

HARTFORD AND ITS COMMUNITY COLLEGE

- A tale of two cities...

“It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us...” Dickens, 1859

- Poverty and Inequity
- The New CEO – The Eternal Optimist and the Right Place at the Right Time
 - Resource “constrained”
 - Got on every board I could...

COLLEGE PROFILE ZIP CODES MATTER

- My Institution – Capital Community College
- Fall 2020 – HC 2,718, FTE 1413
- 36% Black, 29% Hispanic, 23% Caucasian, 5% Asian, 7% Other
- 80% Part time, average age 28, 71% female and 29% male

	Zip Codes	Census	Median Age	% of High School Graduates or Higher	Median Household Income	Individuals Below Poverty Level	Hispanic or Latino of Any Race	Black or African American	White	Renter Occupied Housing Units
Hartford	06106	39,902	31.2	68.5%	\$32,550	33.0%	61.3%	20.9%	36.8%	76.8%
Hartford	06114	27,449	31	66.9%	\$36,227	28.7%	59.8%	19.9%	39.1%	69.9%
Hartford	06112	22,879	31.6	79.6%	\$37,089	24.8%	12.8%	81.0%	8.9%	63.7%
Hartford	06105	19,392	32.7	80.7%	\$32,126	28.1%	27.4%	40.2%	34.5%	84.4%
Hartford	06120	12,887	27.1	69.4%	\$25,154	40.7%	37.9%	60.4%	12.3%	82.1%
East Hartford	06108	24,307	34.7	79.6%	\$50,361	15.8%	30.7%	32.7%	42.1%	53.8%
East Hartford	06118	26,956	40.9	85.9%	\$54,843	10.3%	21.4%	20.0%	59.6%	31.2%
Bloomfield	06002	20,486	50.2	91.6%	\$73,593	6.7%	5.6%	57.5%	35.7%	26.0%
New Britain	06051	30,519	32.9	73.7%	\$32,556	29.0%	49.5%	16.0%	55.1%	70.9%
Windsor	06095	29,079	43.6	92.3%	\$89,429	4.8%	8.4%	34.4%	54.7%	19.9%
West Hartford	06110	12,650	38.2	87.4%	\$67,118	11.2%	20.9%	11.3%	62.4%	30.5%
New Britain	06053	34,863	34.5	84.3%	\$49,032	19.8%	28.3%	10.7%	69.2%	49.0%
Manchester	06040	35,306	35.6	91.8%	\$60,906	14.2%	13.7%	13.7%	71.2%	43.5%
Newington	06111	30,562	44.9	91.1%	\$79,181	4.8%	7.6%	3.5%	86.5%	18.7%
Wethersfield	06109	26,668	44.8	92.5%	\$81,452	5.3%	8.2%	3.1%	89.5%	21.1%

The Demand...

CT Goal: 70% of all adults to have post secondary education beyond high school;

Hartford County: 61% percent of individuals in Hartford County aged 18-24 are at this level.

Four out of five jobs lost during the recession were those requiring high school education or less. Those low-skill jobs have been replaced by jobs that require specialized training and skills.

Middle skill occupations requiring post-secondary education, apprenticeships, or moderate- to long-term on-the-job training include:

Nursing Assistants
Medical Assistants
LPNs

HVAC workers
Machinists
Carpenters



There are over 4,000 disconnected youth in Hartford, and about 13,000 in the North Central Region; and 39,000 disengaged and disconnected high school youth in Connecticut, costing the state \$1-billion in untapped potential.

The Supply...

Associate's Degree and Above

25 Years old and Above

Hartford County	46.3%
Hartford	23.2%
New Britain	27.5%

Unemployment Disparities

16-19 Year Old

Hartford County	21.8%
Hartford	38.3%
New Britain	25.7%

20-24 Year Olds

Hartford County	10.0%
Hartford	16.1%
New Britain	9.4%

Hartford County Aging Workforce - Aged 55+

All Industries	26.9%
Manufacturing	34.7%

ECONOMIC MOBILITY

Capital Community College stands out in mobility

Out of all two-year colleges in the country, CCC has students from some of the most disadvantaged backgrounds

But CCC is in the **top 5% of two-year colleges nationwide** in terms of the upward mobility of its students

Overall mobility index

This measure reflects both access and outcomes, representing the likelihood that a student at Capital C.C. moved up two or more income quintiles.

COMPARE TO: Connecticut colleges | **Two-year colleges** | All colleges

33rd out of 690 Two-year colleges

No. 32 Lake Region State	No. 33 Capital C.C.	No. 34 Passaic County C.C.	No. 35 Luna C.C.	No. 36 Community College of Philadelphia	No. 37 San Francisco Community College District	No. 38 Copiah-Lincoln C.C.	No. 39 College of the Desert	No. 40 East Central C.C.	No. 41 Tarrant County College
29%	29%	28%	28%	28%	28%	28%	28%	28%	28%

HIGHEST [Laredo C.C.](#) 41%

LOWEST (NO. 690) [McHenry County](#) 9.4%

Data from *Harvard Opportunity Insights (2019)*, original research from [Chetty et al \(2017\)](#)

A FOCUS ON EMPLOYMENT FIRST JOB, A BETTER JOB, YOUR CAREER

- Starting with the end in mind...
- The Employment Continuum
- Effective models
 - Apprentice - Travelers EDGE and The Hartford
 - Non-credit to credit scaffolding with holistic support - BOOST, YW Career Ladders Program, etc.
 - The Power of the Collective

Catholic Charities, Inc.
Archdiocese of Hartford

Capital Community College

The United Way
Hartford Working Cities

Hartford, CT.

What does success look like for your partnership?

Parents have access to a seamless system that supports them to achieve education and career goals, improve their financial stability and build a foundation of an environment that establishes economic mobility.

Career Paths:
Administrative Medical Assistant
Community Health Worker

BIG systems, organizational and/or program change goals?

Collaboration, integration and cross-sector alignment of post-secondary education, family support and workforce development that builds on strengths and uses practices informed by families, employers and data.

Utilize existing services in new ways that produce better educational, employment and financial security outcomes for Hartford families and, as a result, better child outcomes.

Target population
All low-income/traditionally underserved Hartford parents

THE
KRESGE
FOUNDATION

BOOST
Boosting Opportunities for Social and
Economic Mobility for Families

FINANCIAL STABILITY

Administrative Medical Assistant

Annual salary: \$45,396
in the Hartford region

Community Health Worker with Mental Health First Aid Certification

Annual salary: \$38,090
in the Hartford region

By October 30, 2020 there were 175 medical secretary positions and 2,564 medical assistant positions available within a 25 mile radius

<https://www.careeronestop.org/Toolkit/jobs/find-jobs-results.aspx?keyword=43-6013.00&location=06114&radius=>
and <https://www.careeronestop.org/Toolkit/jobs/find-jobs-results.aspx?keyword=31-9092.00&location=06114&radius=>

- Median household income in Hartford \$34,388
- Asset Limited Income Constrained, Employed (ALICE): In Greater Hartford, a family of two adults, 1 infant and 1 preschooler would need to earn a minimum of \$79,512 annually to be considered living above the basic cost of living (two adults with a an annual salary of \$39,756).
<https://alice.ctunitedway.org/wp-content/uploads/2020/09/UNITED-WAY-OF-CENTRAL-AND-NORTHEASTERN-CONNECTICUT.pdf>

ASPIRATIONAL GOALS WHAT'S UNDERWAY AND UP NEXT

- Equity, Diversity, and Inclusion Center (EDI Center)
 - Holistic support and “co-habitation”
- Post COVID Landscape
 - Certain industries decimated - travel, hospitality, tourism
 - Credit and Non Credit Options for graduating high school seniors this summer
- The Power of the Collective - Capital Collaborates, March 26, 2021
 - Rachel Lipson, Project Director, Project on Workforce at Harvard University
 - Stakeholders – The College, CBOs, Municipal and State Government, Employers and Philanthropy/Foundations
 - Rules for engagement going forward, “As a coalition member, I will...”
 - Follow-up meeting (6 weeks) to solidify commitment and ideology

Save the Date!
Capital Collaborates
Friday, March 26
9 - 11:30 am



Join the coalition of Hartford stakeholders committed to reducing poverty through our collective impact.

RSVP at:
✉ cguerriere@capitalcc.edu

 **#DestinationCapital**

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