



Recap and Next Steps

January 19, 2021

A FEW MAJOR TAKEAWAYS

- We are becoming more racially and ethnically diverse.
- White and African-American populations are aging the fastest.
- Large household income gap between African-Americans/Hispanics and Whites/Asian-Americans.
- Large educational achievement gap between African-Americans and all groups.
- Large educational attainment gap between African-Americans/Hispanics and Whites/Asian-Americans.



ECONOMIC OPPORTUNITY AND OPPORTUNITY TO IMPROVE ON THE DISPARITIES

- Our population is growing after years of stagnation.
- Our economy is also growing and so is economic opportunity in our community.
- We need to add 500 people a year to the workforce just to maintain status quo.
- Catawba County EDC has landed over **2,000 new jobs** over the past few years.
- All of these jobs pay above the Catawba County average wage which is **\$44,000**.
- Additionally, there are currently **8,300 vacant jobs** in the metro area.



NEXT STEPS

- Engage agencies involved in workforce development:
 - K-64
 - CVCC/Workforce Solutions Complex
 - WPCOG/Career Centers
- Determine what work is currently being done to connect disadvantaged communities to employment opportunities.
- What work is being done to help these individuals overcome employment obstacles that may exist.
- Identify the gaps that exist in serving Hickory residents and make recommendations to City Council on what we can do to help close those gaps.



Racial & Ethnic Makeup of City of Hickory Workforce

White	89.11%
African-American	7.16%
Hispanic	2.15%
Asian-American	1.00%
2 or more races	0.43%
Native American	<u>0.14%</u>
Total	100.00%





Questions and Comments