

Income: More people are on pathways out of poverty.

The HIRE Education and Employment Initiative (The HIRE Initiative) Agenda to Action

Why It Matters

- 9,358 local adults over the age 25 do not have a high school degree¹. Without a high school diploma, annual earning power is \$19,169².
- Research demonstrates that adults without sufficient education and skills training are 2 times more likely to live in poverty. They struggle more than someone with a high school diploma to gain employment that will provide them with wages so they can provide for themselves and their families.
- Parents role model the importance of education and employment to their children.
- Dane County has an extraordinarily high racial disparity in employment. Four times more African American adults are unemployed than white residents. (See chart on next page.)
- 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.

Goal

- **Increase the number of individuals getting a high school diploma or equivalency.**
- **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.

Strategies

- Increase the number of people who are finding employment opportunities earning \$15 an hour or more (Local market rate for 2-bedroom apartment is \$1,400/month)
- Increase the number of people earning a GED or HSED
- Increase the number of families that have access to affordable housing, so they can pursue or maintain employment
- 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

2020 Community Impact Investment - \$795,698

- Pilot childcare subsidy for HIRE participants and graduates who need this support for employment
- Provide micro-loans to HIRE participants and graduates who need support for emergencies
- Continue to provide three paid trainings for individuals who would not otherwise be able to attend training to help them learn the skills that they need to find employment earning \$15 an hour or more
- Provide Implicit Bias and Cultural Competency training for employer partners

2019 Progress on the HIRE Initiative

- 518 people hired with 306 getting a job earning \$15 an hour or more. Since 2013, 2,965 participants have found employment including 842 (29%) at \$15+/hr.

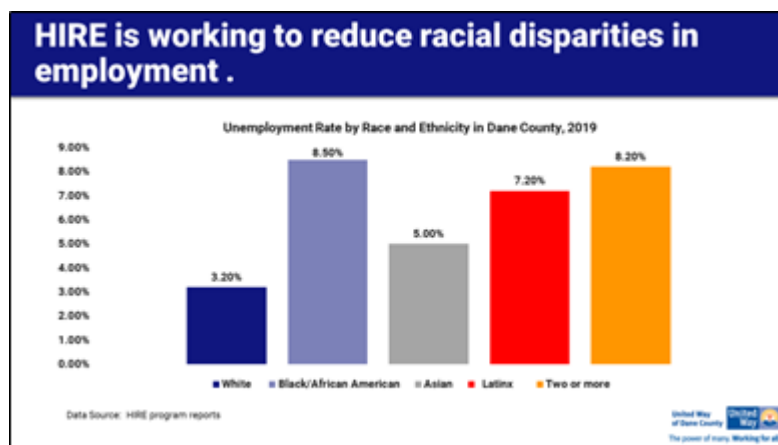
¹ United States Census Bureau American Community Survey 2018 5 Year Estimates

² United States Census Bureau's 2005 Current Population Survey

³ The State of Wisconsin Working Wisconsin 2012 Center on Wisconsin Strategies

- 3 new employers signed on, resulting in 51 Employers in HIRE Employer Council
- 21 participants earned a GED and 21 participants earned a 509 HSED diploma
- 16 households received housing assistance impacting 10 children
- 7 households received a childcare stipend impacting 16 children

Measures



How We Accomplished It

The HIRE Initiative helps individuals ages 18+ who do not have a high school diploma get a diploma and/or develop the skills needed to find and maintain employment with family sustaining wages. The HIRE partner agencies (Literacy Network, Centro Hispano, Madison-area Urban Ministry, Latino Academy of Workforce Development, Urban League and YWCA) provided employment and education training for 805 new participants.

805 new participants enrolled in employment training and 282 participants continued in training while 65 completed training in prior years but are still actively seeking employment for 2019. 518 participants found employment with 306 (59%) finding employment earning \$15 an hour or more. Employer partners have hired 150 participants. We want to continue to see this number grow. This brings the total number of participants earning \$15 an hour or more since 2015 to 842, well past our goal of 180 that was established in 2015.

We continue to connect individuals and families that are in our employment training programs to housing to ensure that they are stable and able to be retained in employment and training. Our goal was to assist 15 families a year with housing assistance. We exceeded the goal by helping 16 households impacting 10 children.

Total # Participants	# of women	# of men	Single Women with Children Head of Household	Persons of color	# of children in household	Type of assistance needed
16	11	5	2	14	10	rent, utility bills, security deposits, mattresses and box springs

This year we piloted our childcare subsidy for participants and graduates who were struggling with childcare. Subsidies helped 7 families pay for childcare, impacting 16 children.

In October HIRE held an Implicit Bias and Cultural Competency training for the employer partners to ensure all are using the same language and tools in the environments in which HIRE graduates are being placed. HIRE now has 51 Employer Partners (up 3 from the previous year) and we want to continue to see that grow. We work on an ongoing basis with all of the collaborative partners through the HIRE Employer Council to explore best practices, share what is working well and discuss opportunities for improvement. We continue to educate and create awareness for our employer partners of the struggles, biases and disparities that impact people of color.

In November we established 211 as the referral source for anyone looking to join HIRE. This will provide the opportunity to better meet the needs of participants as 211 has access to all resources available in Dane County.

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