



United Community Services  
of Johnson County

# 2016 Human Service Summit

REDUCING POVERTY AND CREATING OPPORTUNITY:

***Expanding Income and Employability***

June 14, 2016

Network: KU-Passport

Username: **kuec061016**

Password: **guest061016**



United Community Services  
of Johnson County

# Welcome

Julie Brewer, Executive Director  
United Community Services of Johnson County



United Community Services  
of Johnson County

# Laying the Foundation for the Framework



Reduced Poverty  
More Opportunity

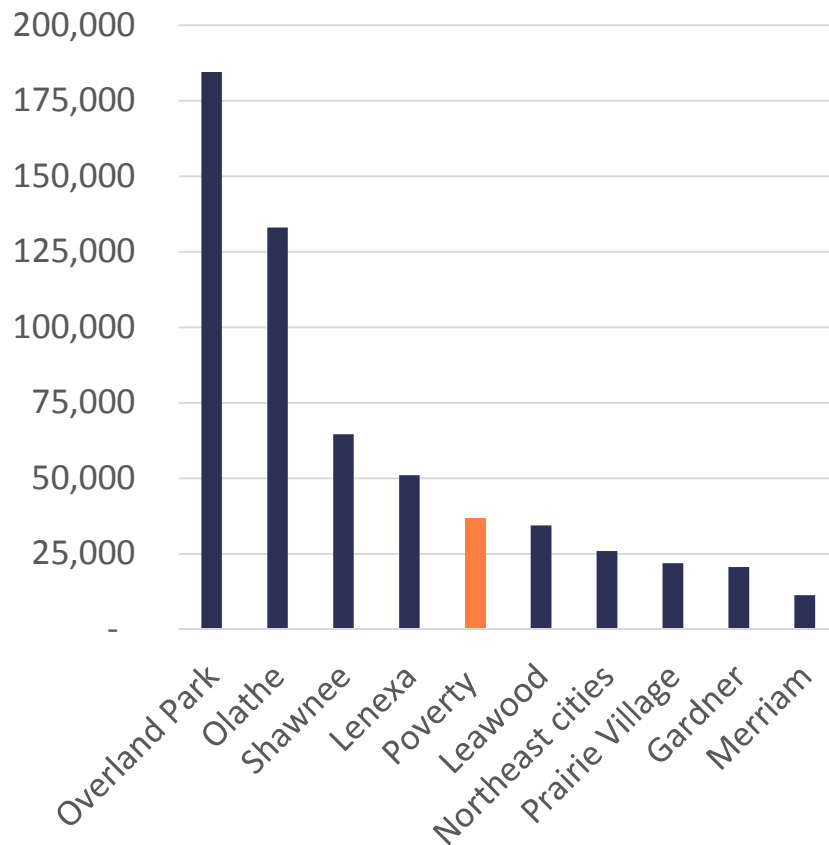
work

education

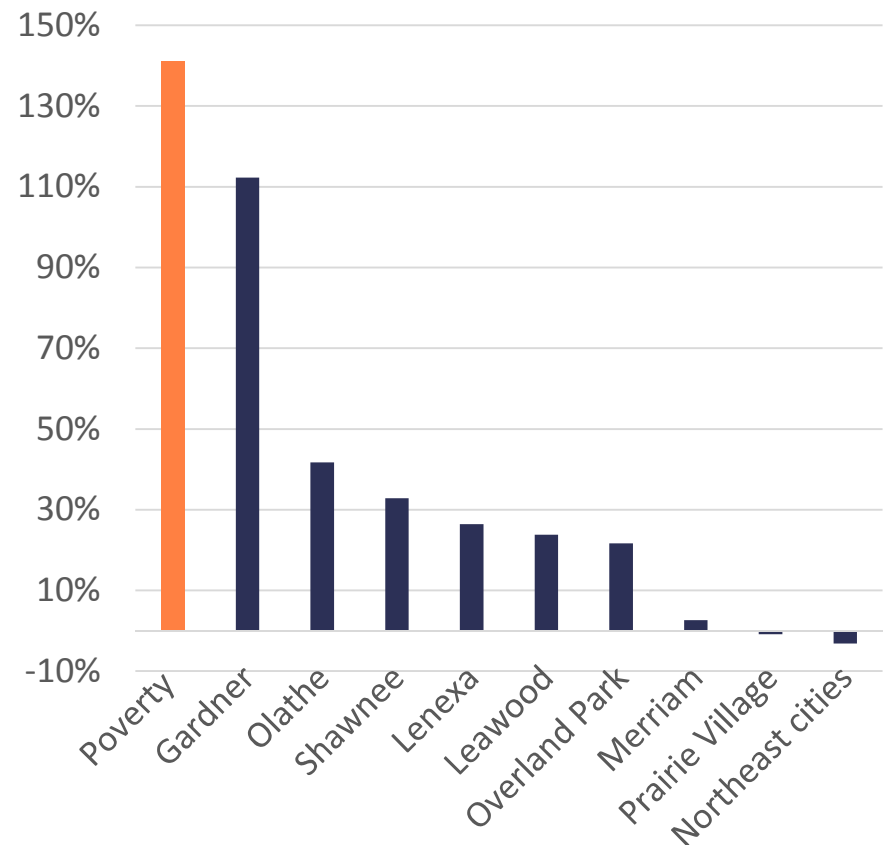
safety net

# If poverty was a city

It would be the  
5th largest city in Johnson County



It would be the fastest growing city,  
2000-2014



# How is poverty defined?

## 2016 Poverty Guidelines

Persons in family/household	<100% FPL Poverty
1	\$11,880
2	\$16,020
3	\$20,160
4	\$24,300
Each additional person add	\$4,160

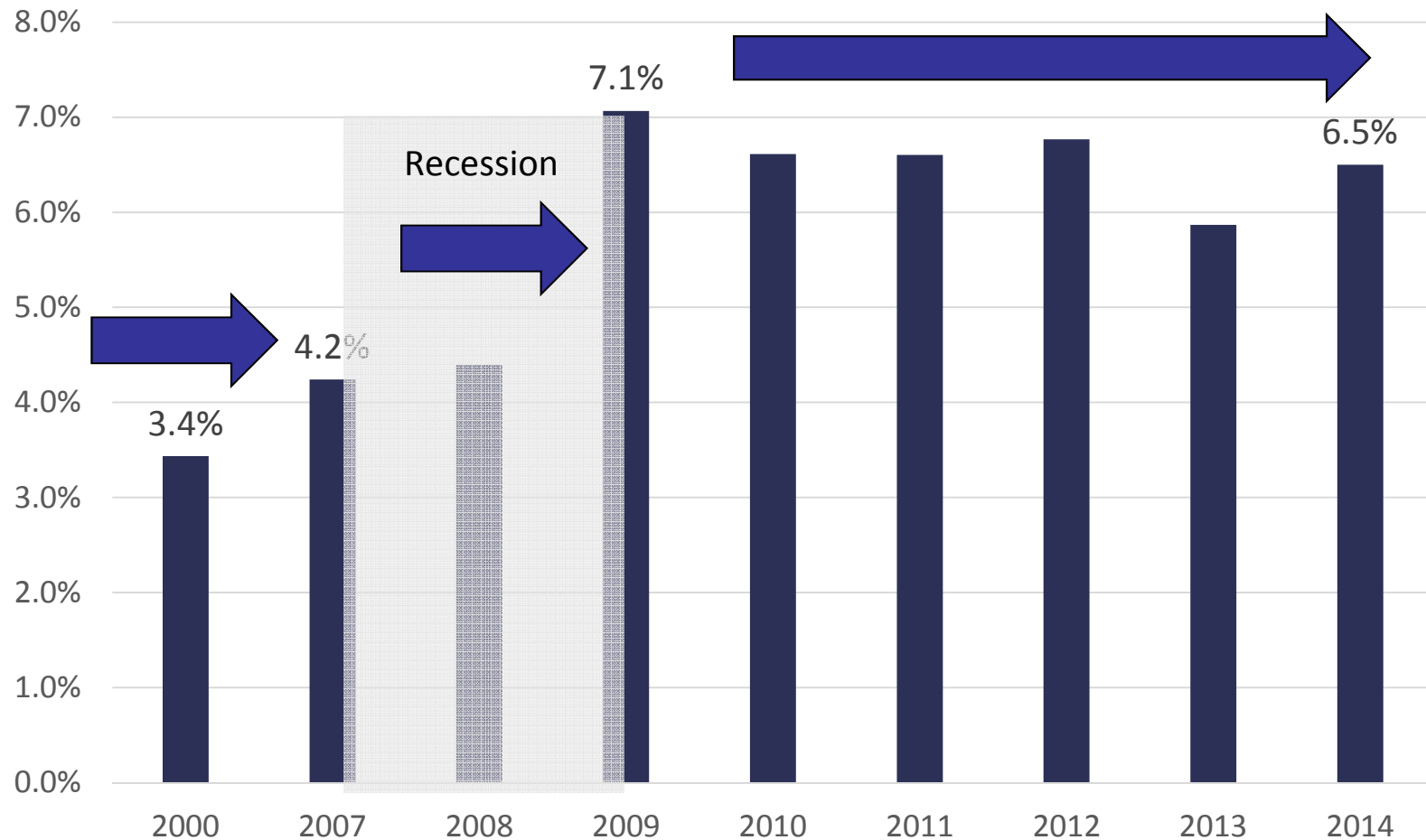
Source: U.S. Census Bureau

# Johnson County Poverty Data

	2000		2007		2014	
	Number	Poverty Rate	Number	Poverty Rate	Number	Poverty Rate
People below 50% of poverty Extreme Poverty	6,810	1.5%	8,070	1.6%	14,720	2.6%
People below 100% of poverty Poverty	15,330	3.4%	22,000	4.2%	36,970	6.5%
People below 200% of poverty Low-income	48,300	10.8%	74,180	14.3%	96,850	17.0%

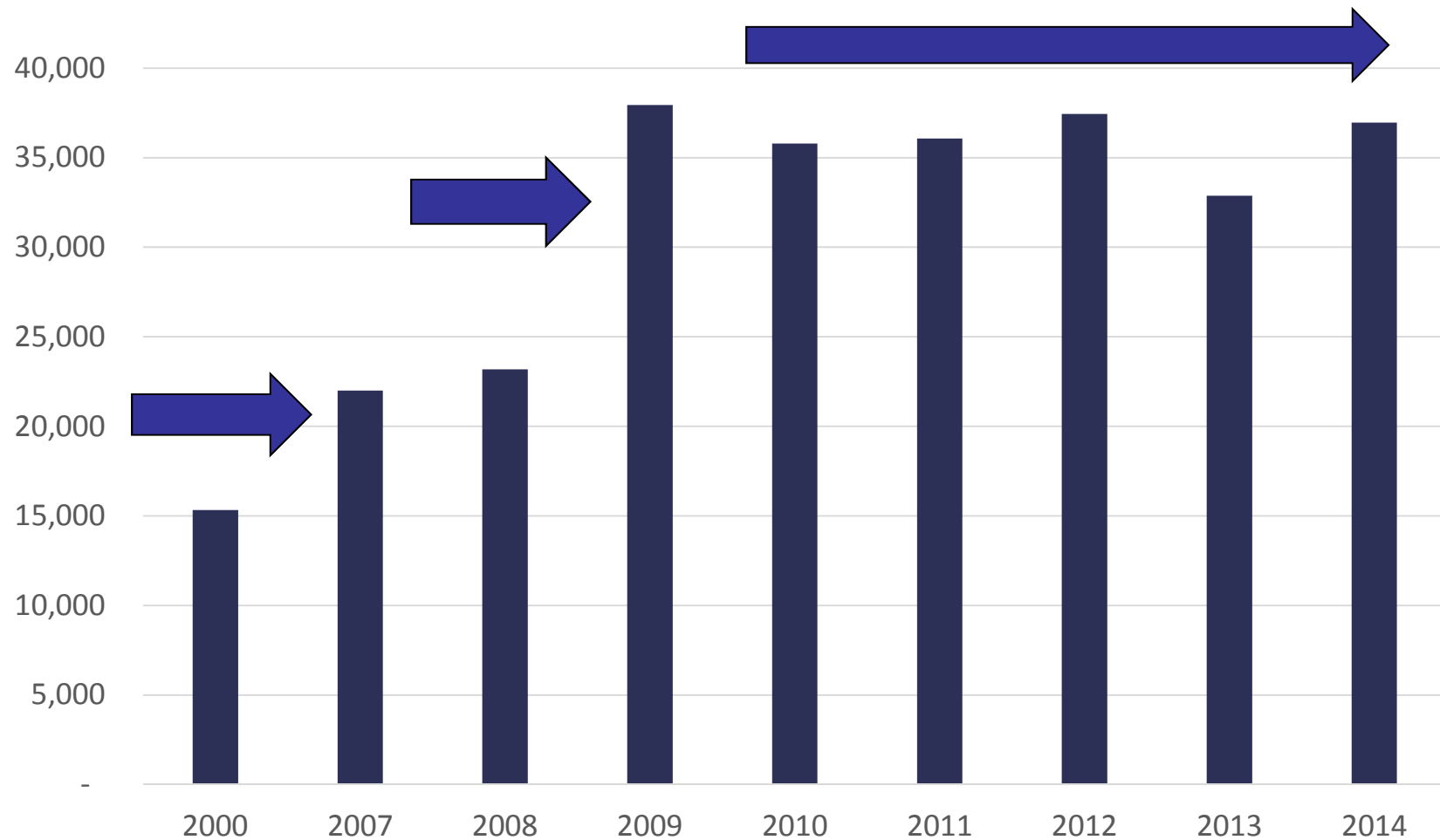
Source: U.S. Census Bureau; American Community Survey 1-year estimates

## Poverty in Johnson County remains as high as at the peak of the Great Recession

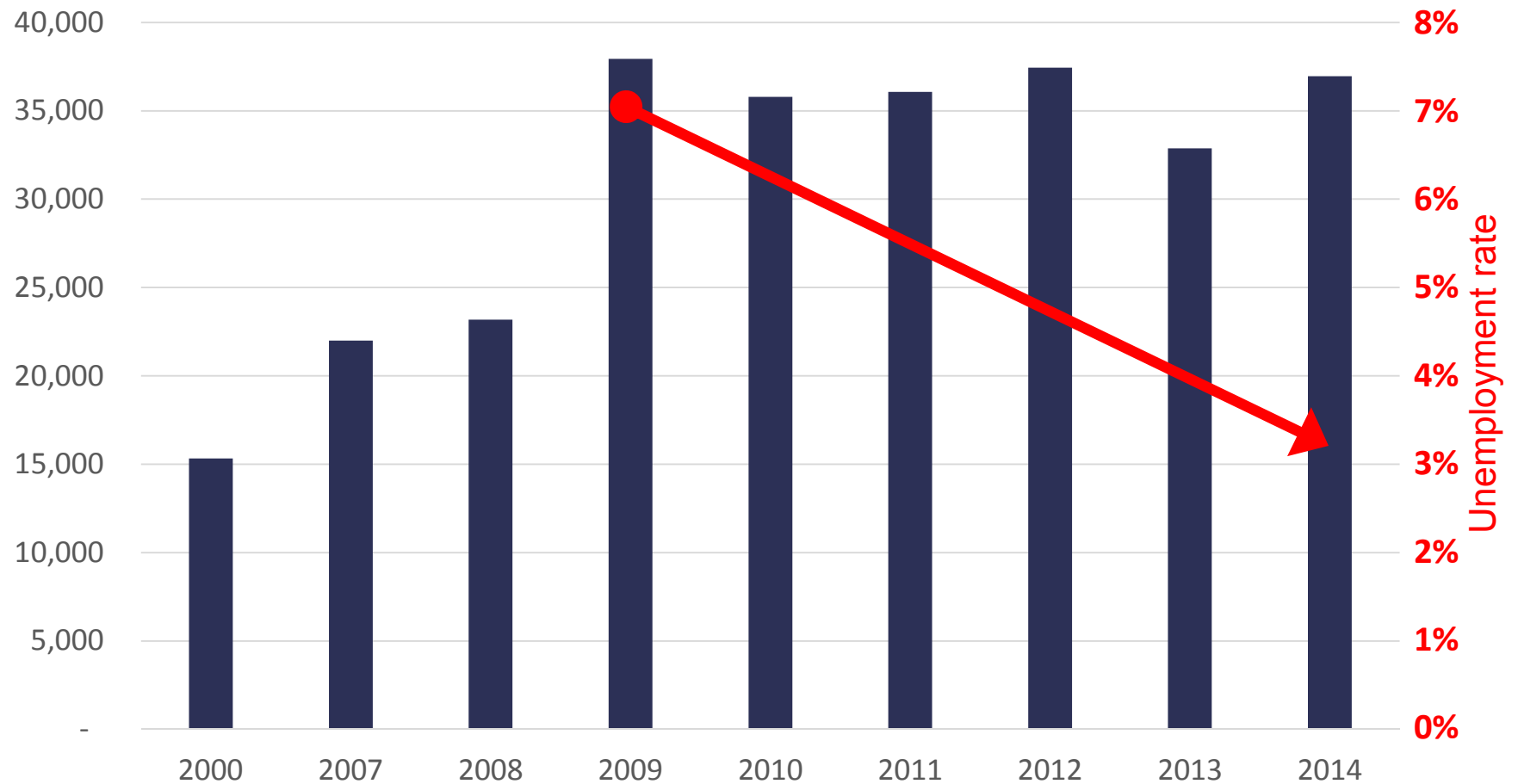




## Number of poor more than doubles, 2000 - 2014



## Number of poor more than doubles, 2000 - 2014



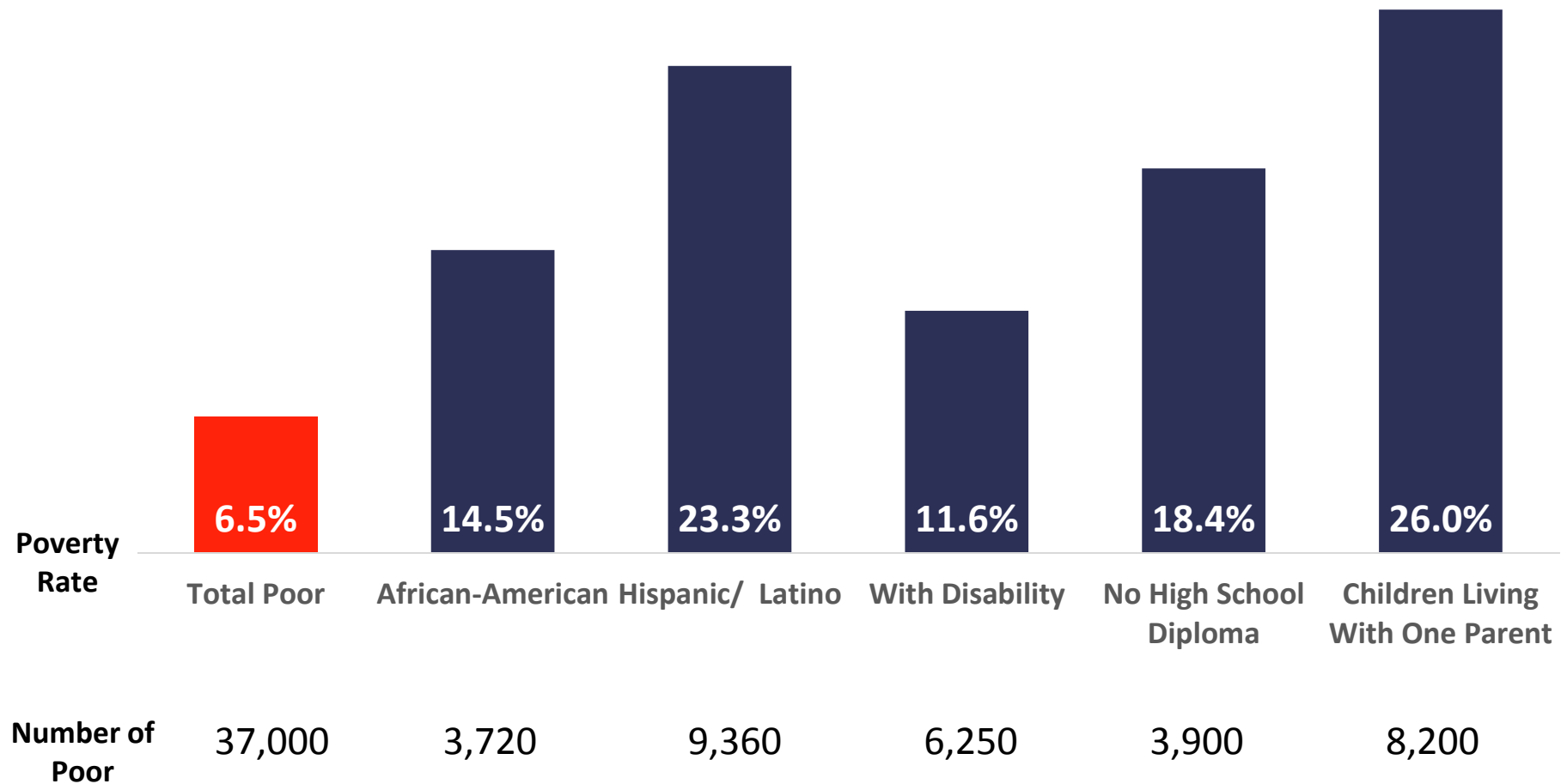
## Poverty has many faces

- The majority are white
- The majority are U.S. citizens
- The majority of poor adults work
- The majority of poor adults have at least some college education

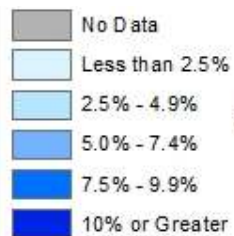
Source: U.S. Census Bureau, American Community Survey 1-year estimate, 2014



## Some groups experience poverty at higher rates



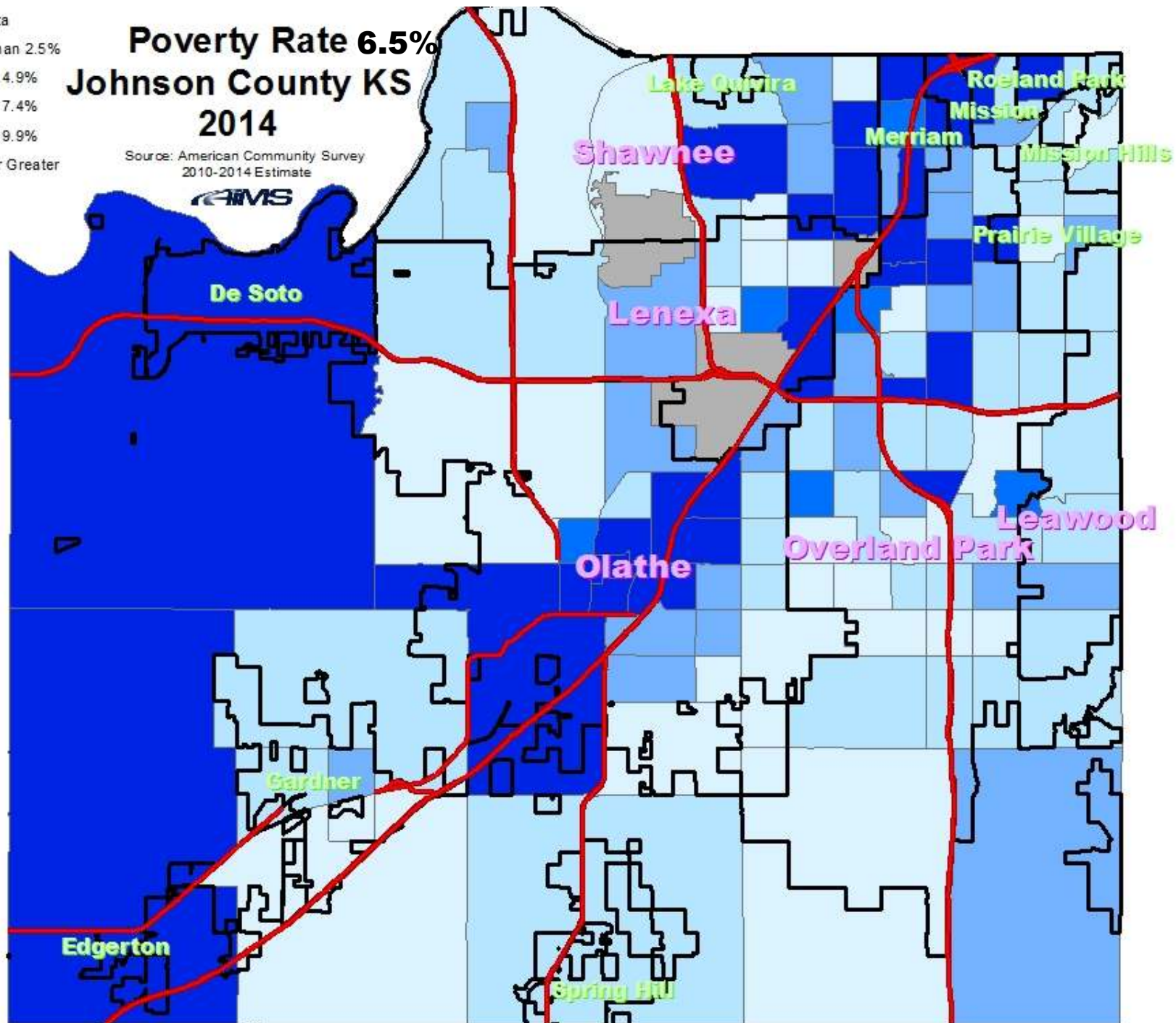
Source: U.S. Census Bureau, American Community Survey 1-year estimate, 2014



# Poverty Rate 6.5% Johnson County KS 2014

Source: American Community Survey  
2010-2014 Estimate

AMS





**A thriving  
community  
benefits us  
all**



## Costs to Society

- Lower student achievement in schools
- Loss of human potential and productivity
- Reduction of workforce readiness and economic competitiveness
- Worse health outcomes, higher health insurance premiums, and higher medical costs
- Increased crime and the rising cost of criminal justice
- Erosion of a tax base



## A Framework for Reducing Poverty and Creating Opportunity

### Work

- All households have adequate income to meet basic needs.
- The majority of jobs include household stabilizing benefits (e.g., paid time off, regular/ predictable work hours, healthcare) and advancement opportunities.
- The negative impact of past history/prior actions on employment opportunities and future success is minimized.
- Wide-ranging career training pathways to better employment and higher income are available and accessible.
- Households build savings for short-term emergencies and long-term goals.



### Education

- Parents and caregivers have the supports and knowledge to promote healthy child development.
- All households have access to quality early childhood education regardless of income level.
- High-quality K-12 education prepares students for successful long-term employment and financial stability.
- All young adults (16-24 years old) can access high-quality post-secondary education and job directed skills training.
- Working adults seeking re-training or additional education have flexible and affordable local options.



### Safety Net

- Dedicated, adequate resources are available to assist all individuals and families regain and maintain stability.
- Long-term assistance is available for those with ongoing challenges (e.g., those with a disability, frail elderly).
- Policies and practices that act as barriers to accessing assistance are eliminated or minimized to improve the safety net's responsiveness.
- Private and public partnerships exist to support a strong, local safety net.
- Strategic and innovative funding models blend funds (public and private) to increase flexibility and impact.





## Reducing Poverty and Creating Opportunity

### A Call to Action to the Health and Human Service Sector

#### WORK

***ACTION: Make every health and human service sector job a “good job”***

The health and human service sector in Johnson County is a major employer, and as such should strive to pay a living wage and help employees successfully balance work and family life. If every health or human service related job was a “good job,” thousands in our community would be better off than they are now.

What makes a “good job”?

- ◆ Good starting wages and an opportunity for wage growth
- ◆ Gender equity in pay
- ◆ Opportunity for advancement or job growth
- ◆ Predictable hours of work - advance notification of schedules, guaranteed minimum hours
- ◆ Flexible scheduling to provide better work-life balance for employee
- ◆ Positive work environment
- ◆ Earned sick days to provide paid leave for employee/family medical needs, health insurance
- ◆ Retirement savings plan

**What can your organization do?**

- Review and adjust salary ranges.
- Examine work schedules.
- Assess policies and practices.
- Assess work environment.

#### EDUCATION

***ACTION: Promote “Talk, Read, Play” with employees, clients, and stakeholders***

Intentionally talking, reading and playing with children daily improves brain development, self-esteem and vocabulary — key predictors of success in school. “Talk, Read, Play” is an education campaign that translates neuroscience studies about brain development in young children to a simple message every parent and caregiver can use to help support a child’s early development and later success. This is especially relevant among children born into low-income families who on average hear roughly 30-million fewer words by the age of three and thus have more limited vocabularies than their more affluent peers. The Family Conservancy leads this campaign in the Kansas City metropolitan area.

**What can your organization do?**

- Make a commitment to support the “Talk, Read, Play” education campaign.
- Distribute fliers to your clients.
- Publish an article in your organization’s newsletter.
- Invite The Family Conservancy to make a presentation to your board and/or other community partners.

#### SAFETY NET

***ACTION: Increase access to safety net supports for adults without children and transitional age youth***

The public and private safety net offers a range of services and supports for families with children. While these supports are typically not sufficient to meet all needs, they do help many families in crisis. However, fewer safety net supports are available for individuals without children, particular youth transitioning to adulthood and working-age adults. Individuals who do not live with family members account for more than two of five Johnson County residents with income below the federal poverty level. Assuring assistance to the underserved populations would improve their long-term stability and reduce more costly interventions in the future.

**What can your organization do?**

- Examine your eligibility guidelines to determine how you might expand services to single young adults and working age adults, or couples without children.
- Participate in future UCS-led discussion about adult-only households.
- Connect to efforts supporting youth aging out of the foster care system.



United Community Services  
of Johnson County

# **UCS' 2015 Calls to Action and Local Response**



# Call to Action

**Make every health and human service  
sector job a “good job”**

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**Gordon Docking**  
President and CEO  
KidsTLC, Olathe KS

# Call to Action

**Promote “Talk, Read, Play” with  
employees, clients, and stakeholders**

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**Lougene Marsh**

Director

Johnson County Department of Health and Environment

# Call to Action

**Increase access to safety net supports  
for adults without children and  
transitional age youth**


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**Tim Gay**

Founder and President

YOUTHRIVE

# Questions for Panelists?



**Activity:** Share how you or your organization responded to the Calls to Action since June 2015

- **Make every health and human service sector job a “good job”**
- **Promote “Talk, Read, Play” campaign**
- **Increase access to safety net supports for childless adults and transitional age youth**

***15 minute break***





United Community Services  
of Johnson County

**What's next in UCS' work to reduce poverty and  
create opportunity:**

# **Expanding Income and Employability**



# The American Dream



..... is that dream of a land in which life should be better and richer and fuller for everyone, with opportunity for each according to ability or achievement....

*James Truslow Adams, 1931*

# Attaining that dream for all

Shared American values:

- Opportunity
- Responsibility
- Security



# Attaining that dream for all

Shared American values:

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# Attaining that dream for all

Shared American values:

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- Security



# Attaining that dream for all

Shared American values:

- *Opportunity*
- *Responsibility*
- *Security*



- Understanding  
Ladders of  
Opportunity

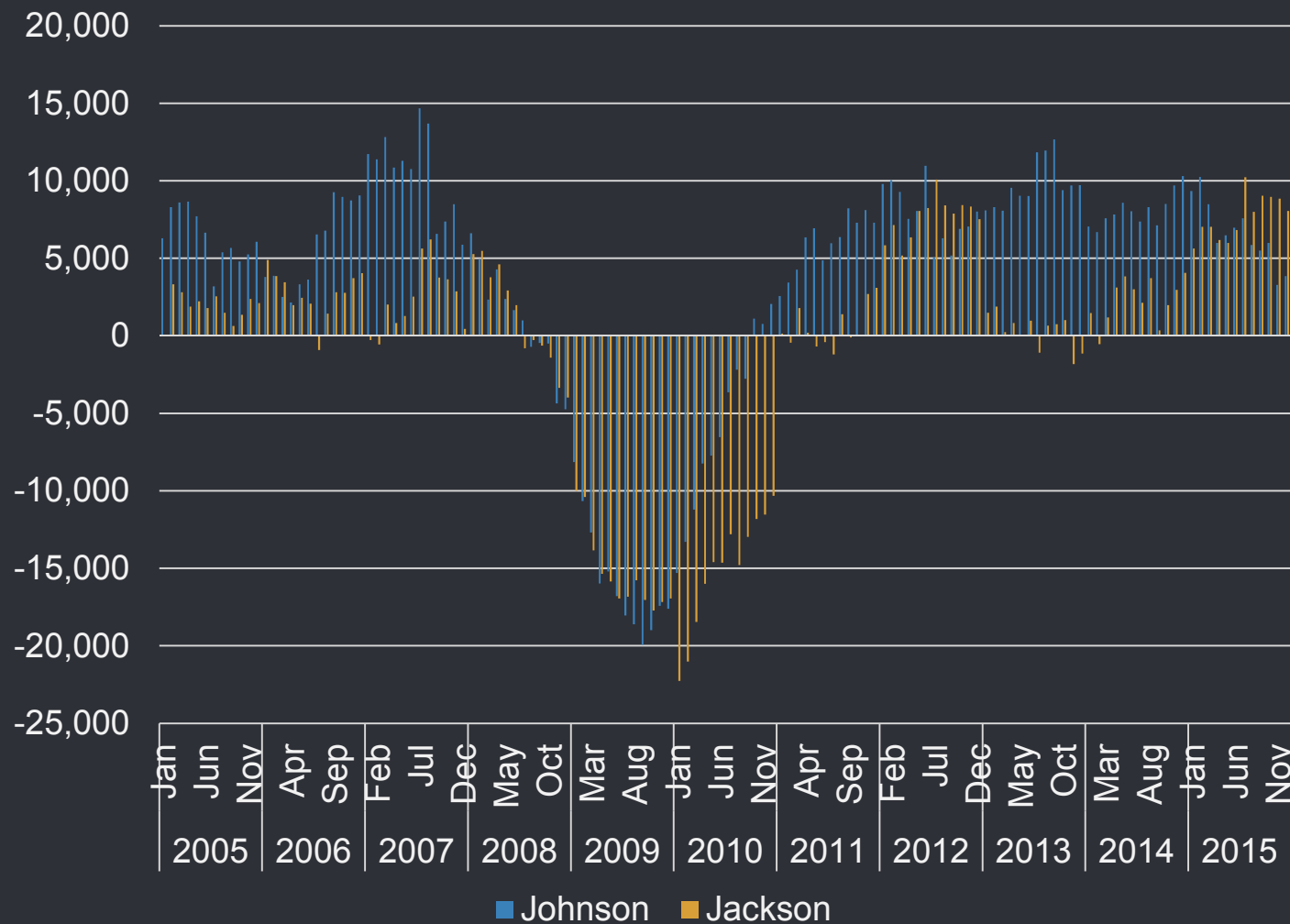
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# Johnson County Total Employment Trends

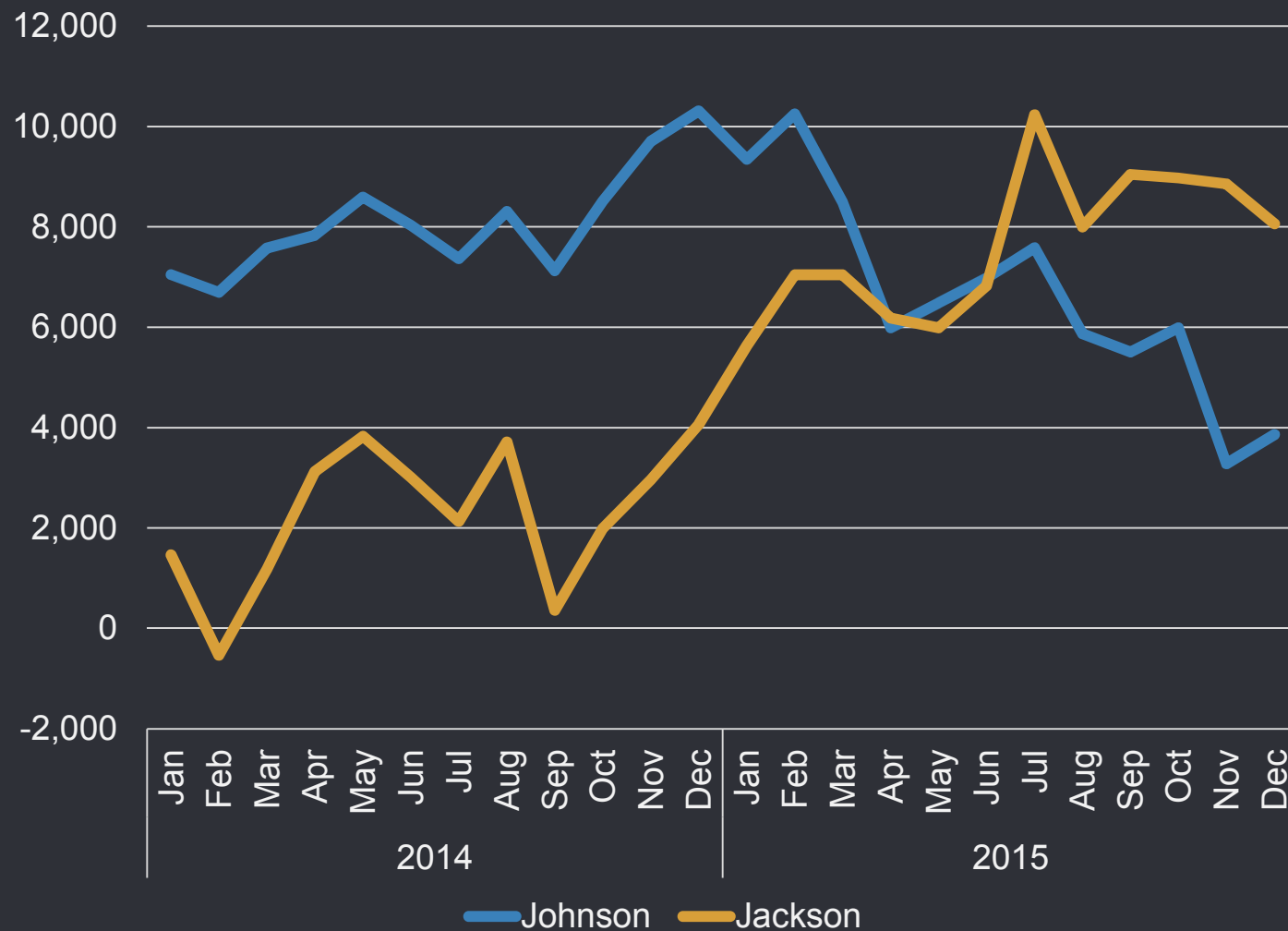
It's position as the region's job engine is being challenged



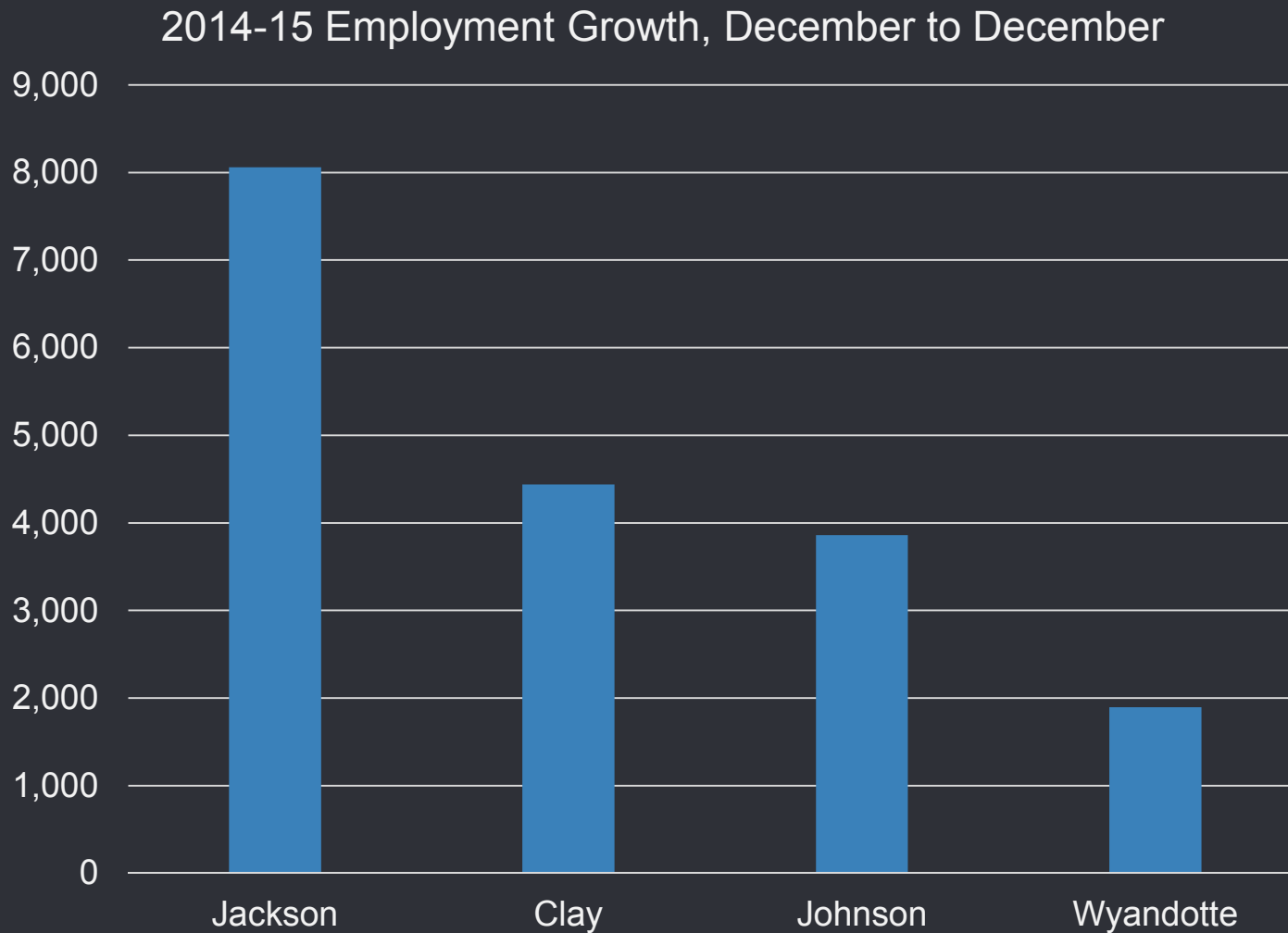
# Johnson and Jackson County 12-Month Employment Change



# Jackson County Employment Now Growing Twice as Fast as Johnson County's



# Johnson County's Employment Growth Last Year Ranked Third Among Area Counties

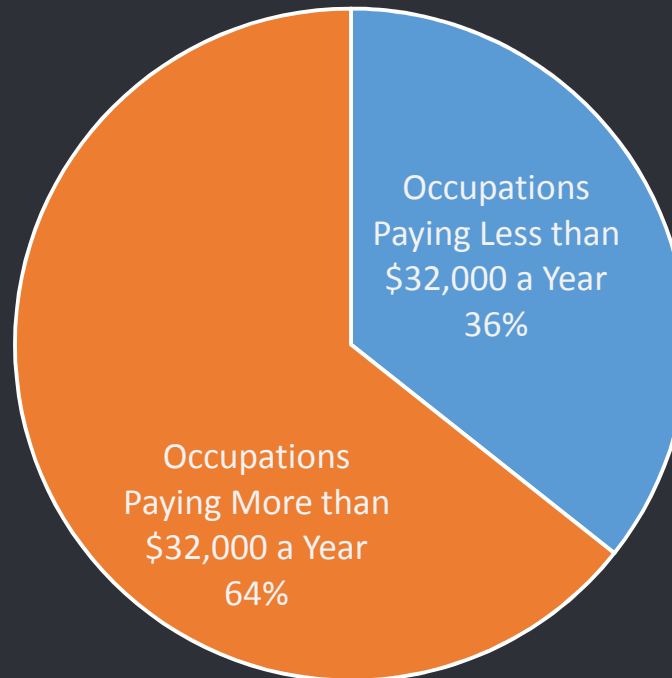


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## Low wage employment trends

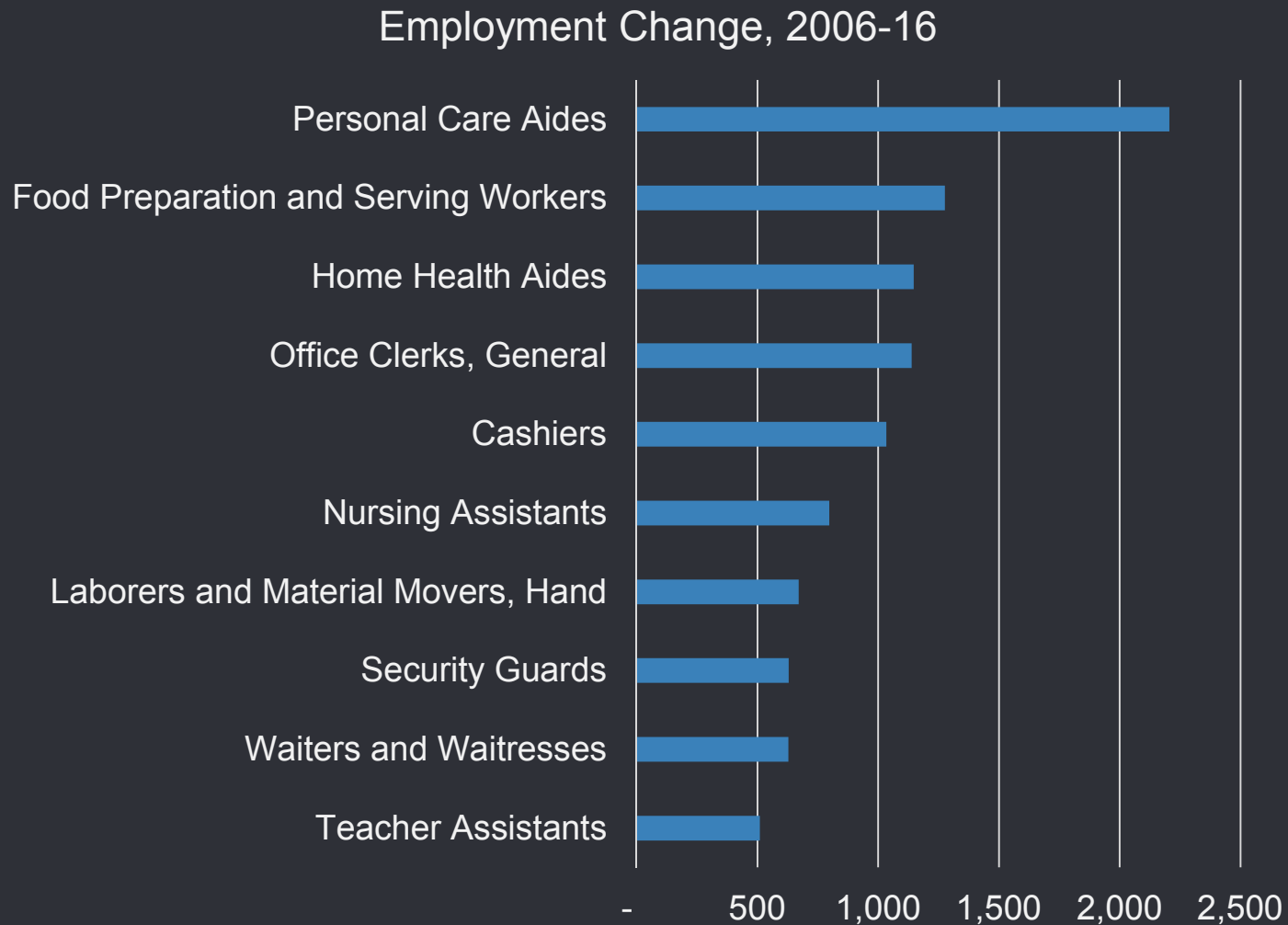
36% of Johnson County's jobs pay less than \$32,000 a year.

Current Employment



Source: U.S. Census Bureau. 2016. OnTheMap. Longitudinal-Employer Household Dynamics Program.

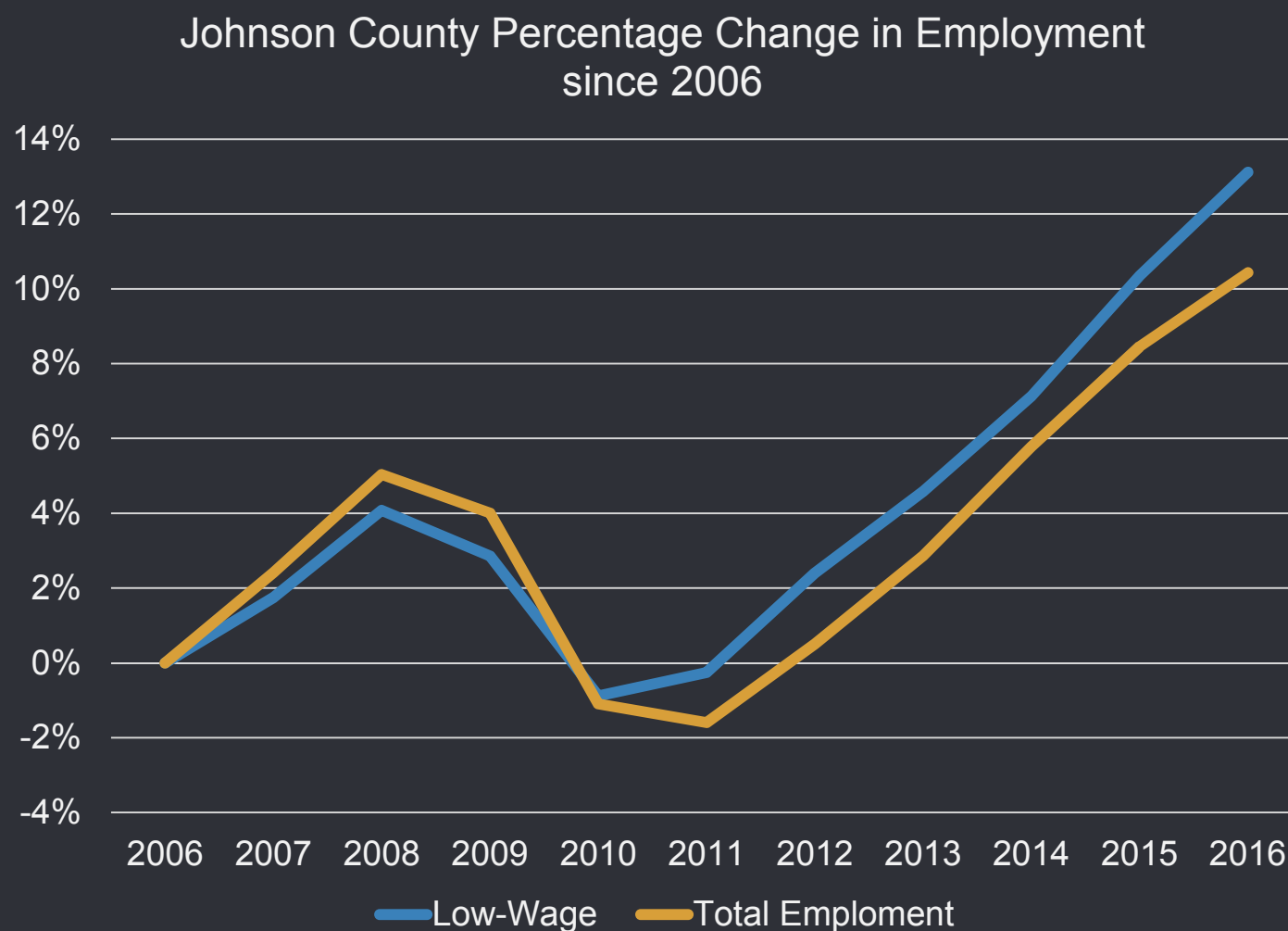
# Fastest-Growing Low-wage Occupations in Johnson County During the Past Decade



Half of the top 10 top occupations projected to grow the fastest in Johnson County pay less than \$32,000 a year.

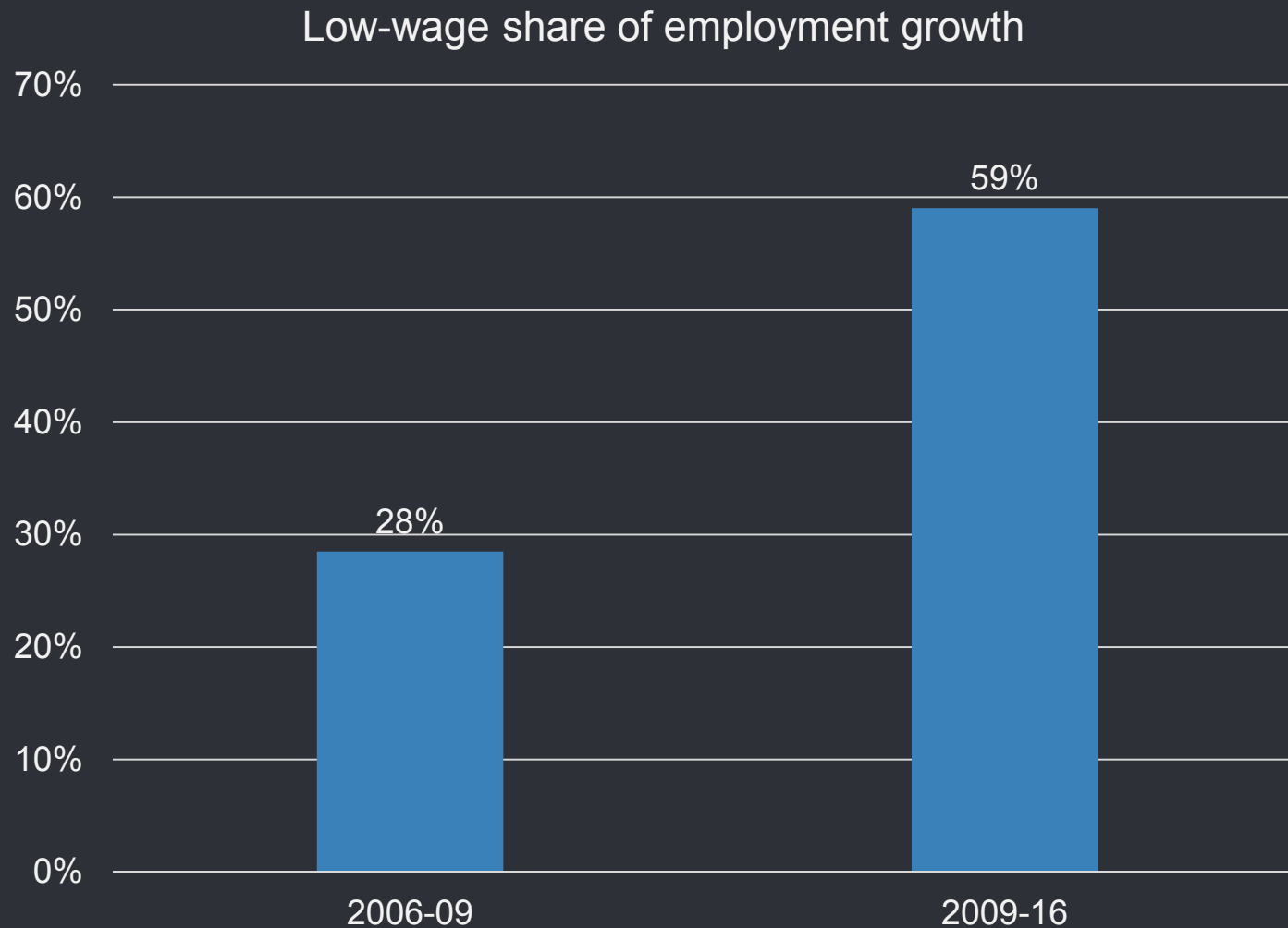
SOC	Title	Empl	Avg. Annual Wages	Total Repl Demand	Total Growth Demand
43-4051	Customer Service Representatives	9,941	\$36,000	2,685	1,233
39-9021	Personal Care Aides	3,361	\$21,800	394	1,029
41-2031	Retail Salespersons	12,242	\$25,100	4,499	971
29-1141	Registered Nurses	4,876	\$64,300	1,169	901
31-1011	Home Health Aides	1,930	\$24,700	447	777
31-1014	Nursing Assistants	3,183	\$25,800	750	725
11-1021	General and Operations Managers	6,184	\$110,800	1,677	583
15-1132	Software Developers, Applications	2,739	\$94,200	462	567
35-3021	Food Preparation and Serving Workers	6,356	\$19,400	2,123	529
13-2011	Accountants and Auditors	3,962	\$67,700	1,186	519

Whereas Johnson County's total employment grew faster than its low-wage employment before the recession, since then low-wage employment is growing faster.





As a result, employment in low wage occupations has accounted for nearly 60% of Johnson County's overall employment growth post-recession, compared to half that share pre-recession.



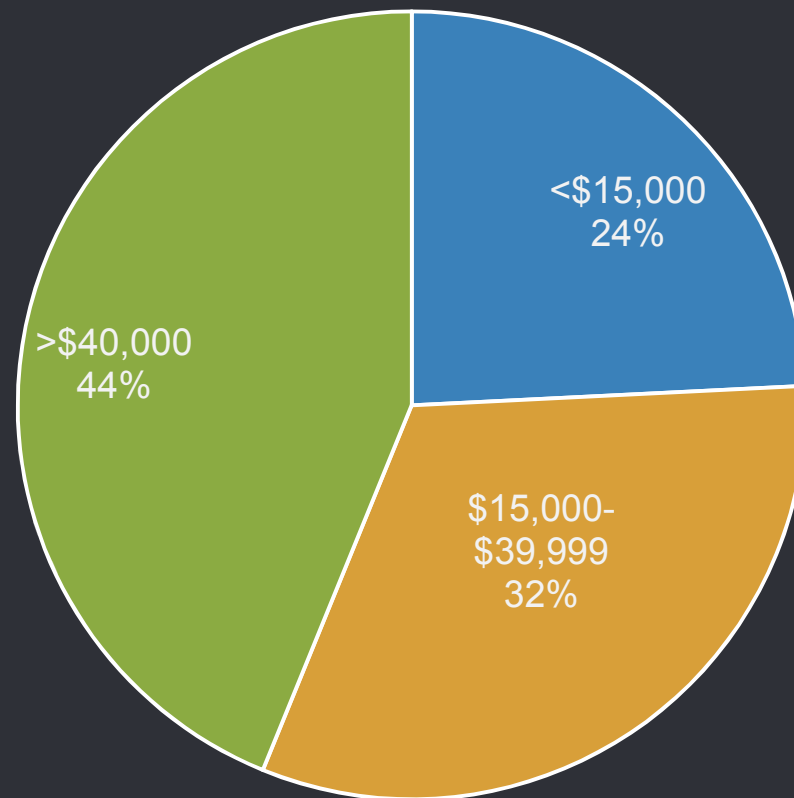
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## Low-wage workforce characteristics

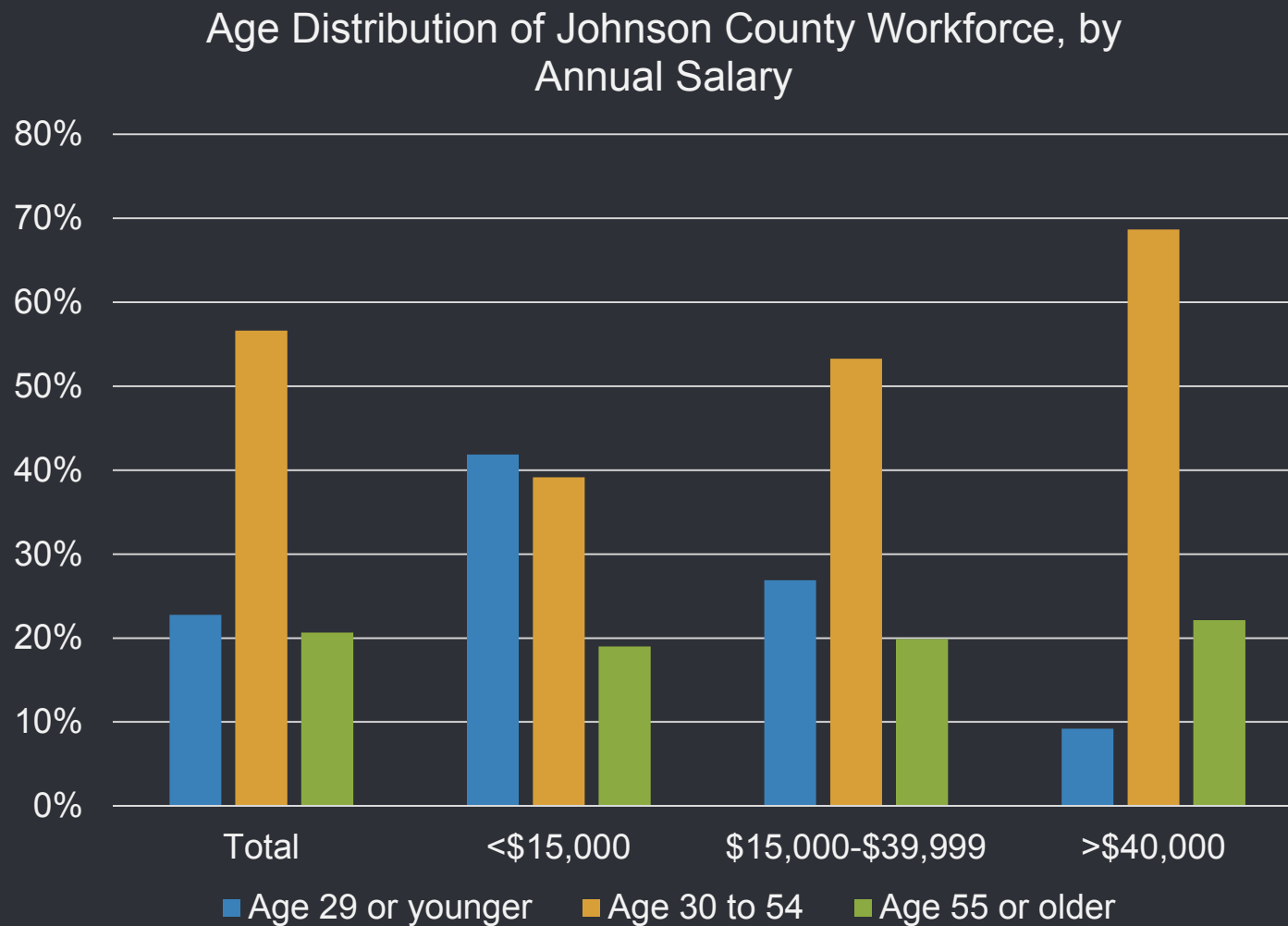
People that work for Johnson County businesses

Those making less than \$7.50 an hour are comprise a quarter of Johnson County workers. Those making less than \$20 an hour comprise a third.

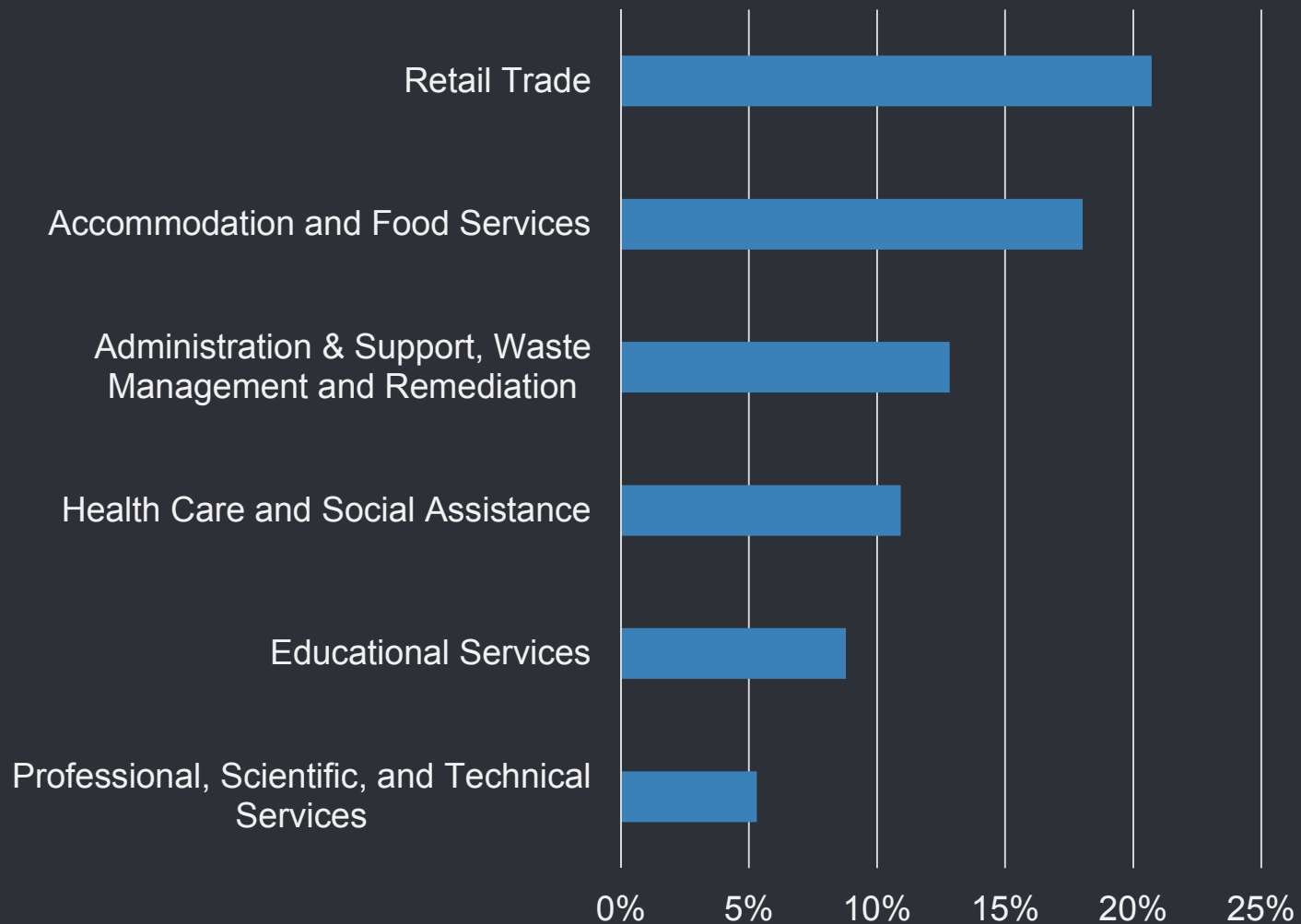
Jobs by Wage



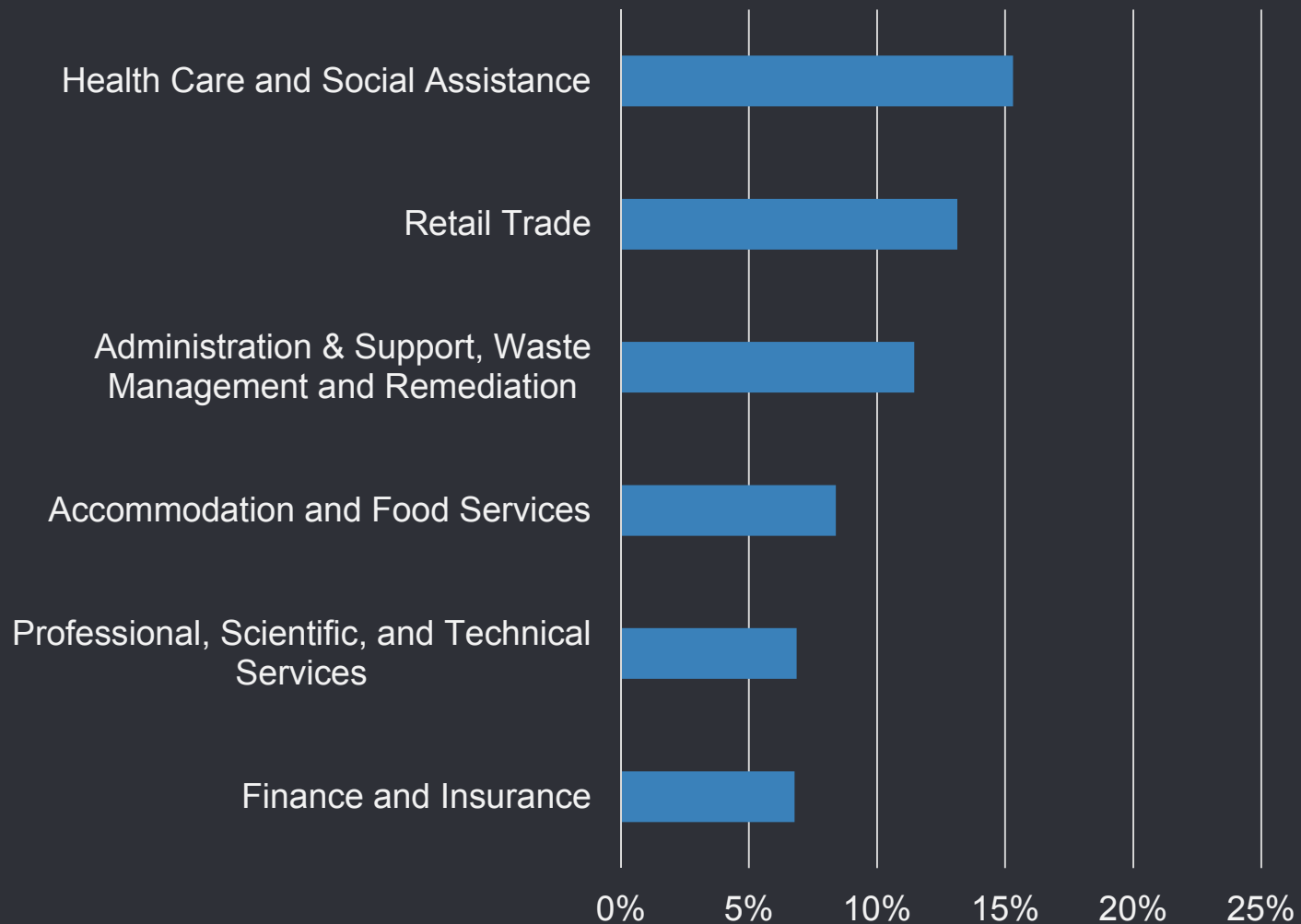
Those making less than \$7.50 an hour are twice as likely to be young adults as the average for Johnson County jobholders. Older adults are equally likely to be in any wage category.



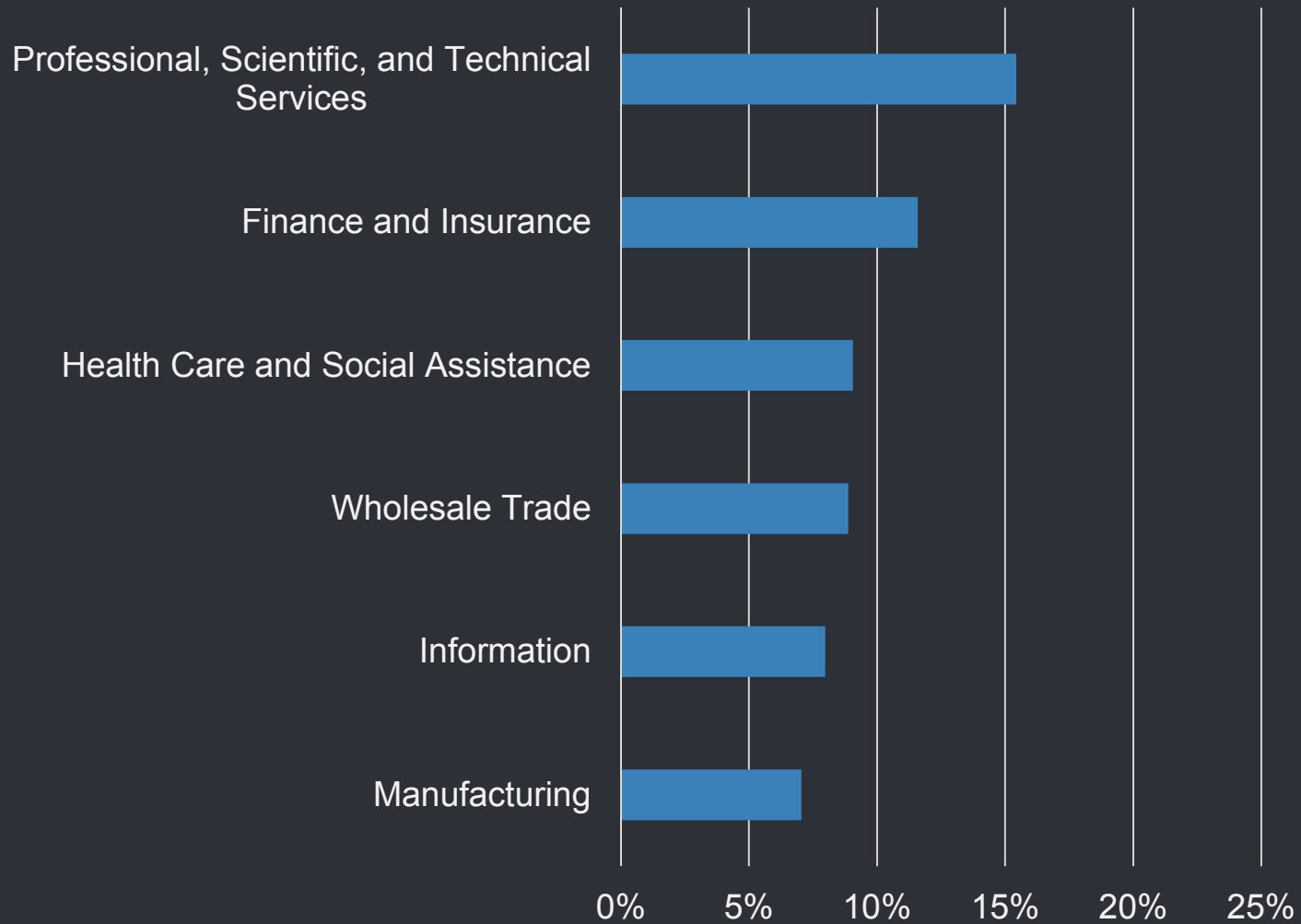
## Top Industries for Johnson County Workforce Making Less than \$15,000 per year



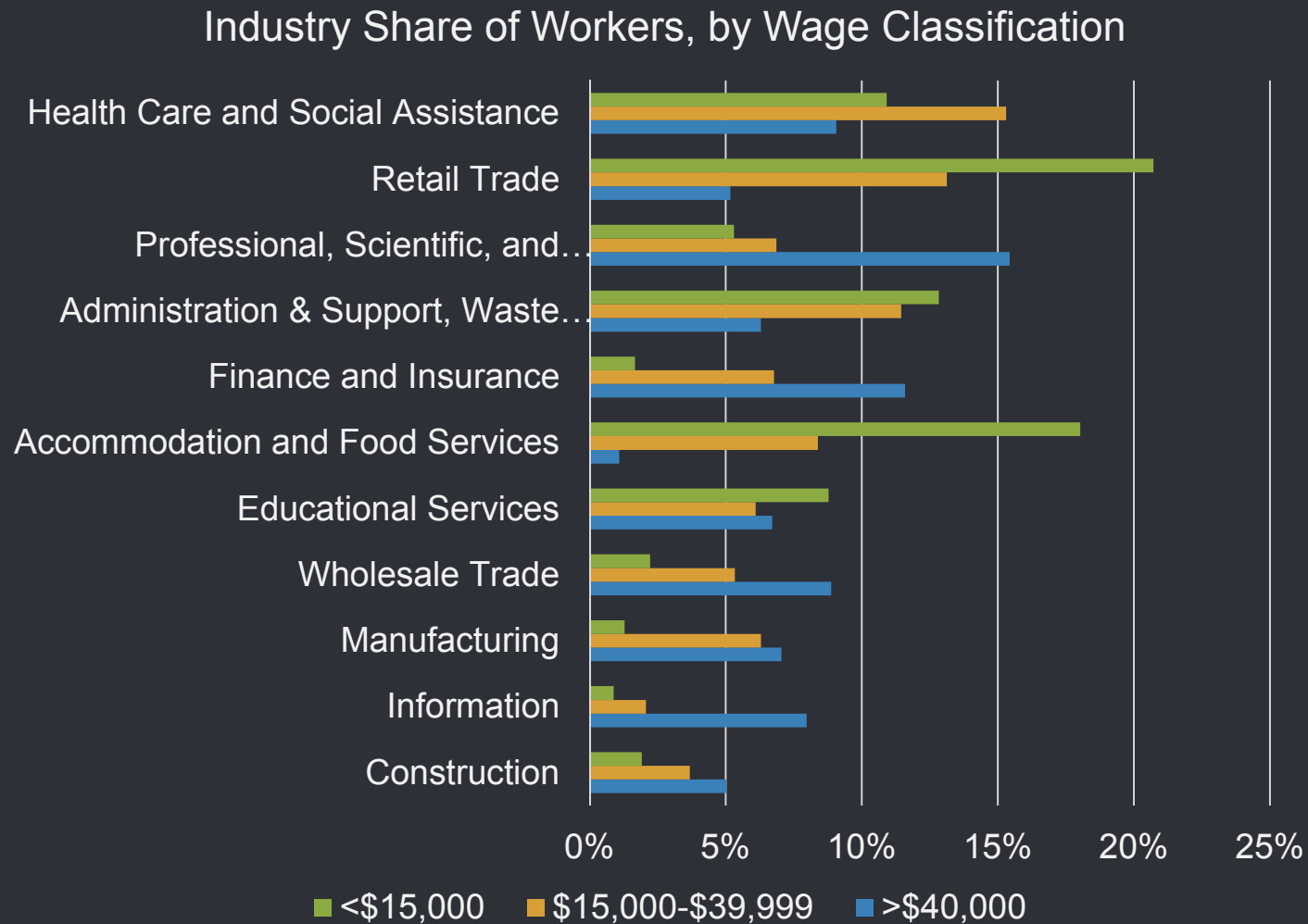
## Top Industries for Johnson County Workforce Making \$15,000 to \$40,000 per year



## Top Industries for Johnson County Workforce Making \$40,000 or more per year

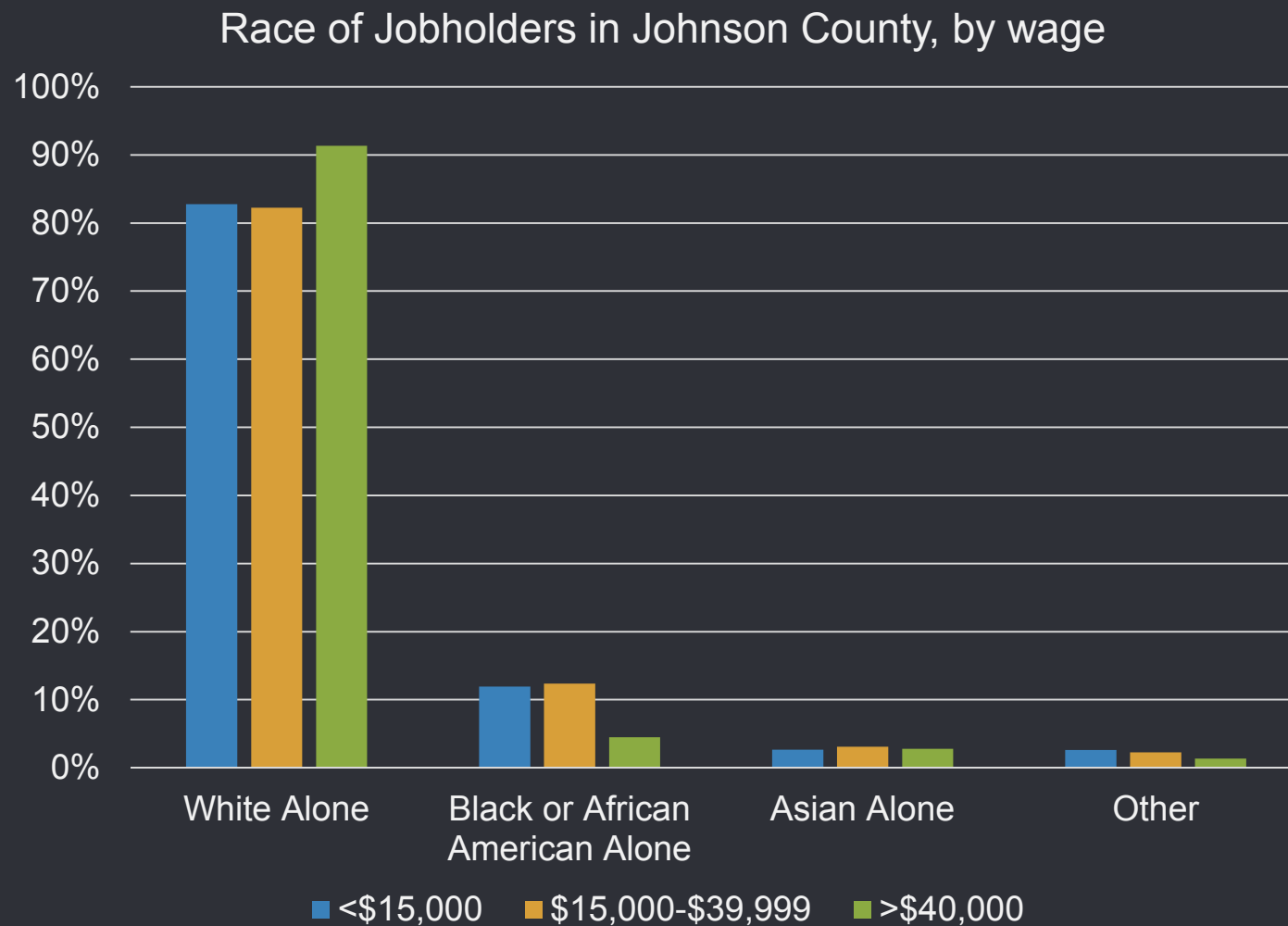


Health Care, Professional Services and Education appear to offer the best opportunities for a career path for low-wage workers (i.e., a relatively high proportion of both high- and low-wage workers)

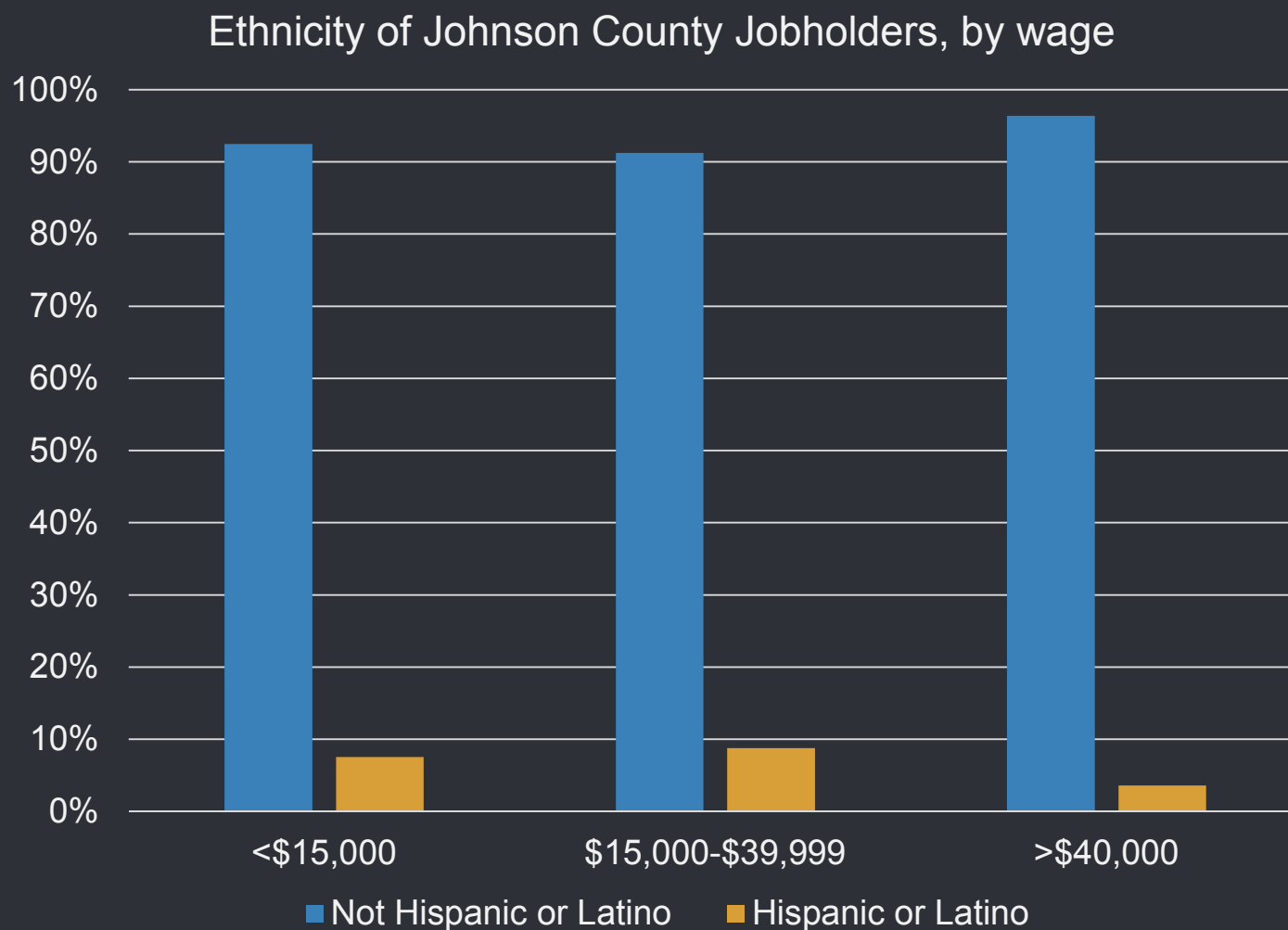




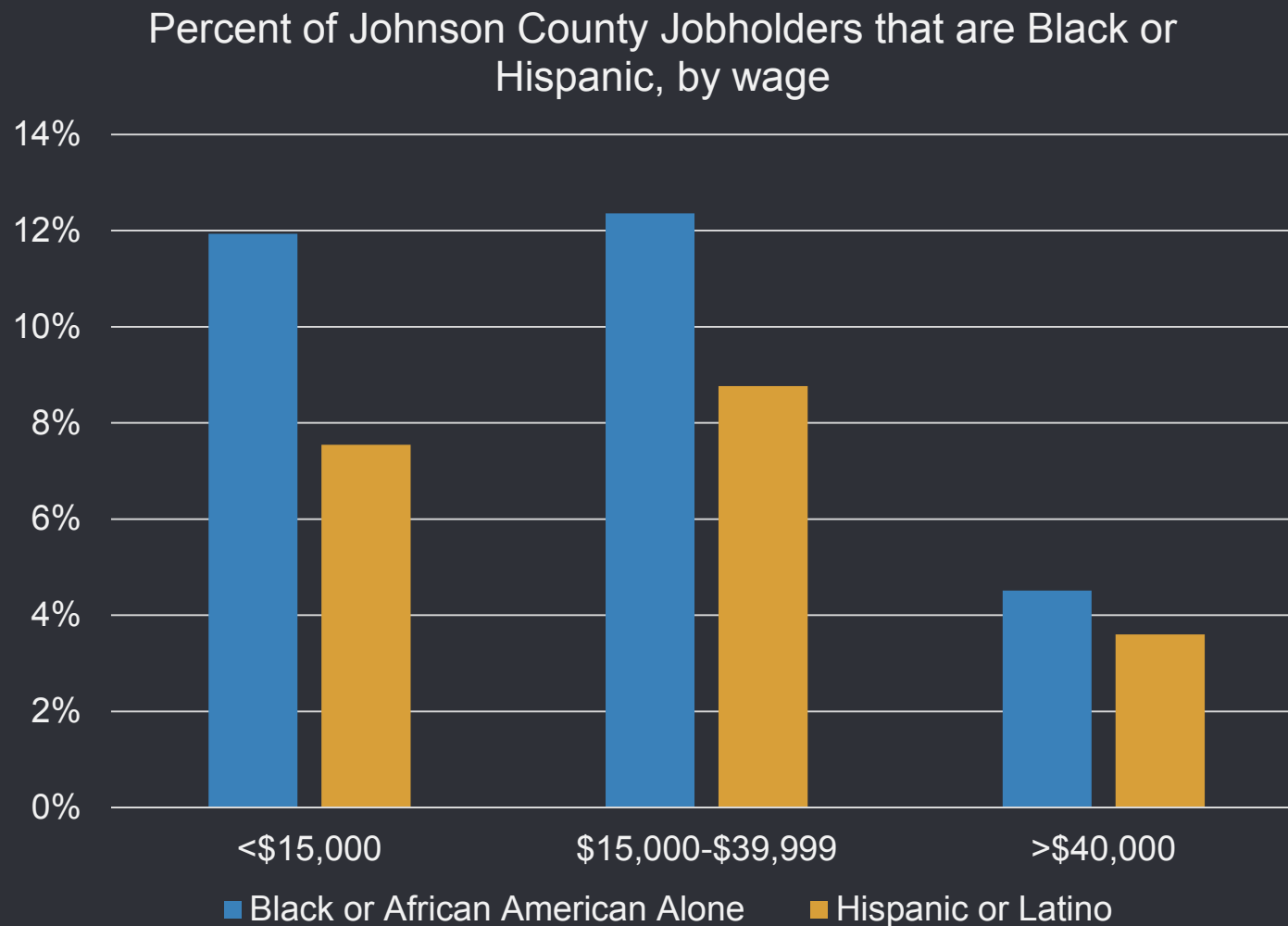
Jobholders in Johnson County are largely white, regardless of wage. Still, those in jobs making at least \$40,000 are half as likely to be racial minorities than those making less.



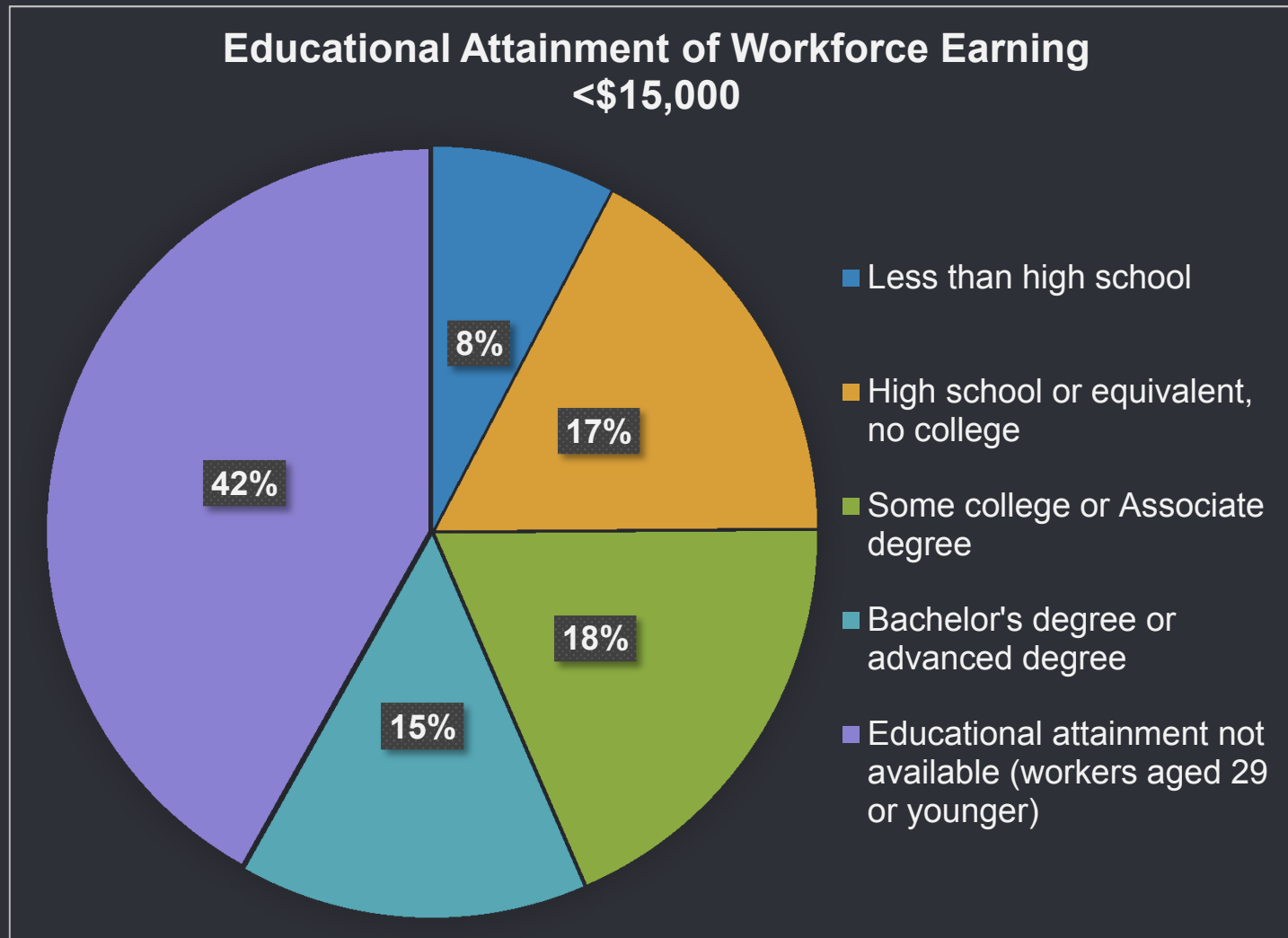
Similar to race, those in jobs making at least \$40,000 are half as likely to be Hispanic than those making less.



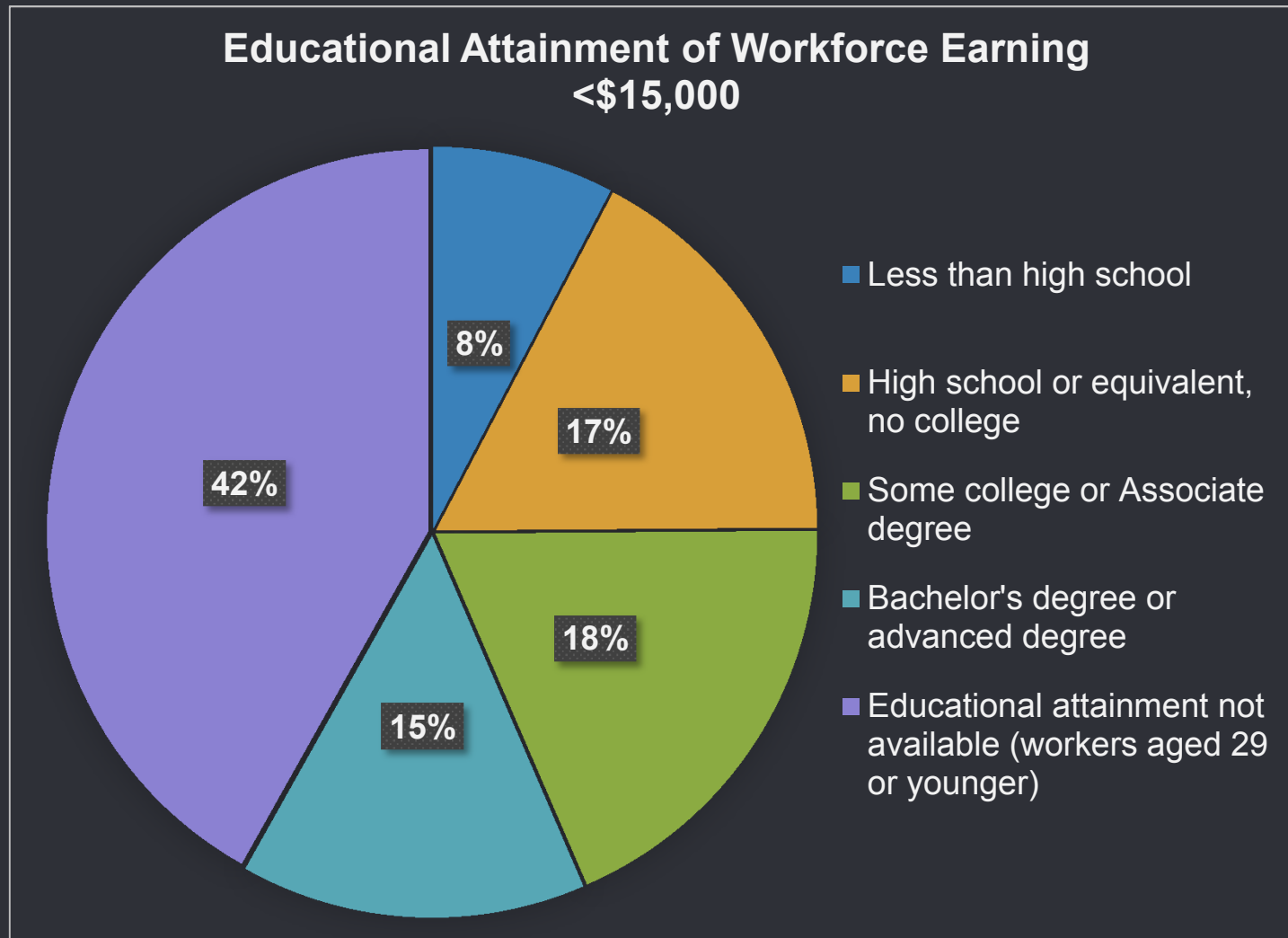
Black and Hispanic jobholders are somewhat less concentrated in the lowest wage group than they are in the middle group.



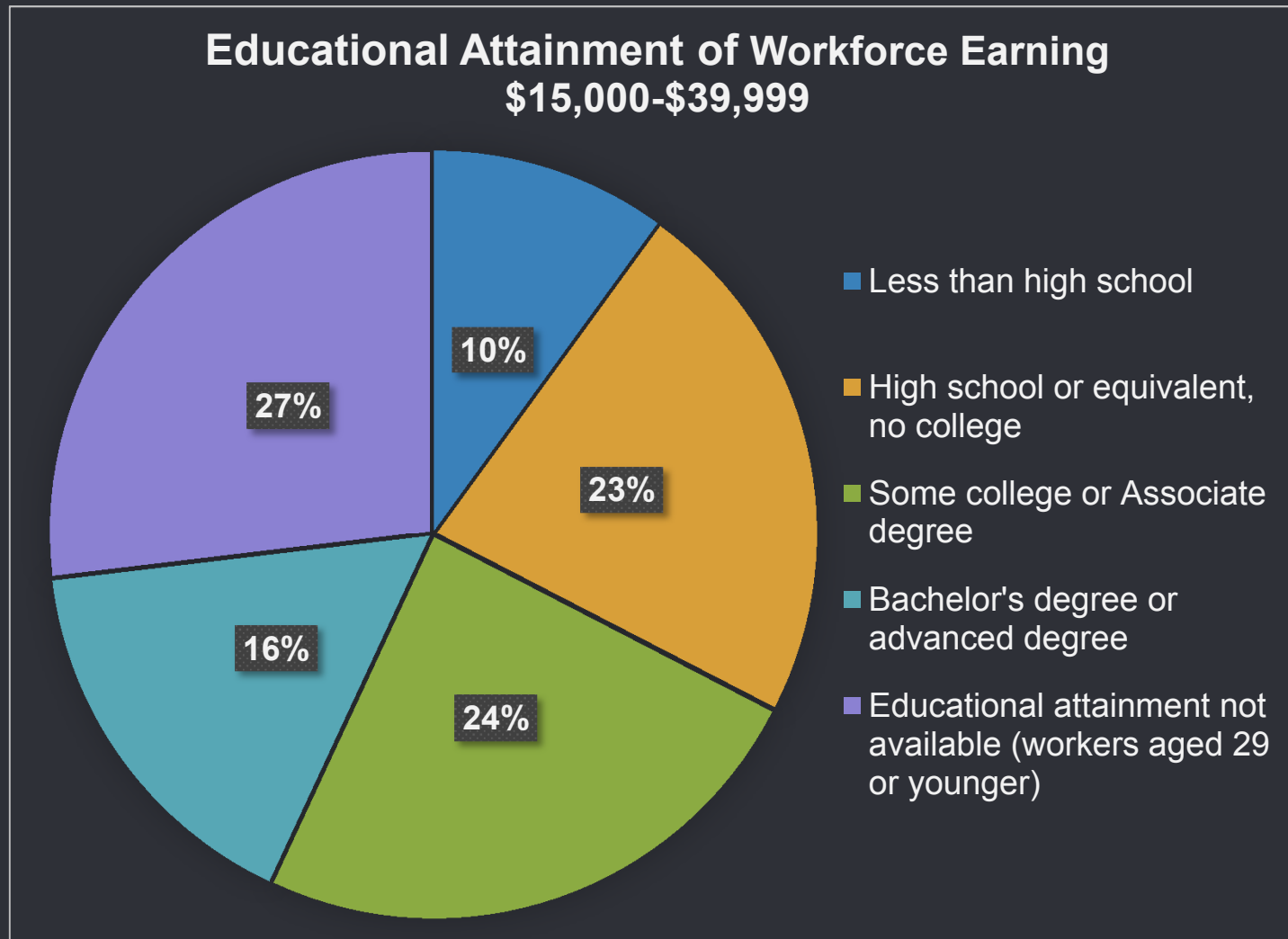
25% of the lowest wage jobholders in Johnson County have a high school degree or less, while a third have at least some college.



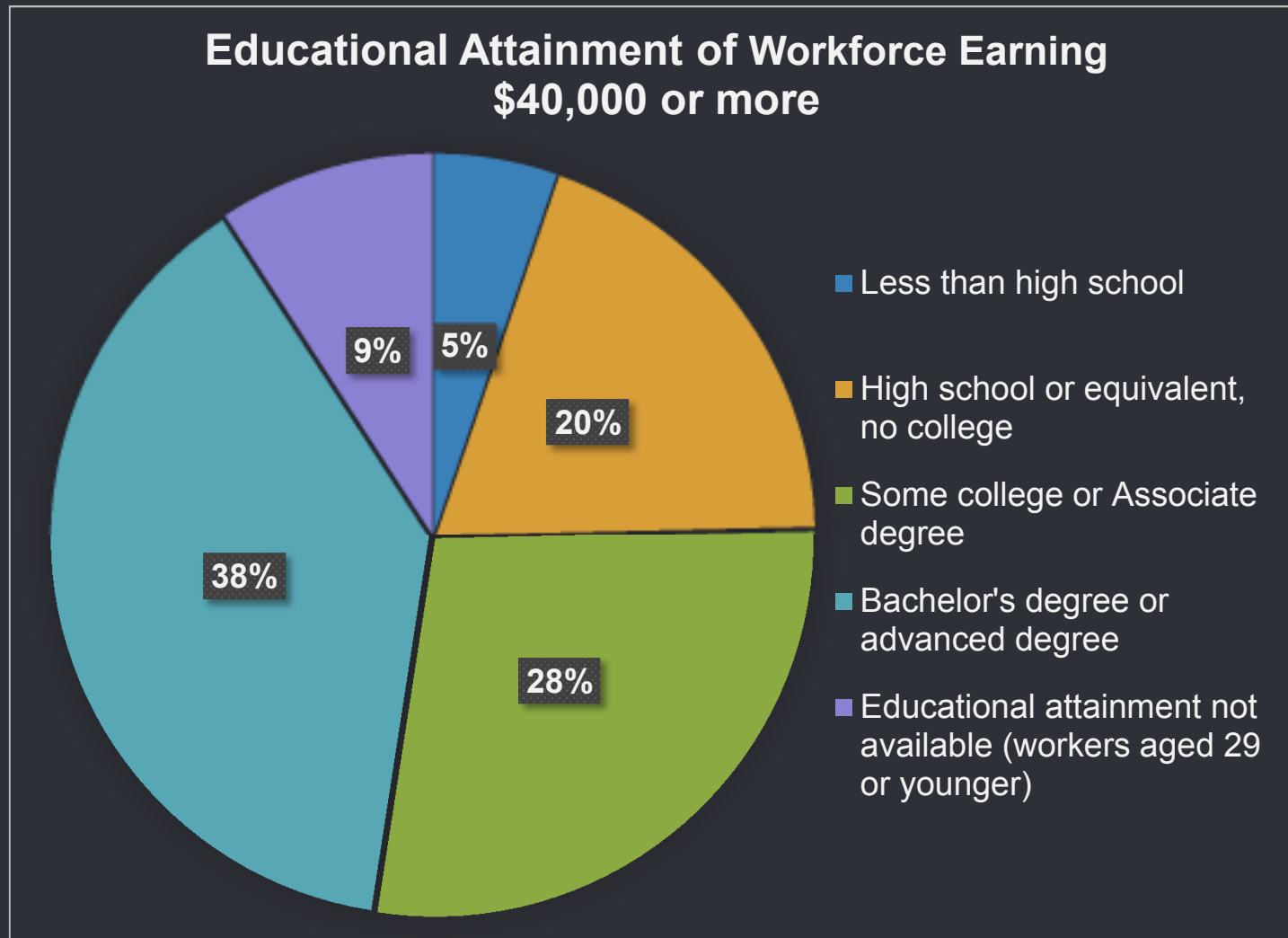
That over 40 percent Johnson County's lowest wage jobholders are too young to have finished school means there is an opportunity to ensure they complete post-secondary credentials



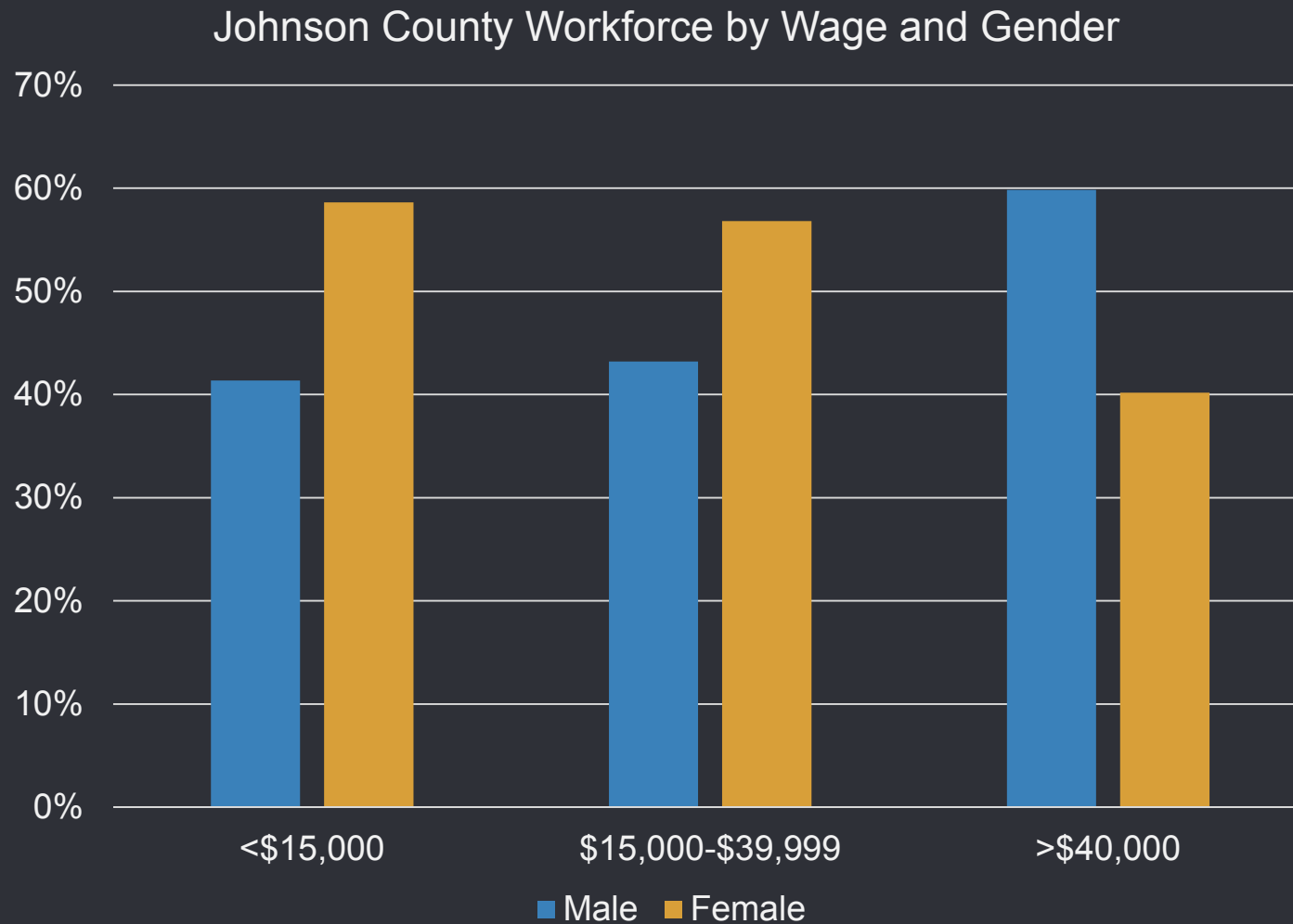
Nearly half of Johnson County's jobholders earning \$15,000-\$40,000 have completed high school or some college. Forty percent have some college or a college degree



Nearly 40 percent of Johnson County's jobholders earning at least \$40,000 have completed a Bachelor's degree or more. Two-thirds have at least some college.



Those earning lower wages in Johnson County are predominantly women, by a 60/40 margin. Those earning higher wages are predominantly men, by the same 60/40 margin





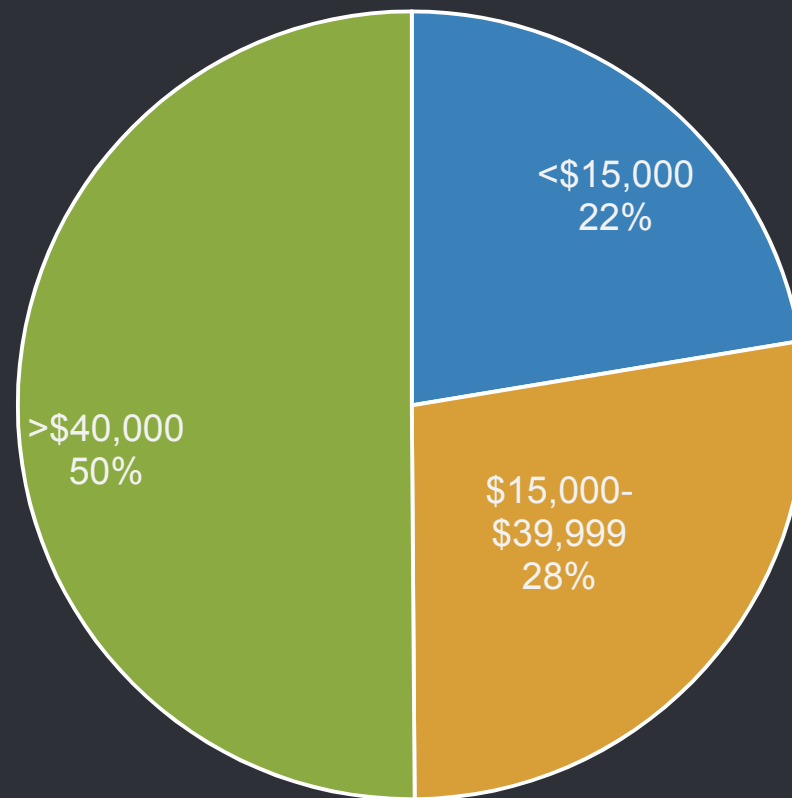
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## Low-wage resident characteristics

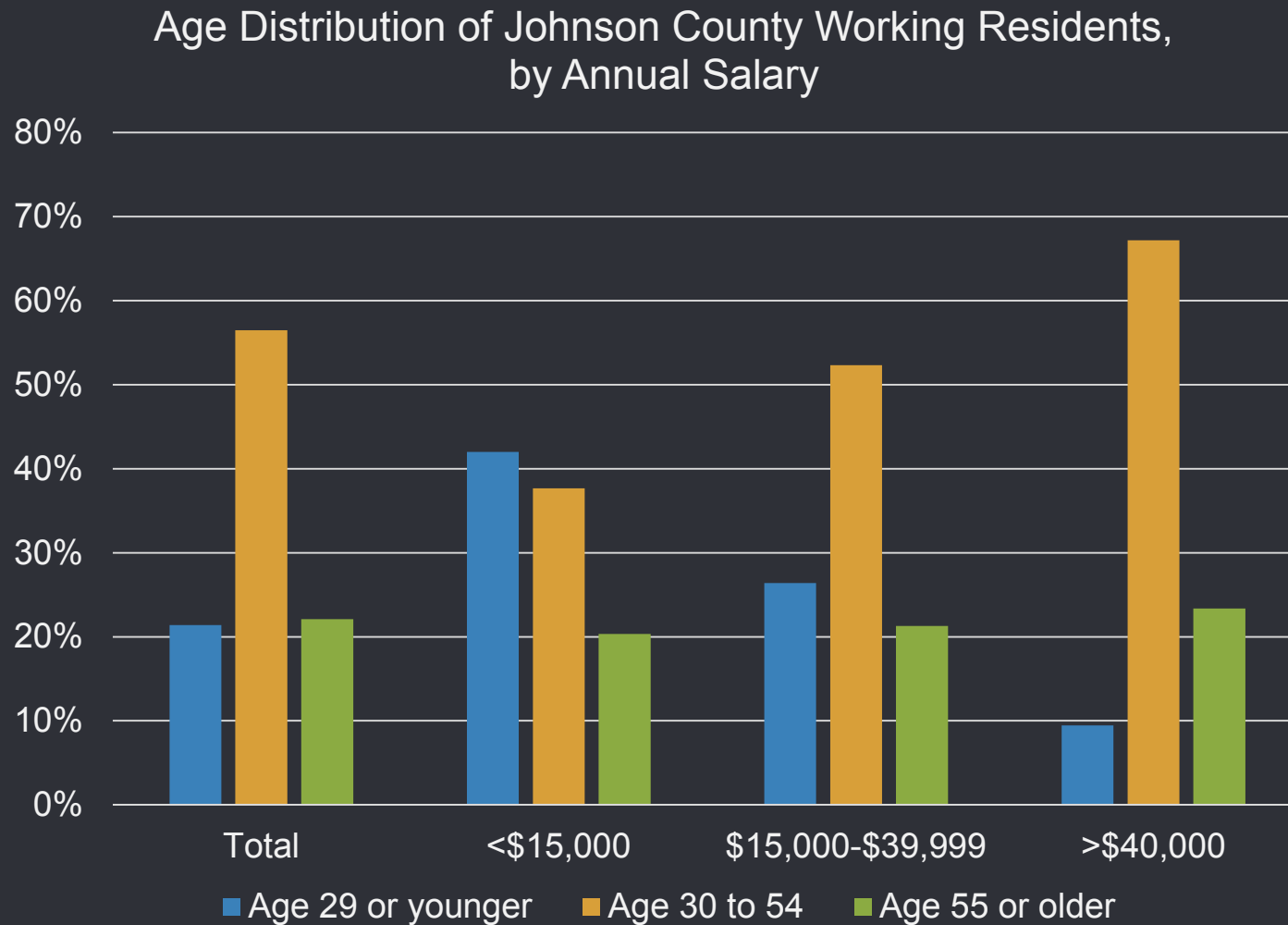
Residents of Johnson County who work, regardless of where

Half of Johnson County's residents who work do so at jobs in the region that pay less than \$40,00 per year. This is somewhat lower than the 56 percent of people who work in the county.

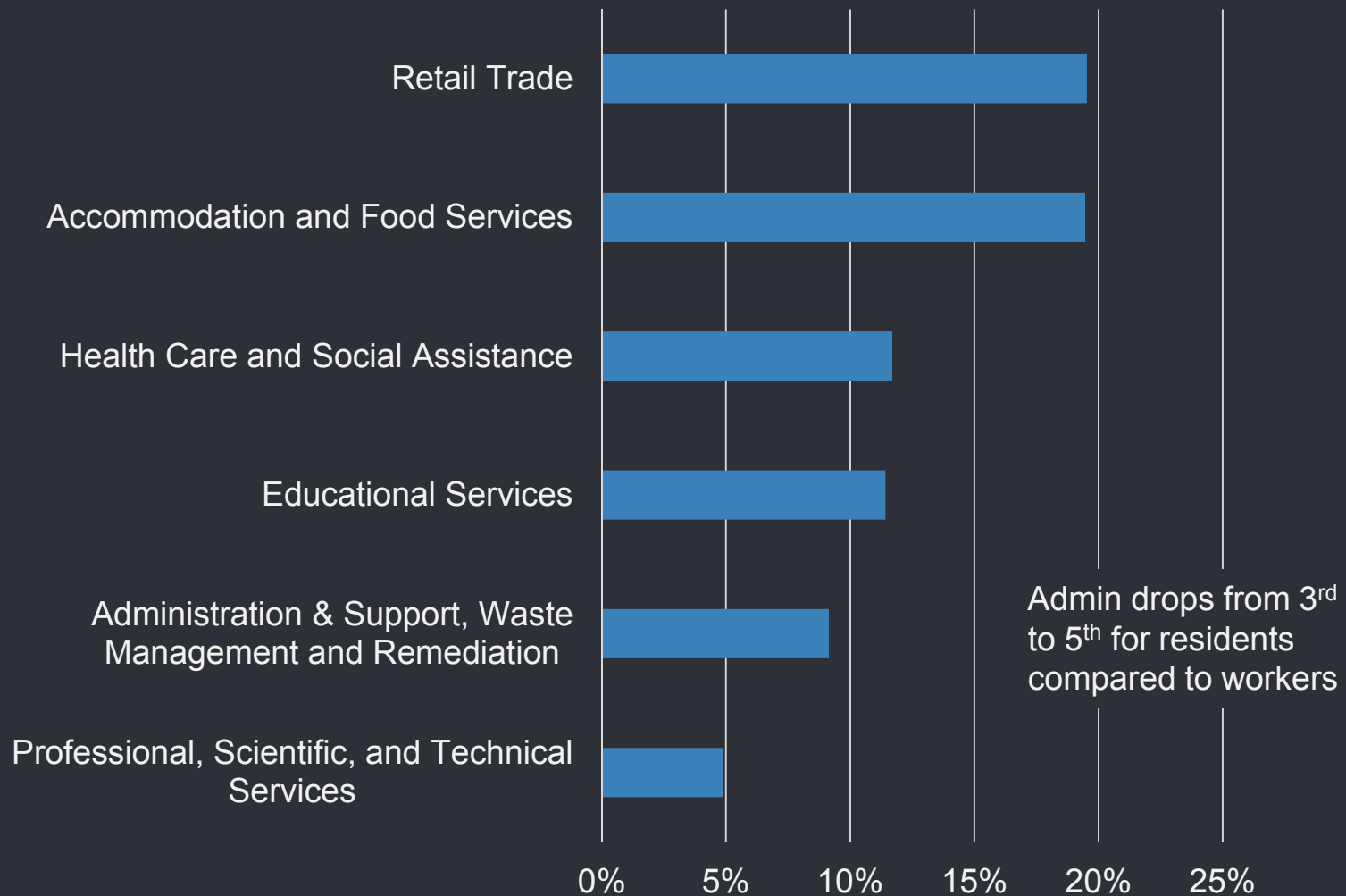
Working Residents by Wage



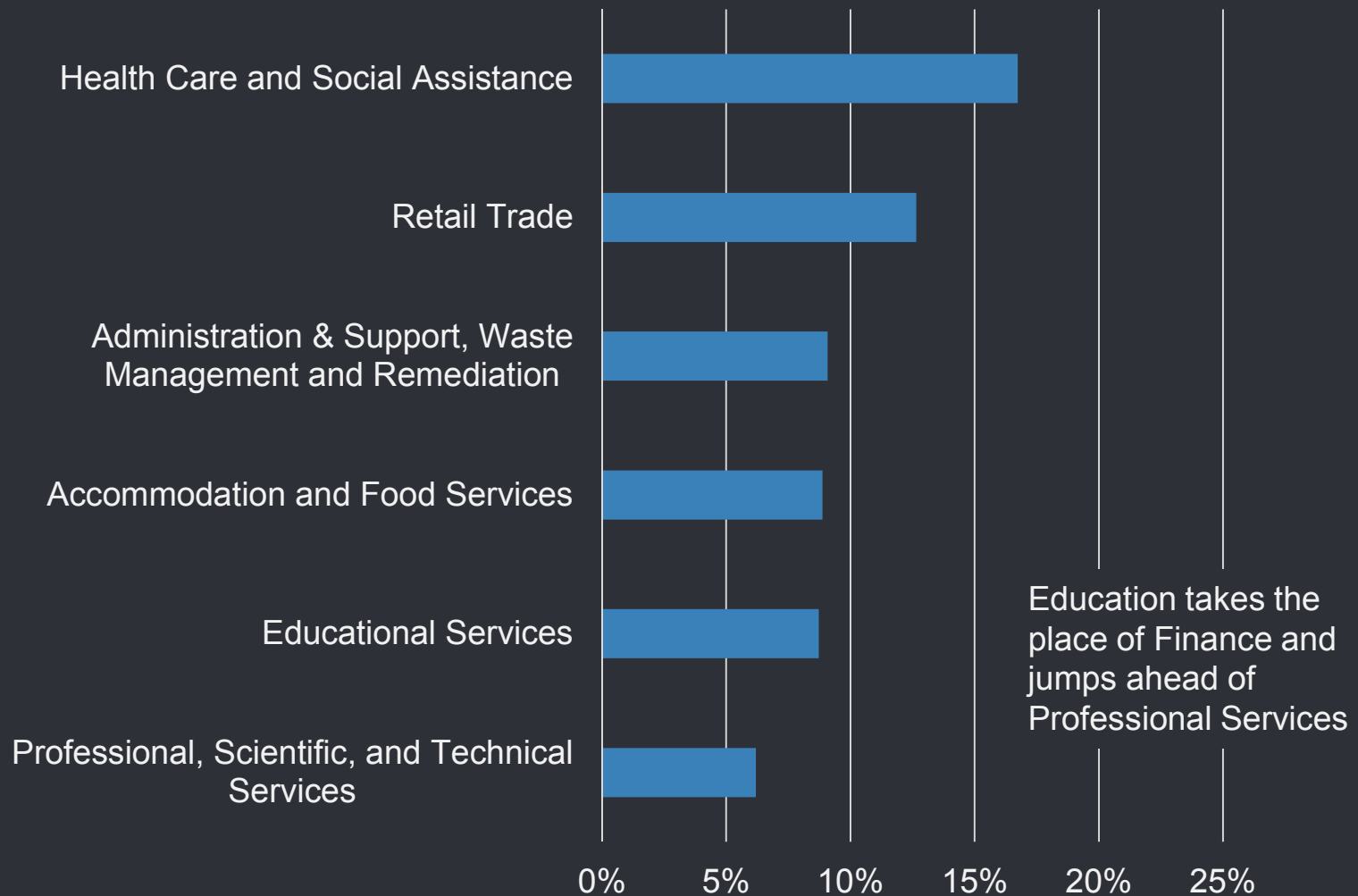
## The age distribution of workers living in Johnson County skews slightly older than those working for Johnson County firms



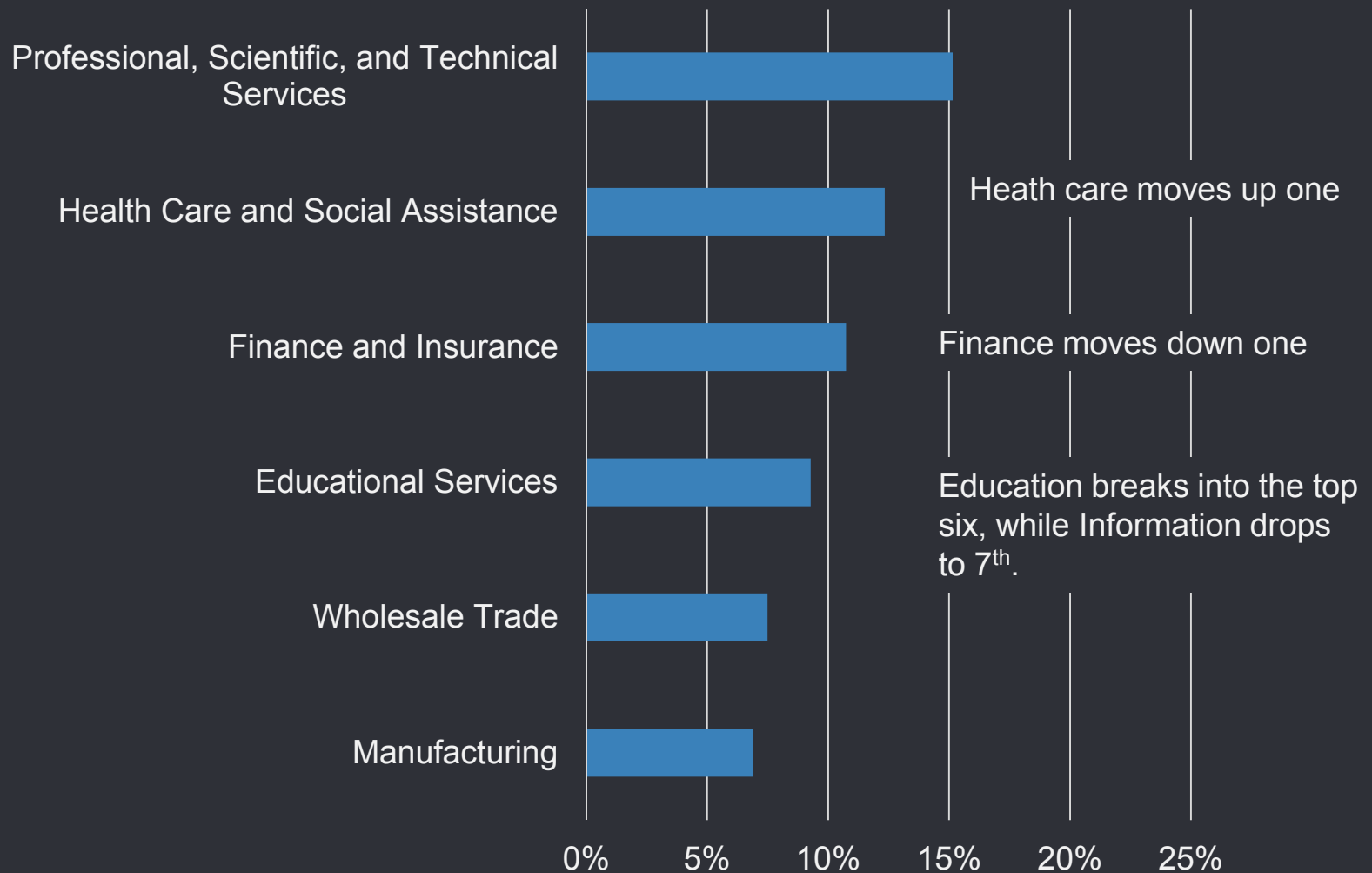
## Top Industries for Johnson County Residents Making Less than \$15,000 per year



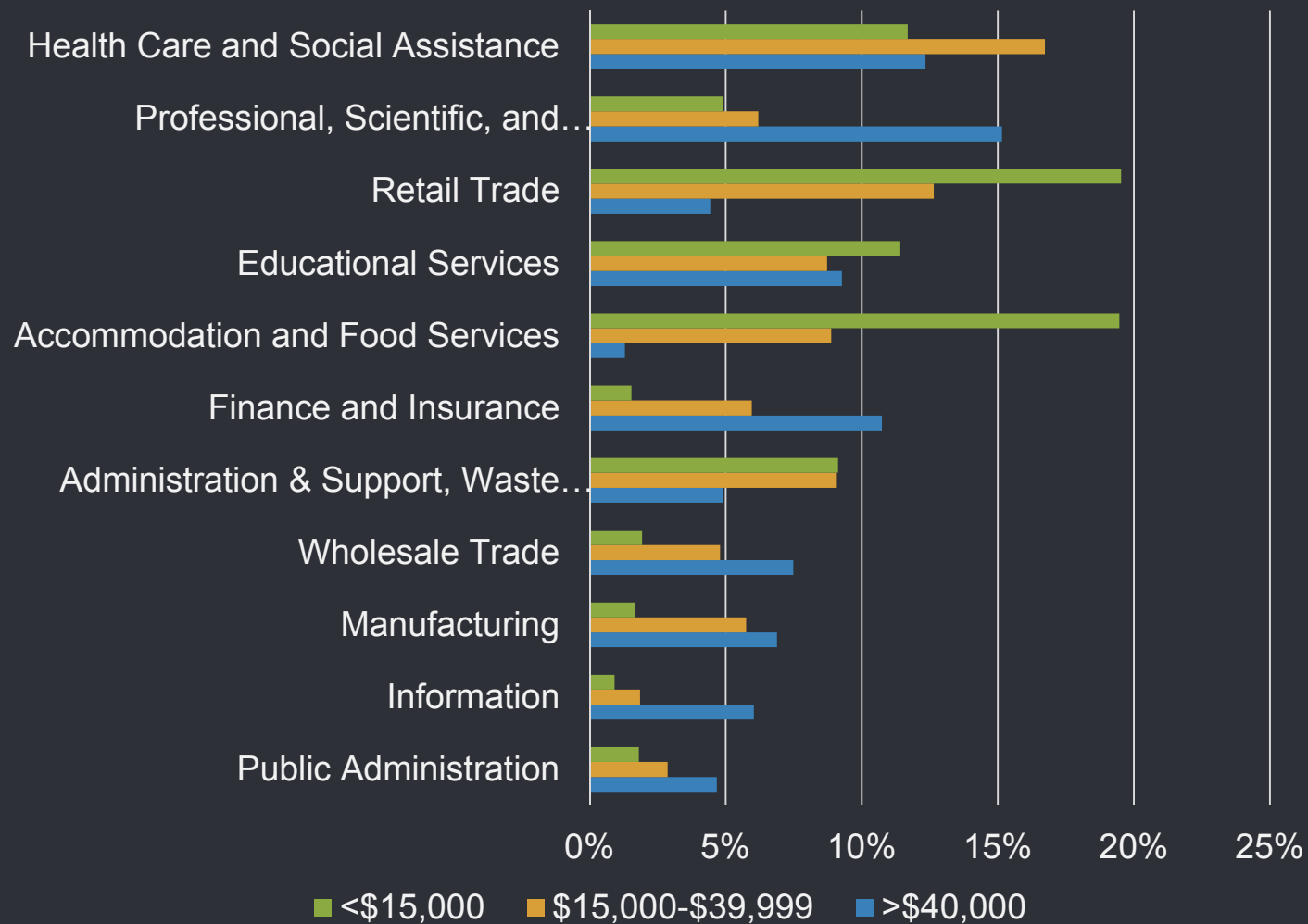
## Top Industries for Johnson County Residents Making \$15,000 to \$40,000 per year



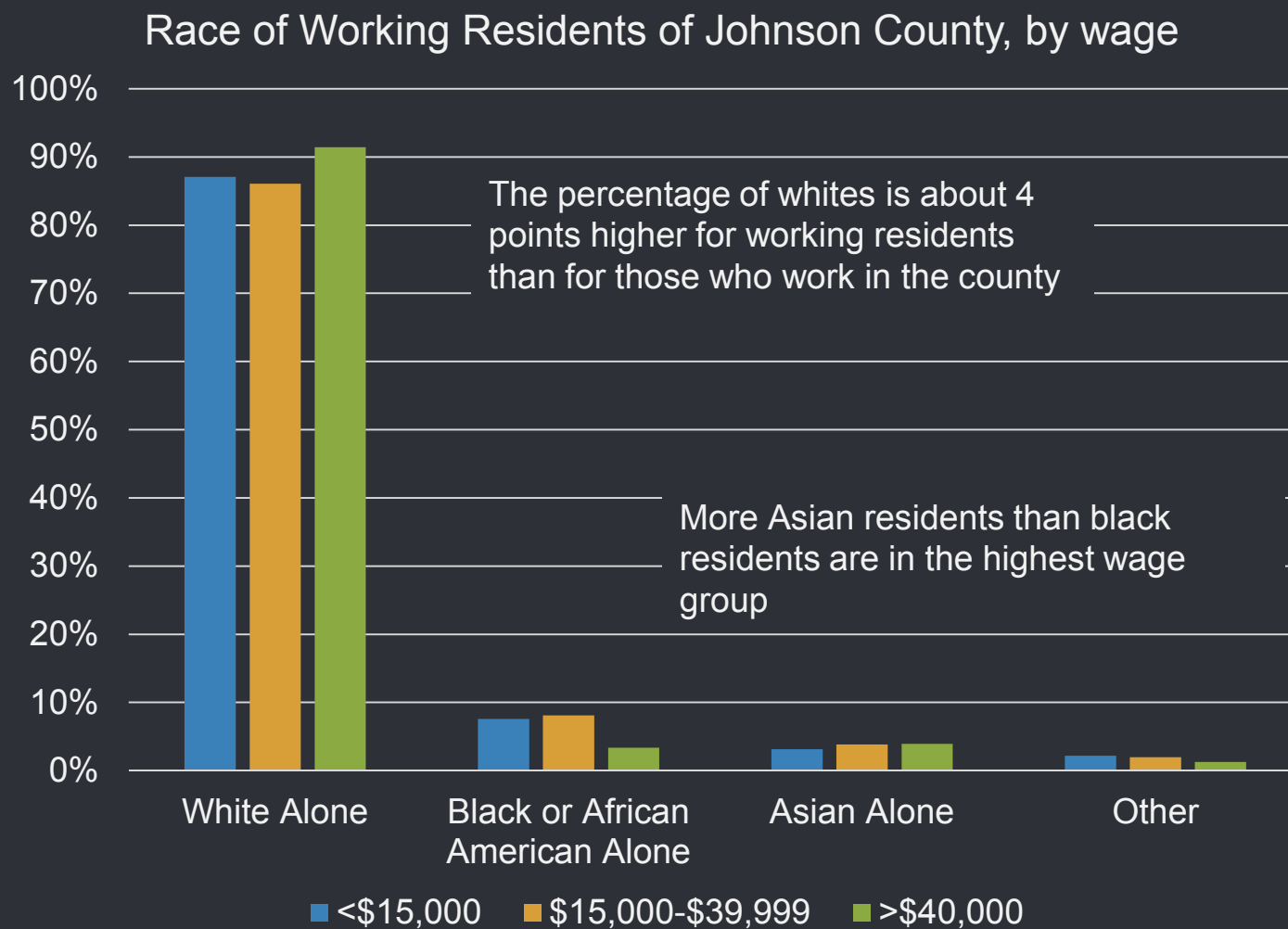
## Top Industries for Johnson County Residents Making \$40,000 or more per year



Health Care, Professional Services and Education still appear to offer the best opportunities for a career path for low-wage residents too. (i.e., a relatively high proportion of both high- and low-wage workers)

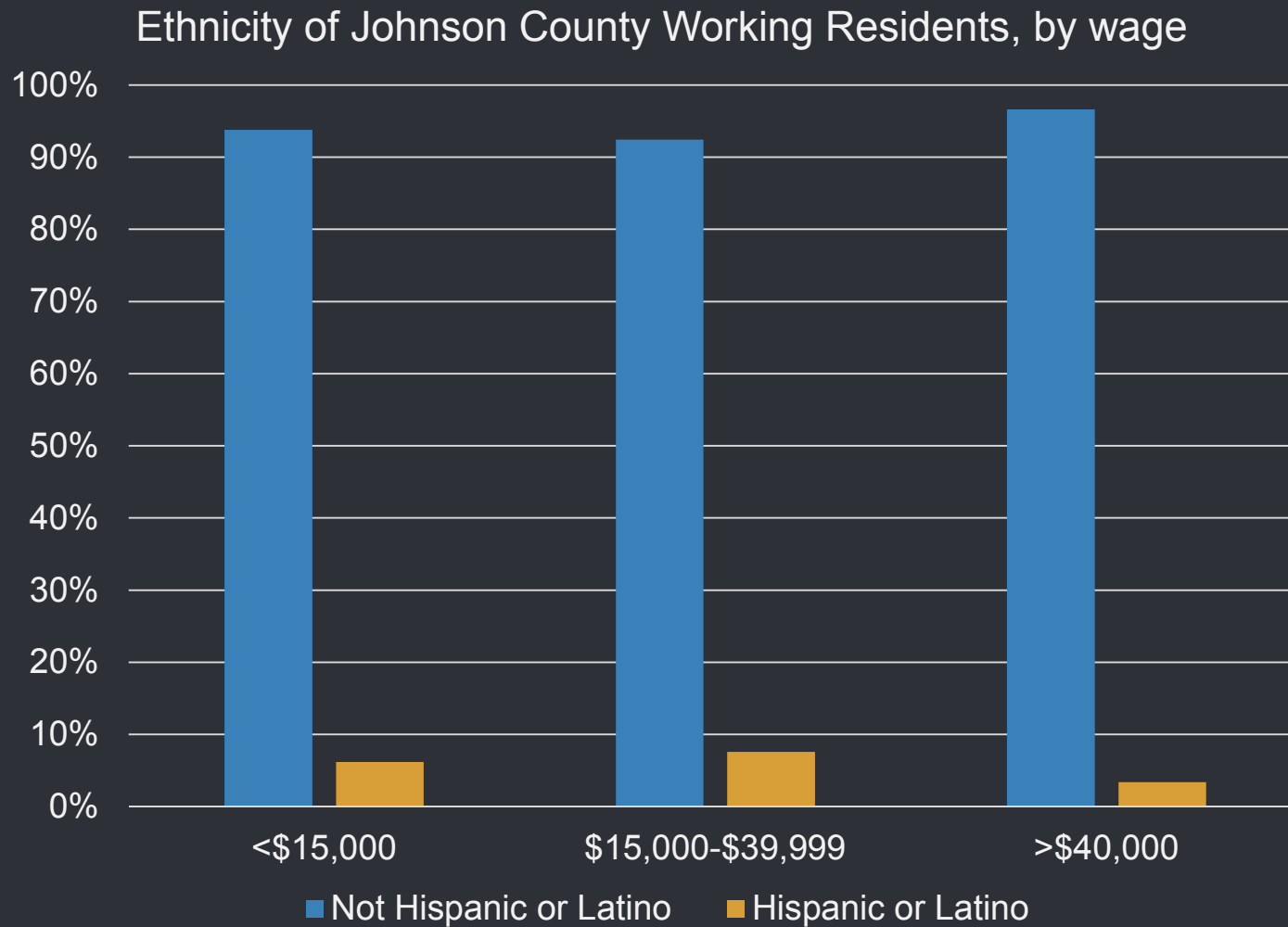


A higher proportion of low-wage residents are white compared to low-wage workers, and a correspondingly lower percentage are black.

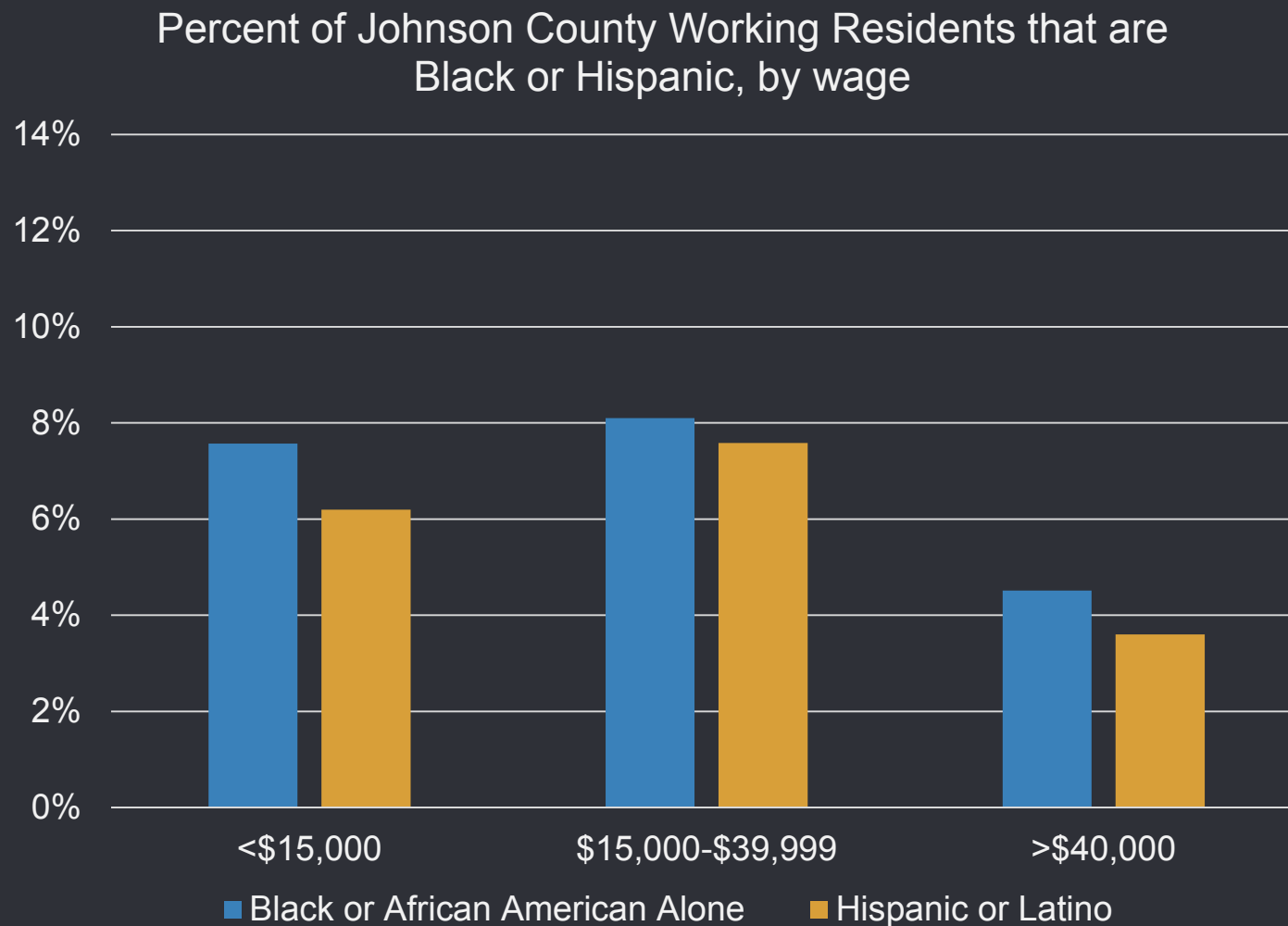




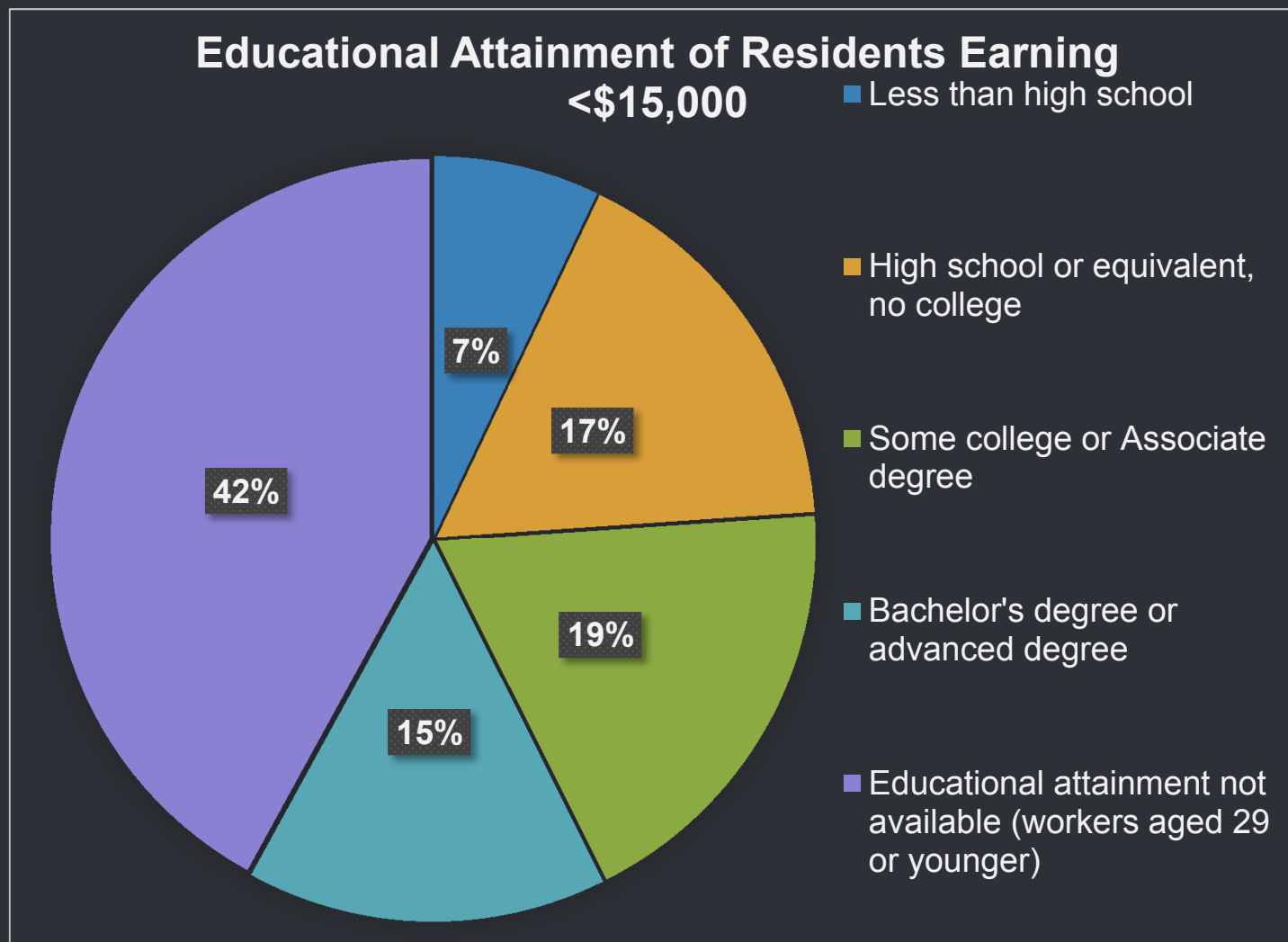
In Johnson County, the proportion of low-wage residents that are Hispanic is roughly equal to that of its low-wage workers.



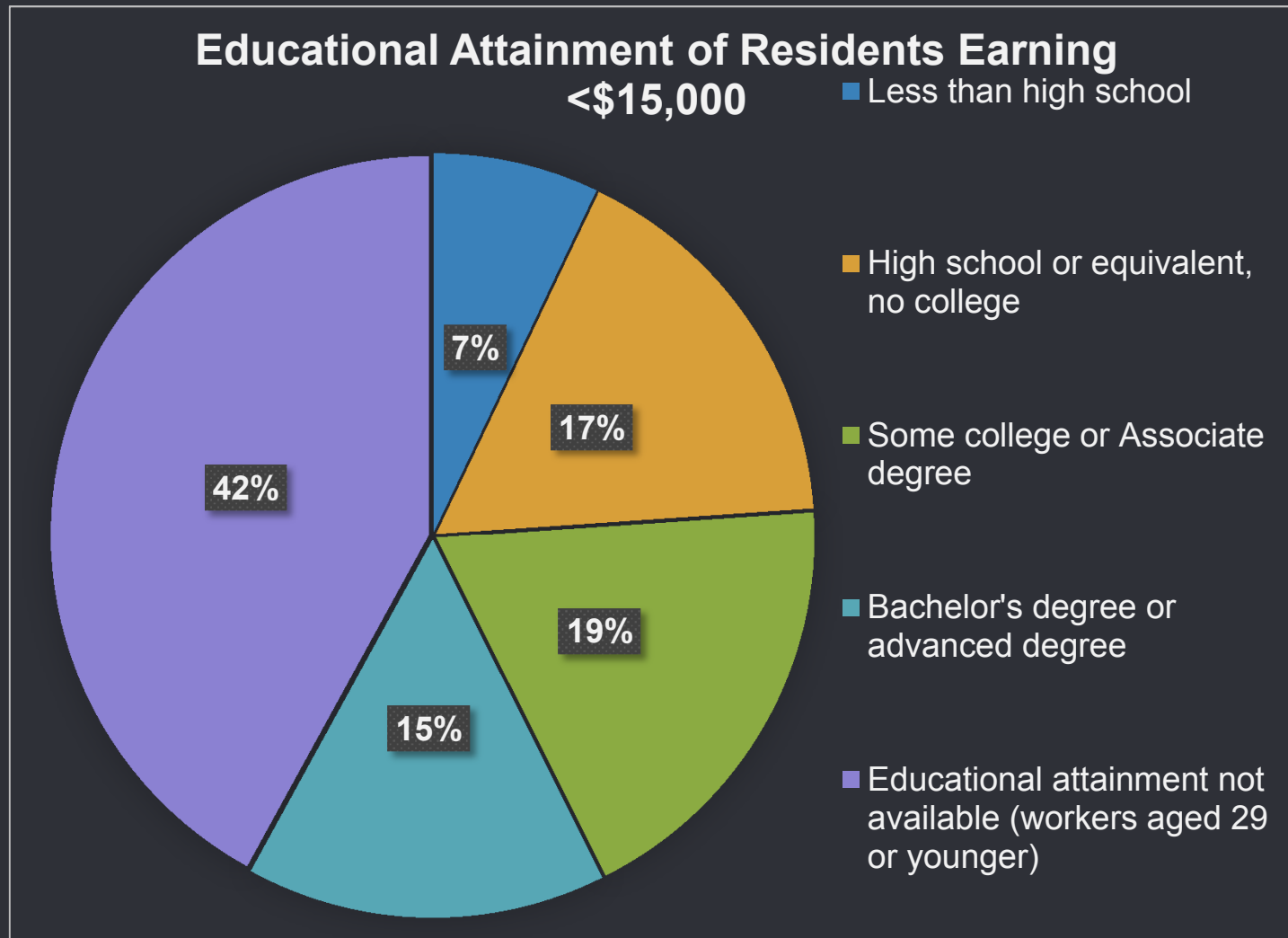
Like jobholders, black and Hispanic working residents are somewhat less concentrated in the lowest wage group than they are in the middle group. However, blacks and Hispanic residents are more evenly split between the two groups.



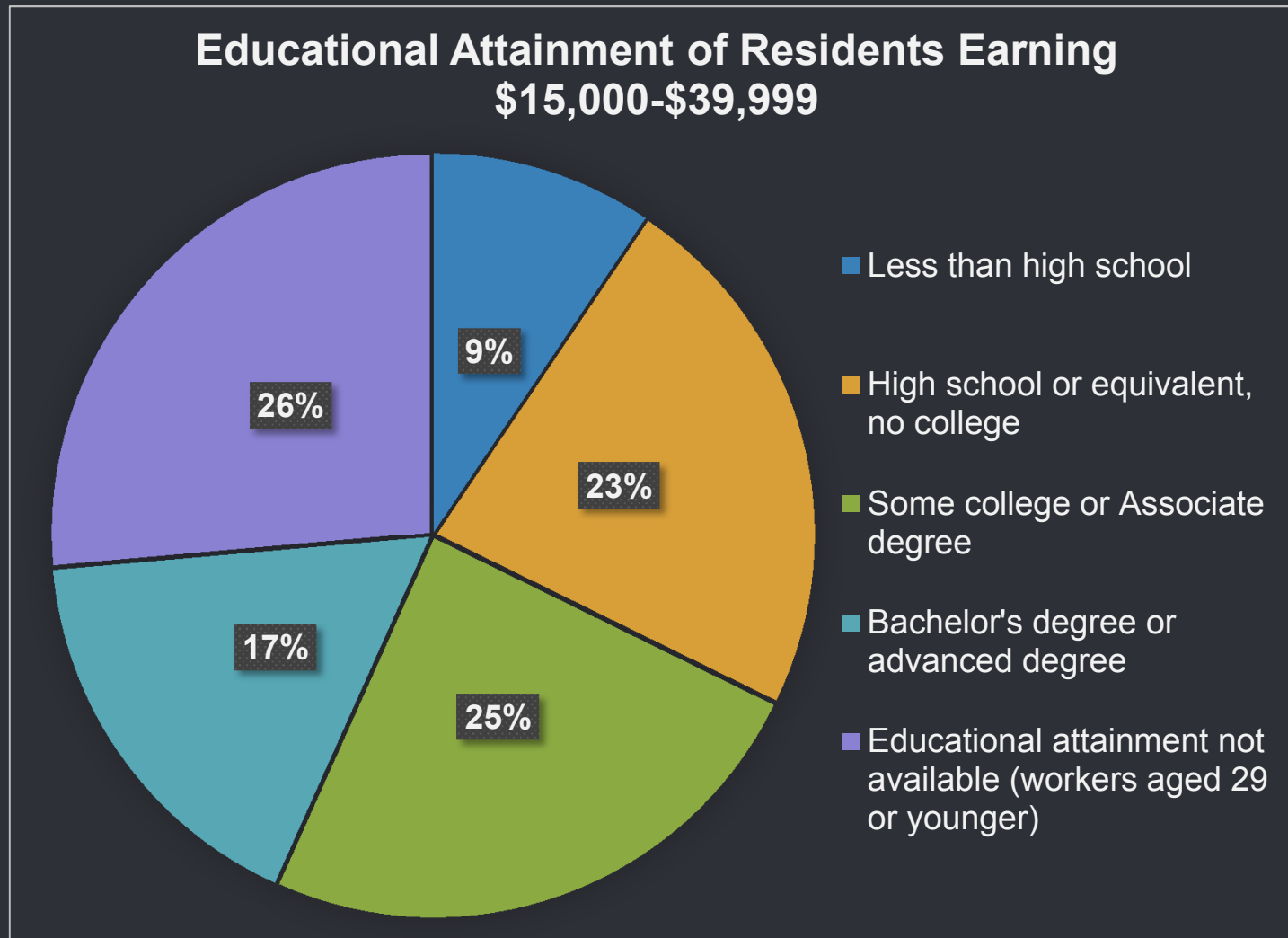
As with workers, about one-quarter of the lowest wage residents Johnson County have a high school degree or less, while a third have at least some college.



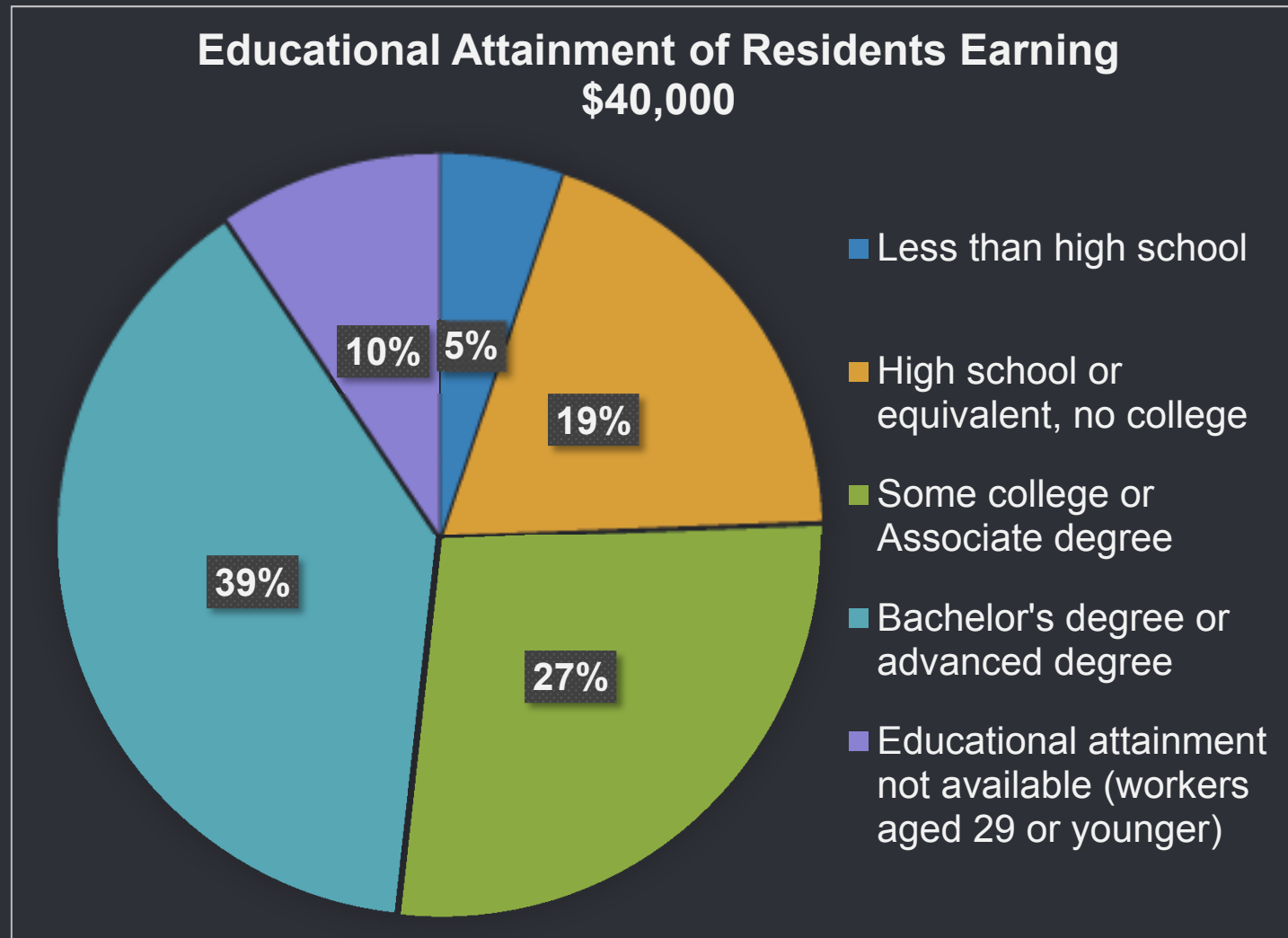
Again, that over 40 percent Johnson County's lowest wage residents are too young to have finished school means there is an opportunity to ensure they complete post-secondary credentials.



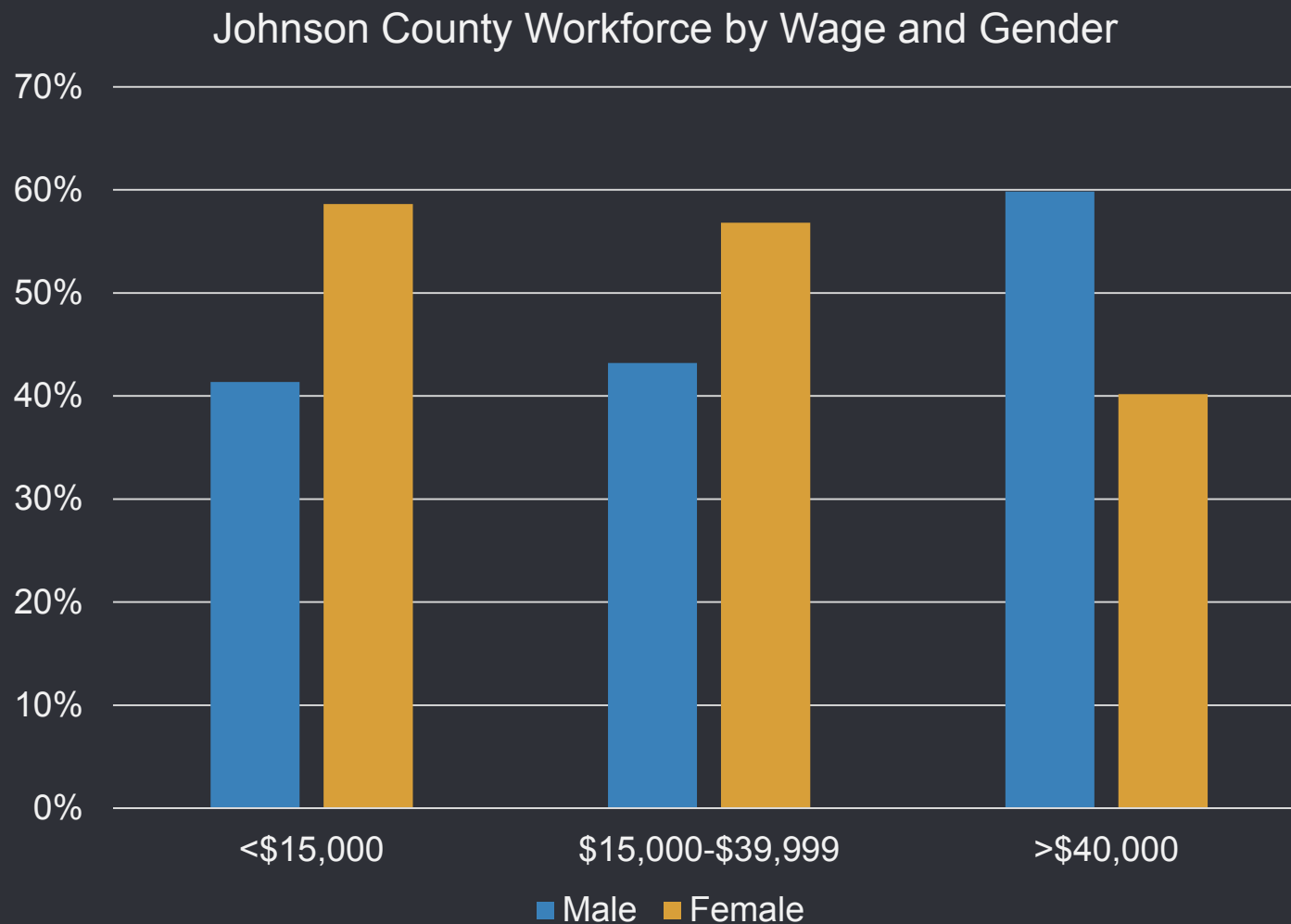
A third of Johnson County's residents earning \$15,000-\$40,000 have a high school degree or less. Over 40 percent have some college, an associate's degree or a Bachelor's degree.



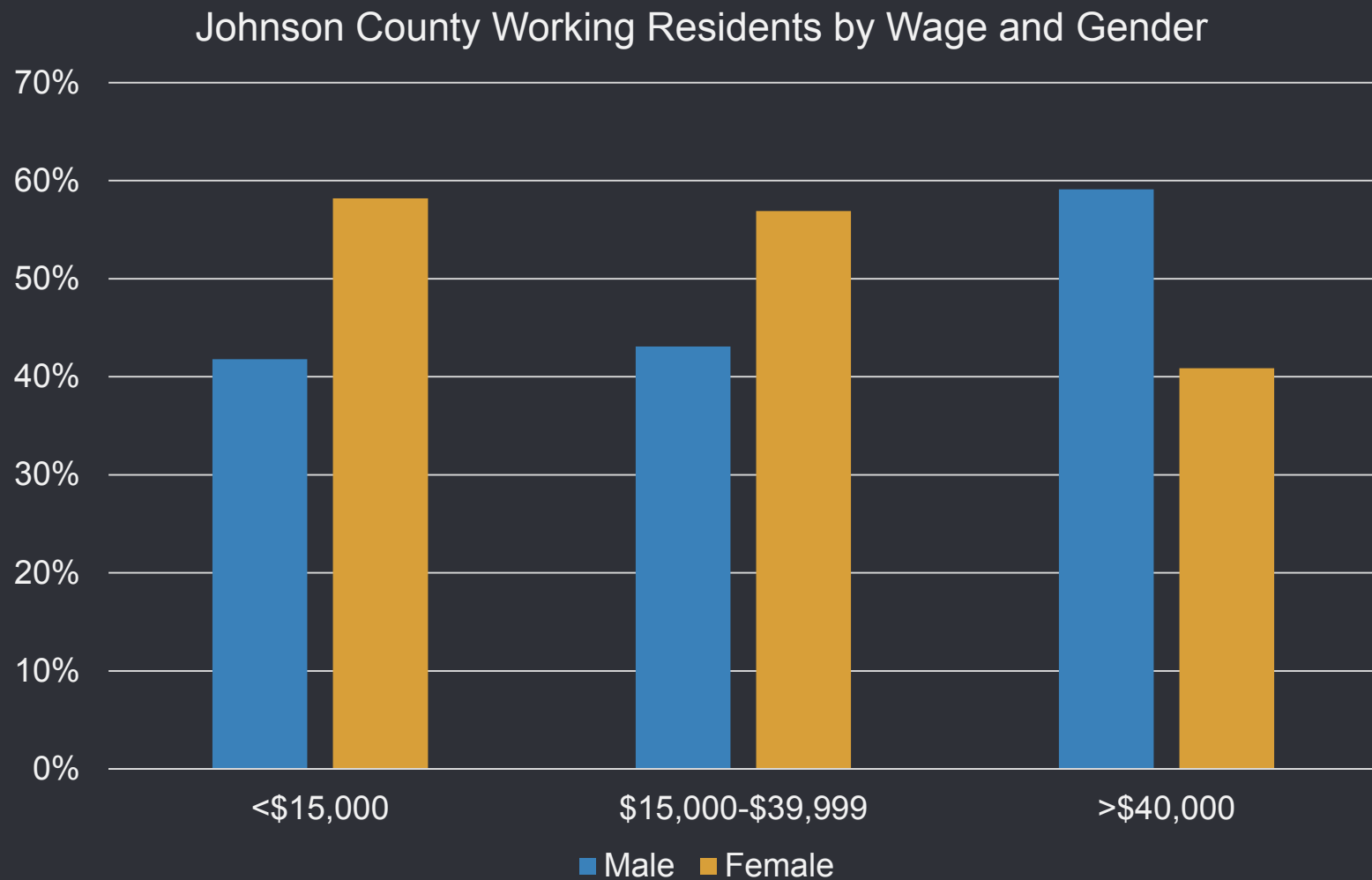
Only a quarter of those residents earning at least \$40,000 have attained no more than a high school degree. Fully two-thirds have some college, an Associate's degree or a Bachelor's degree



Those Johnson County residents earning lower wages are predominantly women, by almost a 60/40 margin. Those earning higher wages are predominantly men, by the same 60/40 margin

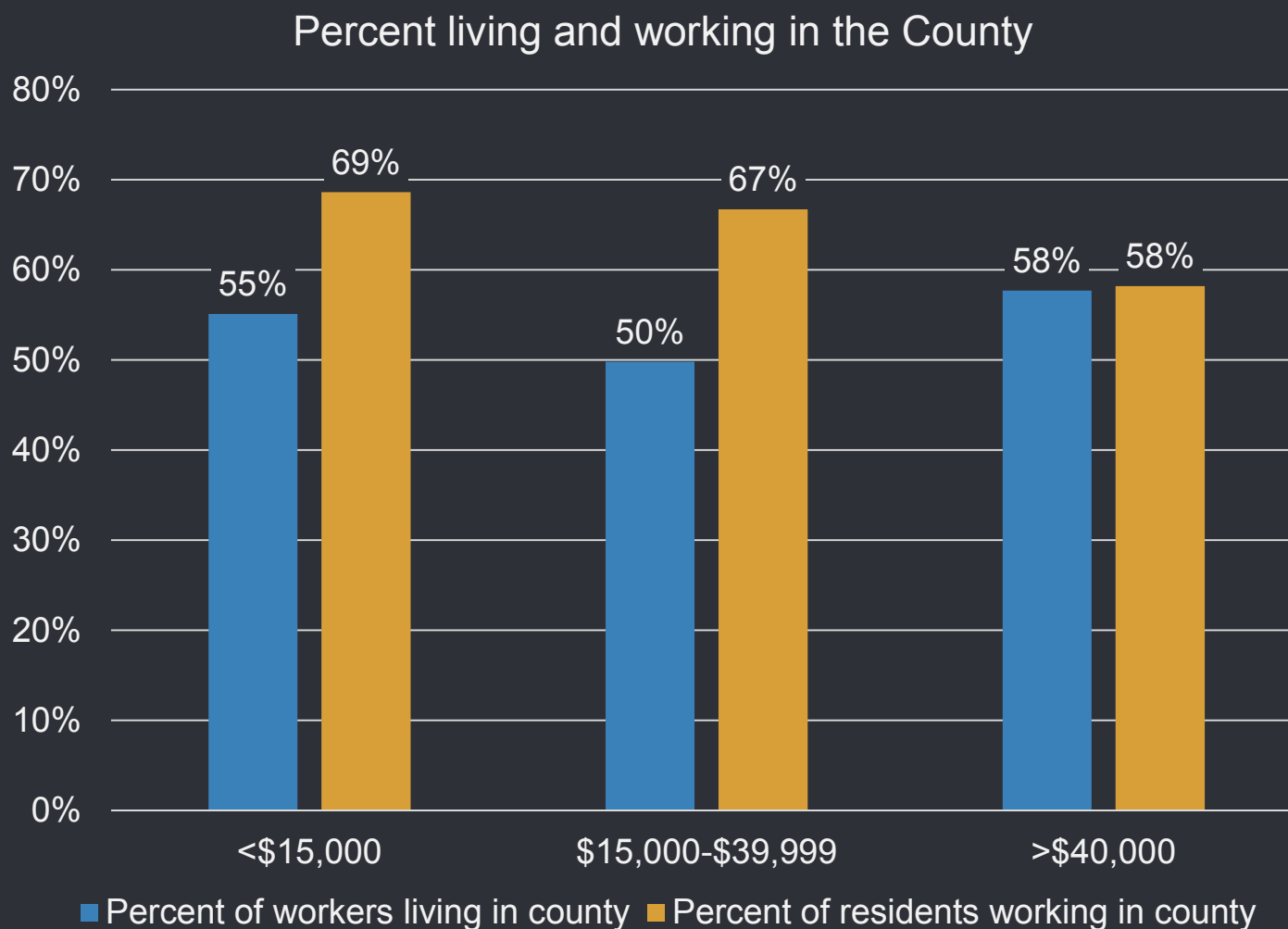


Like workers in Johnson County, residents earning lower wages are predominantly women, by a 60/40 margin. Residents earning higher wages are predominantly men, by the same 60/40 margin

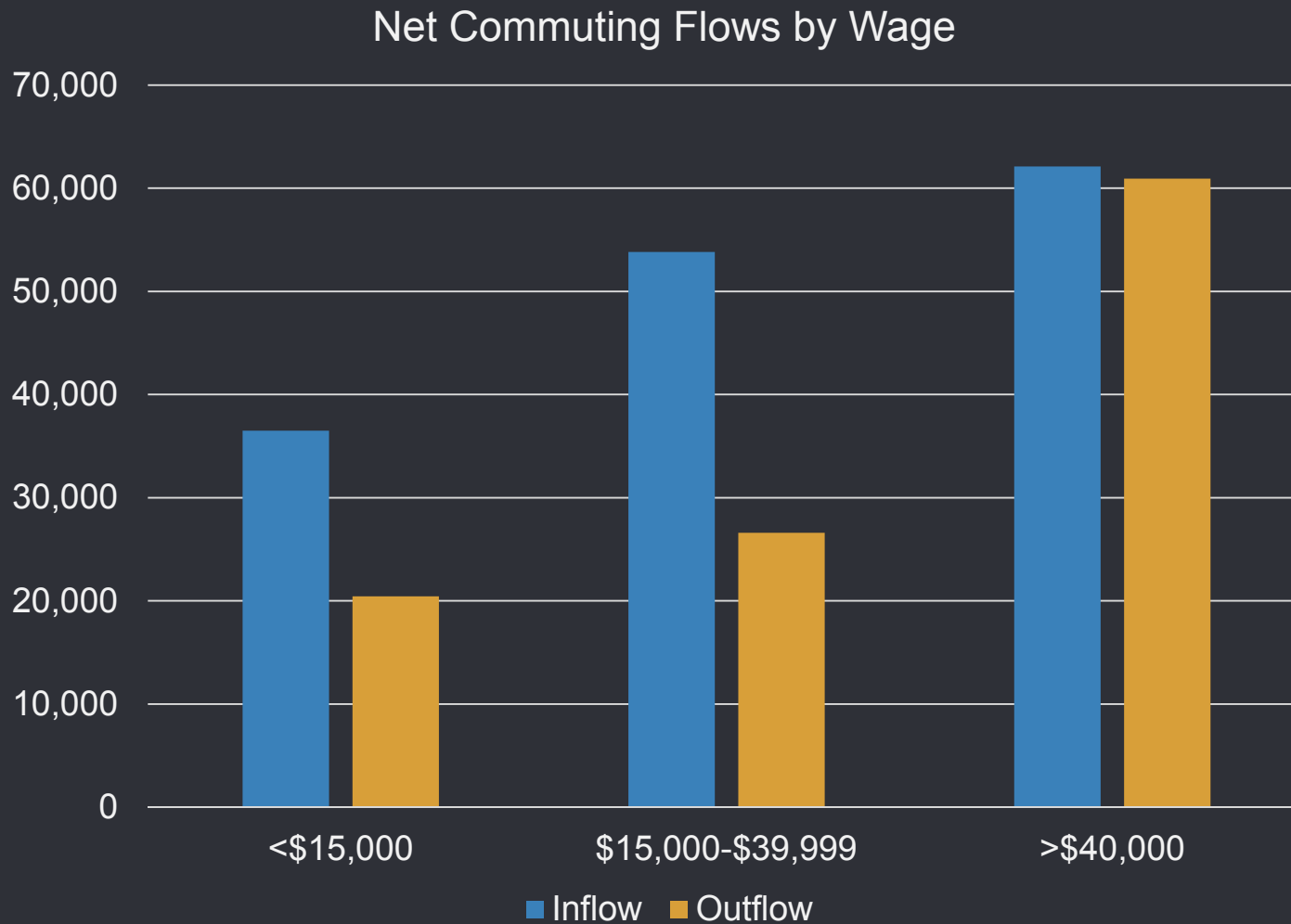




At least half of Johnson County's workers also live in the county, while 60 to 70 percent of its residents work in the county.



Johnson County is a net importer of lower-wage workers, whereas the flow of higher-wage workers is in balance

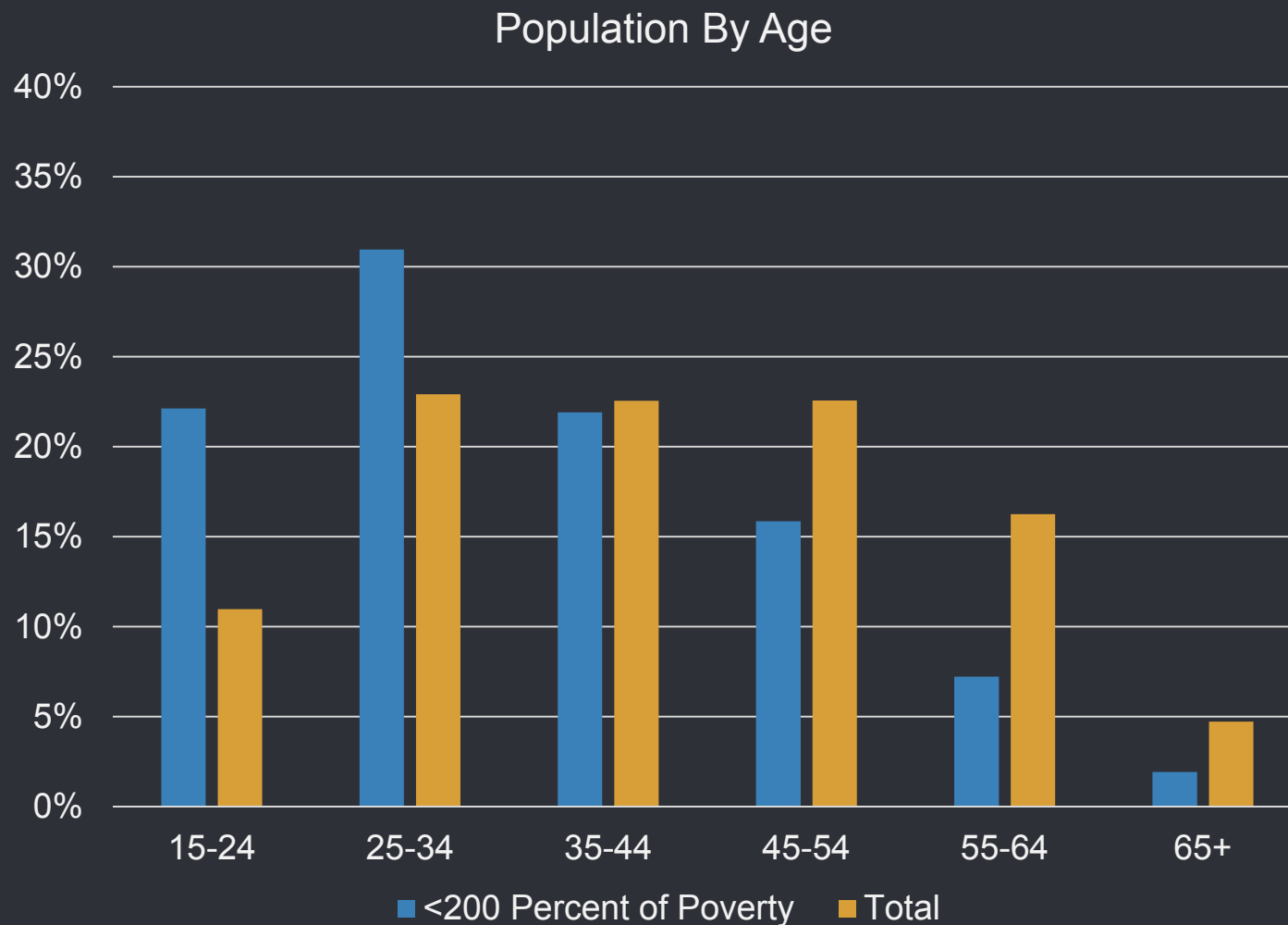


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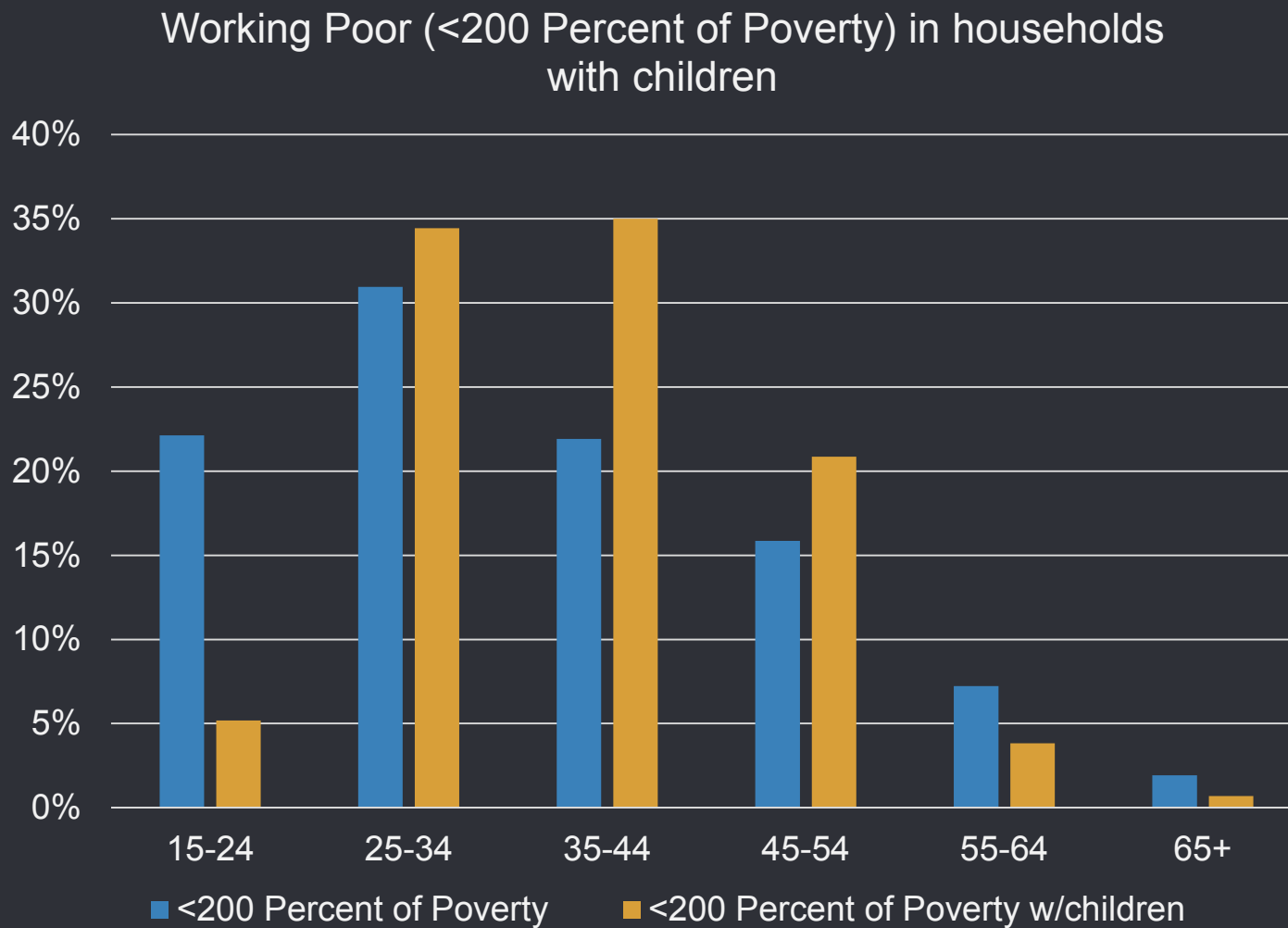
## Working Poor Characteristics

Those < 200% of Poverty  
(PUMS data)

The working poor (workers in households with incomes below 200 percent of poverty) skew younger than the general population

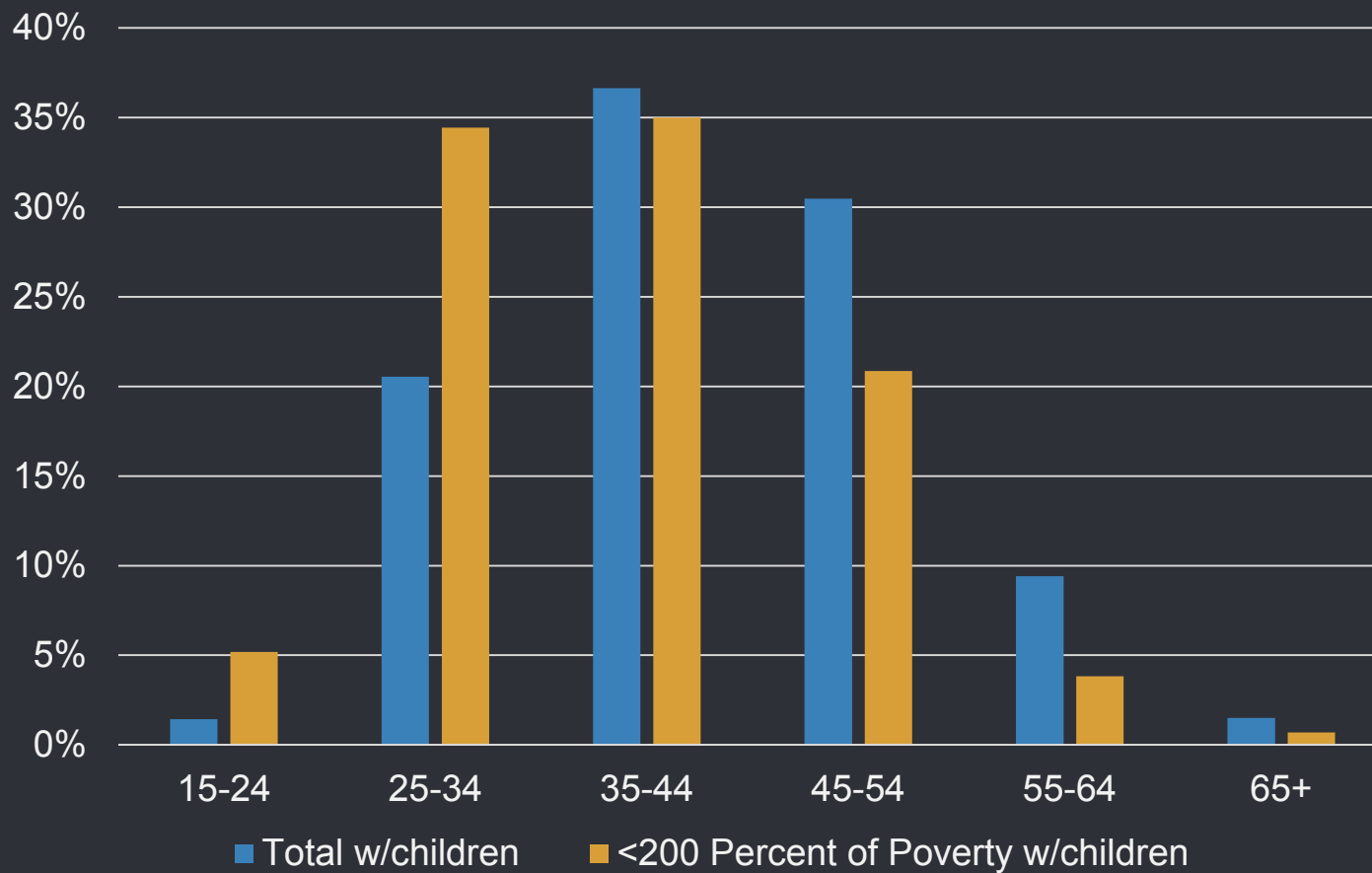


However, working poor with children are significantly older



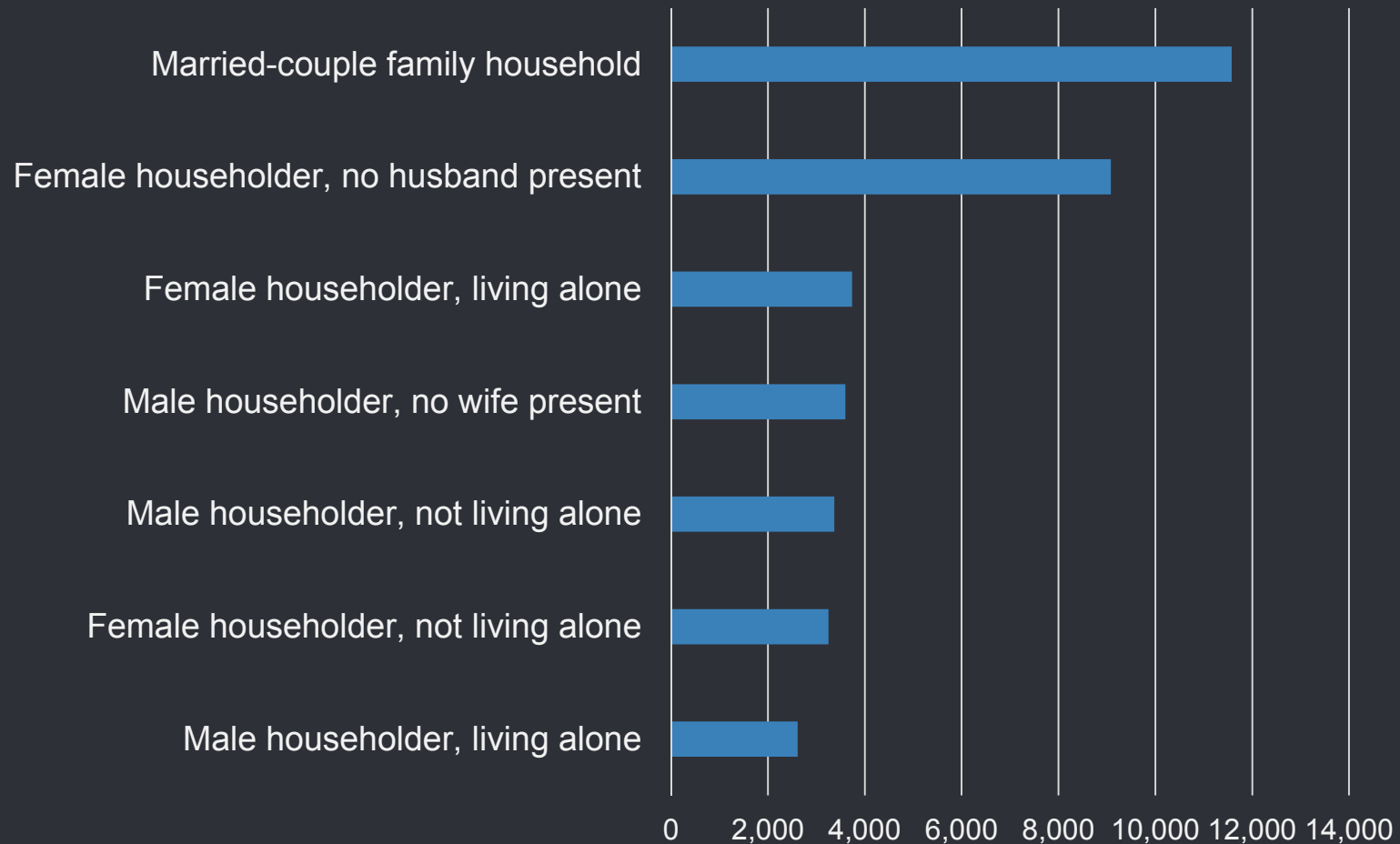
Though still not as old as those in the general population living in households with children

Working Poor (<200 Percent of Poverty) in households with children

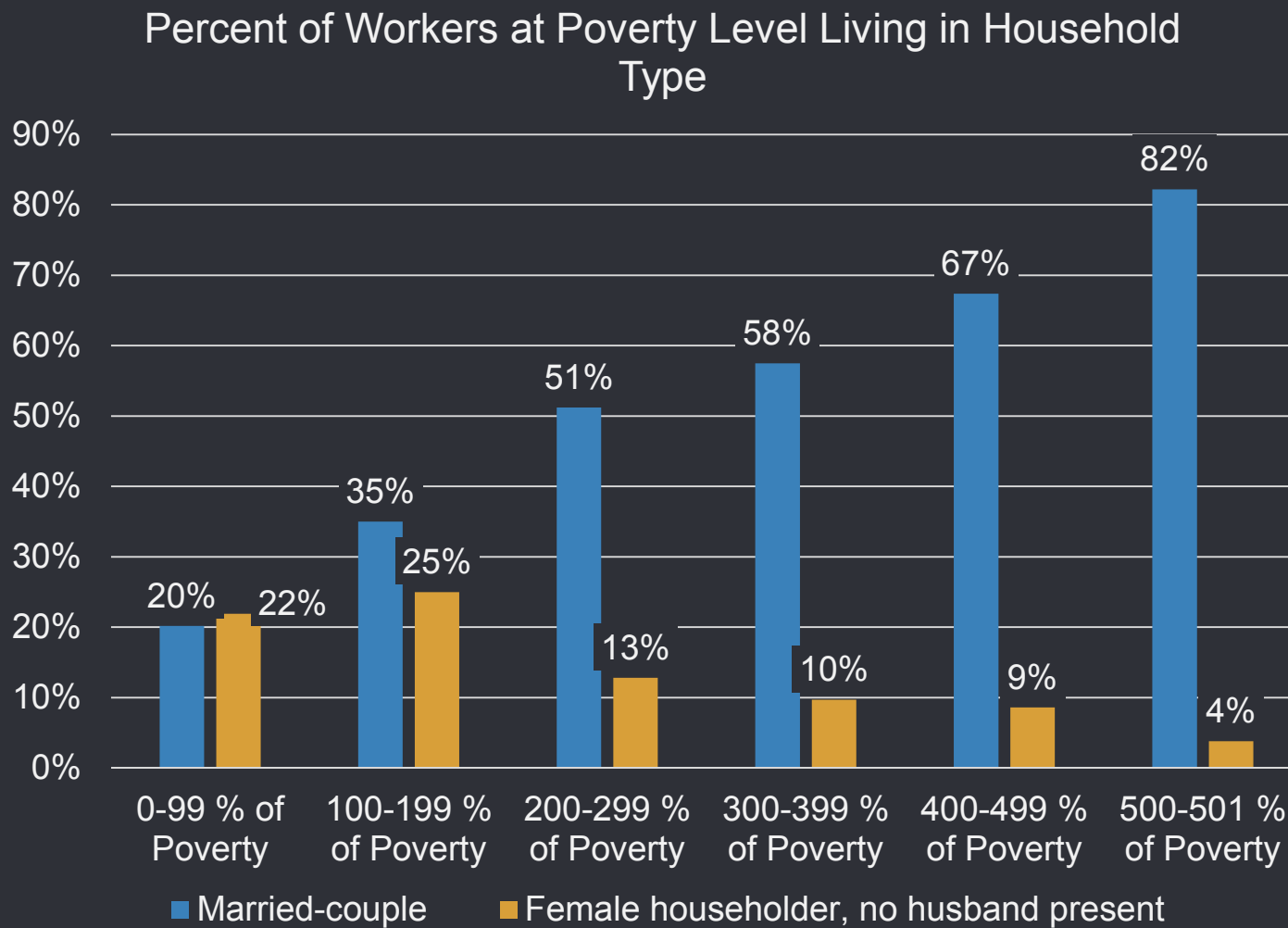


There are more working poor living in married-couple households than any other household type.

Workers in Households <200% of Poverty, by Household type



At the lowest incomes, married couples and single moms are equally present. But as incomes rise, so does the predominance of married-couple households





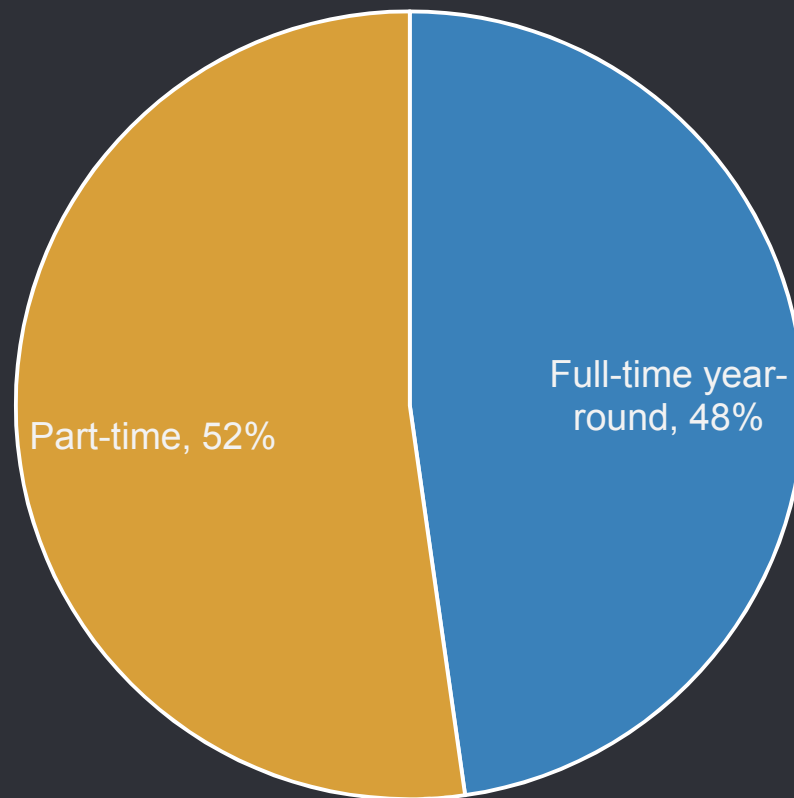
6

## Ladders of Opportunity

Jobs with a career path

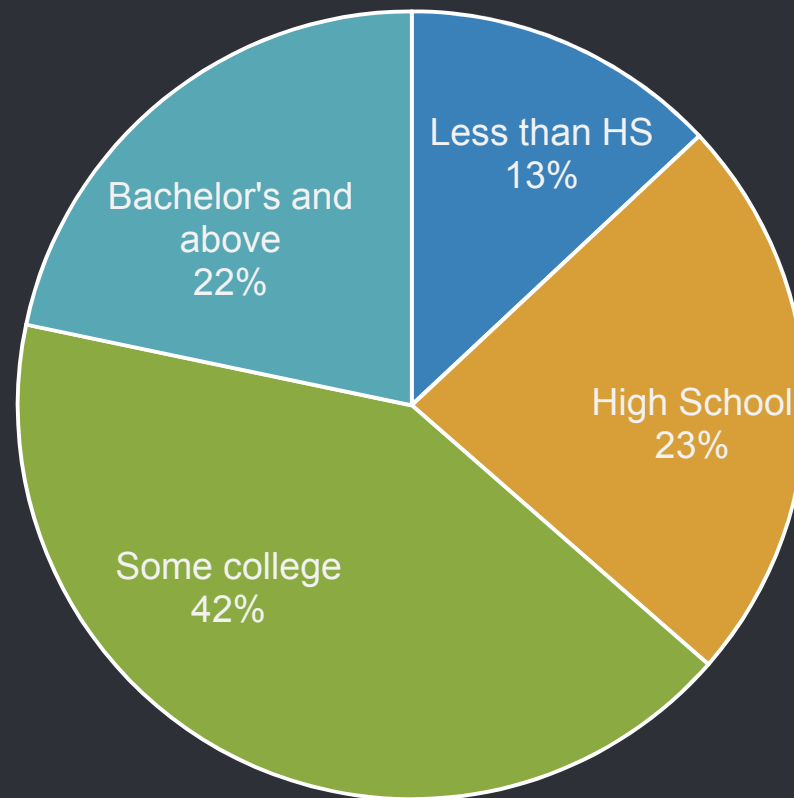
A little less than half the working poor work full-time (at least 35 hours per week) year-round (at least 50 weeks a year).

Workers in households <200% of poverty

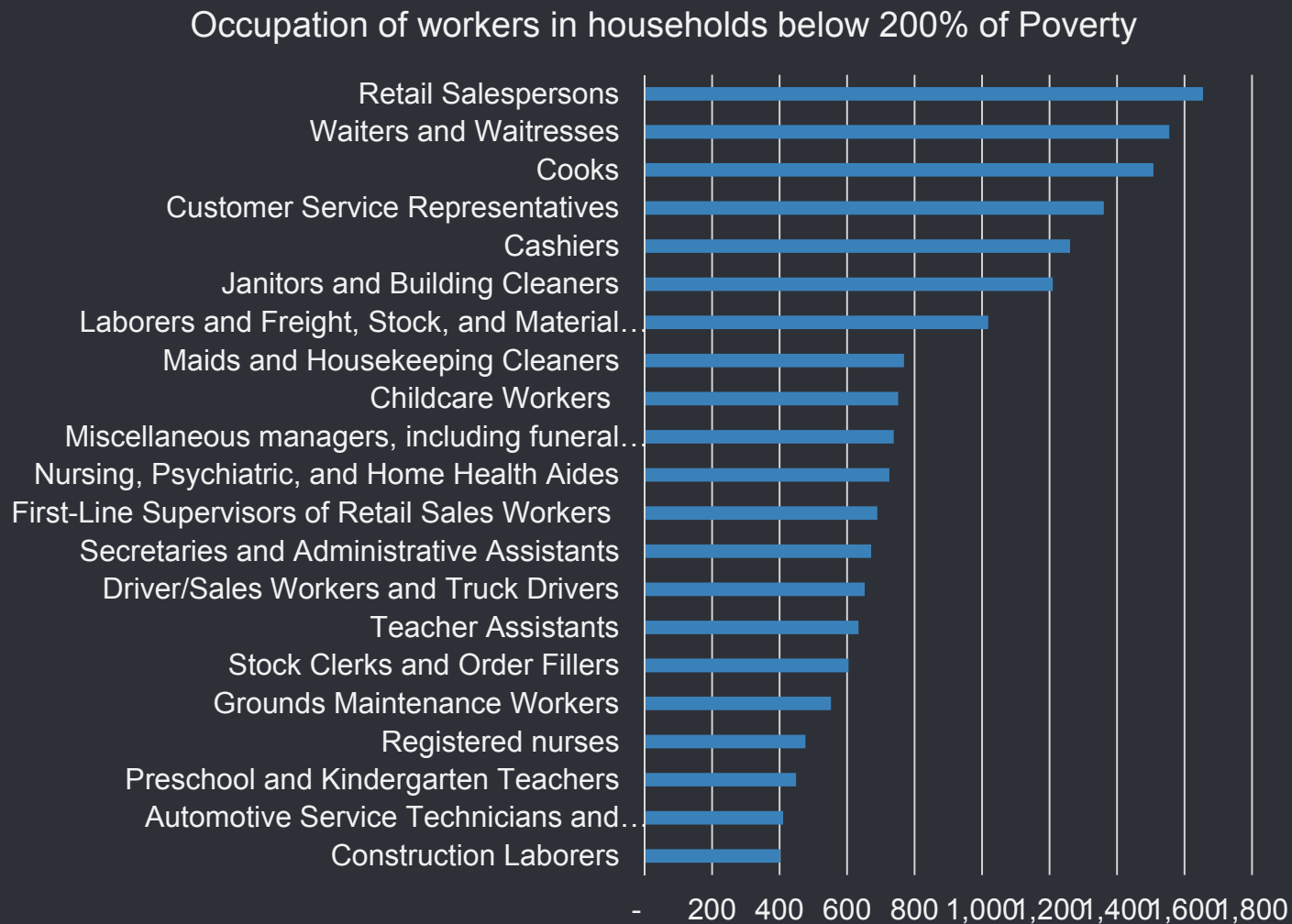


Of the working poor working full-time, year-round, nearly two-thirds have some college or a college degree.

<200% of Poverty working full-time year-round

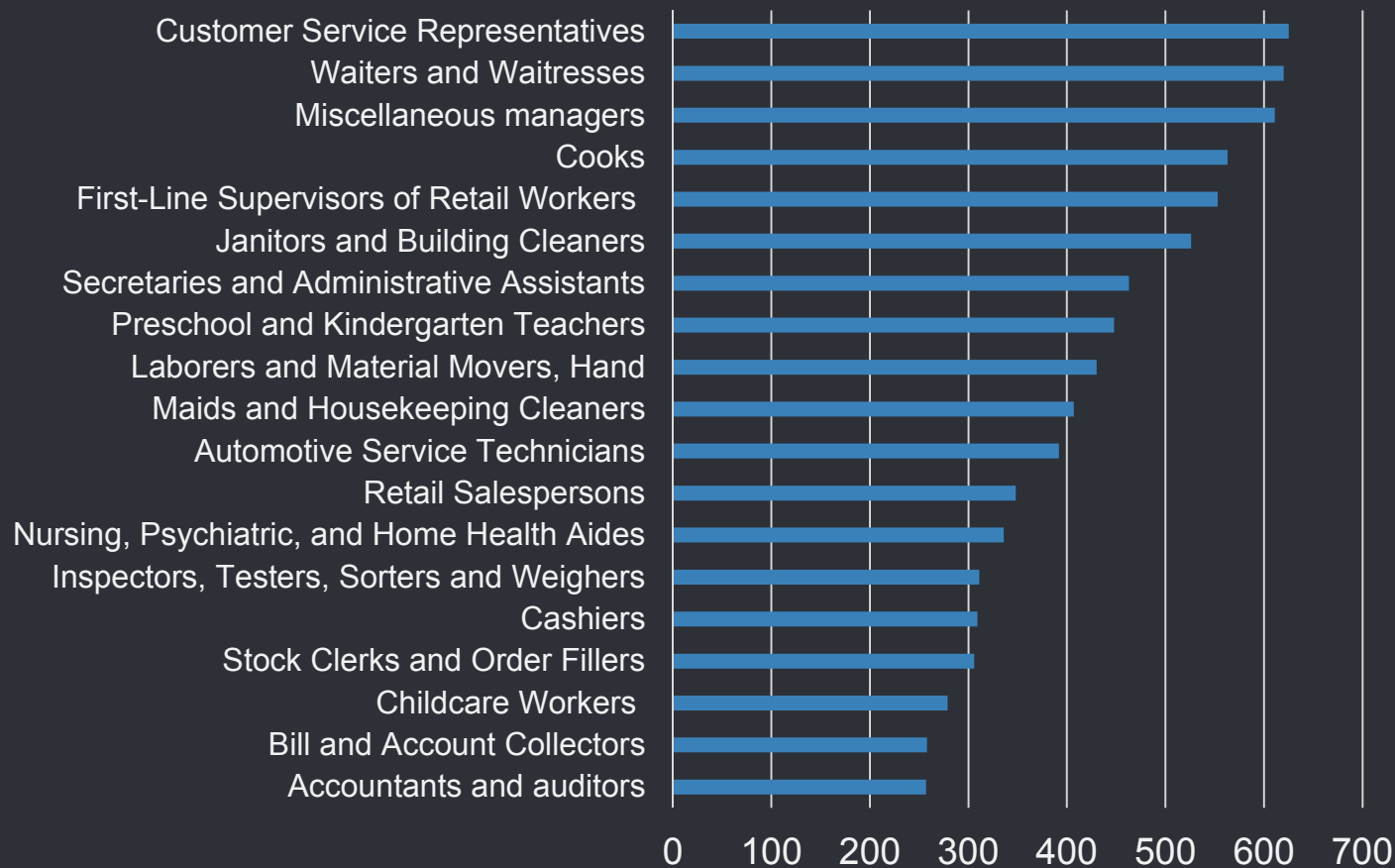


The occupations of the working poor include many that have a large proportion of part-time work.



The occupations of the working poor that are full-time, year-round are similar, but also include accounting and inspection occupations

Persons working full-time, living in households below 200% of poverty, by occupation





# How can we better define career paths

Brookings Institution:  
Opportunity Clusters

# What are good jobs?

- **Accessibility:** Good jobs are attainable for workers without a four-year degree
- **Quality:** Good jobs provide stable, full-time employment and benefits
- **Opportunity:** Good jobs offer pathways to living wages and financial security

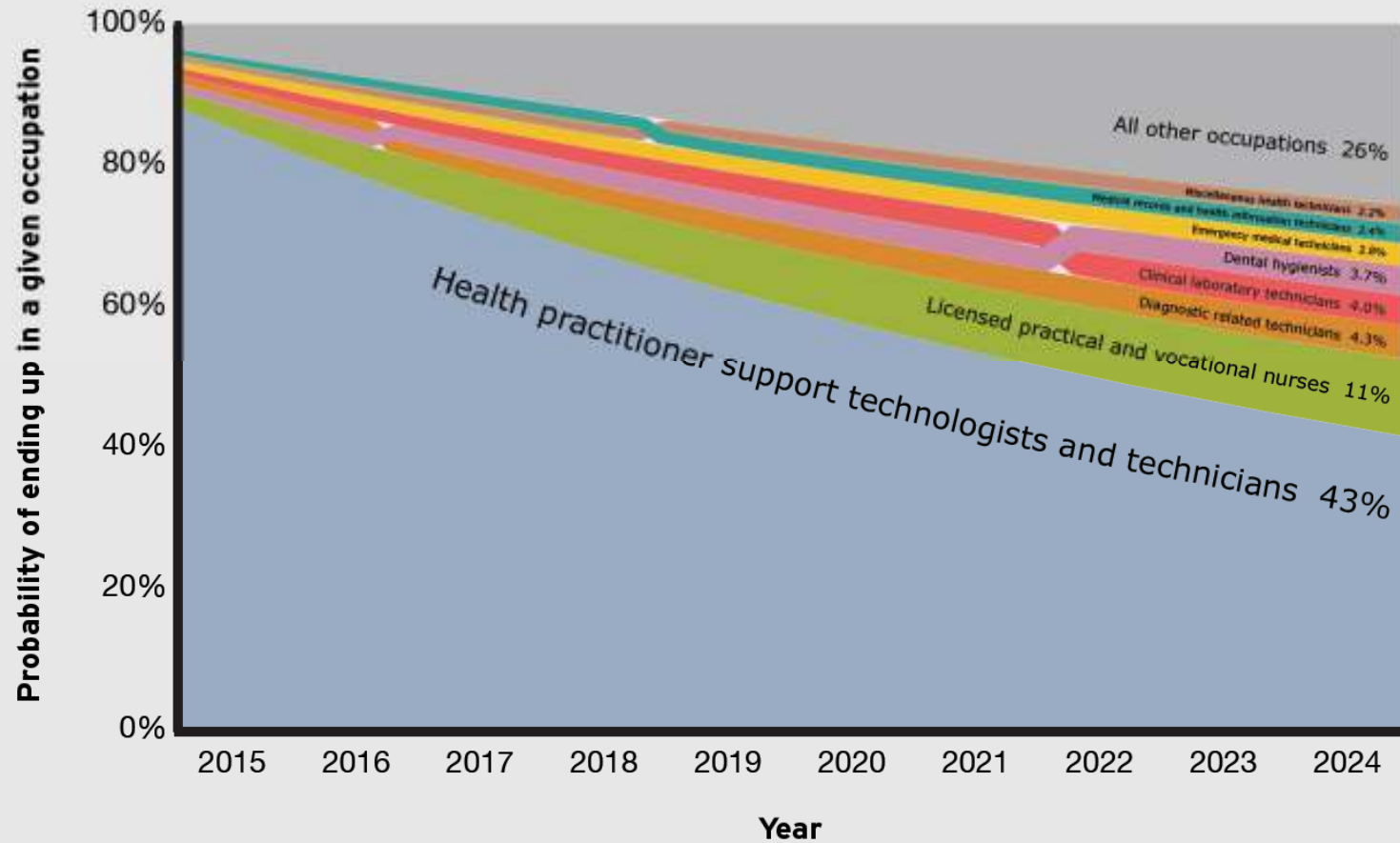
# How do you define career pathways?

- Brookings looked at occupation transitions in one year
- What if those transitions continued for 10 years?
- Which starting points give you a high probability of ending up with a living wage?



**Figure 4. Health practitioner support technologists and technicians are more likely to switch to other occupations within 10 years than remain in their original occupation**

**Probability of moving from health support technicians to other occupations over time in greater New Orleans**



Source: Brookings analysis of Current Population Statistics microdata and EMSI estimates.

	Workers
Customer Service Representatives	625
Waiters and Waitresses	620
Miscellaneous managers	611
Cooks	563
First-Line Supervisors of Retail Workers	553
Janitors and Building Cleaners	526
Secretaries and Administrative Assistants	463
Preschool and Kindergarten Teachers	448
Laborers and Material Movers, Hand	430
Maids and Housekeeping Cleaners	407
Automotive Service Technicians	392
Retail Salespersons	348
Nursing, Psychiatric, and Home Health Aides	336
Inspectors, Testers, Sorters and Weighers	311
Cashiers	309
Stock Clerks and Order Fillers	306
Childcare Workers	279
Bill and Account Collectors	258
Accountants and auditors	257

Top Occupations  
of full-time  
workers in  
households with  
incomes <200%  
of poverty

Brookings “good jobs”  
highlighted



# RISING

OUR SHARED VISION

By 2025, the KC region will rank in the  
**TOP TEN OF PEER METROS**  
(15 larger and 15 smaller MSAs by population) in three categories:

**NUMBER OF  
QUALITY JOBS**  
current rank #12

**GROSS  
REGIONAL PRODUCT**  
current rank #14

**MEDIAN  
HOUSEHOLD INCOME**  
current rank #12

INDUSTRY AND COMMUNITY  
ENGAGEMENT

CROSS-CUTTING STRATEGIES

**TRADE**

**IDEAS**

**PEOPLE**

“

*The combination of good data and a renewed civic attention makes creating better ladders of opportunity a real possibility.*

*It's up to us to make sure possibility becomes reality.*

**Thanks!**

**ANY QUESTIONS?**

Frank Lenk

[flenk@marc.org](mailto:flenk@marc.org)

## CREDITS

- Data sources include:
  - Quarterly Census of Employment and Wages, Bureau of Labor Statistics,
  - On the Map/LEHD/LODES, Census Bureau
  - American Community Survey Public Use Microsample (PUMS), Census Bureau
  - JobsEQ
  - Brookings Institution
  - Presentation template by [SlidesCarnival](#)

**Expanding Income and Employability:**

# **Launching the Employment Planning Project**

Justin Nichols

UCS EP2 Chair and Board Member



# UCS' Employment Planning Project

- Nine month planning project launched May 2016
- 14 members including:
  - Chambers of Commerce/Economic Development Councils (Overland Park, Shawnee)
  - Higher Education (KU Edwards, JCCC)
  - Workforce Partnership
  - Non-profits (United Way of GKC, Catholic Charities, Mid America Regional Council)
  - Johnson County Government
  - UCS Board members
- Goal: a strategic plan to improve employment opportunities and increase income for LI households





# **Generating Insights:**

**Small group discussion focused on factors affecting  
employment opportunities and income within  
low-income households**

## **Expanding Income and Employability:**

- ☐ Through Good Jobs
- ☐ Through Education and Training
- ☐ With Community Supports

# Expand income and employability:

## **Good jobs**

- What characteristics are most important?
- What are the most significant barriers?
- Who is creating or increasing access to “good jobs”?

**Instructions:** First, write out responses individually to each question, then participate in the small group discussion

# Expand income and employability:

## **Education and training**

- What education and training resources are needed to take advantage of “good jobs”?
- What education and training resources are already available?

**Instructions:** First, write out responses individually to each question, then participate in the small group discussion

# Expand income and employability:

## **Community supports**

- What supports are needed to access training to improve employment?
- What supports are needed to gain and sustain improved employment?

**Instructions:** First, write out responses individually to each question, then participate in the small group discussion

# **Final Wrap Up and Thank You**