



MY BROTHER'S KEEPER ALLIANCE

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



MY BROTHER'S KEEPER
ALLIANCE

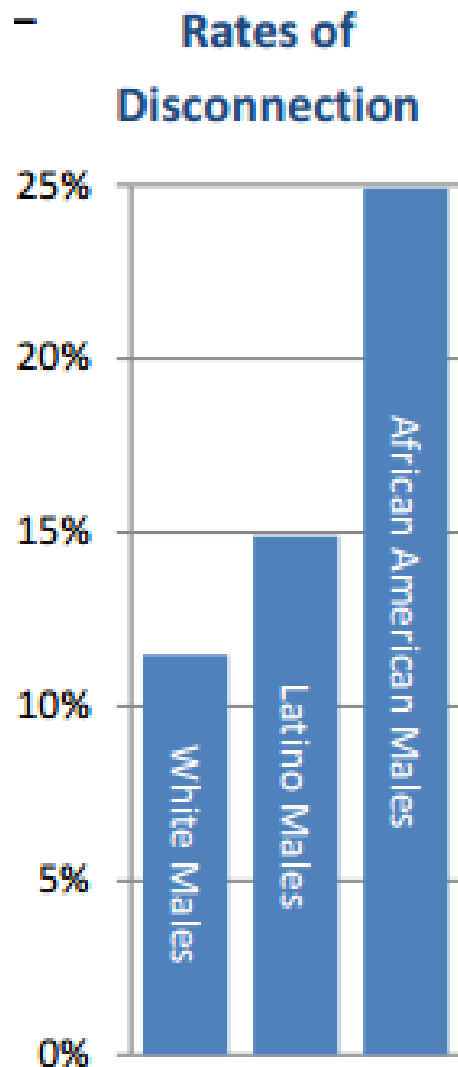
Powered by: The logo for the Opportunity Youth Network, featuring a blue star above the word "OPPORTUNITY" in a small font, and the words "YOUTH NETWORK" in a larger, bold, black font below it.



OPPORTUNITY YOUTH NETWORK

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*



MY BROTHER'S KEEPER
ALLIANCE

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

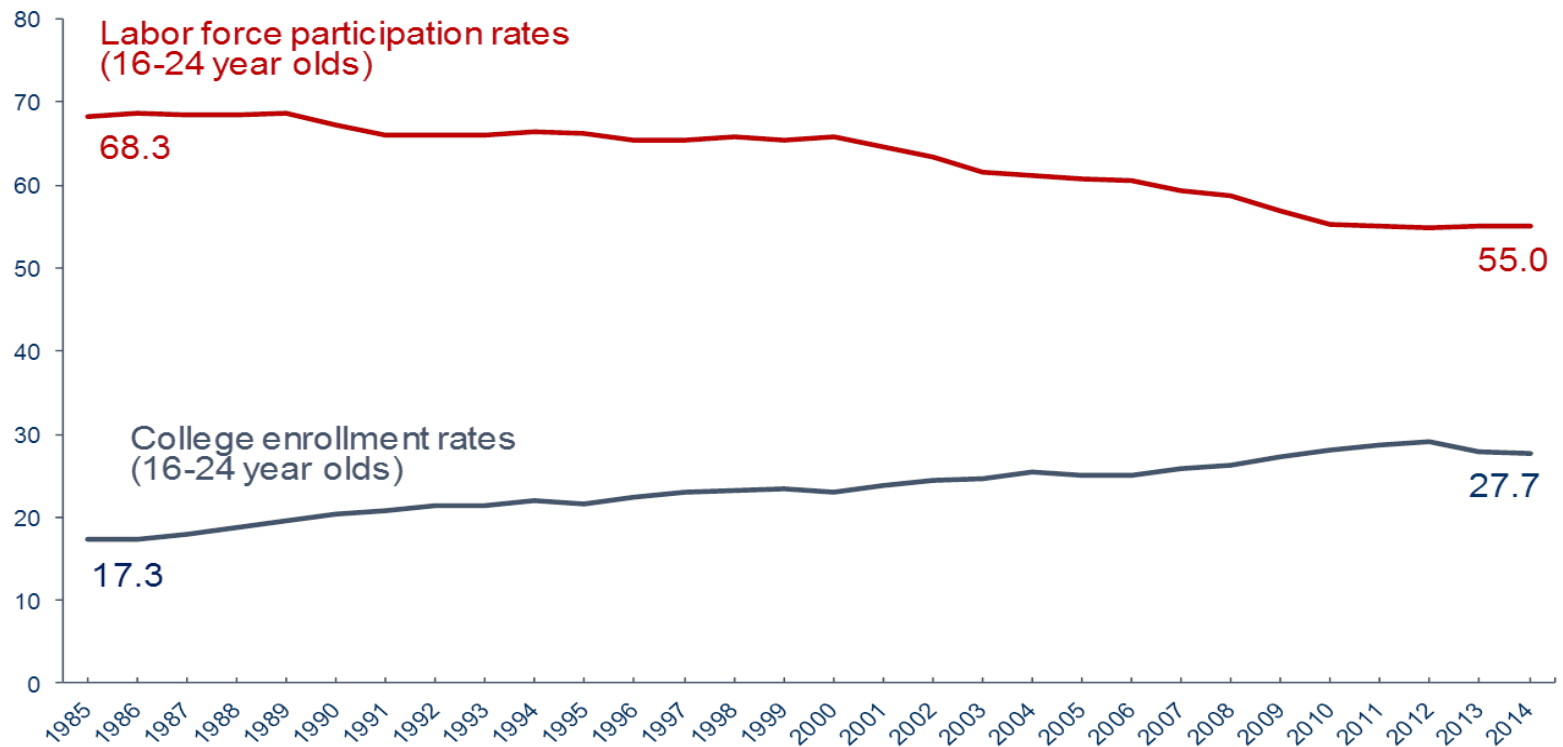
My Brother's Keeper
and WIOA

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.

SOURCE: Bureau of Labor Statistics, Current Population Survey, 2014.

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 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...

Align with the skill needs of **industries** in the economy

Prepare an individual to be successful in **secondary or postsecondary education** options including **apprenticeship**

Counseling to support an individual in achieving the individual's **education** and **career goals**

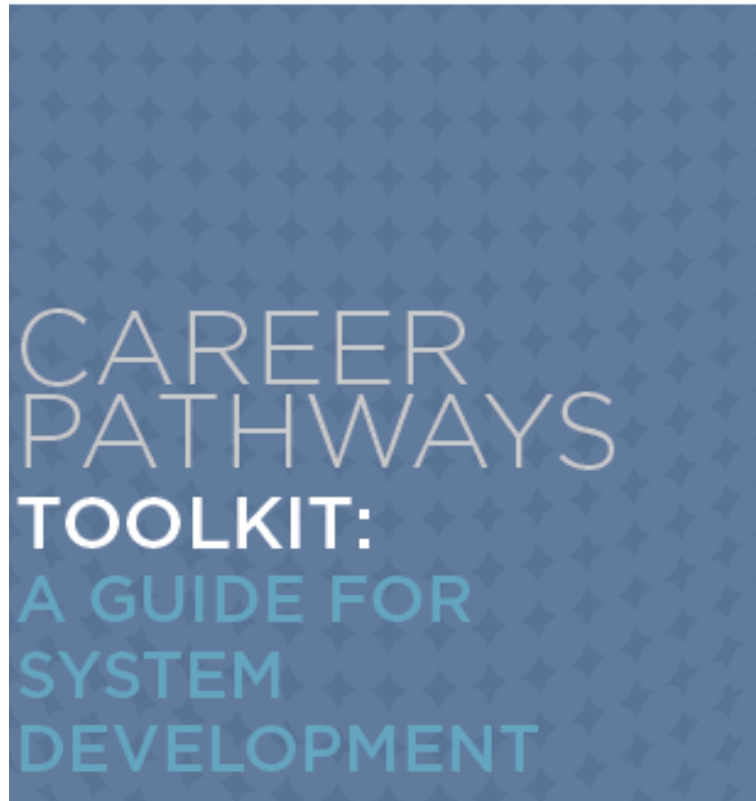
Education offered concurrently with and in the same context as workforce preparation activities and training for a specific **occupation or occupational** cluster

Organizes education, training, and other services to meet the particular needs of an individual in a manner **that accelerates educational and career advancement**

Enables an individual to **attain a secondary school diploma or its recognized equivalent, and at least recognized postsecondary credential**

Helps an individual enter or advance within a **specific occupation or occupational cluster**

What's New!



Contract #
DOLW19020046



- 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!

http://www.careeronestop.org/Tridion/Multimedia/WNMN%20FINAL%20JAN%2007%202013_tcm24-13704.pdf



Youth Committees

- Youth Councils to Youth Committees – Strongly Encourage
 - All online at www.servicelocator.org

The screenshot shows a web browser window with the URL www.servicelocator.org/workforcesystem/?lat=38&loc=20901&ycid=281. The page has a blue header with a "Back to Results" button. Below the header, there is a section titled "Youth Council Contacts" with the text "Contact information for the Youth Council you selected is shown below." To the left of the main content, there is a sidebar with the heading "aboutthisdata:" and a paragraph stating: "All of the Youth Council and related contact information displayed here is collected by the U.S. Department of Labor, Employment & Training Administration (ETA), Division of Youth Services." Below this paragraph is a "Read more" link. The main content area has a "Search by Location" section with a text input field containing "20901" and a "Search" button. Below this is a section titled "Montgomery County Workforce Investment Board Youth Committee". Under this title, there is a "Youth Council Information" section with the following details: "Montgomery County Workforce Investment Board Youth Committee" and "111 Rockville Pike Suite 800 Rockville, MD 20850". Below this is a "Youth Council Contact Information" section with a minus sign icon. It contains two columns: "Chair" and "Mailing Address". The "Chair" column lists "Ayana Lambert", "Email: michelle.gallipoli@montgomerycountymd.gov", and "Phone: 240-777-2039". The "Mailing Address" column lists "111 Rockville Pike Suite 800" and "Rockville, MD 20850". Below this is a "Workforce Investment Board Information" section with a plus sign icon. At the bottom of the page, there is another "Back to Results" button.

[Back to Results](#)

Youth Council Contacts

Contact information for the Youth Council you selected is shown below.

Search by Location

20901 [Search](#)

Montgomery County Workforce Investment Board Youth Committee

Youth Council Information

Montgomery County Workforce Investment Board Youth Committee 111 Rockville Pike Suite 800 Rockville, MD 20850

Youth Council Contact Information

Chair	Mailing Address
Ayana Lambert	111 Rockville Pike Suite 800 Rockville, MD 20850
Email: michelle.gallipoli@montgomerycountymd.gov	
Phone: 240-777-2039	

Workforce Investment Board Information

[Back to Results](#)

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.



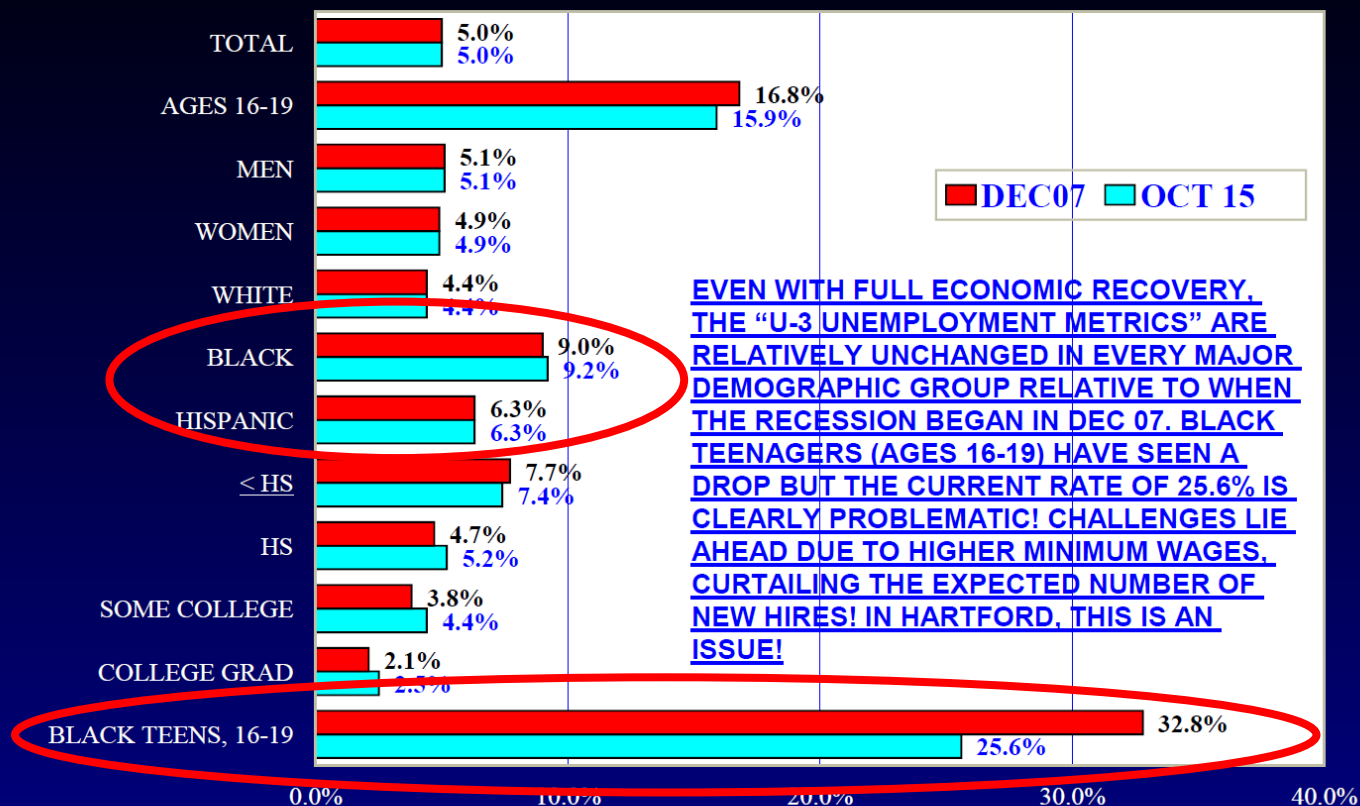
- is one of the five Workforce Investment Boards in the state, covering 37 municipalities in North Central Connecticut.
- serves a total population of 959,322 and a labor force of 506,243, making it the largest workforce delivery service area in Connecticut.
- was the grant recipient and manager for 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)



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!

Top Occupations for Youth 19-24

HARTFORD COUNTY



OFFICE/ADMINISTRATIVE SUPPORT	FOOD PREPARATION/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
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](#).

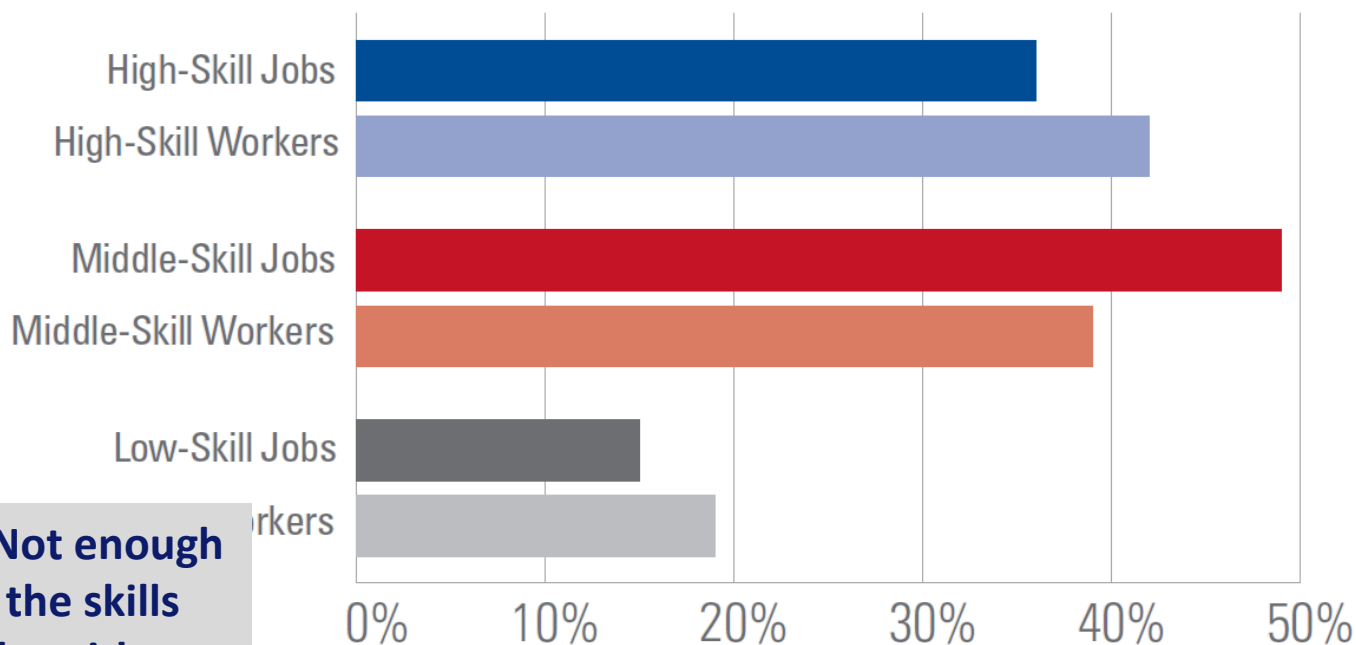
MONTHLY COSTS	Adult	Adult + Preschooler	Adult + Infant Preschooler	Adult + Preschooler School-age	Adult + School-age Teenager	2 Adults + Infant	2 Adults+ Preschooler School-age	2 Adults + Infant Preschooler School-age
Housing	\$770	\$959	\$959	\$959	\$959	\$959	\$959	\$1,195
Child Care	\$0	\$1,052	\$2,195	\$1,663	\$611	\$1,143	\$1,663	\$2,806
Food	\$263	\$399	\$524	\$602	\$697	\$639	\$826	\$914
Transportation	\$54	\$54	\$54	\$54	\$54	\$108	\$108	\$108
Health Care	\$178	\$514	\$526	\$538	\$571	\$573	\$594	\$606
Miscellaneous	\$127	\$298	\$426	\$382	\$289	\$342	\$415	\$563
Taxes	\$211	\$752	\$1,217	\$1,032	\$590	\$734	\$983	\$1,529
Earned Income Tax Credit (-)	\$0	\$0	\$0	\$0	(\$36)	\$0	\$0	\$0
Child Care Tax Credit (-)	\$0	(\$50)	(\$100)	(\$100)	(\$53)	(\$50)	(\$100)	(\$100)
Child Tax Credit (-)	\$0	(\$83)	(\$167)	(\$167)	(\$167)	(\$83)	(\$167)	(\$250)
SELF-SUFFICIENCY WAGE								
HOURLY	\$9.11	\$22.14	\$32.01	\$28.20	\$19.98	\$12.40 per adult	\$15.00 per adult	\$20.94 per adult
MONTHLY	\$1,603	\$3,896	\$5,635	\$4,963	\$3,516	\$4,364	\$5,282	\$7,370
ANNUAL	\$19,233	\$46,753	\$67,615	\$59,553	\$42,195	\$52,374	\$63,381	\$88,443
EMERGENCY SAVINGS (Monthly Contribution)	\$30	\$67	\$107	\$86	\$70	\$39	\$47	\$60





Skills Mismatch

Jobs and Workers by Skill Level, Connecticut, 2012



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

SOLUTION: Provide training for middle-skill jobs to youth

Analysis of Bureau of Labor Statistics Occupational Employment Statistics, May 2012 and American Community Survey data, 2012.



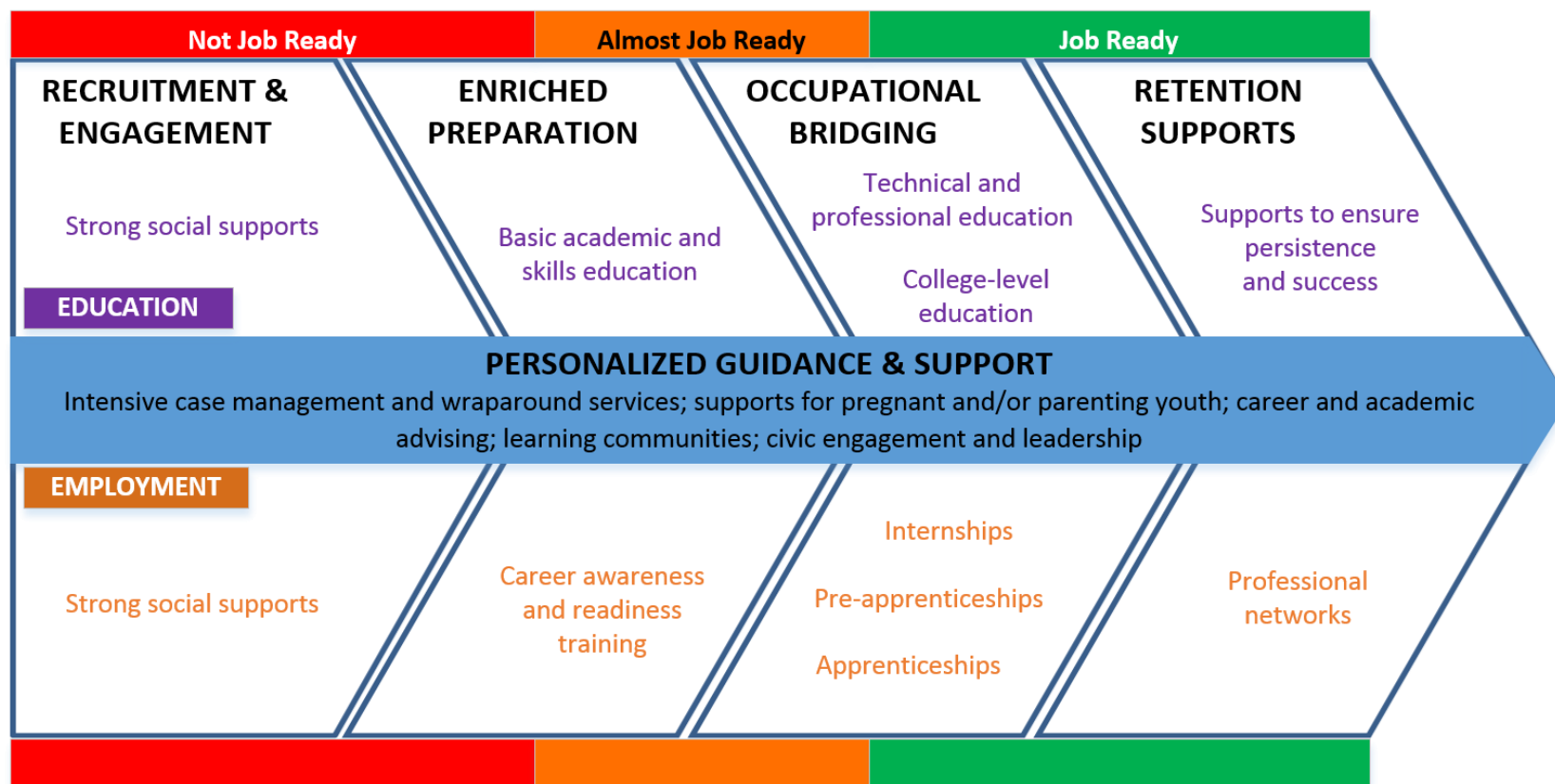


Journey of Learning

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



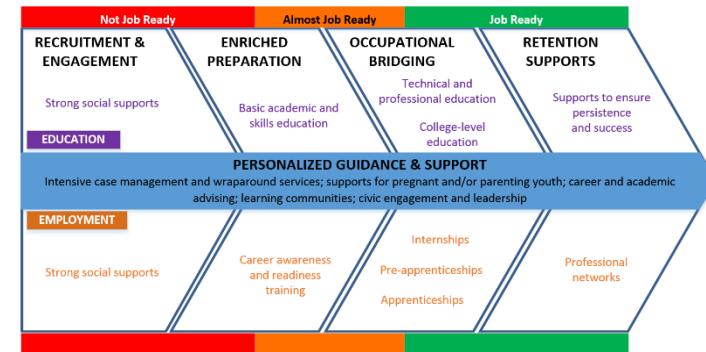
Career Pathway Model



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 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



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
ajohnson@capitalworkforce.org
- 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?



MY BROTHER'S KEEPER ALLIANCE

Thank you for participating in today's webinar!

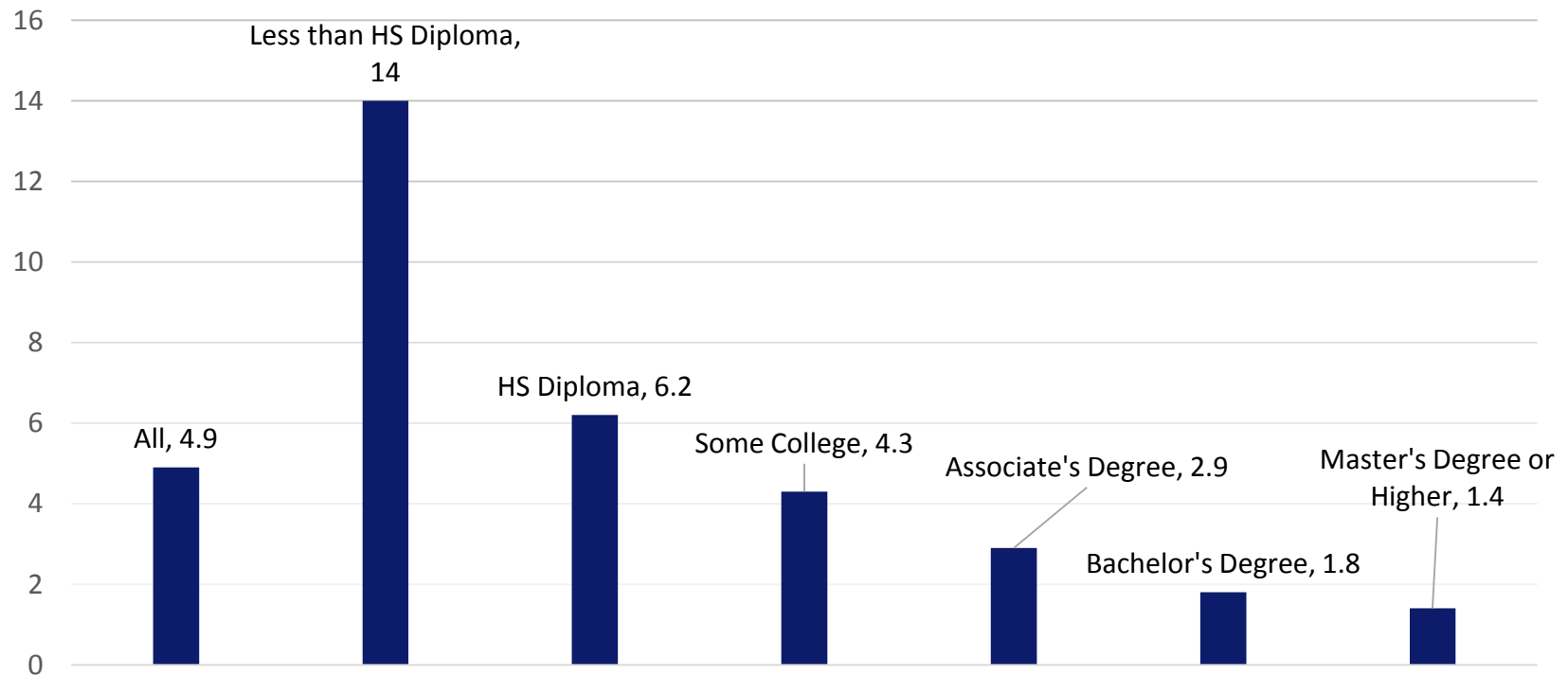
- Be on the lookout for a [survey about your experience](#). As always, your feedback is greatly appreciated as we work to provide technical assistance that is valuable for your organization and community
- Join us on February 18 at 2:00pm ET for [My Brother's Keeper Alliance and Opportunity Youth Network: 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

Poverty



Expected Lifetime Years in Poverty 18-24 Year Olds



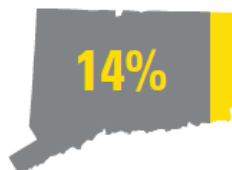
Source: 2007 through 2011 American Community Surveys, public use files, tabulations by Center for Labor Market Studies, Northeastern University. Note: (1) Expected lifetime years in poverty/near poverty of are ignored for all students ages 18-to-22.



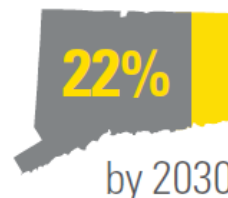


Shrinking Workforce

In 2010,



of Connecticut's population was
65 and older, *increasing to*



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

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

SOLUTION: Increase the number of youth entering the labor force

Connecticut had **66 non-workers**  for every **100 workers**.

By 2030, this dependency ratio *will increase to*

82 non-workers  for every **100 workers**,

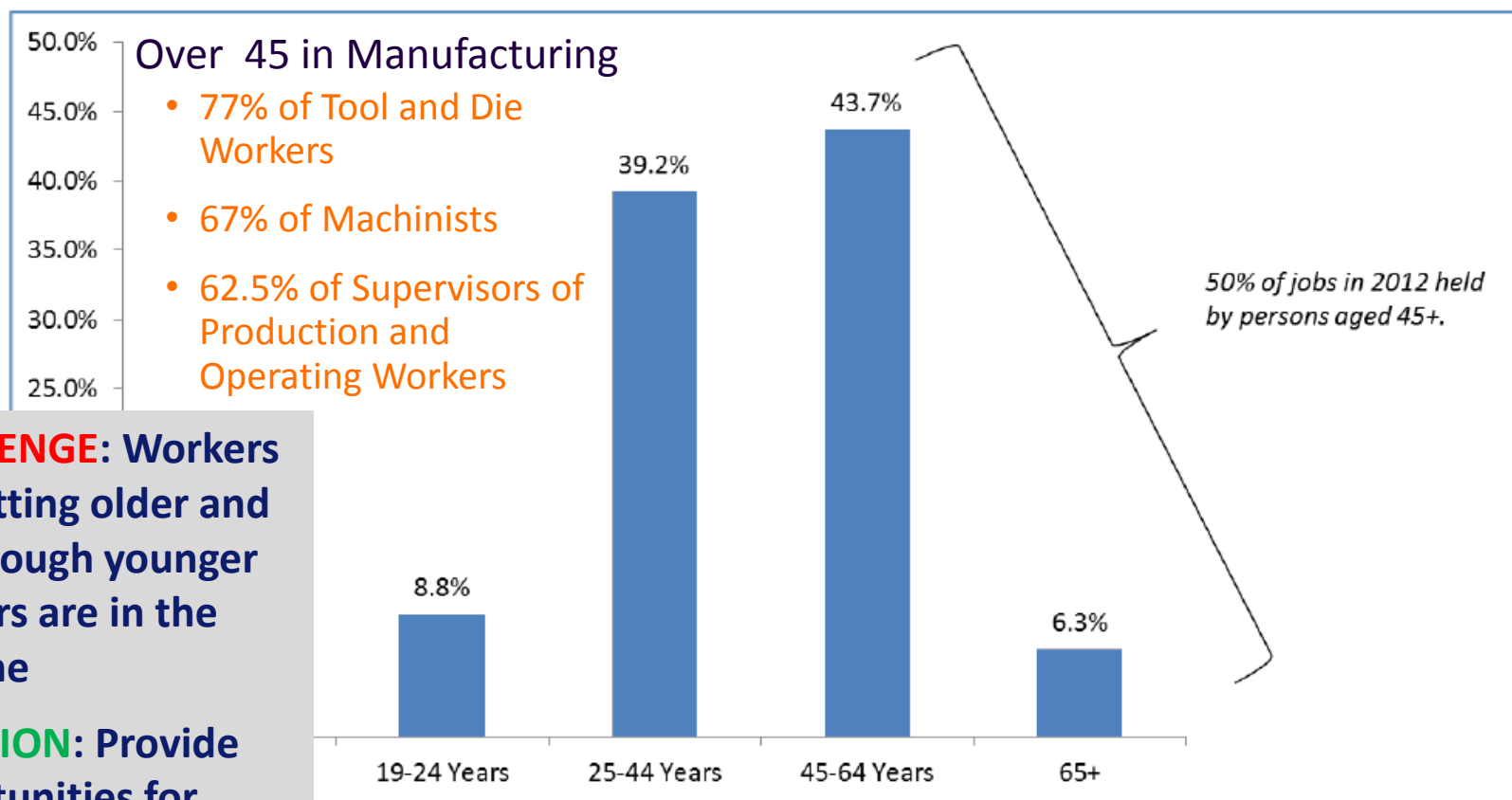
due to a rapidly aging population.





Aging Workforce

North Central CT Workforce – % Jobs Held by Age



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

SOLUTION: Provide opportunities for youth to learn from experienced workers



Source: Capital Workforce Partners, Ad Hoc Demographic Trends Report (May 2013) and Occupational Insights Report (August 2014)³⁸

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

