

# HUMAN CAPITAL DEVELOPMENT

## Filling in the Gaps: The Future of Texas' Public Sector

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## PURPOSE

1. provide an overview of the public sector workforce and briefly explore existing challenges

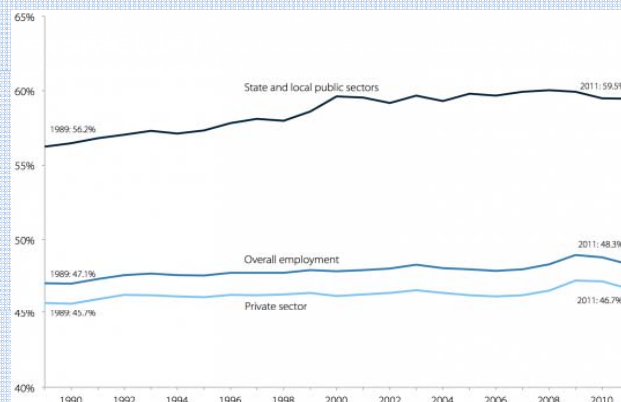
2. Examine the current and potential impact of poverty and education among African Americans

3. Present working models, initiatives and suggestions to widen the scope of the discussion on human capital to encourage proactive reform and outreach from K-12 upward and retain top talent

Current trends in public sector employment

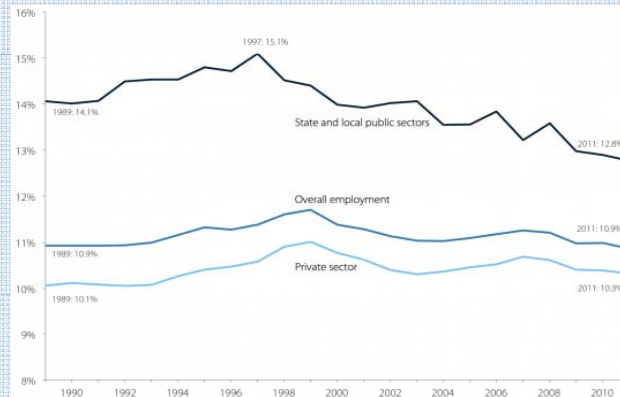
## OVERVIEW

### Hispanic share of employment, by sector, 1989–2011



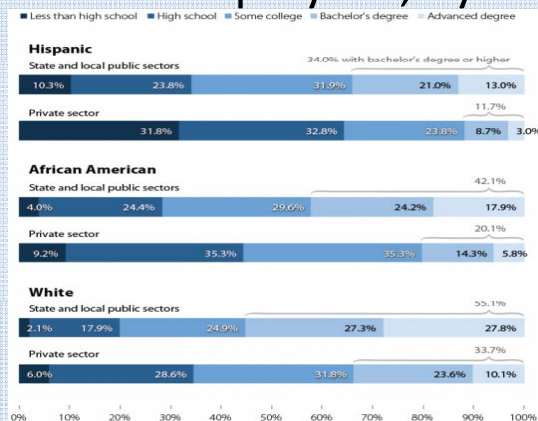
Source: Economic Policy Institute  
<http://www.epi.org/publication/bp339-public-sector-jobs-crisis/>

## African-American share of employment, by sector, 1989–2011



Source: Economic Policy Institute  
<http://www.epi.org/publication/bp339-public-sector-jobs-crisis/>

## Education levels of state and local public-sector versus private-sector employees, by race, 2011

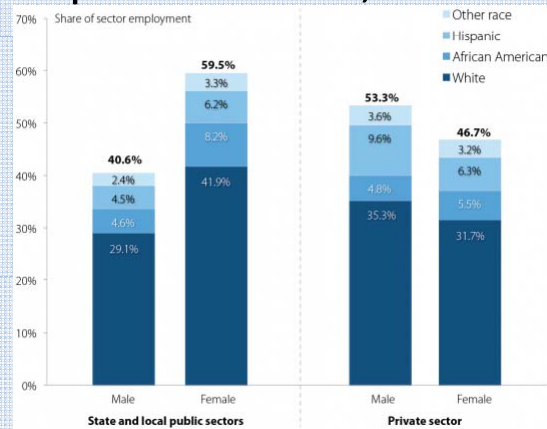


Jobs at the State and local level are critical to the state of employment among minority groups

PRIVATE SECTOR: AA earn an average of 12.9 less than whites  
 STATE/LOCAL: AA earn an average of 2.2 % less than whites

Source: Economic Policy Institute  
<http://www.epi.org/publication/bp339-public-sector-jobs-crisis/>

## Employment shares by sex and race, state and local public sectors versus private sector, 2011



Source: Economic Policy Institute  
<http://www.epi.org/publication/bp339-public-sector-jobs-crisis/>

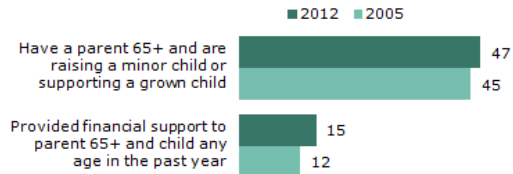
Challenges of an Aging Public Workforce

## BABY BOOMERS

## Understanding Baby boomers

### Middle-Aged Adults "Sandwiched" Between Aging Parents and Kids

% of adults ages 40 to 59 who ...



Note: Based on all adults ages 40 to 59: for 2012, n=844; for 2005, n=1,185.

PEW RESEARCH CENTER

Q21,27, P1,3,4

2030 baby boomers (66-84)  
20% U.S. population

50% of baby boomers concentrated in 9 states (California, Texas, New York, Florida, Pennsylvania, Illinois, Ohio, Michigan and New Jersey)

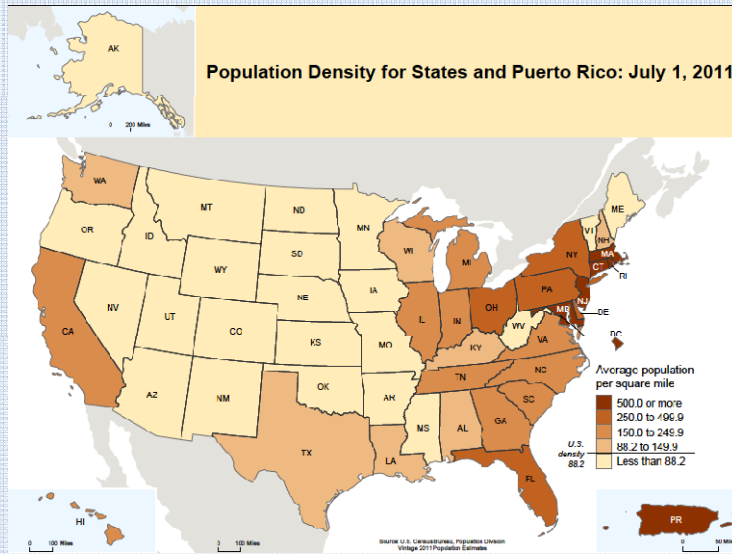
## How Does Texas Compare

National Population : 308,745,538

### Top 5 States



## The Texas Advantage



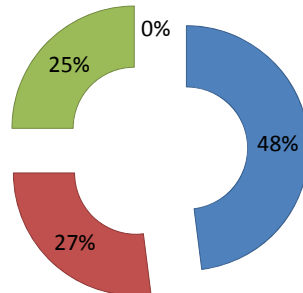
Texas has the ability to accommodate future growth with issues of density.

Ability to offer opportunities without leaving the state

## Child Poverty & Household Income

### 2010 Young Poor Children by Income In Texas

■ Above Low Income ■ Less Than 100% FPL ■ 100-200% FPL ■



Note: FPL = family of 4 with a household income of \$22,050 or less. It considers income ONLY and widely recognized as

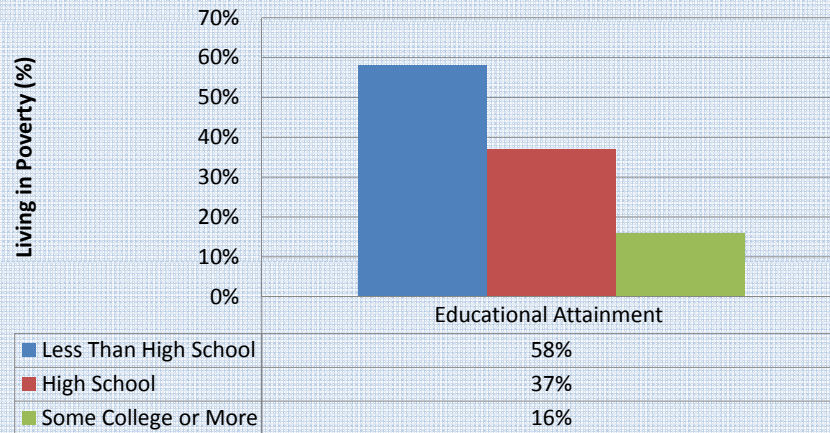
FPL = Federal Poverty Limit

Source: National Center for Children in Poverty at Columbia University  
[http://www.nccp.org/profiles/TX\\_profile\\_9.html](http://www.nccp.org/profiles/TX_profile_9.html) (data from 2010 U.S. Census)



## Educating Our Parents

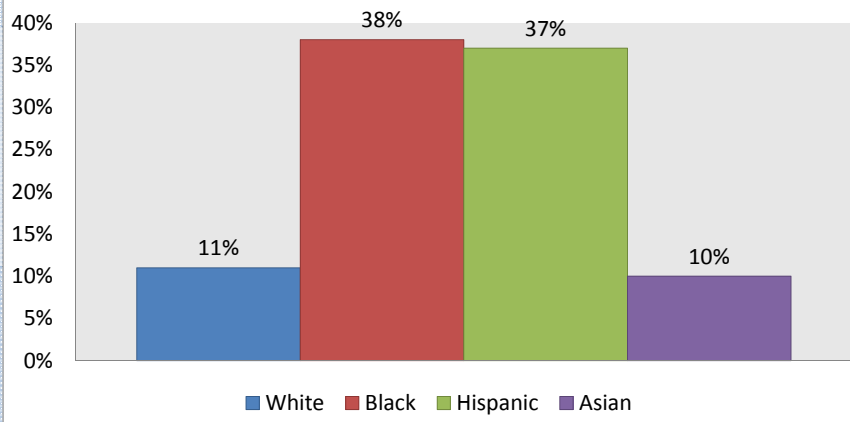
**Young Children in Poor Families in Texas**



Source: National Center for Children in Poverty at Columbia University  
[http://www.nccp.org/profiles/TX\\_profile\\_9.html](http://www.nccp.org/profiles/TX_profile_9.html) (data from 2010 U.S Census)

## Race/Ethnicity & Child Poverty

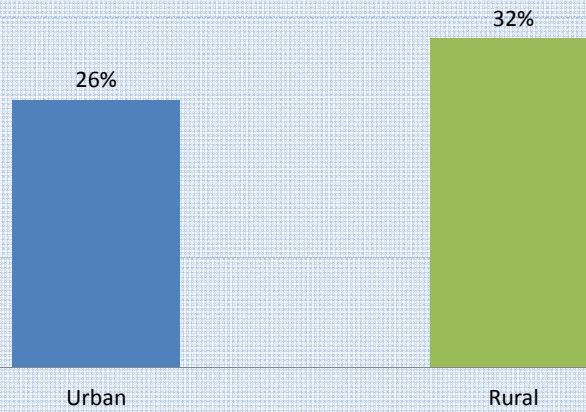
**Children Living in Poverty by Race/Ethnicity in Texas**



Source: National Center for Children in Poverty at Columbia University  
[http://www.nccp.org/profiles/TX\\_profile\\_9.html](http://www.nccp.org/profiles/TX_profile_9.html) (data from 2010 U.S Census)

## Where are Children in Poverty

Poverty Level by Residential Location



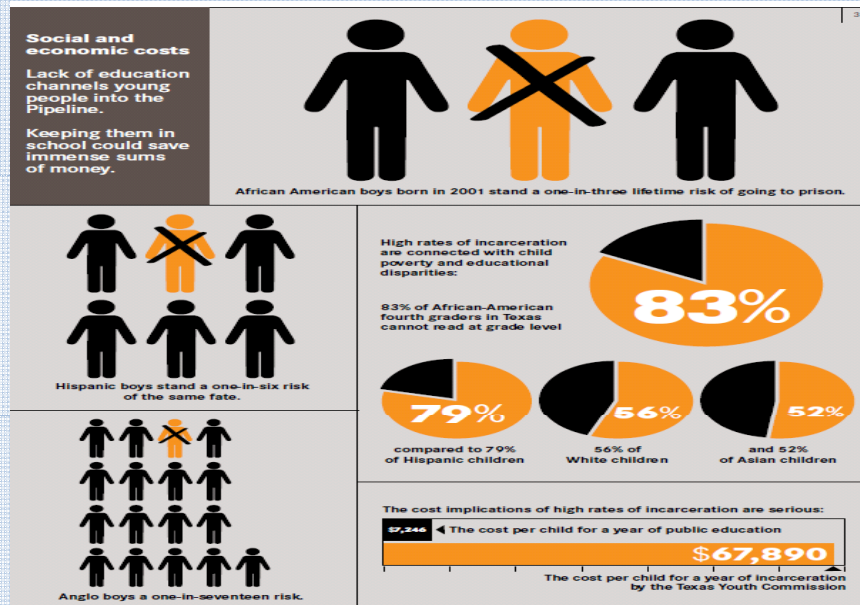
Source: National Center for Children in Poverty at Columbia University  
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Challenges & Opportunities for African Americans and Hispanics

## EDUCATION

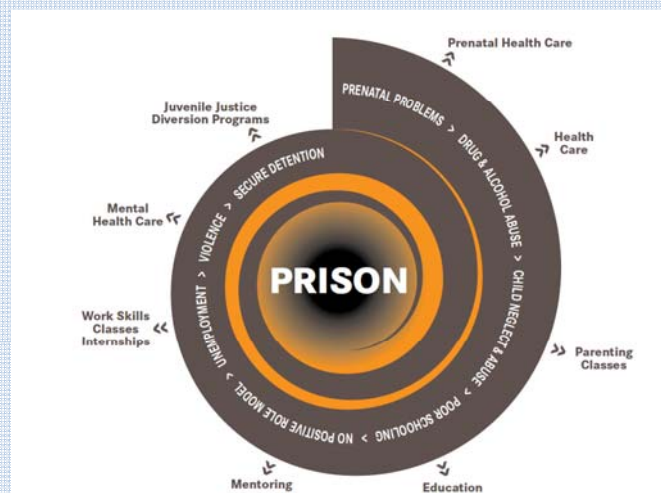


## Cradle to Prison Pipeline



Source: American Leadership Forum "Dismantling the Cradle to Prison Pipeline in Houston and Texas"  
<http://rehak.com/alf/90084%20ALF%20Report%2014.pdf>

## Factors that Influence the Pipeline



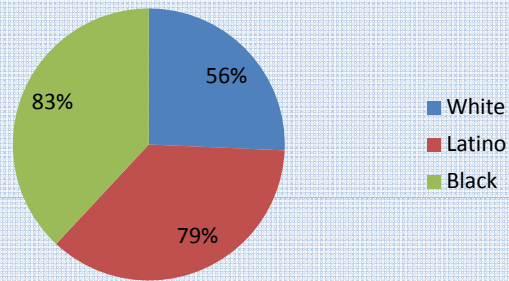
Source: American Leadership Forum "Dismantling the Cradle to Prison Pipeline in Houston and Texas"  
<http://rehak.com/alf/90084%20ALF%20Report%2014.pdf>

## Cradle To Prison

Looking to  
Reduce  
Adult  
Poverty?

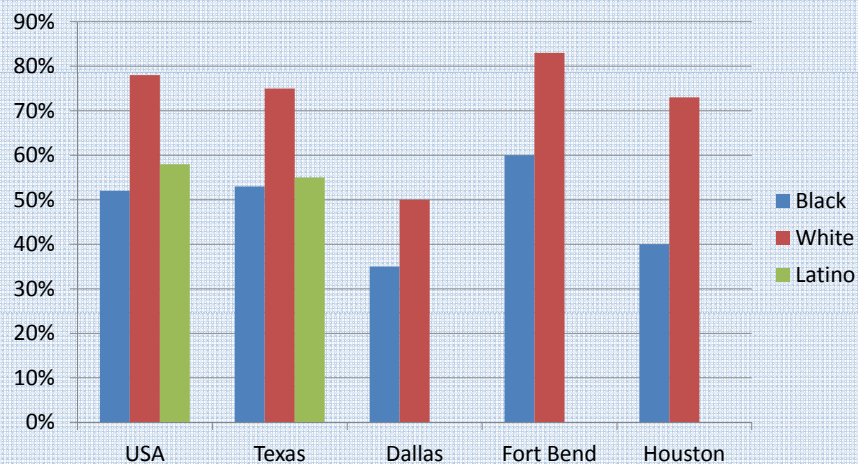
Support  
Students  
gaining  
A High School  
Diploma

Percentage of 4th Graders with  
Reading/Math Below Grade Level



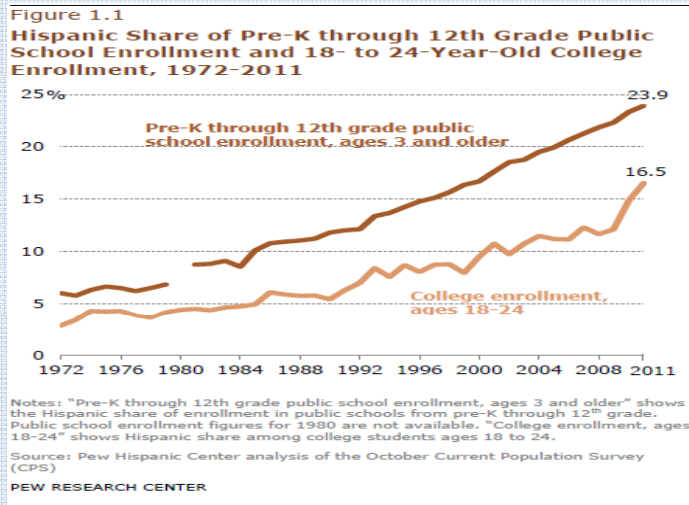
Source: Children's Defense Fund "Cradle to Prison Pipeline" <http://www.childrendefense.org/child-research-data-publications/data/state-data-repository/cradle-to-prison-pipeline/cradle-prison-pipeline-texas-2009-fact-sheet.pdf>

## Male Graduation Rates 2009/2010



Source: Urgency Of Now <http://blackboysreport.org/state-reports/texas> (2012)

## Hispanic Student Enrollment (K-12/College)



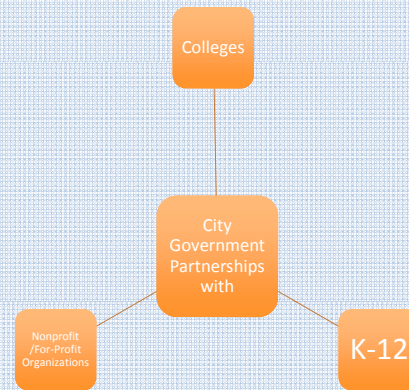
Making education work for our future

## SCHOOL IMPROVEMENT TURNAROUND MODELS (CASE STUDY OF HISD):

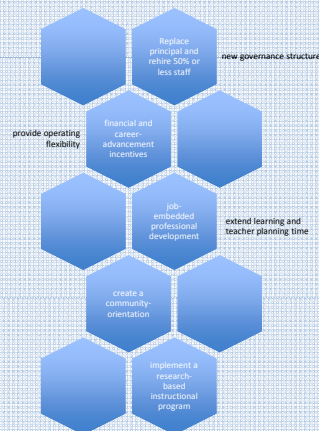
Source: 2012 Barbara Jordan Institute Policy Report  
[http://www.barbarajordaninstitute.org/files/2012/12/2012\\_BJI-POLICY-REPORT3.pdf](http://www.barbarajordaninstitute.org/files/2012/12/2012_BJI-POLICY-REPORT3.pdf)  
 Source: Foundation Strategy Group's School Turnaround Field Guide

## Education

HISD graduation rates and college readiness in several inner-city communities indicates that dropout rates in the historic Fifth Ward, Third Ward and other inner-city neighborhoods exceed the state average.



## Turnarounds

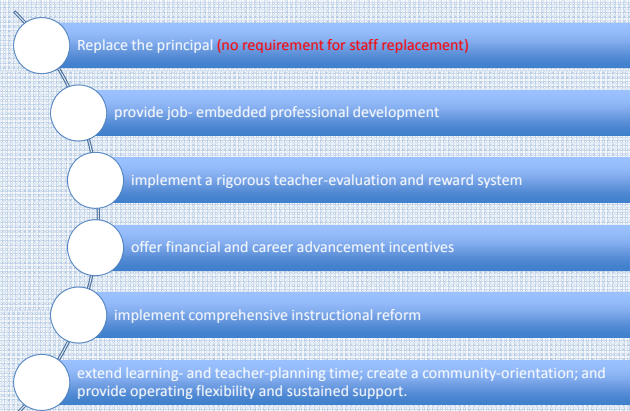


## Restarts

Transfer control of or close and reopen a school selected through rigorous review

A restart model must enroll within the grades it serves, any former student who wishes to attend.

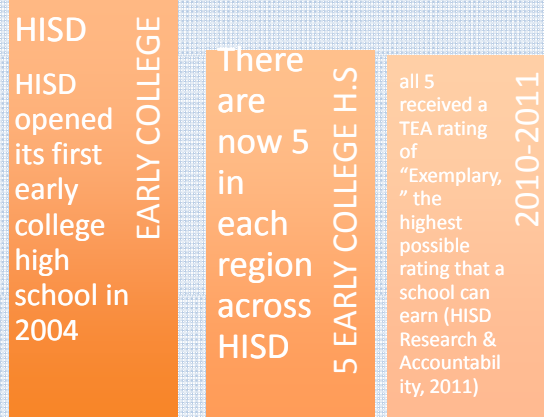
## Transformations



## School Closures

Close the school  
and enroll students  
in other, higher-  
achieving schools.

## Success of Early College High Schools





## Partnership with the Early College High School Initiative

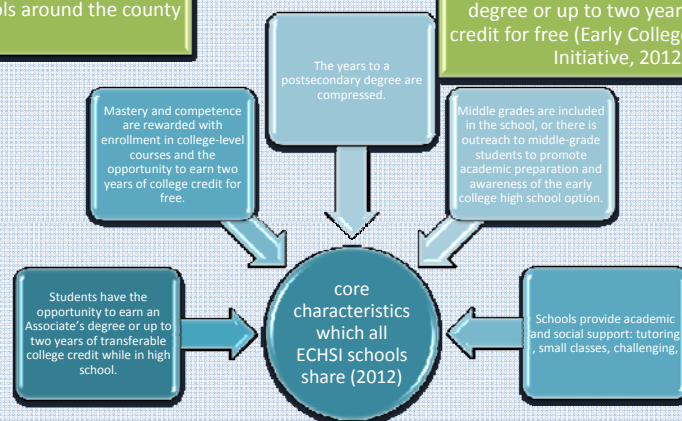
Early College High School Initiative has partnered with several organizations and has either started or redesign over 240 schools around the county

Schools are designed so that low-income youth, first-generation college goers, English language learners, students of color, and other underrepresented populations are able to earn both their high school diploma and an Associate's degree or up to two years of college credit for free (Early College High School Initiative, 2012).

## The Early College High School Initiative Model

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## Funding Early College High Schools

A pilot study of budgets suggests that early college high school can range from 5 percent to 12 percent more than the cost of a regular public high school

Additional study shows that the return on investment from early college high schools yields significant benefits for students, communities, and states (Webb, 2004) (Palaich, 2006).

FUNDING from various foundations such as the Bill & Melinda Gates Foundation, the Carnegie Corporation of New York, the Ford Foundation, the W.K. Kellogg Foundation, and others. HISD receives funding from the Bill and Melina Gates Foundation as well as other sources to supplement the costs of operating its early college high schools.

## Success of Early College High Schools

2010, 5,414 students graduated from early college high schools surpassing peers who attended traditional high

More than 250 early college high school graduates earned merit-based college scholarships.

Four earned the prestigious Gates Millennium Scholarship, awarded to 1,000 high-achieving, low-income students each year

23.3% of graduates earned an Associate's degree or technical certificate.

77% of graduates went on to some form of postsecondary education: enrolled in four-year colleges (52%), two-year colleges (23%), and technical programs (2%).

Of 109 schools reporting data on graduates, more than half (56%) said that students had earned two or more years of college credit.

80% of early college schools had a graduation rate equal to or higher than their school district (54 out of 68).

The average graduation rate for early colleges was 84%, compared to 76% for their school district.

Source: 2012 Barbara Jordan Institute Policy Report  
[http://www.barbarajordaninstitute.org/files/2012/12/2012\\_BJI-POLICY-REPORT3.pdf](http://www.barbarajordaninstitute.org/files/2012/12/2012_BJI-POLICY-REPORT3.pdf)

Riding the Coattail of Education Reform

## FEDERAL REFORM

### White House Initiative on Educational Excellence for African Americans

Revive the U.S  
as change  
agents in  
education

Work in  
Conjunction  
with the  
*Historically  
Black Colleges  
and University  
Initiative*  
(Executive  
Order 13532 of  
February 26,  
2010)

Areas of  
education: *early  
childhood  
education;  
elementary,  
secondary, and  
postsecondary  
education;  
career and  
technical  
education; and  
adult education.*

Source: White House Office of the Press Secretary <http://www.whitehouse.gov/the-press-office/2012/07/26/executive-order-white-house-initiative-educational-excellence-african-am>

## White House Initiative on Educational Excellence for African Americans

*African American student achievement not only lags behind that of their domestic peers by an average of **two grade levels**, but also behind students in almost every other developed nation.*

*Over a third of African American students do not graduate from high school on time with a regular high school diploma*

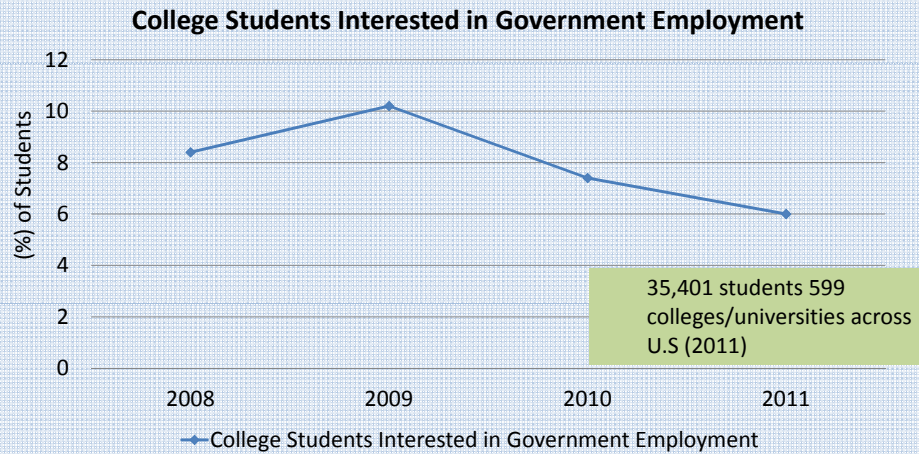
*Only four percent of African American high school graduates interested in college are college-ready across a range of subjects*

Source: White House Office of the Press Secretary <http://www.whitehouse.gov/the-press-office/2012/07/26/executive-order-white-house-initiative-educational-excellence-african-am>

Creating Opportunities For Future Leaders & Leveraging Existing Strengths

**COLLEGE GRADUATES**

## Colleges Students & Public Sector Careers



Source: Partnership for Public Service-2011 National Association of Colleges and Employers Student Survey

## Fellowship Program

City of Dallas: Mayor's Intern Fellows Program

- Create similar program for public sector

Management Development Associate Program  
MDA Fellows (\$45,000/ Benefits/opportunity for retention after 2 year pgr.)  
(currently inactive)

## Future of Technology & Innovation in the Public Sector



## WHAT DOES THE FUTURE VALUE?

Opportunity for personal growth 18.5%	Job security 14.4%	Good benefits 10.7%
High starting salary 8.9%	Improve the community 8.4%	Friendly co-workers 7.9%
Diversity 4.5%	Close to home 4.3%	Recognition 4.1%
Rapid advancement 4.0%	Recognized brand 3.9%	Self expression 3.8%
Clearly defined expectations 2.9%	Casual atmosphere 2.1%	Diverse and tolerant 1.4%

Source: Our Public Service  
<http://ourpublicservice.org/OPS/publications/viewcontentdetails.php?id=170>



## To Consider



## For More Information

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Slides from this presentation are available on the BJI  
website at

<http://www.barbarajordaninstitute.org/home/human-capital-development-workshop/>