

HIRE Education Employment Initiative Agenda to Action

Why It Matters

- 22.3% of the Dane County workforce over 25 years of age has only their high school diploma. 7.8% of the adults over age 25 do not even have a high school degree. Without a high school diploma, the annual earning power is \$19,169¹.
- Without adequate education to get employment, residents are unable to provide for themselves and their families
- We model the importance of education to our children
- We help the community understand the importance of education and its role in finding and maintaining employment
- This work aligns perfectly as a continuum of services for drop-out recovery that is a part of our Achievement Connections work
- This work will complement the employment strategy for our Journey Home participants
- Increases diversity in the workforce for Dane County
- When individuals have jobs earning sufficient wages, they are less stressed, able to provide for themselves and their families and are less apt to engage in criminal activities that affect our community safety

Goals:

- Increase the number of individual getting a high school diploma or equivalency
- Increase the number of individuals getting and maintaining employment for 6 months or more.

Promising/Best Practices and Research

- Workers with a four-year college degree earn a median wage of \$22.91 an hour (\$47,600), however someone with just a high school degree earns only \$10.35 an hour or slightly over \$21,500 which is below the federal poverty level. People with an associate degree earn \$18 an hour³ (37,386).
- A 4-year college degree is not required to get employment in 21st century jobs. An associate degree and advanced certification and using career ladder training are becoming more of the trend in today's economy.
- Trauma is a recognized trigger to violence-both victims and perpetrators behaviors' need to be addressed to prevent violence and decrease behavioral health issues.
- People who work have less time and need to get involved with crime.

2014 Community Impact Investment \$615,951

- Support agencies as they continue to use the new shared software to track clients and outcomes for analysis
- Ensure appropriate balance between the education and employment sides of our model
- Continue ensure faithful implementation of model
- Continue to work with employers to encourage them to hire graduates of this initiative

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¹ United States Census Bureau's 2005 Current Population Survey

Measures:

