

CT'S WORKFORCE NEEDS
POST PANDEMIC
&
RESTARTING THE ECONOMY

LABOR MARKET ANALYSIS

PREPARED BY
CAPITAL WORKFORCE PARTNERS

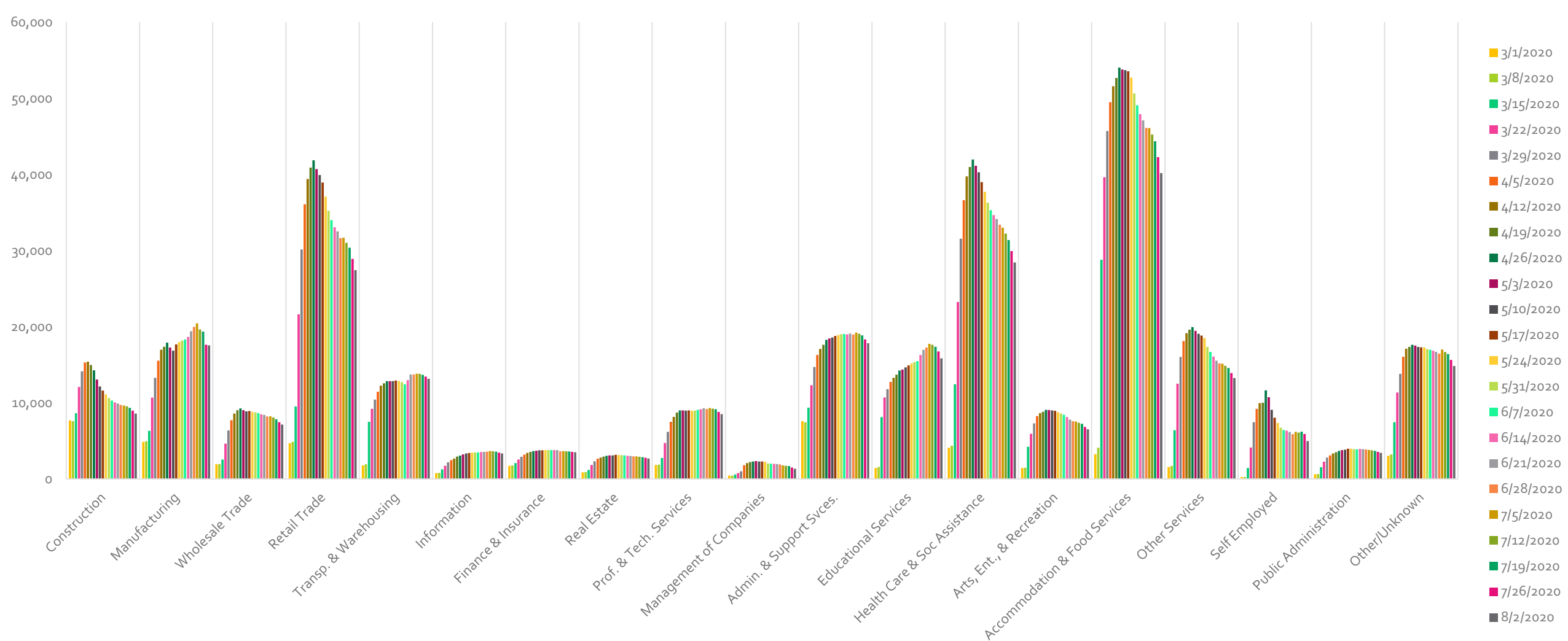
September 2020

TRAINING NEEDS

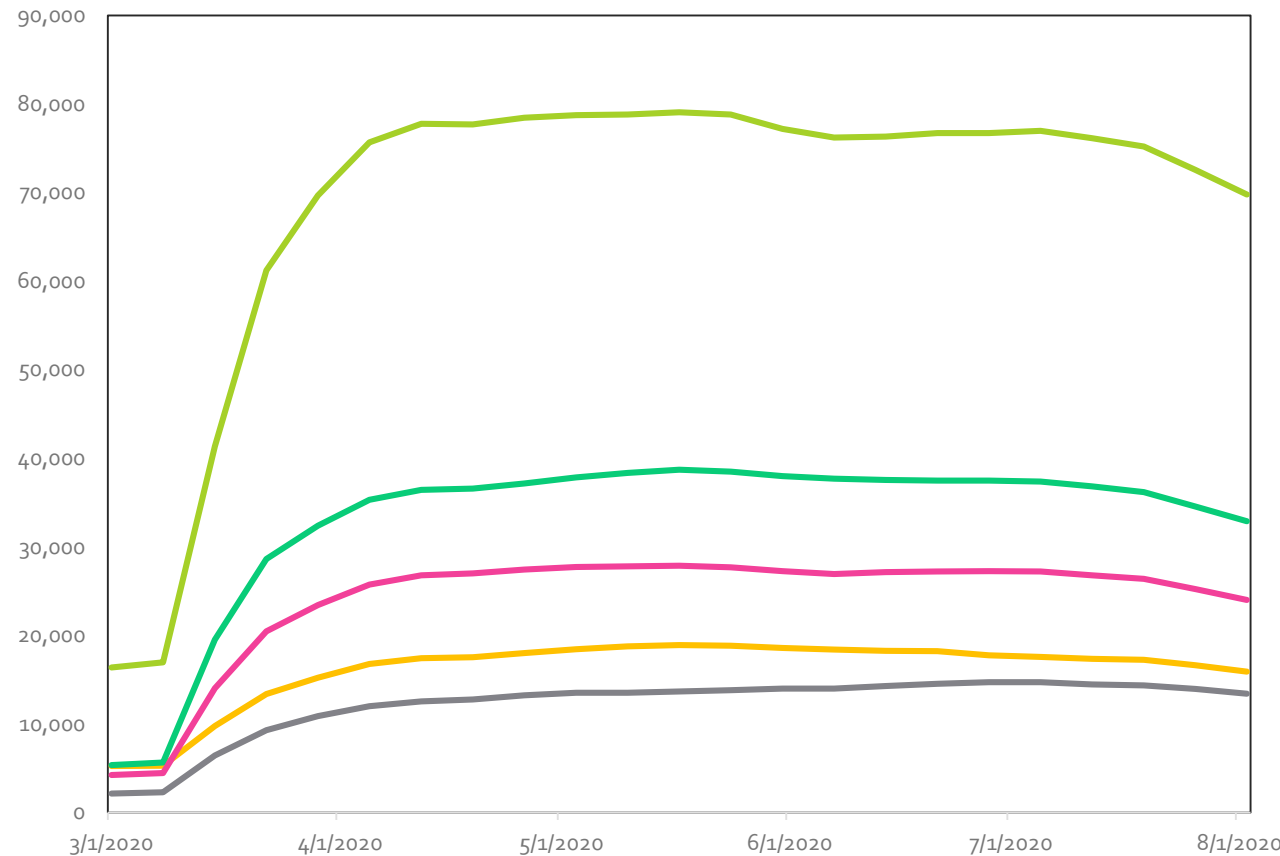
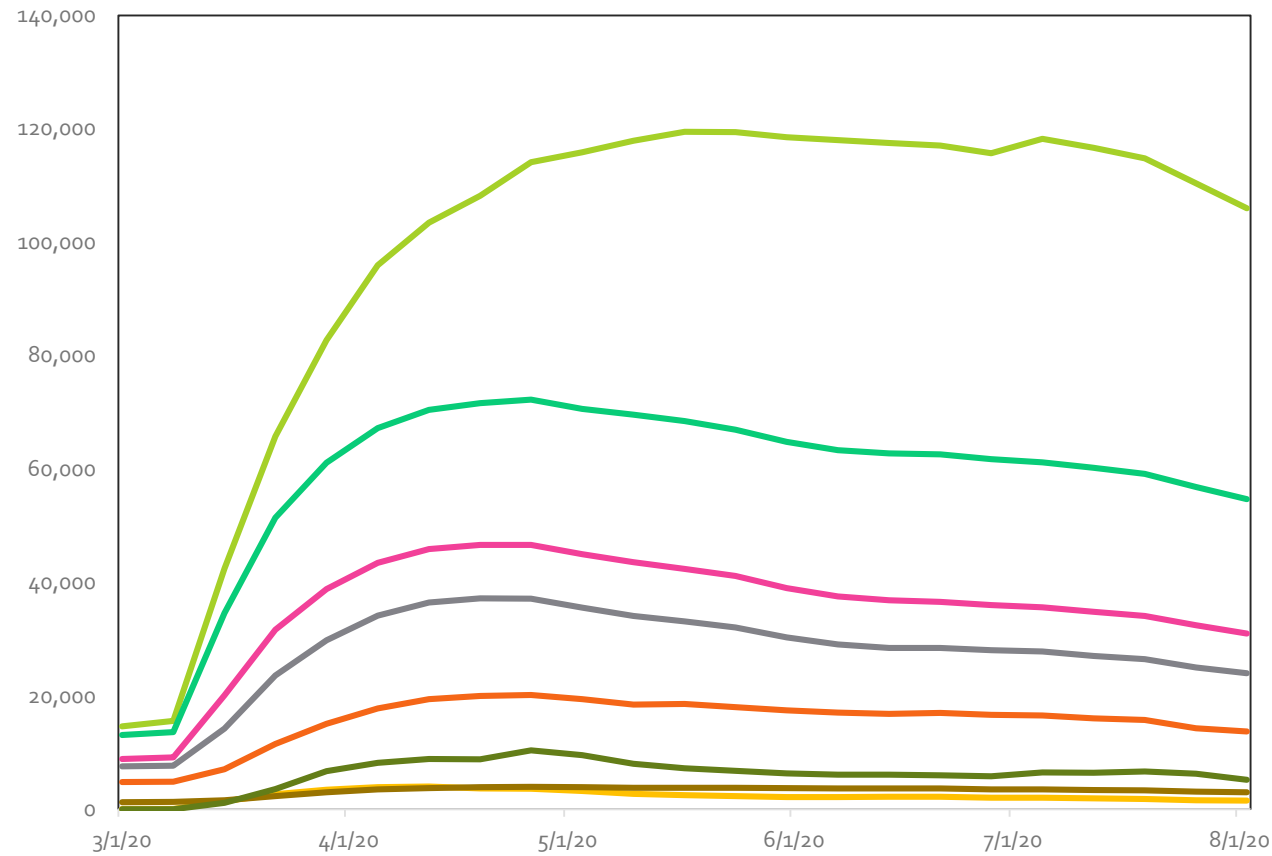
- Hardest Hit Sectors: Retail Trade, Healthcare & Social Assistance, Accommodation & Food Service
- Lowest earners are most affected by COVID-19 and comprise most UI claimants, while the highest earners have been least affected
- Individuals earning less than \$35,000 comprise **64%** of claimants; and those earning less than \$75,000 comprise **90%** of claimants
- Prior year's wages have a directly inverse relationship with likelihood to be a continued UI claimant
- HS Diploma holders are most populous group with UI Continued Claims, followed by those with Some College education

These findings collectively indicate that the **most vulnerable populations have been the most directly impacted by COVID-19**

CT CONTINUED UI CLAIMS BY INDUSTRY, 3/1-8/2/20



CT CONTINUED UI CLAIMS BY WAGE & EDUCATION

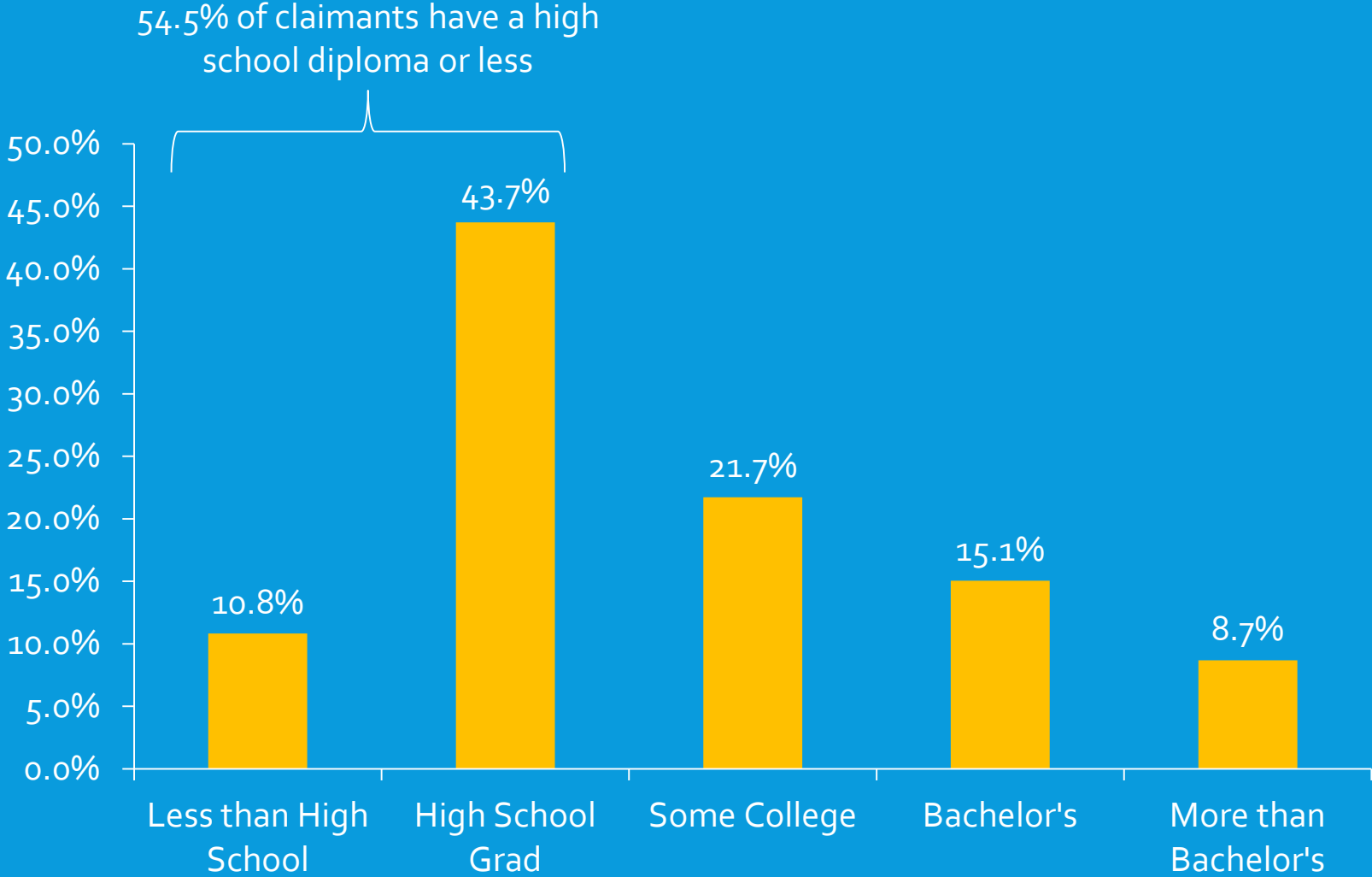


- Zero
- \$20,000 to less than \$35,000
- \$50,000 to less than \$75,000
- \$150,000 or more
- Less than \$20,000
- \$35,000 to less than \$50,000
- \$75,000 to less than \$150,000
- Wages N/A

- Less than High School
- Some College
- More than Bachelor's
- High School Grad
- Bachelor's

PROCESSED INITIAL CLAIMS BY EDUCATION NORTH CENTRAL CONNECTICUT

3/15/20 – 6/21/20



WORKFORCE RECOVERY FOR COMMUNITIES OF COLOR

The economic effects of the COVID-19 Pandemic have disproportionately impacted those with the lowest income and educational attainment.

- While in 2019 the overall CT unemployment rate was 3.5%, the rate for Black persons was **7.3%** and **10.2%** for Black men (BLS).
- In Hartford County, over **11%** of Black persons and **26%** of Hispanic individuals have less than a HS Diploma, and less than **22%** of either demographic has a bachelor's degree (ACS).
- The parents of over **82%** of the Connecticut children living in poverty have less than a HS diploma (NCCP).
- **53%** of Black children and **59%** of Hispanic children live in low-income families, compared to **15%** of White children in Connecticut (NCCP).

WORKFORCE RECOVERY FOR OPPORTUNITY YOUTH

- In the City of Hartford, where 38% of individuals are Black and over 45% are Hispanic, **42%** of youth aged 16 to 19 (around 3,700 youth) and **20%** aged 20 to 24 (around 2,800 youth) were recorded as unemployed prior to COVID-19 (ACS)
- Only **77%** of youth aged 18 to 19 and **50%** of youth aged 20 to 24 have been enrolled in school (ACS)
- Most area businesses require post-secondary degree skills and prior work-readiness experiences but only **25%** of Hartford students gain a post-secondary degree.
- While in 2019 White students in the Hartford School District graduated from high school within 4 years at a rate of 92.4%, only **75.2%** of Black students and **64.3%** of Hispanic students graduated (EdSight)
- In the Hartford Public Schools, where almost 30% of students are Black and over 50% are Hispanic, less than **40%** of seniors graduating this year have a complete post-secondary plan (EdSight)

EDUCATION AND CAREER PATHWAYS

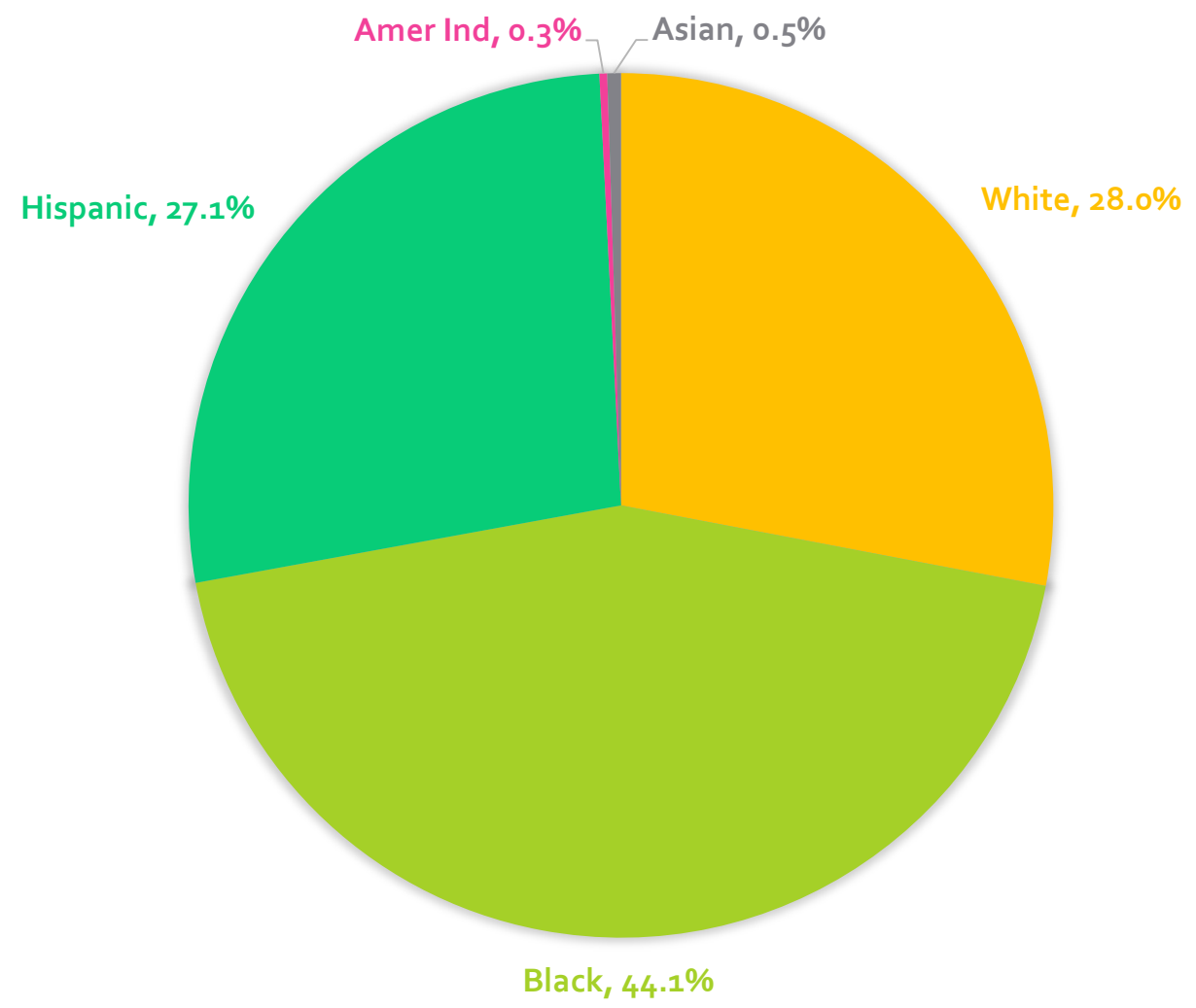
- A brief survey of Adult Education Programs indicates between **50-70%** of enrollment starting this fall
- A brief survey of area community colleges suggests a decrease of between **10-15%** of enrollment this fall
- A significant number of college-bound High School graduates are now changing plans (i.e. gap years, deferred enrollment, etc.)

WORKFORCE RECOVERY FOR RETURNING CITIZENS

In the period of March to August 2020, the CT incarcerated population decreased by **22.3%** (2,763 individuals). Over **15%** of those recently released are under age 24. These individuals have a critical need for job placement opportunities and supports.

While Black individuals comprise around 11% of CT's population, they comprise **44.1%** of the incarcerated population. Similarly, while Hispanic individuals comprise around 16% of CT's population, they comprise **27.1%** of the incarcerated population (CT DOC).

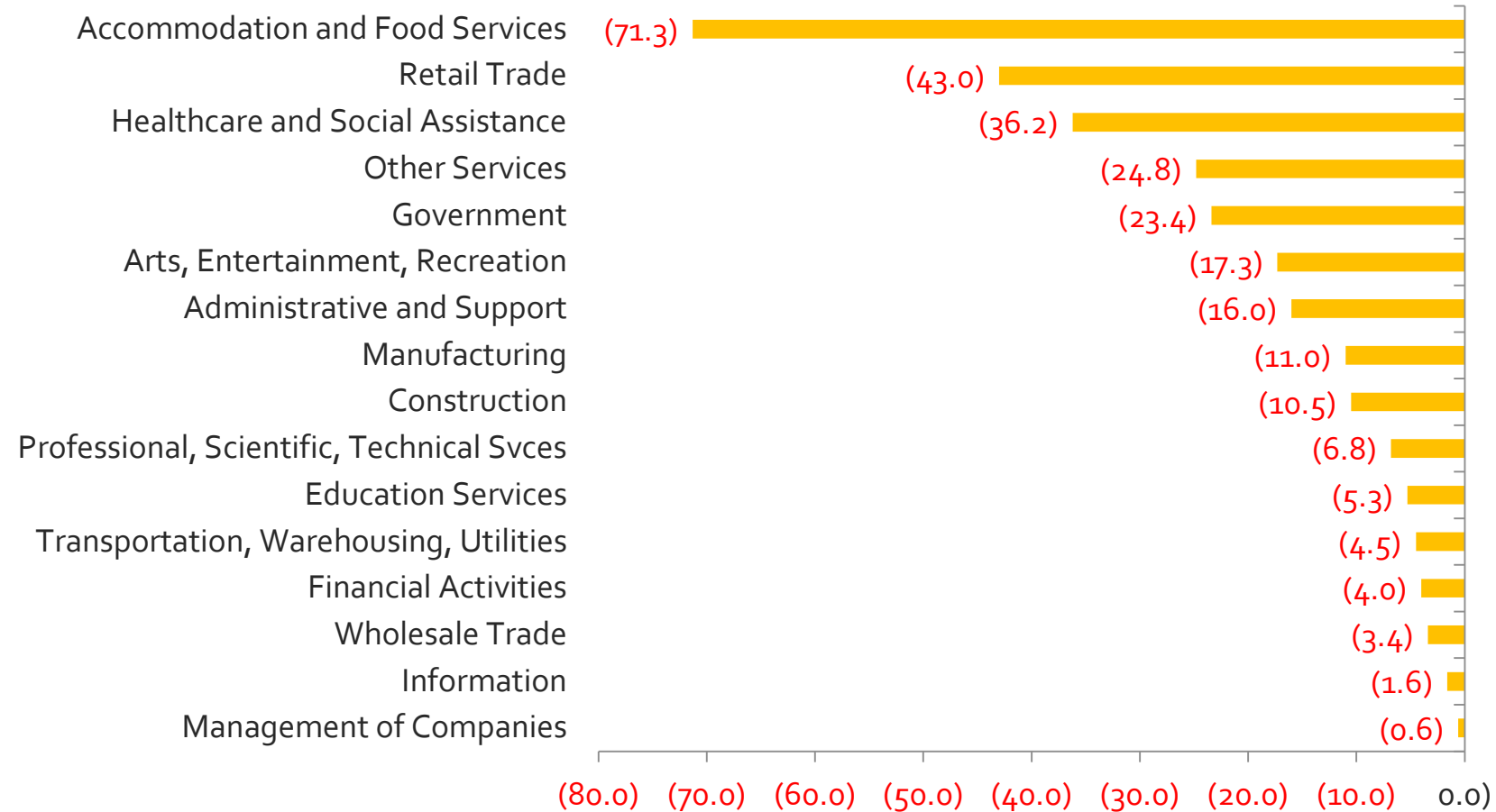
CT INCARCERATED POPULATION BY RACE, AUGUST 2020



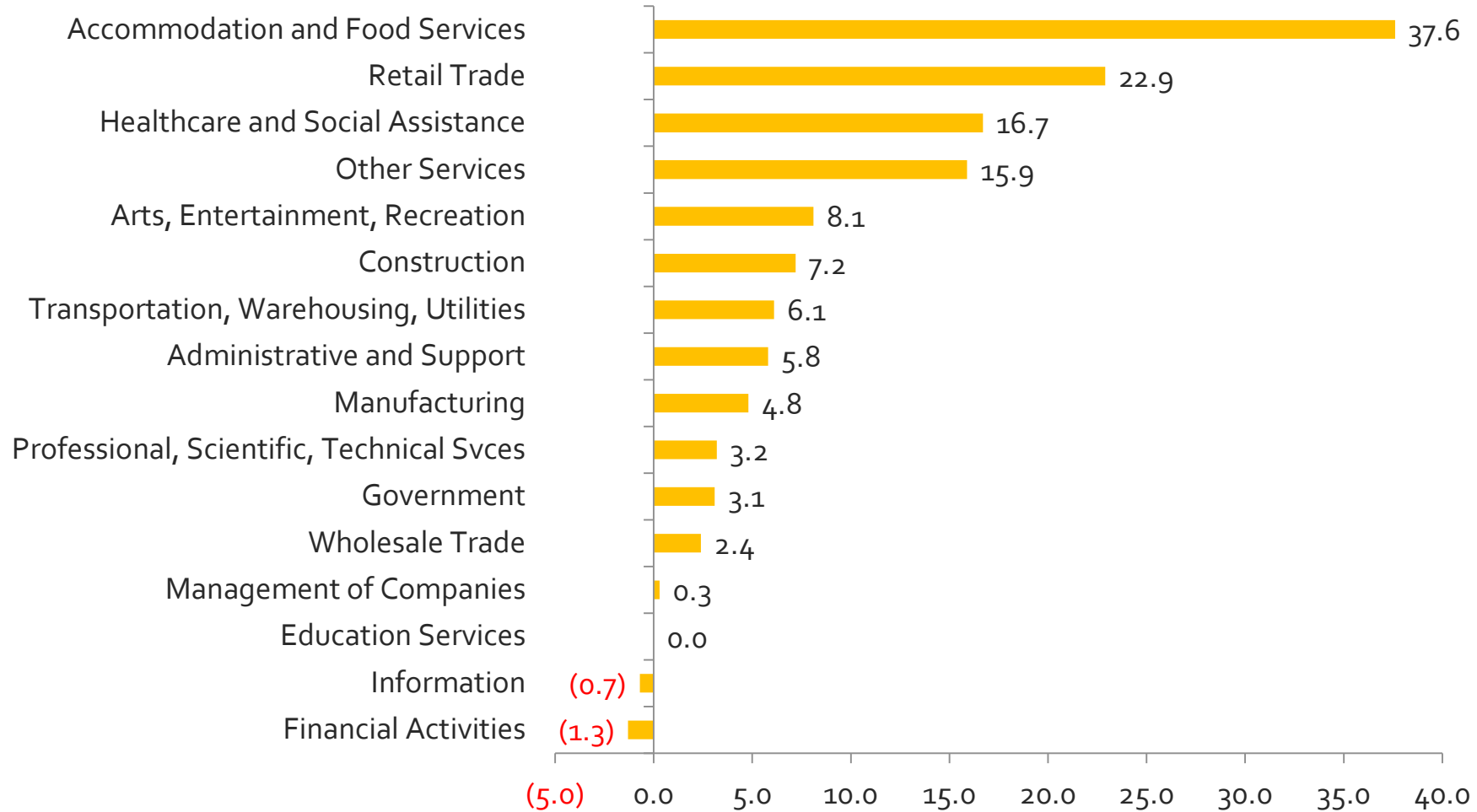
CT NONFARM EMPLOYMENT, 4/2019-7/2020

Industry	% Change 4/20-7/20	% Change 4/19-4/20	% Change 7/19-7/20
Construction	14.3%	-17.3%	-3.9%
Manufacturing	3.2%	-6.8%	-4.1%
Wholesale Trade	4.2%	-5.7%	-1.5%
Retail Trade	17.2%	-24.4%	-10.7%
Transportation, Warehousing and Utilities	12.0%	-8.1%	0.2%
Information	-2.4%	-5.1%	-8.5%
Financial Activities	-1.1%	-3.2%	-4.5%
Professional, Scientific, and Technical Services	3.6%	-7.1%	-3.8%
Management of Companies and Enterprises	0.9%	-1.8%	-1.2%
Administrative and Support	7.7%	-17.6%	-11.1%
Education Services	0.0%	-8.0%	-7.7%
Healthcare and Social Assistance	7.1%	-13.3%	-7.2%
Arts, Entertainment, and Recreation	70.4%	-60.1%	-31.7%
Accommodation and Food Services	64.3%	-54.9%	-25.6%
Other Services	39.1%	-37.9%	-13.2%
Government	1.5%	-9.9%	-8.6%

CT JOBS CHANGE BY INDUSTRY APRIL 2019 TO APRIL 2020 (TROUGH) (IN THOUSANDS)



CT JOBS RECOVERY BY INDUSTRY APRIL 2020 (TROUGH) TO JULY 2020 (IN THOUSANDS)



HARTFORD COUNTY: IN-DEMAND OCCUPATIONS

UNIQUE ACTIVE JOB POSTINGS: JULY 19-AUGUST 17

Occupation	Latest 30 Days	30 Days % Change	Latest 90 Days	90 Days % Change	Median Hourly Earnings
Registered Nurses	1,731	0.3%	3,052	(4.6%)	\$38.01
Heavy and Tractor-Trailer Truck Drivers	1,713	(11.0%)	3,066	26.3%	\$22.50
Software Developers, Applications	1,355	3.6%	2,217	10.2%	\$45.08
First-Line Supervisors of Retail Sales Workers	978	24.9%	1,341	13.6%	\$22.68
Retail Salespersons	942	21.5%	1,339	(6.2%)	\$12.10
Computer Occupations, All Other	858	6.3%	1,360	(3.5%)	\$45.47
Accountants and Auditors	710	5.8%	1,012	(12.8%)	\$34.92
Customer Service Representatives	673	17.9%	1,054	(0.9%)	\$17.43
Stock Clerks and Order Fillers	572	21.2%	848	45.5%	\$12.35
Childcare Workers	537	64.2%	771	27.2%	\$11.62
Computer Systems Analysts	507	12.4%	756	(12.2%)	\$42.73
Financial Managers	489	8.4%	727	(0.8%)	\$66.30
Computer User Support Specialists	459	15.0%	690	5.2%	\$26.65
Management Analysts	455	2.0%	761	(11.9%)	\$43.16
First-Line Supervisors of Office and Admin. Support Workers	410	9.0%	701	2.8%	\$29.22
Light Truck or Delivery Services Drivers	403	21.4%	557	3.9%	\$16.03
Family and General Practitioners	394	1.0%	625	28.3%	\$96.32
Industrial Engineers	390	5.1%	539	(17.7%)	\$42.11

SOURCE: Economic Modeling Specialists International (EMSI) Hartford County Job Postings Table

IMPLICATIONS

- Hardest hit sectors: Retail, Accommodation & Food Services, Healthcare (certain occupations)
- Manufacturing has shown comparatively modest decreases in employment without current signs of hiring recovery
- More rapid recovery among middle-skilled occupations is occurring in some Healthcare positions and the IT, Transportation, & Logistics sectors
- Individuals with High school degree or less and the lowest earners have been the most impacted
- Communities of color have been disproportionately impacted
- Large population of returning citizens needing re-entry and employment and training supports
- Significant number of individuals with multiple barriers to education and employment
- Many graduating high school seniors have a need for additional postsecondary bridging supports
- Significant need for high-quality virtual tools and training options along with technology supports
- Need for longer-term training options/employment pathways with supportive services
- Need for greater attention to innovative career pathways in community health & public service for Opportunity Youth and other underserved populations (i.e.: public service corps or community healthcare corps)