

IT CONCERNS US. IT CONCERNS YOU.

A Demographic

Trends Report

Affecting North Central Connecticut's Workforce



THE ISSUES AND THE FACTS

The Current Relationship Between Demographics and the Workforce

In 2010,

14%

of Connecticut's population was **65 and older**, increasing to

22%

by 2030.

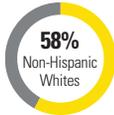
The pool of potential workers in CT **will shrink by 5.6%** from 2010-2030.

Connecticut had **66 non-workers**  for every **100 workers**.

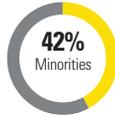
By 2030, this dependency ratio *will increase to*

82 non-workers  for every **100 workers**,

due to a rapidly aging population.



By 2030, non-Hispanic Whites will account for 58% of CT's **working-age population**, with minorities accounting for 42%.



Average income for Whites is higher than for minorities, reflecting comparatively lower levels of educational attainment and higher unemployment rates for Blacks and Hispanics. CT's economy is losing higher-income workers (older, more educated whites), while adding lower-income workers (younger, less educated minorities).

Per Capita Income

2015	2030
	
\$30,269	\$27,410

If income disparities are not eliminated, and recent income growth trends continue, average per capita income **will peak at \$30,269** in 2015 and **decline to \$27,410** by 2030.



CAPITAL WORKFORCE PARTNERS' RECOMMENDATIONS

Based on the Board's environmental scan of current legislative actions, educational landscapes, projects, initiatives and programs in the North Central Connecticut Region, here are the Workforce Investment Board's Recommendations.

1 CONTEXTUALIZED LEARNING AND MIDDLE-SKILLS DEVELOPMENT OF THE REGION'S WORKERS IN JOB GROWTH SECTORS

State support should be increased to expand Workforce Investment Board coordinated training programs to prepare adult workers needed to meet regional middle-skills demand in manufacturing, health care, construction and other key industry sectors. Regional partnerships – modeled on the Capital region adult literacy's "Move UP" partnership – should be empowered to coordinate/direct use of relevant training resources at the regional level.

3 EARLY COLLEGE FOR MIDDLE SKILLS

Early college strategies, focused on middle-skill occupational training, should target communities with high unemployment and poor school completion rates to increase the number of high school graduates who move on to acquire an associate degree.

2 STEM AND CAREER COMPETENCIES OF THE IMPENDING REGIONAL WORKFORCE

High schools, magnet schools and tech-prep schools with STEM-focused themes and programs aligned with key industry sectors should be expanded to improve on-time high school completion and attainment of associate degrees. These strategies should be implemented in targeted distressed communities and school districts, focusing on "hard-to-serve" student populations with the greatest needs.

4 PUBLIC AWARENESS TO SUPPORT CHANGE

Capital Workforce Partners should lead the implementation of a multi-stakeholder public awareness campaign – a regional "call to action" with a series of items produced in one cohesive campaign embodied in a proposed Communications Plan.

WHAT THE WORKFORCE SYSTEM IS CURRENTLY DOING

Youth programming that aligns with the Career Competencies

Capital Workforce Partners, with the help of local business leaders, has developed a soft skills training system called The Career Competencies.

STEP UP/STEP UP Veterans

The STEP UP and STEP UP for Vets programs provide wage subsidies up to 6 months to businesses for hiring new full-time currently unemployed qualified job-seekers.

Recruitment Assistance and Job Match Services Provided by CTWorks

Capital Workforce Partners and our partners at the Department of Labor conduct a host of other employer specific services to ensure local businesses have access to a diverse pool of qualified workers.

The Jobs Funnel

This program provides access to a pool of job candidates, trained and ready for construction and related trades.

FOR MORE INFORMATION ABOUT THESE PROGRAMS AND OTHERS, PLEASE VISIT WWW.CAPITALWORKFORCE.ORG.

WITH EVERY CHALLENGE COMES OPPORTUNITY

If policymakers, educators, economic development professionals, business and community leaders, and even parents and families work toward achieving success with the suggested strategies, our entire community will benefit in the following ways:

- Segments of the population that have had lower rates of workforce participation will be encouraged to engage at higher levels and in record numbers.
- Businesses will have the talent necessary to grow and thrive and stay in Connecticut.
- The workforce and education systems will be better aligned.
- Addressing these strategies will spur needed education reform.
- Levels of literacy will increase.

CALL TO ACTION

Now is the time to meet these challenges. Focused and sustained collective community action, policy and programmatic reform and systems change are urgent.

Let's work together to ensure the economic future of Connecticut.



Wyrot Ward | Chairperson

Former Chair, CWP Board of Directors

Jeremy Race | Co-Chairperson

Vice President, Junior Achievement

Charles Smith

*Former Chair, CWP Board of Directors
Director, CPA, CPC, SPHR, CohnReznick*

Tim Fisher

*Lawyer
Past President of Connecticut Bar Association*

Sharon Palmer

Commissioner, CT Department of Labor

Lyle Wray

*Member, CWP Board of Directors
Chair, CWP Strategic Management Committee
CEO and President of CRCOG
Chair, Strategic Management Committee CETC*

Cathryn Addy

President, Tunxis Community College

Mark Scheinberg

President, Goodwin College

Dick McAloon

Former VP of Human Resources, Hartford Hospital

Robert Santy

President and CEO, CERC

State Senator Steve Cassano

*Representing Andover, Bolton, Glastonbury and
Manchester Chair, Consortium of Chief Elected Officials
Member, CWP Board of Directors*

Mike Polo

President and CEO, ACMT

Paula Gilberto

Vice President, United Way

For full Committee Report, a glossary of terms and the sources of this study,
please visit: <http://capitalworkforce.org/about-us/publications/>