



# Momentum Building

# Message from Mayor Segarra

TJ DUBEANSKY, CAPITAL WORKFORCE PARTNERS

# Employment Outlook for Opportunity Youth

# Opportunity Youth

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



## More like to...

- Be unemployed
- Rely on government supports
- Be involved in criminal activity
- Have poor health
- Face multiple hurdles
  - Parenting
  - Disabilities
  - Mental and physical health problems
  - Incarceration or criminal record
  - Homelessness
  - Food insecurity
  - Domestic violence

# Determining Labor Market Demand

- Identified and included all occupations that contained high concentrations of youth employment (**10% ↑**) for the **19-24 age cohort**
- Removed occupations that require a minimal educational attainment level above high school

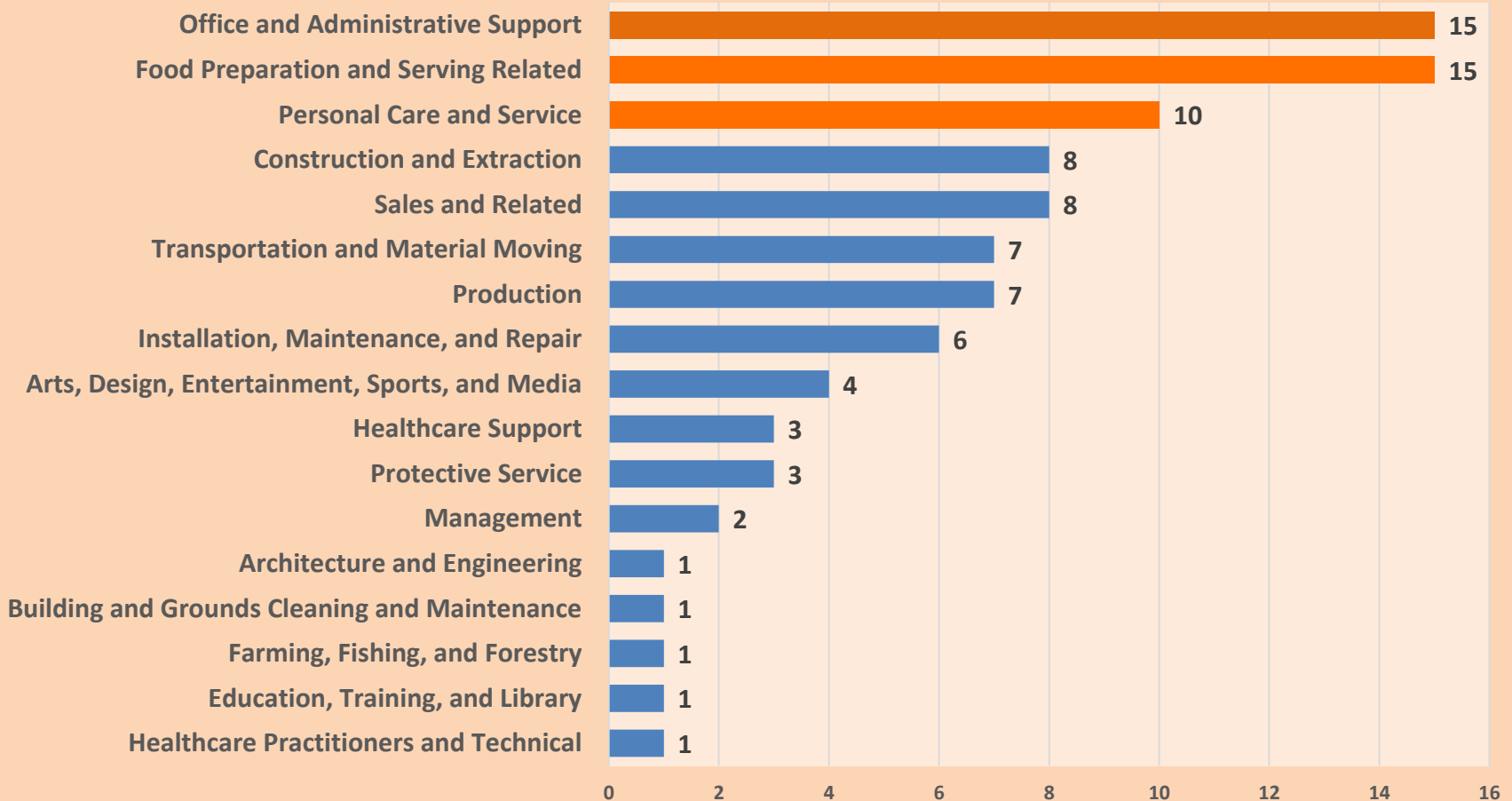
# Content to Cover

- Major Occupational Groups
- Median Hourly Earnings
- 2012-2017 Growth
- % of 19-24 within Occupations (or Competitive Advantage)

# Occupations within Major Groups

- 93 occupations within 17 Major Groups
- Almost half of all occupations fall within **Three Major Groups:**
  1. Office and Administrative Support Occupations (15 total)
  2. Food Preparation and Serving Related Occupations (15 total)
  3. Personal Care and Service Occupations (10)

# All Major Groups





# Top Occupations in Top Major Groups

Office and Administrative Support	Food Preparation and Serving Related	Personal Care and Service
Customer Service Representatives	Combined Food Preparation and Serving Workers, Including Fast Food	Childcare Workers
Office Clerks, General	Waiters and Waitresses	Fitness Trainers and Aerobics Instructors
Stock Clerks and Order Fillers	Food Preparation Workers	Nonfarm Animal Caretakers
Receptionists and Information Clerks	Cooks, Restaurant	First-Line Supervisors of Personal Service Workers
Shipping, Receiving, and Traffic Clerks	First-Line Supervisors of Food Preparation and Serving Workers	Residential Advisors
Tellers	Bartenders	Amusement and Recreation Attendants
Bill and Account Collectors	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	Personal Care and Service Workers, All Other
File Clerks	Dishwashers	Ushers, Lobby Attendants, and Ticket Takers
Interviewers, Except Eligibility and Loan	Cooks, Fast Food	Baggage Porters and Bellhops
Data Entry Keyers	Dining Room and Cafeteria Attendants and Bartender Helpers	Entertainment Attendants and Related Workers, All Other
<b>Average Wage = \$15.23   Most Projected ↓</b>	<b>Average Wage = \$10.47   Most Projections ↑</b>	<b>Average Wage = \$12.01   Most Projections ↑</b>

# \$ Earnings for all Occupations \$

- \$13.89 is the average median wage
  - Almost two-thirds make less than \$15
  - About one-third make between \$15 - \$19 an hour
  - Only six make \$20 or more

# A Closer Look at the Top Paying Strata

Major Groups	Occupations	2017 Jobs	Growth	Median Hourly Earnings	Age 19-24 % of Occupation
Management	Farmers, Ranchers, and Other Agricultural Managers	307	4	\$24.66	11%
Installation, Maintenance, and Repair	Security and Fire Alarm Systems Installers	287	26	\$22.88	14%
Architecture and Engineering	Surveying and Mapping Technicians	124	11	\$21.75	10%
Construction and Extraction	Drywall and Ceiling Tile Installers	273	53	\$21.68	12%
Construction and Extraction	Roofers	456	(32)	\$21.20	10%
Arts, Design, Entertainment, Sports, and Media	Musicians and Singers	503	18	\$19.53	12%
Installation, Maintenance, and Repair	Automotive Body and Related Repairers	495	(24)	\$19.31	12%
Production	Butchers and Meat Cutters	215	12	\$19.31	15%
Management	Food Service Managers	857	40	\$19.25	14%
Personal Care and Service	First-Line Supervisors of Personal Service Workers	938	53	\$18.88	11%

# Highest Growth Occupations

Major Groups	Occupation	2012 Jobs	2017 Growth	% Growth	Median Hourly Earnings	Age 19-24 % of Occupation
<b>Food</b>	Combined Food Preparation and Serving Workers, Including Fast Food	7,259	1,162	16.0%	\$9.24	33%
<b>Food</b>	Waiters and Waitresses	7,504	419	5.6%	\$8.83	38%
Transportation	Laborers and Freight, Stock, and Material Movers, Hand	6,764	408	6.0%	\$11.91	17%
Sales	Cashiers	10,235	313	3.1%	\$9.22	33%
<b>Food</b>	Cooks, Restaurant	2,720	309	11.4%	\$11.20	23%
<b>Food</b>	First-Line Supervisors of Food Preparation and Serving Workers	2,325	285	12.3%	\$15.43	21%
Office and Admin	Receptionists and Information Clerks	3,716	248	6.7%	\$15.67	15%
Protective Service	Security Guards	4,021	216	5.4%	\$12.92	13%
Maintenance	Landscaping and Groundskeeping Workers	4,256	167	3.9%	\$13.80	14%
<b>Food</b>	Cooks, Fast Food	1,624	156	9.6%	\$9.55	22%
Average Median Earnings					\$11.78	

# Competitive Advantage

- 16 occupations are comprised of 25% or more 19-24 year olds
- Most of these occupations are projected to grow
- Hosts and Hostesses is the most concentrated occupation
  - Six are Food Related
- The average median salary is \$10.85

# Next Steps

- Identify whether OY occupations have career pathway relationship to targeted sectors (Healthcare, Manufacturing, Construction)
- Determine whether other major occupational groups/occupational outliers can be associated to career pathways
- Develop an approach to educate OY of the realities of their circumstance, including strategies of opportunities (education, career pathways, etc.)

KIM OLIVER, COLLABORATIVE DIRECTOR

# Progress to Date

# Mobilizing to Turn the Curve

- Fact-finding and listening efforts to establish knowledge base
  - Data analyses
  - Youth surveys and focus groups
  - Asset mapping
- Leveraging knowledge base to develop and launch resources
  - Education and Career Pathway
  - Results-Based Accountability
  - Youth Leadership Development
- Building systems and programs to reconnect youth



# Fact Finding

## 10,525 16-19 Year Olds

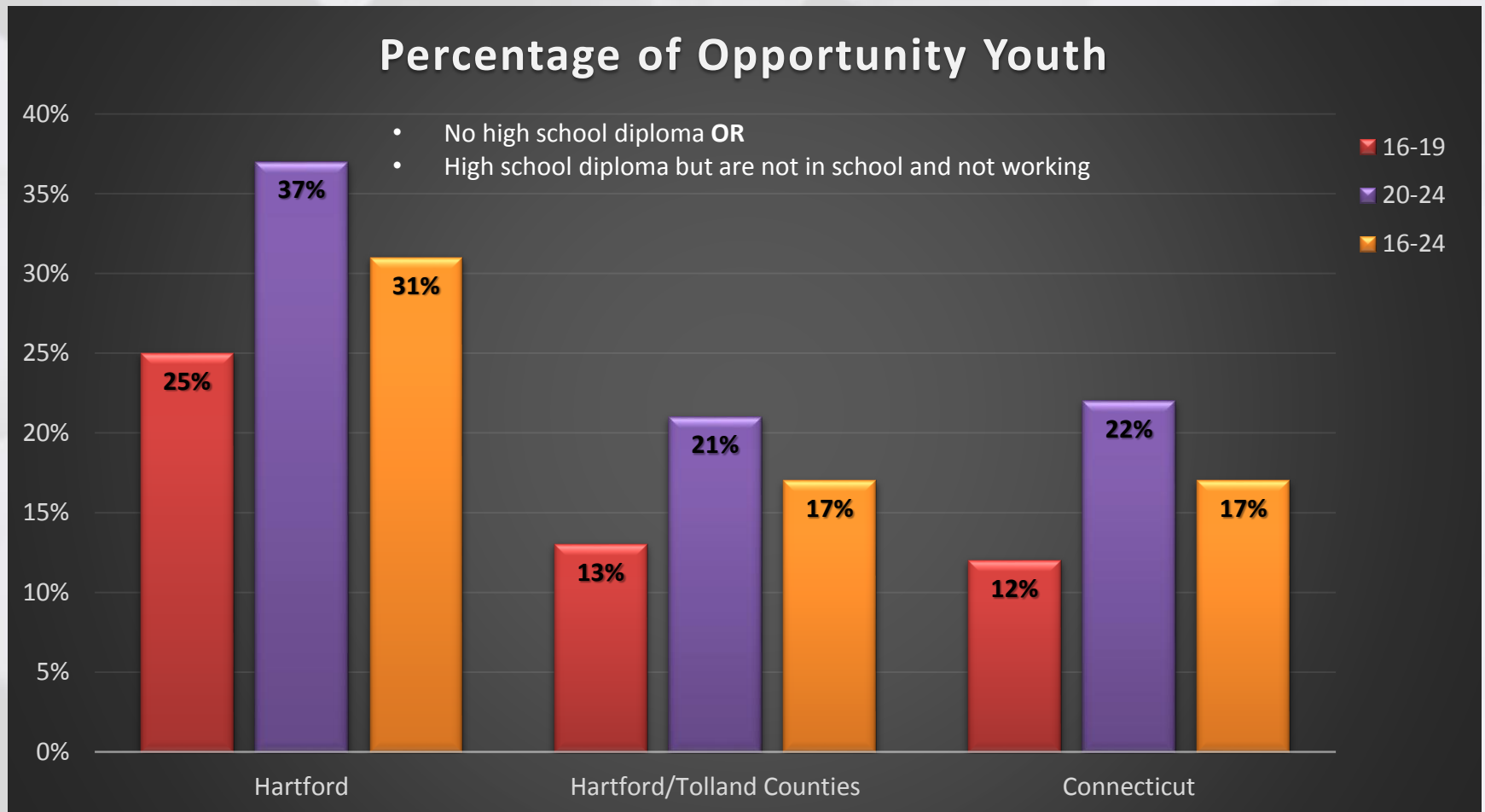
	No diploma	2,158
+	Diploma but not in school and not working	452
	16 to 19 OY	2,610

## 10,163 20-24 Year Olds

	No diploma	2,163
+	Diploma but not in school and not working	1,606
	20 to 24 OY	3,769

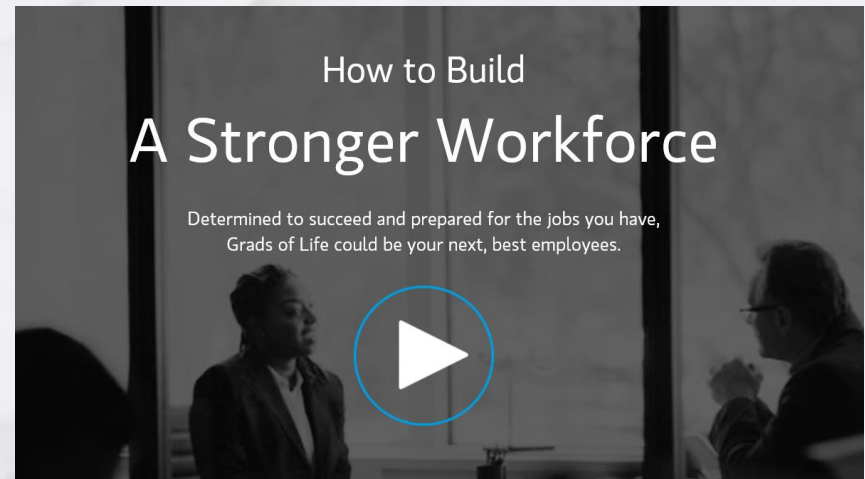
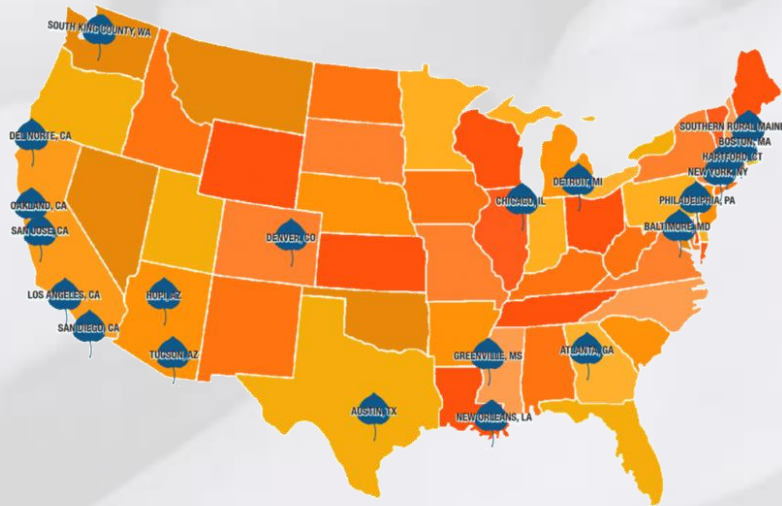
6,379 16-24 OY

# Concentration of Opportunity Youth



# Aspen 2014 Fall Convening

The **Aspen Forum for Community Solutions** gathered its Opportunity Youth Incentive Fund grantees, strategic partners, funders and guests to share emerging lessons and strategies in reconnecting opportunity youth to education and employment through collective impact.



30 seconds

# Building Systems and Programs



# Leveraging Resources

## COMMITTED

- Aspen Institute - \$600,000
- Berkshire Bank - \$10,000
- The Fund for Greater Hartford - \$7,500
- Hartford Foundation - \$100,000
- **NBCUniversal - \$25,000**
- WIA Youth funding - \$1 million aligned annually

**TOTALING \$742,500**

## TARGETED




- Hartford Foundation - \$450,000 over 3 years (*submitted*)
- JFF-Aspen SIF Subgrant - \$900,000 over 3 years with options for renewal in years 4 and 5 (*in development*)

## NEW POTENTIAL OPPORTUNITIES




- Annie E. Casey
- Performance Partnership Pilots (P3)
- Pay-for-Success SIF Subgrants

# Effective Pathways

## SYSTEMS BUILDING

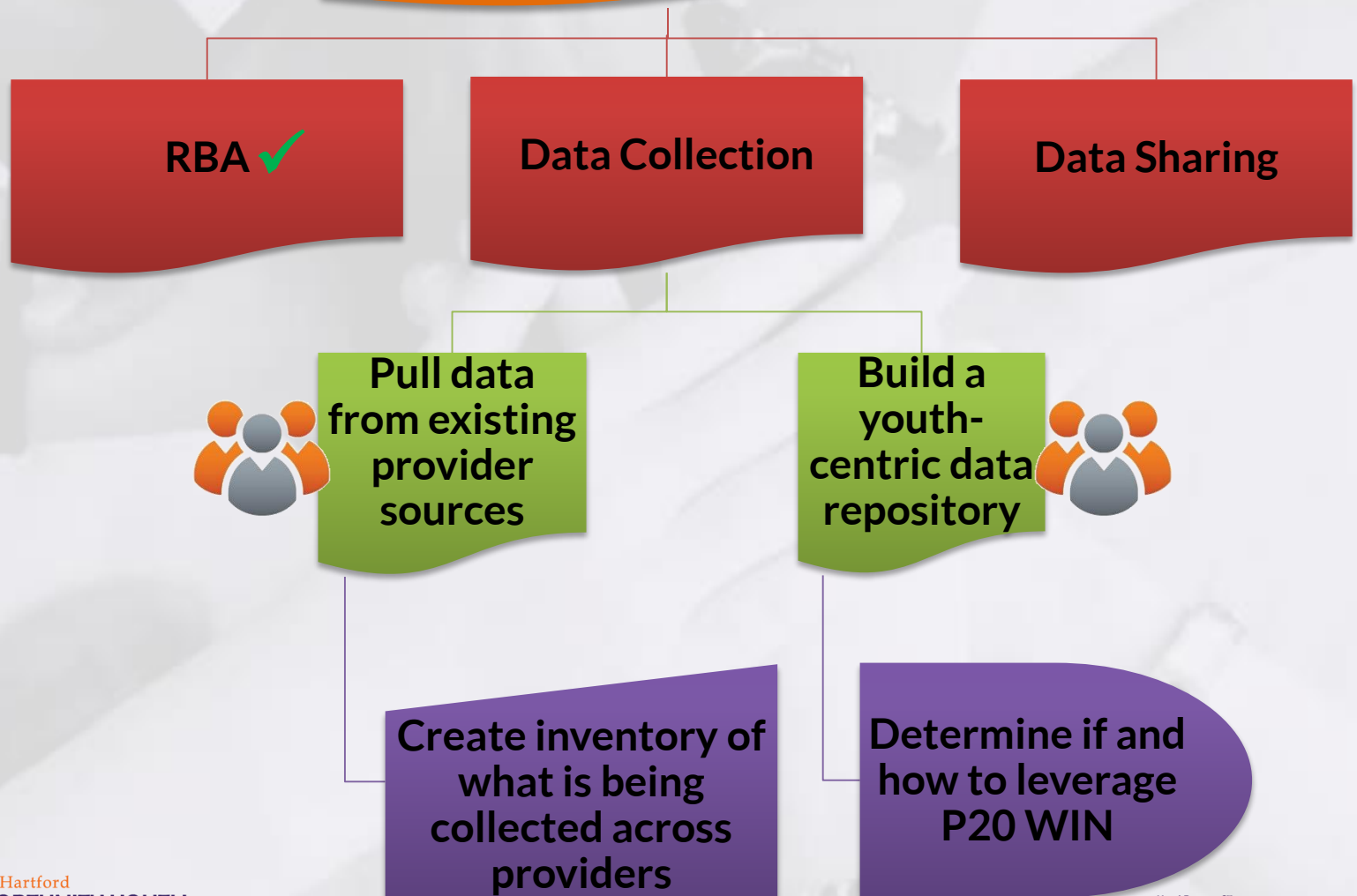
-  Meet youth where they are (i.e., “no wrong door”, multiple entry ways to service)
-  Provide ongoing and consistent personalized guidance and support, including case management
-  Link on-ramps to on-ramps to help youth overcome non-education and non-employment barriers

## PROGRAMS BUILDING

-  Meet the specific needs of youth in targeted sub-populations
-  Provide ongoing and consistent personalized guidance and support with dedicated staff
-  Link education and training to services from multiple providers and systems

# RBA & Data

## Committee



# Youth Leadership



**Empower  
Youth**

## KEY COMPONENTS

- Core principles of *youth development*
- **Training** designed to empower youth to take on leadership roles
- **Activities** that support youth education and employment
- Regional and national youth **leadership conferences**
- **Partnership** with the “adult” members of HOYC

## TARGETED OUTCOMES

- **Empowerment:** Gain the means to influence decisions that affect youth
- **Advocacy:** Influence real change to improve quality of life outcomes for youth
- **Mentorship:** Mentor youth to help them empower themselves
- **Certification:** Earn nationally-recognized credentials





[www.youthreconnect.org](http://www.youthreconnect.org)

*Thank You  
and  
Happy Holidays!*

