

More people are on pathways out of poverty.

The HIRE Initiative Agenda to Action

Why It Matters

- 12,067 adults over the age 25 do not have a high school degree¹. Without a high school diploma, annual earning power is \$19,169².
- Without adequate education to get employment, residents are unable to provide for themselves and their families.
- Parents role model the importance of education and employment to their children.
- Dane County has an extraordinarily high disparity in employment. Four times more African American adults are unemployed than white residents.
- When individuals have jobs earning sufficient wages, they are less stressed, able to provide for themselves and their families, and are on the path to move out of poverty.
- This work complements the employment strategy for Journey Home participants.

Goals

- Increase the number of individuals getting a high school diploma or equivalency.
- Increase the number of individuals getting and maintaining employment for 6 months or more.
- Increase the number of individuals employed at \$15 an hour 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 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 also pathways to career success.
- 2-generation strategies, those that support the parents/adults in the child's lives as well as the child's development, have substantial impacts for improving children's educational outcomes, increasing the earnings of adult workers, and providing resources that enable low-income families to overcome barriers to educational and economic success.

2018 Community Impact Investment - \$757,793

- Increase the number of people who are finding employment opportunities earning \$15 an hour or more
- Recruit and support HIRE Employer Council Partners as they hire people who are coming out of poverty
- Work with HIRE Initiative Employer Council to change the paradigm of recruiting, training, onboarding and retention of employees of color living in poverty.

2017 Progress on the HIRE Initiative

- 16 individuals received their GED (General Education Diploma)
- 308 achieved a knowledge goal towards their education goals
- 390 found employment, 348 of these were people of color, 213 low-income parents and 99 single female head of households
- 128 found employment earning \$15 an hour
- 22 assisted with housing

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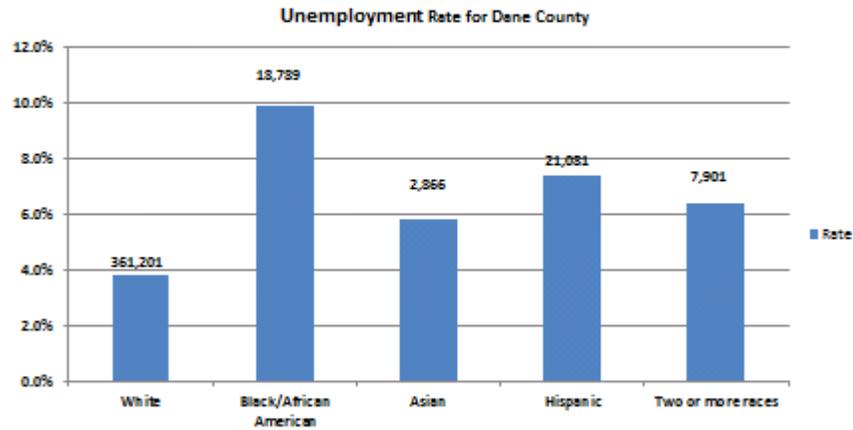
Updated: March 2018

¹ United States Census Bureau American Community Survey 2010-2014 5 Year Estimates

² United States Census Bureau's 2005 Current Population Survey

Measures:

HIRE is working to reduce the racial disparities in employment; 111 people of color, 71 low-income parents and 35 single females heads of households found jobs at \$15 an hour in 2017



Data Source: US Census American Fact Finder 2012-2016
5 year Estimate

