUAL</td>
<td>$19,233</td>
<td>$46,753</td>
<td>$67,615</td>
<td>$107</td>
</tr>
<tr>
<td>EMERGENCY SAVINGS</td>
<td>$30</td>
<td>$67</td>
<td>$107</td>
<td>$20</td>
</tr>
</tbody>
</table>

The highlighted cell indicates a recommended hourly wage of $15.00 per adult.
Skills Mismatch

**CHALLENGE:** Not enough workers have the skills needed for jobs with sustaining wages

**SOLUTION:** Provide training for middle-skill jobs to youth

Journey of Learning

• Multiple entries
• Fit and suitability assessments
• Short-term employment opportunities
• Multiple exits with subsequent entries
• Stackable credentials
• Leveraged resources
Career Pathway Model

**RECRUITMENT & ENGAGEMENT**
- Strong social supports

**ENRICHED PREPARATION**
- Basic academic and skills education

**OCCUPATIONAL BRIDGING**
- Technical and professional education
- College-level education

**RETENTION SUPPORTS**
- Supports to ensure persistence and success

**PERSONALIZED GUIDANCE & SUPPORT**
- Intensive case management and wraparound services; supports for pregnant and/or parenting youth; career and academic advising; learning communities; civic engagement and leadership

**EMPLOYMENT**
- Strong social supports
- Career awareness and readiness training

**Internships**
- Pre-apprenticeships
- Apprenticeships
- Professional networks
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
  - Postsecondary
  - 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 an 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 an education-career pathway
  - **Integrated**: All relevant systems, providers, programs, and services as a whole have all of the components of an education-career pathway
CWP Youth Services

CORE ELEMENTS

Career Competencies

- Basic skills
- Computer literacy
- Customer service
- Problem solving and decision making
- Interpersonal and communication skills
- Personal qualities
- Job Seeking
- Financial literacy

Work Experiences

- Career Exploration
- Project-based learning
- Service learning
- Internships

Occupational Training and Education

- Construction
- Health Care
- Manufacturing
- Emerging industries and occupations
Thank you!

Contact Information

• Alex Johnson, EVP & COO
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• Kim Oliver, Director
  koliver@capitalworkforce.org

Websites

• Capital Workforce Partners
  www.capitalworkforce.org

• MBK in Hartford
  www.mbkhartford.org

• Hartford Opportunity Youth Collaborative
  www.youthreconnect.org
Questions?
Thank you for participating in today’s webinar!

• Be on the lookout for a survey about your experience. As always, your feedback is greatly appreciated as we work to provide technical assistance that is valuable for your organization and community.

• Join us on February 18 at 2:00pm ET for My Brother’s Keeper Alliance and Opportunity Youth Network: Elevating Youth Voices, a webinar uplifting powerful youth voices and strategies to authentically engage & elevate young people’s voices in your work.

• You will also be receiving information about signing up for one-on-one office hours, scheduled for February 4, 2016, with subject matter experts to discuss tactics for engaging opportunity youth in your community.

• For more information, please contact Sara@forumfyi.org or email info@mbkalliance.org
Appendix
Expected Lifetime Years in Poverty
18-24 Year Olds

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.
Shrinking Workforce

CHALLENGE: More workers are leaving the labor force faster than new workers entering it.

SOLUTION: Increase the number of youth entering the labor force.

In 2010, 14% of Connecticut's population was 65 and older, increasing to 22% by 2030.

The pool of potential workers in CT will shrink by 5.6% from 2010-2030.

Connecticut had 66 non-workers for every 100 workers. By 2030, this dependency ratio will increase to 82 non-workers for every 100 workers, due to a rapidly aging population.
Aging Workforce

CHALLENGE: Workers are getting older and not enough younger workers are in the pipeline

SOLUTION: Provide opportunities for youth to learn from experienced workers

Over 45 in Manufacturing

- 77% of Tool and Die Workers
- 67% of Machinists
- 62.5% of Supervisors of Production and Operating Workers

Source: Capital Workforce Partners, Ad Hoc Demographic Trends Report (May 2013) and Occupational Insights Report (August 2014)
CWP Youth Services

PROGRAMS

**Summer Youth Employment**
- YOUTH AGES 14–19
- Funded by State of Connecticut, City of Hartford, and Private Philanthropy
- Serves 2,000 annually

**Hartford Student Internships**
- YOUTH AGES 16–19
- Funded by City of Hartford and Private Philanthropy
- Serves 200 annually

**Career Pathway Programs**
- YOUTH AGES 18–24
- Funded by WIOA Youth and Private Philanthropy
- Serves 200 annually
Opportunity Works Hartford

- Opportunity Youth ages 18 to 24 with a strong focus on young men of color
- Evidence-based career pathway programming in health care and manufacturing
- Partnerships with community-based organizations and community colleges
- Industry-recognized credentials, complete internships, and secure jobs that lead to sustaining wages in health care and manufacturing
- Leveraged public and private funding