



**United Way**  
**Centraide**  
Windsor-Essex County

Give. Volunteer. Act.

# Poverty, Education Attainment and the Skills Gap

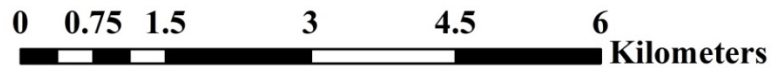
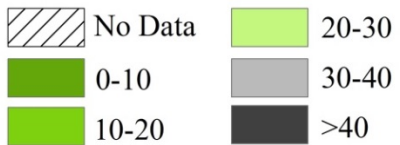
---

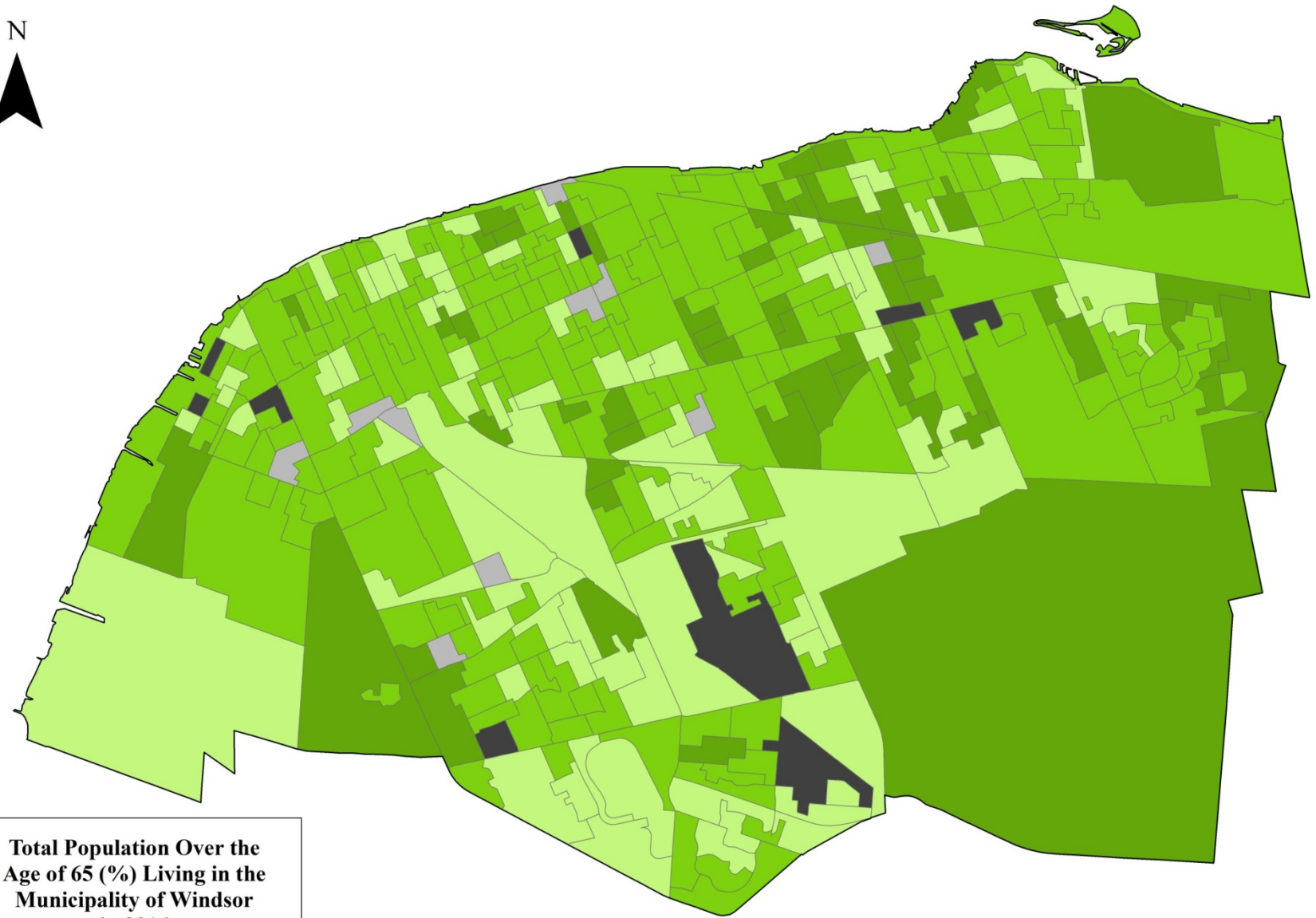
Frazier Fathers - Manager, Community Impact & Learning  
United Way/Centraide Windsor-Essex County

May 12, 2017

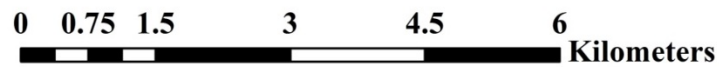
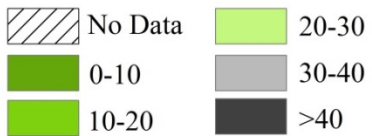


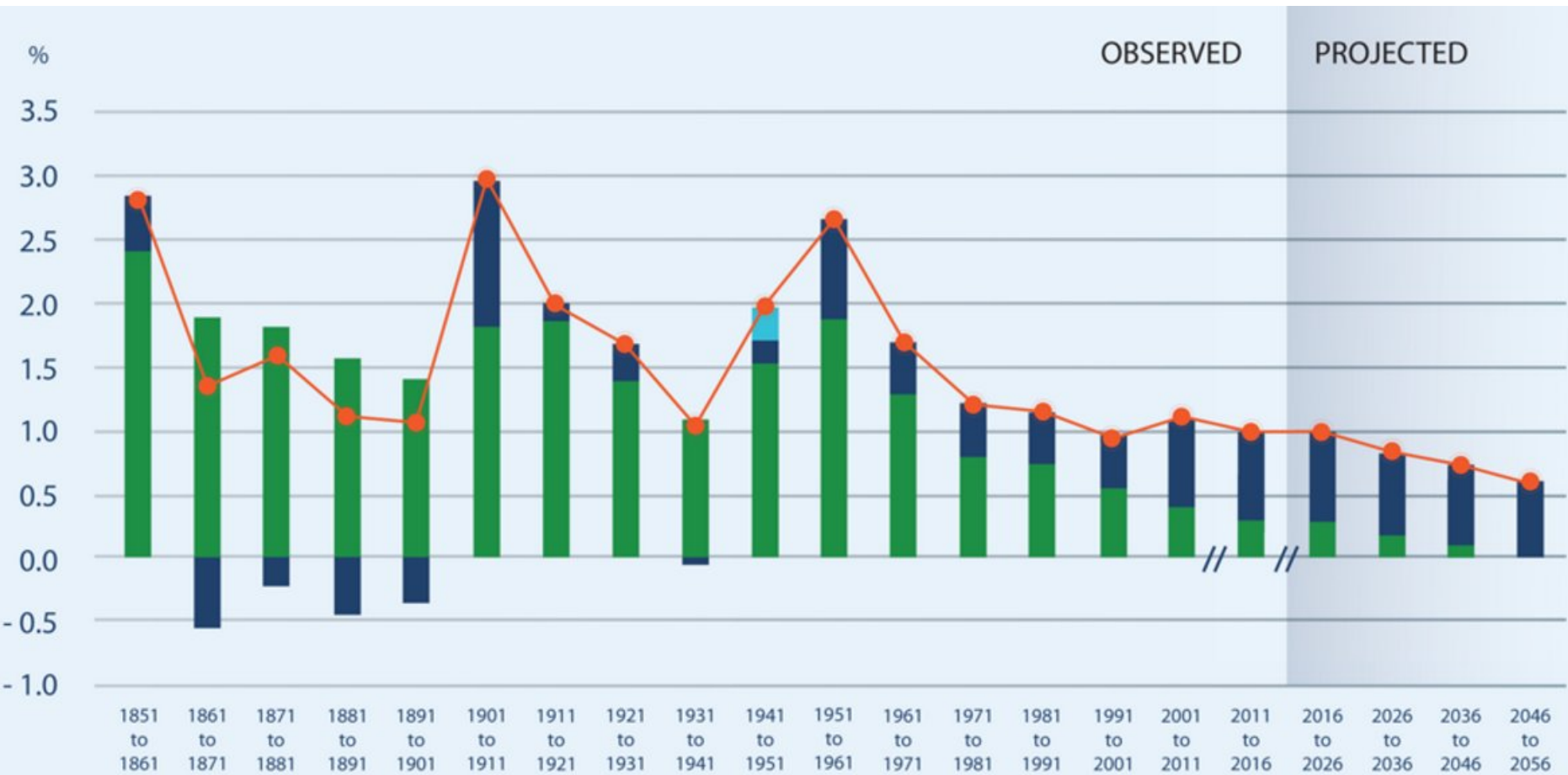
**Population Over the Age  
of 65 Living in Low Income (%)  
in the Municipality of  
Windsor in 2011**





**Total Population Over the Age of 65 (%) Living in the Municipality of Windsor in 2016**





Natural increase

Migratory increase

Growth related to the addition of Newfoundland and Labrador

Total growth

// Break in time series



# Consequences of these Demographics?

- Greying of the Workplace – losing skilled people with lots of experience. **1 in 4 over 65 by 2026.**
- Immigration will drive population growth and the local economy.
  - 50% of new arrivals to Canada make less than \$19,000 in their first year in our country.
  - 1 in 4 who are job seeking do not find a job for more than 2 years.

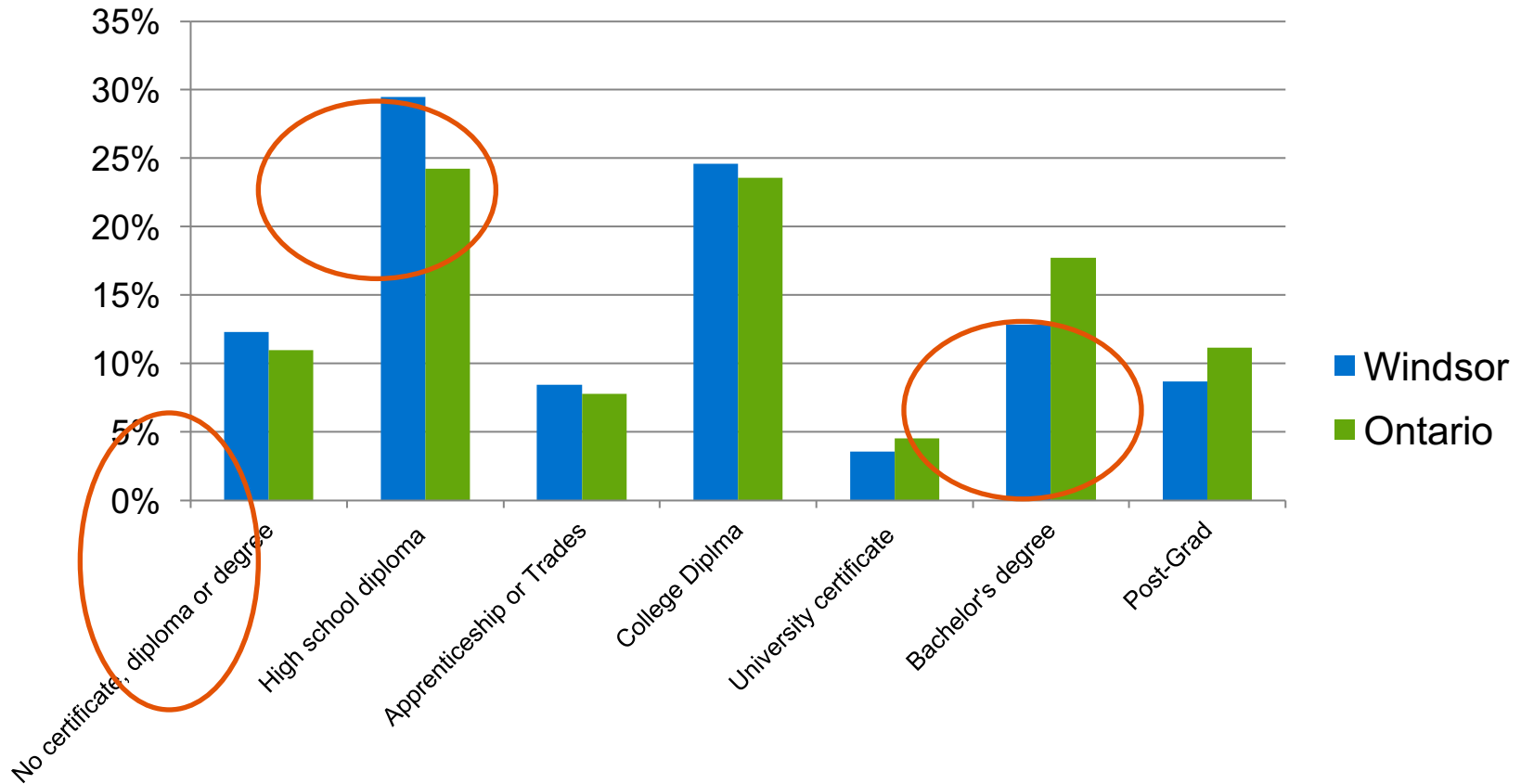


# Impact on Local Economy

- Smaller workforce across Canada and in Windsor-Essex
  - Competition for skilled labour will be vital but also costly.
  - If jobs can't be filled they will leave or be automated.
- A tool to Mitigate these challenges:
  - Ensuring those who don't have skills can be trained will become vital to economic competitiveness.



# Windsor-Essex Education Outcomes by Working Age Population (19-64)





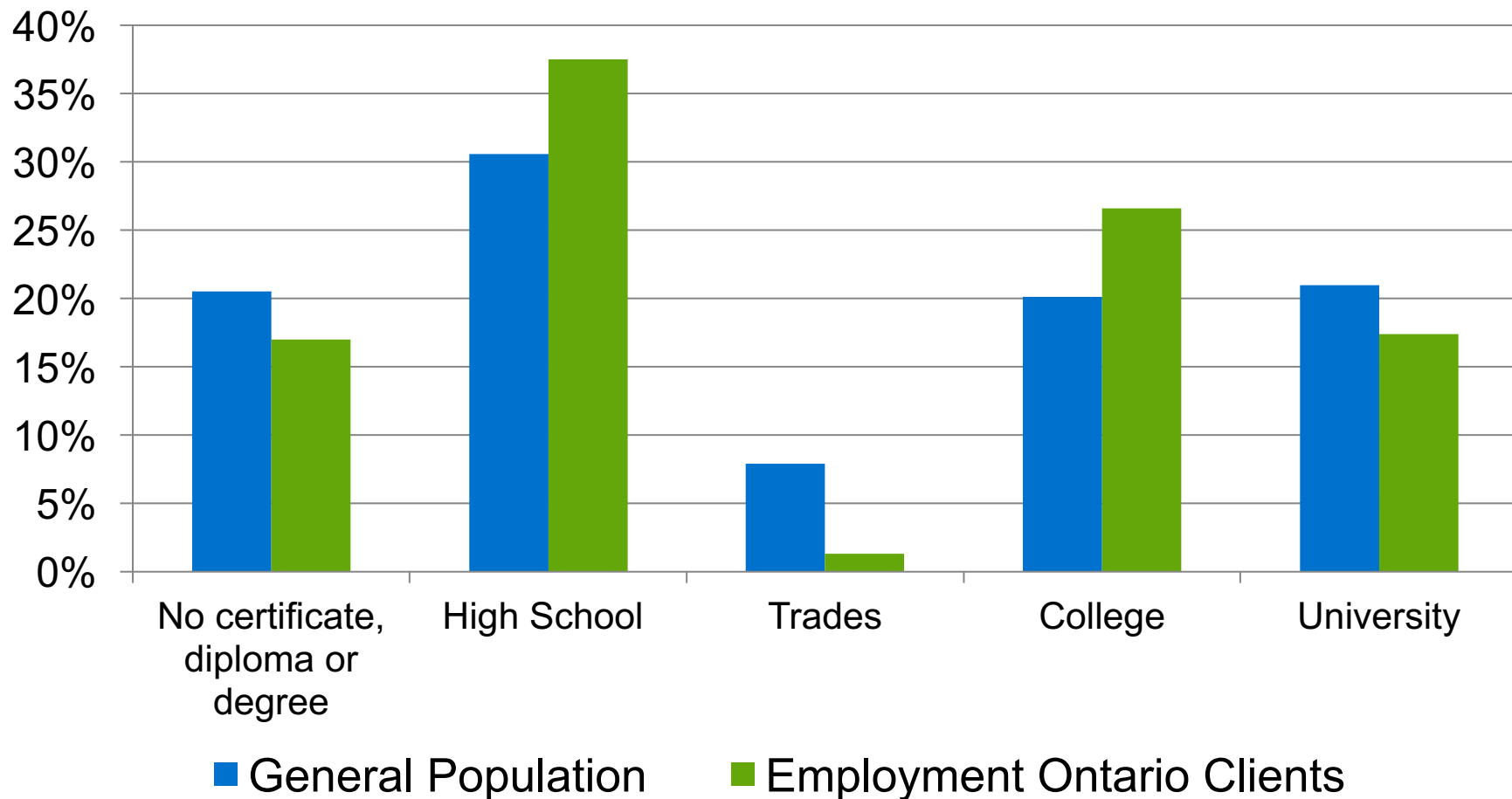
# Education and Earning Potential

Highest Level of Education Obtained	Average Annual Earnings Compared to High School	Earnings over 40 Year Working Lifetime compared to High School Graduate
Less than High School	-\$ 856	-\$ 34,240
Trades or Apprenticeship	\$ 11,047	\$ 441,880
College Diploma	\$ 5,977	\$ 239,080
Some University	\$ 9,530	\$ 381,200
Bachelor Degree	\$ 17,132	\$ 685,280
Post Graduate University	\$ 26,450	\$ 1,058,000



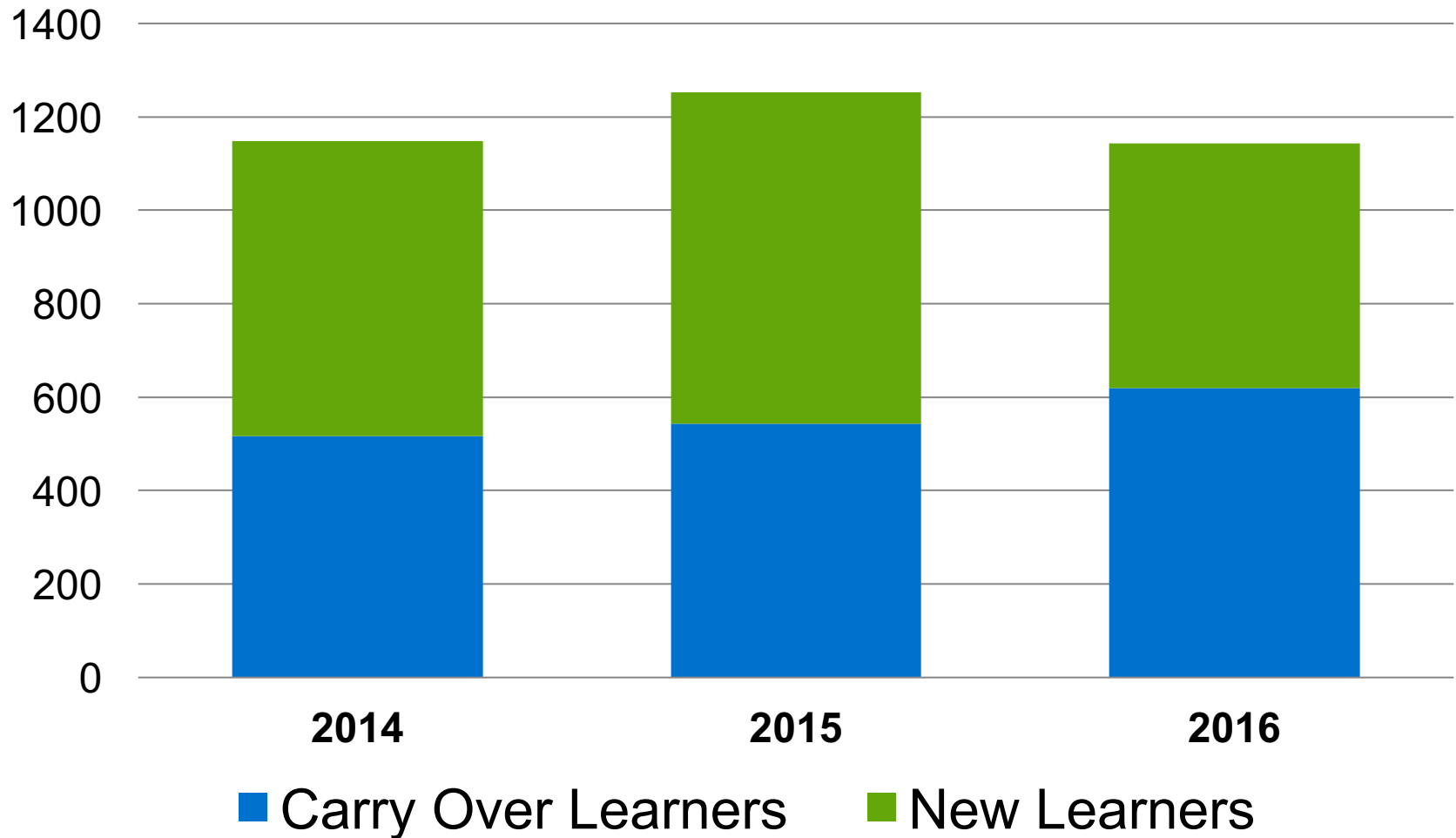


# Educational Attainment: General Population vs Local E.O. Clients





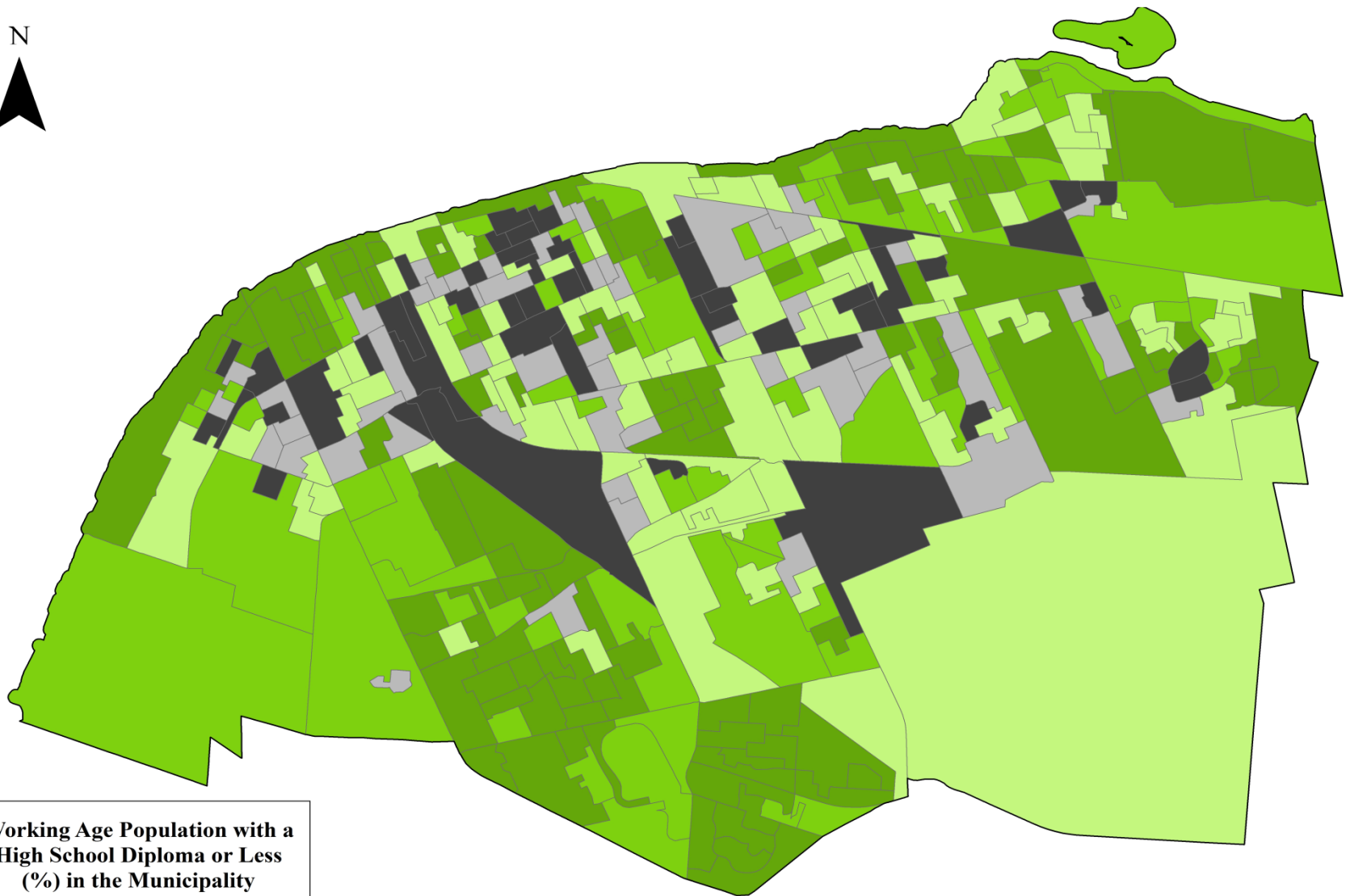
# E.O. Literacy and Basic Skill Clients



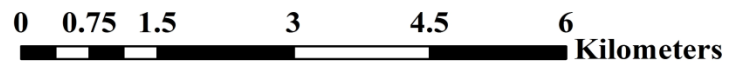


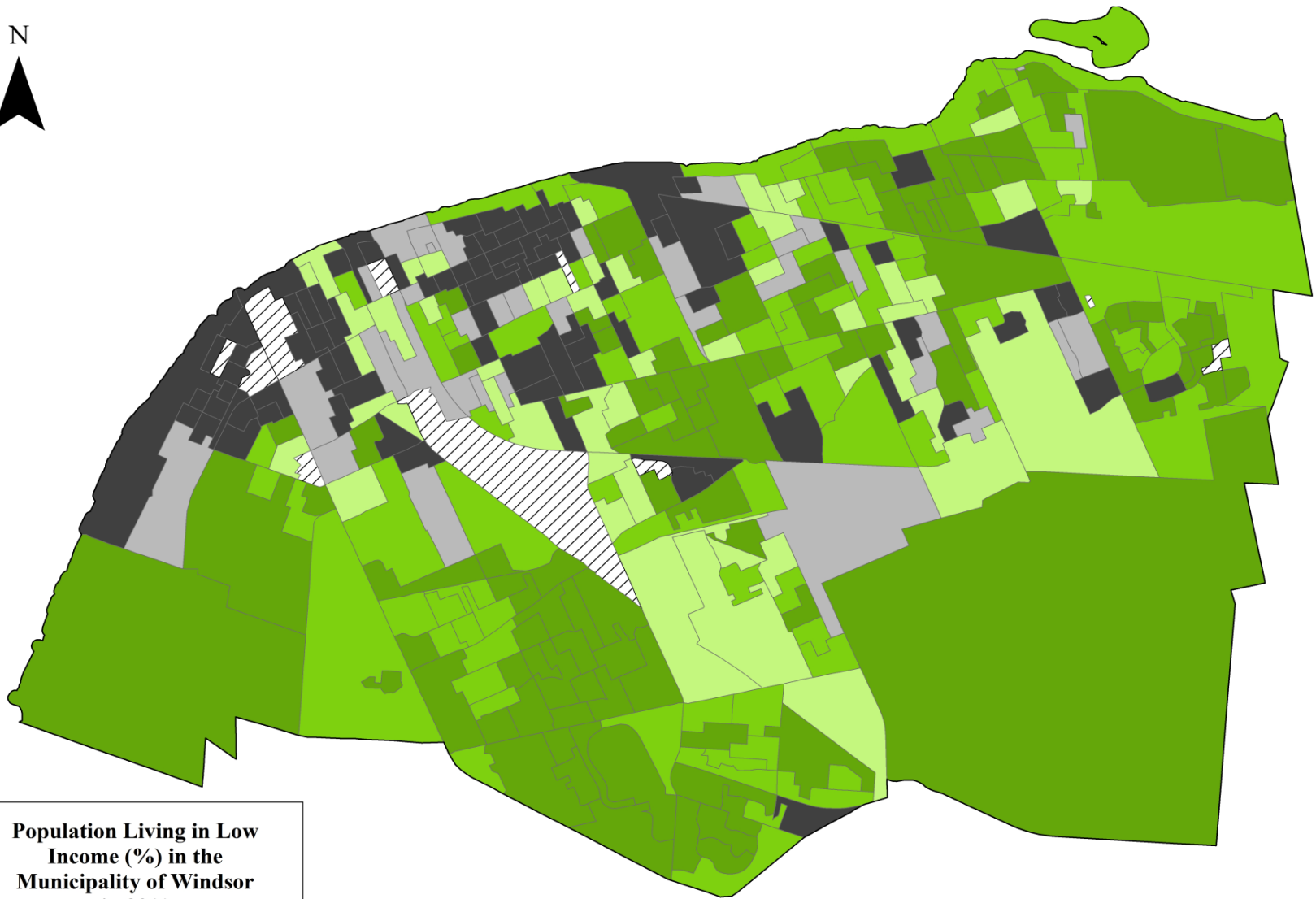
# Consequences of the Skills Gap

- There is a clear and well-researched connection between educational attainment, employment and levels of poverty.
- The education gap translates into about **12,000 working aged people** in our community.
- By moving those people up 1 level of education attainment this would generate approximately **\$72 million** a year in additional earning in our community.
- Unfortunately we estimate between **150 and 250 youth** each year at risk of not graduating High School each year.

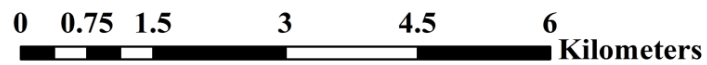
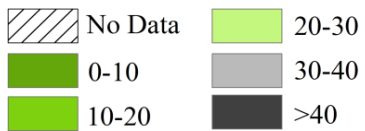


**Working Age Population with a High School Diploma or Less (%) in the Municipality of Windsor in 2011**





**Population Living in Low  
Income (%) in the  
Municipality of Windsor  
in 2011**





# We are all paying for it!

- The Cost of Poverty in our region is least **\$450 Million per year**. This means:
  - Higher Health Care Costs
  - Higher Protective Service Costs
  - Lost Productivity and Economic Activity
  - Costs of Intergenerational Poverty



# Barriers to Education Attainment

- Wide range of barriers to break that impede education attainment and skill development.
  - Meeting Immediate Needs: Hunger; Mental illness; Shelter.
  - Tackling Second Tier Barriers: Neighbourhood Quality; Lack guidance or mentorship; Lack (or perceived lack) of access to opportunity; Lack of Transportation.
- **1 in 4 youth** growing up in poverty will not break the cycle of Intergenerational Poverty.
- Current & Older Workers: opportunities are needed to retrain, realign and reskill as the economy evolves.



# Removing the Barriers

- Must tackle the underlying social barriers to success.
- Then target specific interventions to close key skills gaps.
- Supply Side Interventions:
  - Creating a coordinated pipeline of opportunities and supports that follows children and youth from age 5 to 25, so they can reach their potential.
  - Focusing on the careers and skills of tomorrow not today and shifting our programming and supports to provide barrier free access to these opportunities.





# Removing the Barriers

- Demand Led Employment Training
  - Have businesses help direct what skills need to be taught to fill specific needs.
  - Design programs that are responsive to the evolving needs local economy.
  - Ensure those deploying the programs have the resources and flexibility to evolve as their programs do.
- Bigger than one agency or group, this is why a new collective approach is needed.
  - You will hear more on this later today.



# United Way Centraide Windsor-Essex County