

Individual and Family Economic Stability Team Notes – March 4, 2010

Homework

- Reflect on measures – what are the top 3 or 4?
- Reflect on levers. (3 or 4, at most) Finalizing the levers will be the focus of the April meeting.
 - What are the levers in the community that can impact change? That could move the needle on the group's measures?
 - What incentives are getting us to where we are now or run counter to where we want to go? What incentives do we need to get to the community goal?
 - What are the roadblocks or barriers standing in our way?
- Review additional data that will be provided to team mid-month. Does this influence the team's thinking?
- Reflect on how the team is framing the issue. We as a community think [*insert what we want for our families*] . . . Then, what do we need to do?

Team 3 Working Goal Statement:

- **Carroll County becomes one of the top three counties in NH by supporting the achievement of individual and family economic security.**

Pairing it with the other teams' working goal statements shows the interconnectedness of the teams and lays out the vision for getting to the community aspiration of *working together to make Carroll County a place where all generations can live, work and thrive.*

- Team 1: Childhood readiness and success.
In Carroll County, all children are ready for Kindergarten and achieve at or above grade level success by the end of third grade.
- Team 2: Aligning Education to Careers
Working together throughout Carroll County to educate world-class citizens so that our young people and communities thrive.
- Team 4: Balancing Economic Development and Environmental Stewardship
Community members steward both a vibrant economy and our human and natural resources so that all generations thrive.
- Team 5: Health and wellness:
Carroll County leads NH in supporting its citizens to pursue and achieve balanced health.

Group discussed the measures they would need that would answer the question of whether we are having any impact on individual and family economic stability in Carroll County. The measures need to identify what has changed (skills gained, attitude changed, behavior changes, circumstances improved)

The group learned about A3 Action Planning. Each team will build rolling action plans with 90 day timelines that let the community check their work along the way, to track whether the steps we are taking getting us where we want to go.

Once we understand where we want to go and what the roadblocks are to getting there, the better able we are to ask for what we need.

Goal is to push the work of the Action Teams out to the community so they can react to it. Did we get it right? What adjustments do we need to make? And then work on together with the community.

Measures identified but not locked in stone; need to select the top 3-4.

- % Buy local (things and services)
- % year round livable wage jobs
- % of the workforce qualified for higher wage jobs

Levers/Incentives that will help get to the goal. Need to identify 3 or 4. The April conversation will refine these.

- Shop local at stores that pay a livable wage (certify businesses that do) (this is more a action strategy than a lever per se).
- Help/train businesses to be able to pay livable wage
- Community awareness – how much is the community aware of these issues?
- Help families manage cycles – times of good wages and times of no wages
- Shared definition of ‘good’ job.

Other discussion:

- Is the issue more ‘invisible’ here? (e.g.: People working under the table might do great seasonally; then, less likely to ask for help when needed because not claiming income) How would it get measured?
- What are the skill sets needed for better jobs?/% of workforce qualified for higher wage jobs
- Being clear about the livable wage issue and mix of jobs needed allows planning boards to think about quality of jobs. The money would get spent on wages or on the welfare budget, spent one way or the other.
- Is there something countercyclical that can fill in between the good wage cycles?
- Establish ways to help people manage their money better: encourage local employers to give a raise but have it directly deposited into a local savings account.

Information needed:

- Do we have the most recent livable wage/cost of living data?
- Seasonal unemployment trends; where are the blips compared to others?
- How does pay rate of locally owned businesses compare to national chains/franchises?
- Do we benchmark against the top 3 counties in terms of livable wages? What’s different between us and the top 3?
- Per capita welfare budget here compared to other places. % transfer payments compared to other places
- Area portfolio of jobs – what % of jobs can we increase that are/aren’t livable wage?

Next meeting: Thursday, April 8th, noon-1:30 pm

Meeting focus:

- Identify top 4 levers
- Does that change our measures?