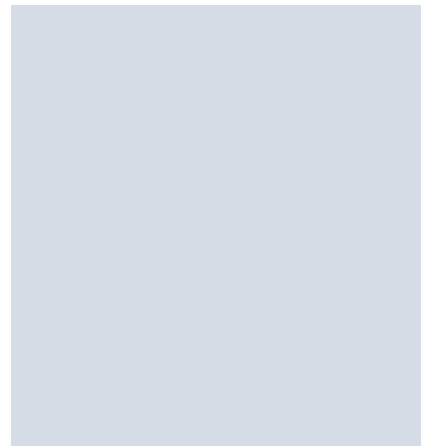
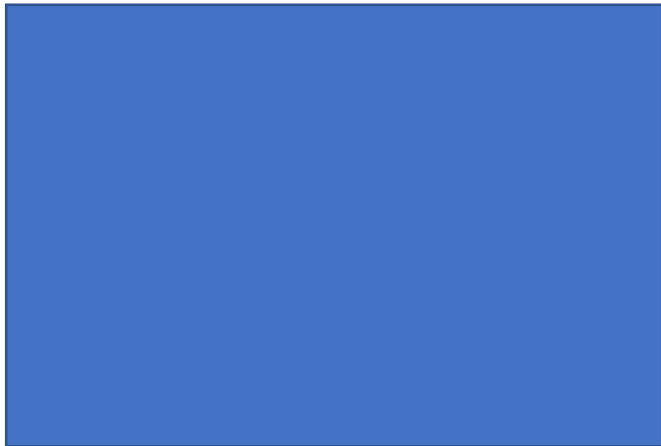


Connecticut Youth Employment Programs





Overview

- Connecticut's workforce structure
- Connecticut youth employment programs funding,
- Current services
- Disconnection/opportunity Youth
- Connecticut Participant Highlights
- Youth Voice, employer survey
- Successes & Career Pathways

Connecticut's Workforce Structure



GOVERNOR'S
WORKFORCE
COUNCIL
CONNECTICUT

Five Boards – One Mission

THE NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD, INC
www.nrwib.org

CAPITAL WORKFORCE PARTNERS
www.capitalworkforce.org

EASTERN CT WORKFORCE INVESTMENT BOARD
www.ewib.org

THE WORKPLACE
www.workplace.org

WORKFORCE ALLIANCE
www.workforcealliance.biz

EWIB
EASTERN CT WORKFORCE INVESTMENT BOARD

We develop a competitive workforce to meet the needs of our partners in Connecticut businesses by creating opportunities through education, training and job readiness.
Workforce Boards Keep Connecticut Competitive.





Youth Employment Funding 2022 - 2023

Fed WIOA Youth, est	\$7,500,000
DOL CT Youth Employment, GF est	\$5,000,000
DCF Youth Employment (Chafee and state)	\$637,500
Fed ARPA DOL	\$2,000,000
GWC ARPA Youth	
DADs	
CHEFA	
Philanthropies	
Municipalities	
TOTAL	\$15,137,500

Activities

Changes to
enhance
career
development

Career Awareness, Exploration,
Occupational Training, Mentorship, Follow
Up, Post-Secondary Transition, Subsidized
Work Experience, Financial Literacy, Job
Readiness, Resume Prep, Job Shadow,
College Visits

Increased
flexibility on
expenditures,
work experience,
training,
hours/weeks esp
for those <16, w/
summer school,
vacation plans

CT Youth Employment Program in a typical year...

- Pre Covid participation was 2500-3000 youth, with significant unmet need:



Business Demand



- During Covid, approximately 2250 (down 10-25%. Statewide demand not available but was at least 430)

Expanding Partnerships



- Direct referrals to/from DMHAS Young Adult Services/youth providers.
- CT DOL direct marketing to employers, youth via social media
- Collaborations w/ DCF to reach foster parents to increase DCF youth participation
- Enhanced partnerships, supports, trauma-informed trainings for providers build in more equity for marginalized youth

National Context

- On the eve of the pandemic, the number of youth disconnected from both work and school in the US was ***lower than it had been in over a decade***
- Between 2010 - 2019, the youth disconnection rate ***fell 27%***



High Rates of Unemployment among Youth

- During Great Recession, national unemployment rate for **16-24 year old's was 18.5%**
- July 2020, the unemployment rate spiked to **50% for BIPOC youth** in the same age group
- Youth most often not eligible for UC & most in this age group also not eligible for COVID stimulus



Connecticut Disconnected Youth

- 41,700 youth 16-24 are not in school or working
- **15.4%** of Latinx/Hispanic youth; 12.2% of Black youth 7.5% of white youth are disconnected
- During the height of COVID-19, ***nearly ¼ of those aged 20-24*** in labor force filed for unemployment benefits

Being disconnected as a young person has long-term consequences: lower earnings, less education, worse health, and even less happiness in later adulthood

Risks of Disconnection

- 2x as likely to live in poverty
- 3x as likely to have a disability
- 20x as likely to live in an institution
- 8x as likely to have dropped out of high school

Disconnected women are 4x more likely to be mothers

Measure of America, Disconnected Youth

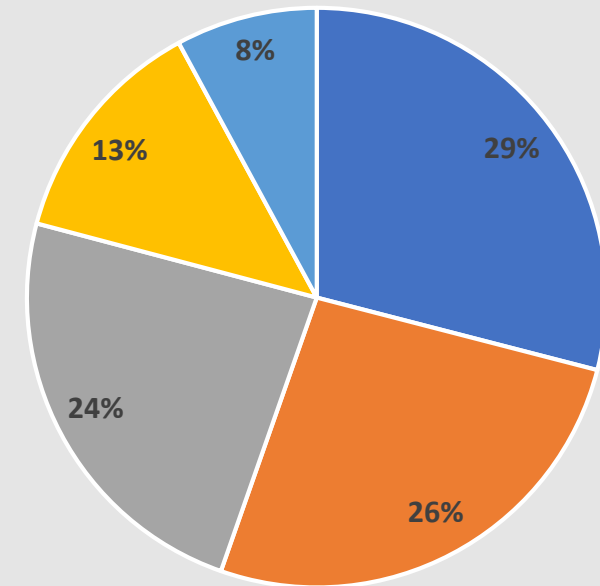
TABLE 8 YOUTH DISCONNECTION IN AMERICA'S MOST POPULOUS METRO AREAS

Rank	Metro Area	Youth Disconnection (%)	Youth Disconnection (#)	Youth Disconnection by Gender and by Race and Ethnicity (%)				
				Men	Women	Black	Latino	White
9	Hartford–West Hartford–East Hartford, CT	8.9	12,900	9.8	7.9		13.2	7.4
10	Bridgeport–Stamford–Norwalk, CT	9.3	10,300	11.0	7.6	14.2	13.8	6.3
42	New Haven–Milford, CT	11.2	12,900	11.4	10.9	16.3	20.4	7.1

CT Participant Highlights

- 2250 youth in CT's publicly-funded youth programs
- 94% were in high school
- 85%+ were paid hourly wages over stipends
- 68% new to program

CYEP 2021

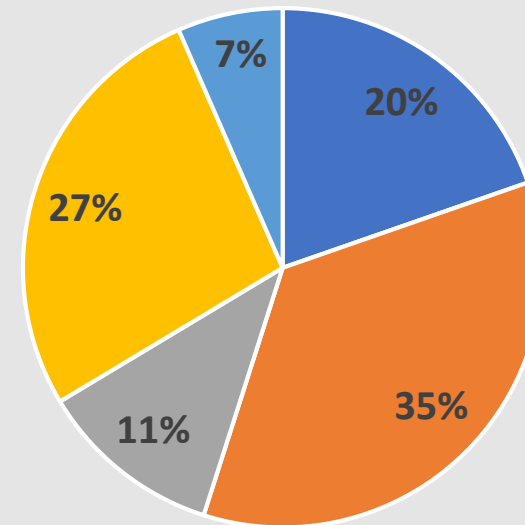


■ SC ■ NC ■ NW ■ East ■ SW

More Participant Highlights

- Large plurality between 14-17 years of age
- Like US, growing number identify as multi-racial
- 6% were DCF involved

DCF, 2021



■ SC ■ NC ■ NW ■ East ■ SW

Top Sectors for Youth Jobs

May add some value for childcare capacity crisis

Child Care/Ed/Camp	12%
Human/Social Serv	11%
Agric/Landscp/Farm	5%
Retail Trade/Sales	5%
Health Care	5%

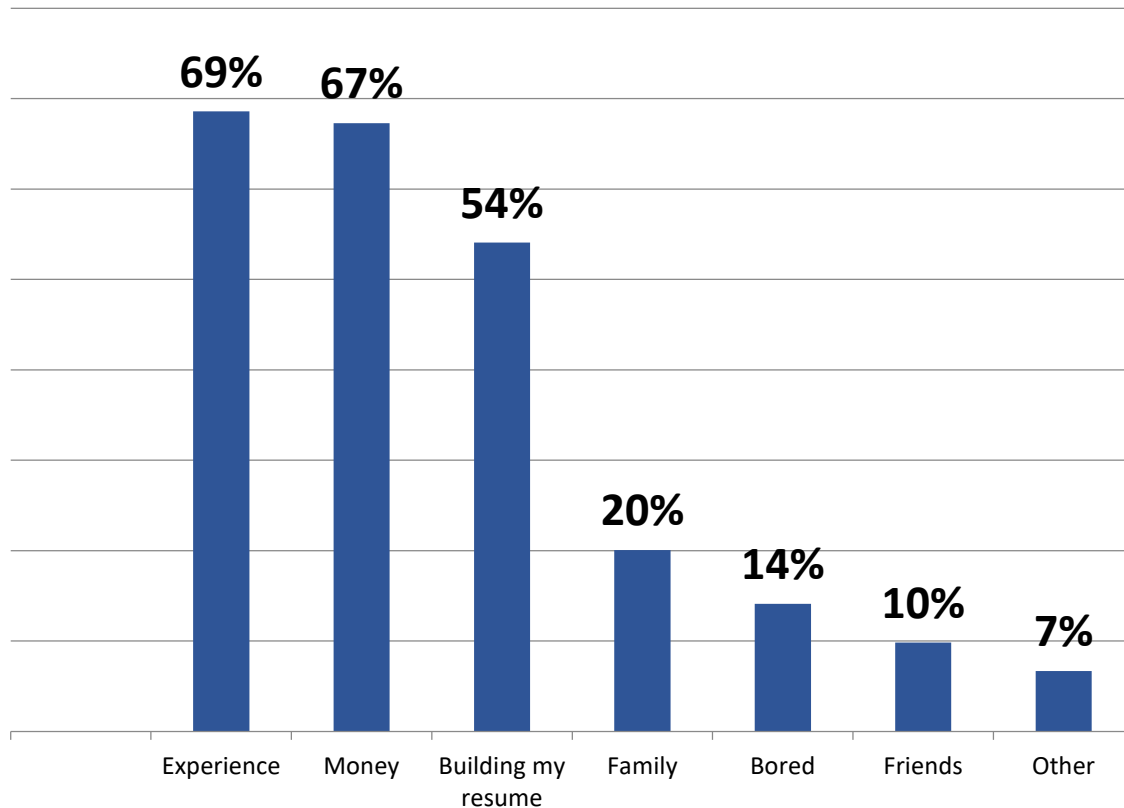


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Youth Voice, Youth Survey |

Youth Survey (N= 538)

What made you decide to do the training/work?



- 90% of respondents were satisfied or extremely satisfied with their experience
- About one quarter of respondents said feeling down, depressed or unmotivated got in the way of their experience
- More than 17% said lack of confidence, self-esteem, “feeling unsure of myself” got in the way of their employment experience
- 23% said transportation was problematic

More Youth Feedback

- 62% agree or strongly agree what they do at work makes a difference
- 90% agreed, strongly agreed or agreed somewhat that *“What I did in this program will improve my job choices and options in the future”*
- 66% said they learned more about work they’d like to do/not for careers
- 86% agree, somewhat or strongly agree - (31%) that as a result of this “program and job, I have more people I can go to for a reference, job leads, bounce ideas, help me make decisions, give me advice about jobs or education choices”

What I learned...

what working is like and not just taking somebody else's word for it

about the technical impact of marketing, and how to best utilize techniques to best reach the target audience

more of an understanding on what I want to do as an occupation

a great deal in regard to entrepreneurship and how to both create and manage my own business

how the angle of a picture matters in telling a story

how to actively listen, ask open ended questions and learn how to help someone in an efficient and positive way

how to advocate for the community

Food assistance consistently ranks as a top support needed for youth employment participants, after cash/wages

Due to limited state funds & WIOA disallowed costs, many providers are hesitant to provide such aid

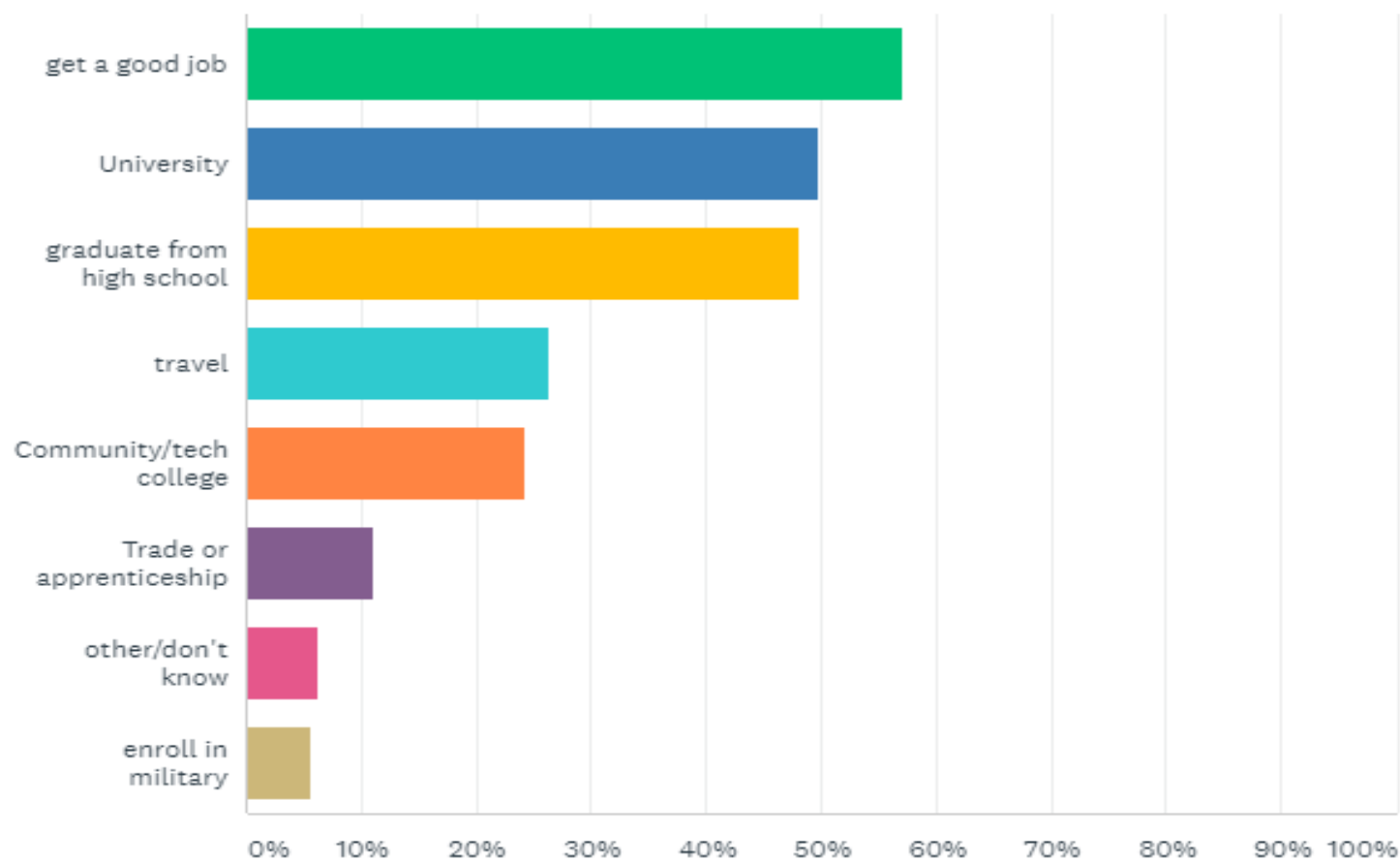


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Youth Plans

What would you like to do when you finish high school, college or current program?

Answered: 533 Skipped: 5

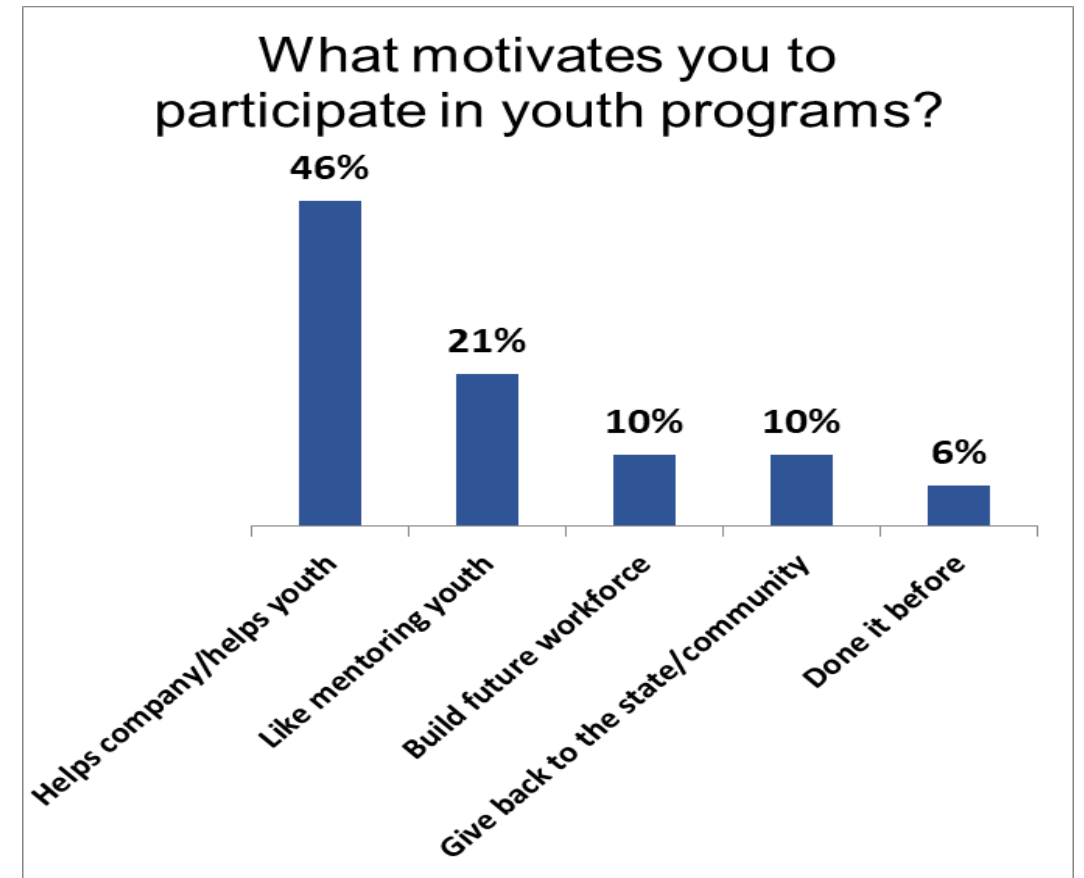


Employer Survey

Career/Professional Development Still Lacking. In terms of professional development opportunities for young workers, *businesses* still offer relatively few opportunities

- Only 12 / 72 respondents provided “leadership development” opportunities
- At least 10 / 72 businesses said they anticipated hires from youth programs. Others indicated they’d be willing to keep youth on part-time

Employers are Very Satisfied. The overwhelming majority – more than 94% of business respondents said they would participate in the program again



“...we were extremely pleased with the contributions made by our youth interns to our arts programming. They provided critical support during a challenging time and we, in turn, were able to focus on keeping them safe and giving them a meaningful work experience that allowed for significant growth.”

Success: Career Pathways: Health Care – Eastern Region and Area Health Ed Ctr



What's Next...

- Career pathways
- Continued lessons from best practices across US
- Continued evolution of youth programming to support career connections and education

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