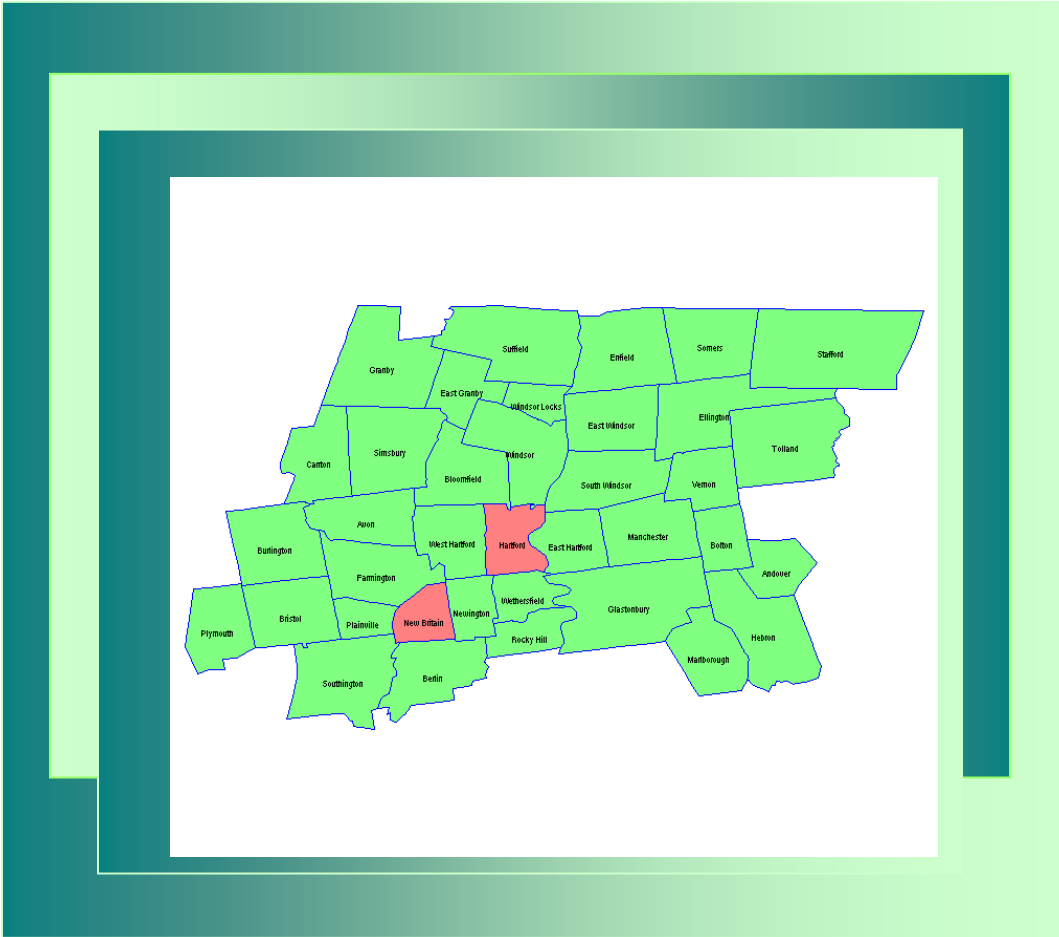


Community Workforce Development Report Card



2009

Developed in partnership with the community by



Overview

This document represents the third annual report of community workforce development indicators first published in *The Hartford Courant* in October 2007 and again in November 2008. These indicators, developed in late 2006 and 2007 by Capital Workforce Partners together with a wide array of other community stakeholders, are intended to show how the “human capital” in the North Central Connecticut region is faring. Benchmarks are tracked annually and can be reported, similar to the way *The Courant* has been tracking indicators for construction and city development. These indicators are intended to measure “human” capital and its progress or lack thereof. These outcomes impact the region’s ability to provide an appropriate workforce for the region’s businesses and, in turn, promote a healthy economy.

The community has defined four expected results critical to a “healthy” workforce¹:

1. A workforce employers need
2. Self-sufficient adults
3. A healthy economy
4. Youth ready for post-secondary education and employment

To assess these results, a small number of measurable indicators at the community level were selected from an extensive list of options.

¹ These results are also aligned with the results-based accountability model developed by the Connecticut Employment and Training Commission (CETC).

This approach is consistent with the results-based accountability framework (RBA) that is currently being used by the Connecticut General Assembly Appropriations Committee, the Connecticut Employment and Training Commission, the Early Childhood Education Cabinet and the City of Hartford Office for Youth Services.

This report features data for each of the selected indicators that were first published on the front page of the October 14, 2007 Commentary section of *The Hartford Courant*. Where possible, appropriate comparisons at the state, regional, and urban areas within the region are included.

The North Central region consists of 37 municipalities. The highlighted areas on the map to the right show which municipalities were considered “urban” for this analysis. Where available, trend data for the past five or more years is presented. In some cases, where full trends were not available, “snapshot” comparisons for 2000 and 2007 or similar intervals are presented in lieu of full trend data.



Reading the Indicator Charts

The charts are designed for quick orientation and easy evaluation of critical comparative information. Additional workforce and economic data has been presented for context if appropriate.

Reading the charts:

Positive,
Negative, or
Stable Trend?

<u>Percent of Individuals Below 200% of Poverty</u>			
<u>Location</u>	<u>2007</u>	<u>Change from 2006</u>	<u>3 Year Trend</u>
CT	19.6%	▲ -0.5%	◀▶
Hartford County	21.8%	▲ -0.6%	◀▶
Hartford City	55.6%	▲ -1.1%	◀▶
New Britain City	37.8%	▼ 1.3%	◀▶

Source: US Census, ACS (2008)

Change from most recent period. Up arrow is always change for the better

State, region, and urban comparisons

Current Data

Result 1: A Workforce Employers Need (Indicators 1-4)

Indicator 1:

Percent of Students Reaching Proficiency on Math CAPT Test

Percent of Students Reaching Goal on CAPT Math Test			
Location	2009	Change from 2008	6 Year Trend
CT	48.0%		◀▶
North Central Region	56.8%		◀▶
Urban Cities	13.7%		◀▶
Source: State Department of Education 2009			

Why these are important:
 These two indicators are important early predictors of student preparedness for post-secondary vocational training. There has been a slight decrease on these indicators in the North Central Region, and the Urban Cities continue to be far below the state average.

Indicator 2:

Percent of Students Reaching Proficiency on Reading CAPT Test

Percent of Students Reaching Goal on CAPT Reading Test			
Location	2009	Change from 2008	6 Year Trend
CT	47.5%	,	◀▶
North Central Region	55.9%	,	◀▶
Urban Cities	15.5%	,	◀▶
Source: State Department of Education 2009			

Indicator 3:

Percent of Residents 25+ with High School Diploma

Percent of Residents 25+ with High School Diploma			
Location	2008	Change from 2007	3 Year Trend
US	84.5%	◀▶ 0.0%	◀▶
CT	88.2%	▲ 0.2%	◀▶
Hartford County	86.8%	▲ 0.2%	◀▶
Hartford City	75.3%	▲ 7.7%	▲
Source: US Census, ACS (2009)			

Why this is important:
 This indicator serves as a guide for the overall general education level of the workforce. The trend for this indicator has been stable and has actually worsened slightly in Hartford, probably related to the increasing immigrant population.

Indicator 4:

Percent of Degrees in Science, Technology, and Math Awarded by all Connecticut Colleges

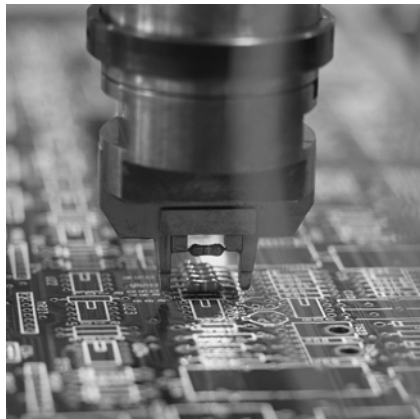
Percent of Science, Technology and Math Degrees Awarded by All Connecticut Colleges		Math Degrees	
	2008	Change from 2007	5 Year Trend
Science, Technology & Math Degrees	10.1%	%	◀▶
Source: State Department of Higher Education (2009)			

Why this is important:

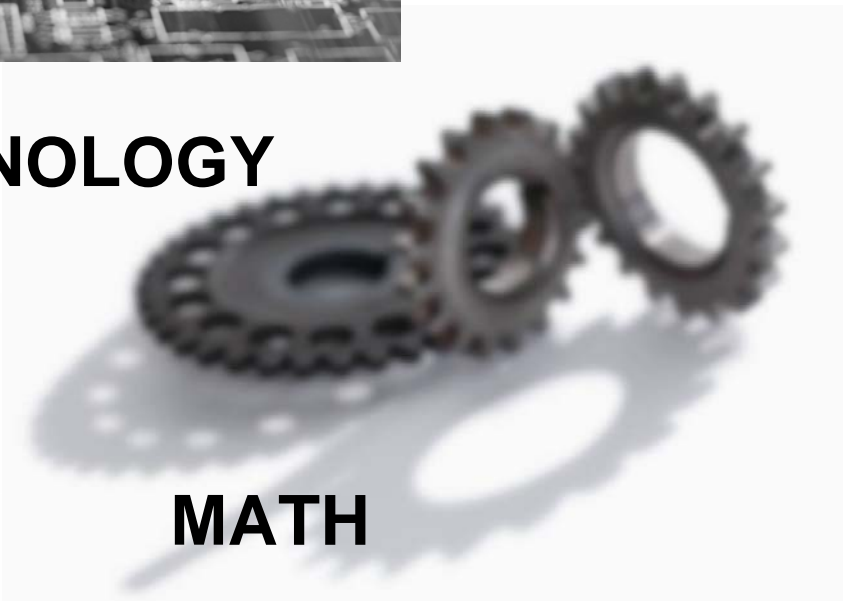
These skills have been identified by statewide employers as necessary for success in health, advanced manufacturing and other fields.

The trend for this indicator has shown little or no movement over the past two years, with just over 10% of graduates earning degrees in science, technology or math.

SCIENCE



TECHNOLOGY



MATH

$$\frac{1}{V} \int z \, dV = \frac{\pi r_1^2}{V H^2} \int_0^h (z^3 - 2z^2 H + z H^2) \, dz$$

$$= \frac{\pi r_1^2}{V H^2} \left[\frac{z^4}{4} - \frac{2z^3 H}{3} + \frac{z^2 H^2}{2} \right]_0^h$$

$$= \frac{\pi r_1^2}{V H^2} \left[\frac{1}{4} - \frac{2H}{3h} + \frac{H^2}{2h^2} \right]$$

Result 2: Self Sufficient Adults (Indicators 5-6)

Indicator 5:

Percent of Individuals At or Above 200% of Poverty

Percent of Individuals above Poverty			
Location	2008	Change from 2007	3 Year Trend
CT	79.9%	▼ 0.5%	◀▶
Hartford County	77.8%	▼ 0.4%	◀▶
Hartford City	43.5%	▼ 0.9%	◀▶
New Britain City	61.5%	◀▶ 0.0%	◀▶

Source: US Census, ACS (2009)

Why this is important:

The percentage of residents at or above 200% of poverty can indicate the overall proportion of the population that is self-sufficient.

The trend for this indicator has shown little or no movement over the past three years, with a full 20% of residents earning less than 200% of the poverty level.

Indicator 6:

Percent of Jobs Paying Above \$40,000/yr

Statewide Jobs Paying Above \$40,000/year	
	2009
CT Jobs above \$40,000	50.3%
CT Jobs below \$40,000	49.7%

Source: CT Occupations and Wages, CTOL Office of Research

Why this is important: The percentage of annual job openings that pay at least \$40,000 per year is good indicator of the availability of jobs that can provide individuals with a self-sufficient wage.

This indicator is based upon the CTDOL jobs forecast for 2014. Nearly half the jobs openings forecasted to be available pay less than \$40,000...posing a considerable challenge to obtaining self sufficiency for individuals who might hold those jobs.

Result 3: A Healthy Economy (Indicators 10-12)

Indicator 7:

Percent Owner Occupied Homes

Percent of Owner Occupied Housing			
Location	2008	Change from 2007	3 Year Trend
US	67.1%	▼ 0.14%	◀▶
CT	69.6%	▼ 0.42%	◀▶
Hartford County	66.8%	▲ 0.15	◀▶
Urban Towns	33.1%	▲ 0.83%	◀▶
Source: US Census, ACS (2009)			

Why this is important:

This indicator shows the extent to which residents can afford their own homes, a hallmark of a healthy economy.

While Connecticut is higher than the U.S. as a whole, significant improvement is needed in urban areas.

Indicator 8:

Per Capita Gross Domestic State Product

Per Capita Gross Domestic Product			
Location	2008	Change from 2007	5 Year Trend
USA	\$37,899	▼ \$121	▲
New England	\$44,796	▲ \$193	▲
CT	\$50,758	▼ \$1,153	▲
Hartford MSA	\$52,068	▼ \$163	▲
Source BEA 2008			

Why this is important:

This indicator shows the extent to which the economy is growing. Due to the recent economic crisis, productivity is down in the US, CT, and our urban areas. Interestingly, New England has experienced an overall increase in productivity. Why hasn't CT followed suit?

Indicator 9:

Unemployment Rate

Unemployment Rate			
Location	2008	Change from 2007	4 Year Trend
USA	6.4%		▲
CT	6.2%		▲
Hartford County	6.7%		▲
Hartford City	15.9%		▲
Source: US Census, ACS (2009)			

Why this is important:

This indicator shows the extent of the labor force that is actually employed. The current unemployment rate has increased substantially due to the current national economic crisis.

Indicator 10:

Business Starts and Closings

Business Starts and Closings			
Region	2004-2005	2005-2006	4 Year Trend
Connecticut (Births)	8,221	8,630	▲
Hartford MSA (Births)	2,563	2,130	▼
Connecticut (Deaths)	4,446	8,116	▲
Hartford MSA (Deaths)	2,383	2,001	▼
Source BEA Survey Data 2009			

Why this is important:

New business starts and closings are an economic indicator that has a direct effect on job creation.

Result 4: Youth Ready for Post Secondary Education and Employment

Indicator 11:

Percent of Entering 9th Graders Graduating in Four Years

Percent of Entering 9th Graders Graduating in Four Years			
Location	Class of 2007	Change from Class of 2006	5 Year Trend
CT	76.3%	▲ 3.1%	◀▶
North Central Region	82.4%	▼ 1.78%	◀▶
Urban Cities	42.2%	▶◀ 0.0%	◀▶
Source: State Department of Education (2009)			

Why this is important:
This measure is important because the loss of students between 9th grade and graduation makes it less likely that these individuals will be self-sufficient later in life. There has been slight improvement on this indicator in the North Central Region; however, the Urban Cities are still far below the state average.

Indicator 12:

Percent Achieving Proficiency on Math CMT

Percent of Students Reaching Goal on CAPT Math Test			
Location	2009	Change from 2008	6 Year Trend
CT	48.0%		◀▶
North Central Region	56.8%		◀▶
Urban Cities	13.7%		◀▶
Source: State Department of Education 2009			

Why these are important:

Fourth grade math and reading mastery test scores can be early indicators of the likelihood that individuals will be self-sufficient as adults.

While average mastery test scores are relatively stable over the past several years, there is significant room for improvement in the percentage of those achieving proficiency, especially in Hartford and New Britain.

Indicator 13:

Percent Achieving Proficiency on Reading CMT

Percent of Students Reaching Goal on CAPT Reading Test			
Location	2009	Change from 2008	6 Year Trend
CT	47.5%	,	◀▶
North Central Region	55.9%	,	◀▶
Urban Cities	15.5%	,	◀▶
Source: State Department of Education 2009			

SUMMARY

The lack of movement on these indicators since October 2007 tells a story...that much more work needs to be done in order to show progress on these indicators in the Hartford region, especially in the urban areas. When viewed together the above data results depict a challenging workforce preparedness outlook. Consider:

- 22% of the region's adults earn less than 200% of the poverty level;
- 10% of those graduating from the state's public universities are earning degrees in math, science or technology;
- Only a little over 50% of the region's students reach goal on the 8th grade Connecticut Mastery Test;
- The region's productivity is decreasing and Connecticut is lagging behind other New England states.

These are just a few of the reasons that suggest our region's strong economic foundation is deteriorating and that education, workforce development and economic development systems need to work even harder to begin to turn the curve on these indicators. In addition, legislative policy needs to support and address these challenges, in order to make efficient progress toward more positive outcomes. It is not going to happen by itself.

