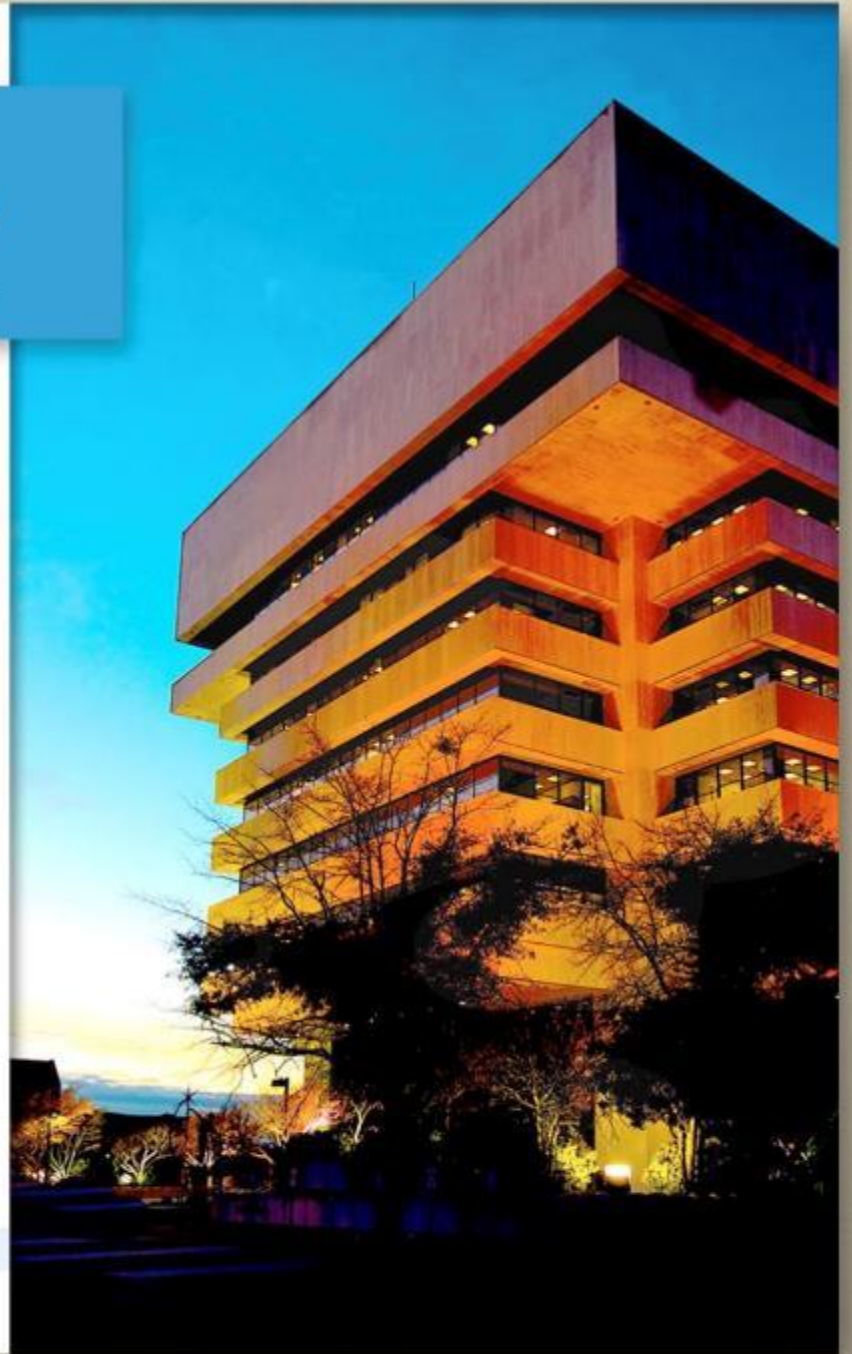


HAMPTON VA

**Briefing
Family Resilience
& Economic
Empowerment**

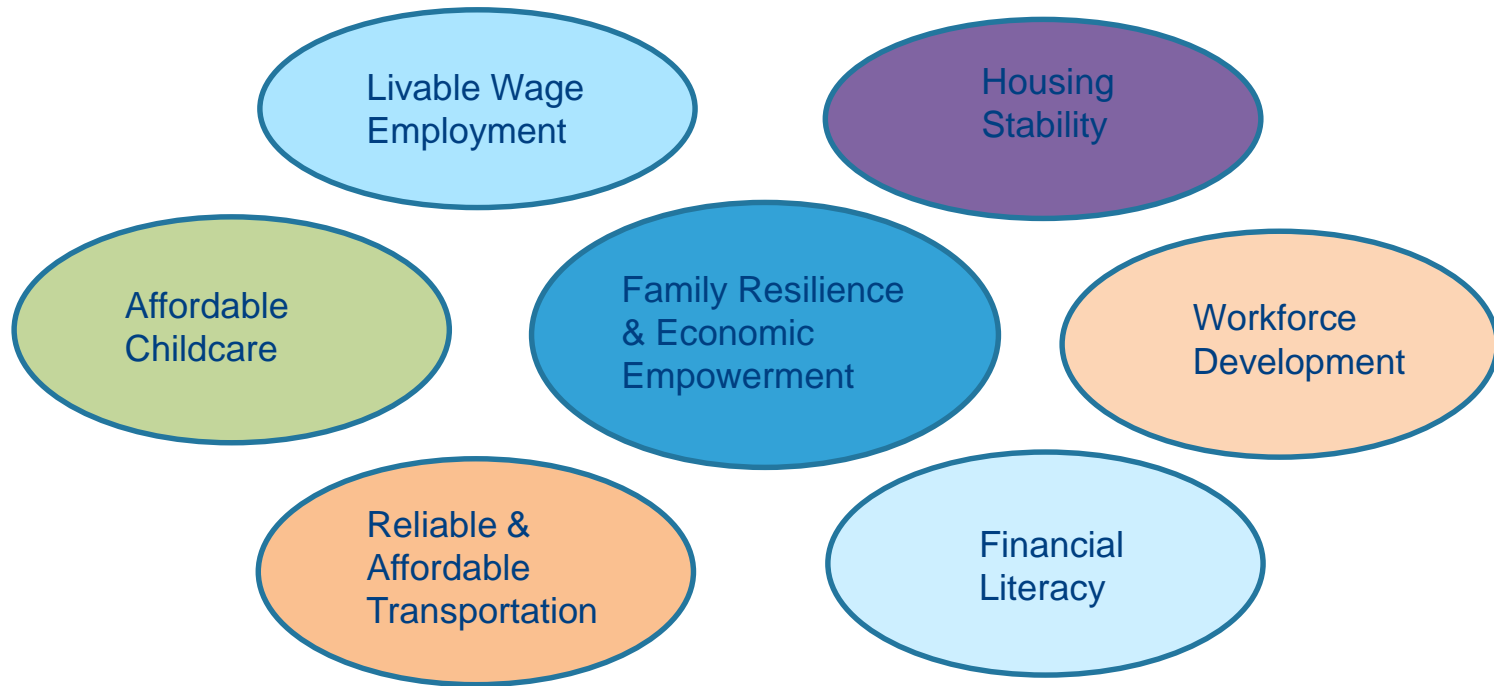
July 12, 2023



Family Resilience & Economic Empowerment (FREE):

***“Addressing poverty in ways that support
families and individuals”***

Family Resilience & Economic Empowerment Challenges



Various Strategic Partners

- Department of Human Services
- Workforce Development
- Educational Institutions
- Non-Profit Organizations
- Service Providers
- Healthcare Providers
- Faith-Based Partners
- Public & Private Employers
- Financial Institutions
- Transportation providers
- Etc.

Family Resilience & Economic Empowerment Strategic Priority

- City Council's vision:
- Moving individuals and families from poverty to empowerment
- Establishing a position that is solely focused on this effort
- Connecting individuals to opportunities
- Eliminating artificial barriers
- Establishing clear, achievable, data-based goals and measures of success

Poverty Study

- Seek to understand and provide data on the following:
 - The unique drivers of poverty in our city and region
 - The true needs of those in poverty
 - The various resources and assets contained in various systems
 - How to best assist families and individuals in navigating the various systems
 - Critical gaps that currently exist
 - Evidence-based effective solutions that lead to self-sufficiency and financial empowerment

MGT of America Consulting, LLC

- Has more than 47 years of experience
- Has worked with various City, County, Educational Institutions, and Statewide Agencies both in the Commonwealth of Virginia and across the country
- The study will be customized to the specific need, culture, and goals of the City of Hampton
- MGT will come and present its final report to City Council at the conclusion of the study.
- The presentation will include Human Services and Workforce Development

Final Report of the Study

- Explanations of current city conditions, the causes and effects of poverty in the City of Hampton
- Identify trends, challenges, and opportunities
- Establish immediate and multi-year goals
- Provide modern best practices and data-driven solutions
- Suggest measurable and achievable city action
- Inform the design of a plan for Family Resilience and Economic Empowerment
- Provide poverty prevention and alleviation recommendations

Timeline for Study Completion

Phase 1

- Phase 1: Policy and Practices, Relevant Data, and Best Practice Review
 - 1.1 Project Initiation
 - (Completed)
 - 1.2 Policy & Practices, Data, & Best Practices Review
 - (Completed)
 - 1.2.1 Preparing to conduct an organizational assessment
 - (Completed)

Time Line for Study Completion Phase 2

- Phase 2: Stakeholder Engagement
 - Targeted employee focus groups
 - Interviews with community members
 - Stakeholder meetings and interviews
 - Community Meetings
 - (Currently In Progress)

Time Line for Study Completion Phase 3

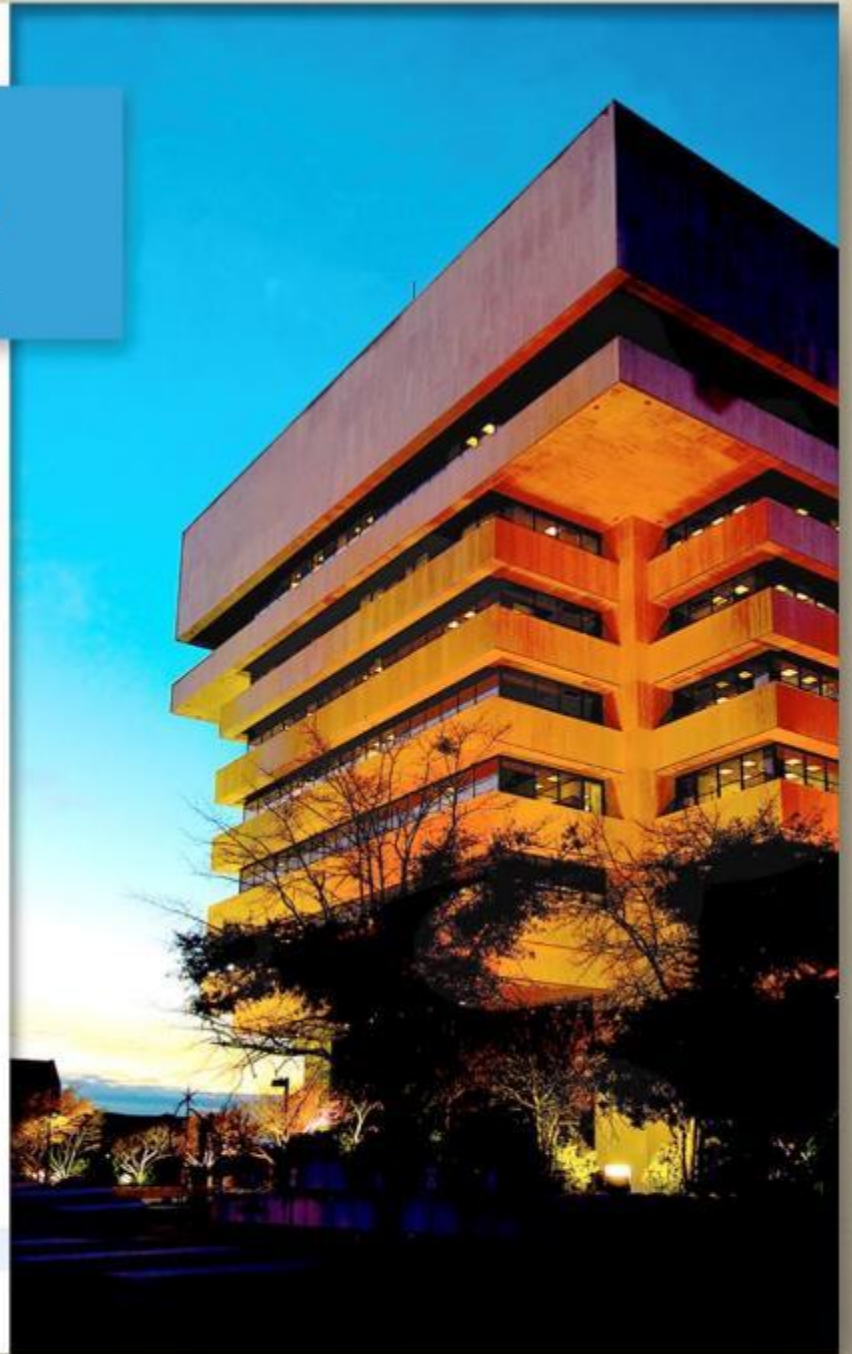
- Phase 3: Roadmap for Change
 - 3.1 Poverty Action Plan
 - 3.1.1 Application of Phase 1 and 2 findings to the Poverty Action Plan
 - (Projected Timeline July)

Timeline for Study Completion Phase 4

- Phase 4: Roadmap Implementation Plan
 - 4.1 Develop Implementation Framework
 - 4.1.1 Policy, Procedure, and Training Roadmap
 - 4.1.2 Community Relations Roadmap
 - (Projected Timeline August)
- Prepare the Final Report
 - (Projected Timeline August)
- Review the Final Report (by the City)
 - (Projected Timeline August)
- Present the Final Report
 - (Projected Timeline September)

HAMPTON VA

Emerging Trends from the Data Review



United for ALICE Wage Tool

- ALICE – Asset Limited Income Constrained Employed
- <https://www.unitedforalice.org/wage-tool>
- Examines the bare minimum costs of household necessities (housing, childcare, food, transportation, health care, and a basic smartphone plan) plus taxes and a contingency fund (miscellaneous) equal to 10% of the budget
- City of Hampton
 - **\$23.23 hourly wage** needed to support a Family of 2 (1 adult and 1 child) Survivability Wage
 - **\$48,318.40 Annual Income** needed
 - Federal minimum wage \$7.25; Virginia minimum wage \$12

MIT Living Wage Calculator

- The living wage shown is the hourly rate that an individual in a household must earn to support his or herself and their family.
- The assumption is the sole provider is working full-time
- <https://livingwage.mit.edu/counties/51650>
- Individual expenses contained in the Living Wage calculation
 - Food, child care, medical, housing, transportation, civic, and miscellaneous expenses
- Wages for 1 adult and 1 child in the City of Hampton
 - Poverty Wage (\$8.80) Annual Income: \$18,304 (24%) of Living Wage
 - Minimum Wage (\$12) Annual Income: \$24,960 (33%) of Living Wage
 - Living Wage (\$36.07) Annual Income: \$75,023 (100%) of Living Wage

MIT Living Wage Expenses: Hampton, VA

1 Adult and 1 Child Household	Annual Costs
Food	\$5,795
Child Care	\$8,646
Medical	\$9,925
Housing	\$14,697
Transportation	\$9,851
Civic	\$6,821
Other	\$7,420
Required Annual Income after taxes	\$62,572
Annual Taxes	\$12,452
Required Annual Income Before taxes	\$75,023

Summary of Wage Comparisons for Hampton

- Poverty Wage (\$8.80) Annual Income: \$18,304
- Minimum Wage (\$12) Annual Income: \$24,960
- Survivability Wage (\$23.23) Annual Income: \$48,318.40 (ALICE)
- Living Wage (\$36.07) Annual Income: \$75,023 (MIT)

Trends Impacting Poverty in Hampton

- Females in general
- Female single parents
- People who are separated or widowed
- Families with more than 3 minor children
- Children ages 0-17
- People with less than a high school diploma
- People with no health insurance or public health insurance
- People who either ride the bus, taxi or bike to work
- People paying for internet (for themselves or family) for work or educational purposes
- People paying for computer devices (for themselves or family) for work or educational purposes
- Crime rates

What is Hampton doing and what can be done?

- Top employers
- Public schools
- Police
- Public Policies

Status of the Study

- We are currently in Phase 2 of the 4 Phase Poverty Study
- We are making substantial progress
- In the Fall, as part of a deep dive into FREE our consultant will present to City Council and the public the final report
- The report will contain recommendations, metrics, and an implementation plan framework
- This will be a guiding document for the position dedicated to Family Resilience and Economic Empowerment.

Questions?