

## DRIVERS OF POVERTY & IMPROVEMENT OPPORTUNITIES

Poverty Reduction & Improvement Network Team (POINT)

December 15, 2015

POINT is built on a shared desire for all people in Northeast Wisconsin to be self-sufficient and able to participate fully in the life of the community. This initiative will use continuous improvement processes to strengthen existing poverty reduction efforts, address service gaps, and measure our progress on reducing the percentage of people living poverty in Northeast Wisconsin. On December 15, 2015, more than 120 community leaders from across Winnebago County participated in discussions about the primary drivers of poverty and brainstormed potential opportunities for improvement relative to these drivers. In the process, many existing assets on which we can build were identified.

Drivers	Opportunities for Improvement
<b>ADEQUATE EDUCATION</b>	
<p><i><b>Assets:</b> CESA 6, child care providers, Department of Workforce Development, Forward Service Corporation, Fox Valley Technical College, Goodwill/FISC, Head Start, home schooling groups, Oshkosh Area Community Foundation/scholarships, Oshkosh Area School District, Oshkosh Area United Way/Imagination Library, Oshkosh4Education, Oshkosh Public Library, Teacher’s Closet, UW-Extension/financial education and Rent Smart program, UW System/UW Oshkosh, Winnebago County Literacy Council, Wisconsin Youth Apprenticeship Program, Catalpa Health, GO Transit, Partnership Community Health Center/dental clinic, Tri-County Community Dental Bus</i></p>	
<p><i>Secondary drivers:</i> Differentiated instruction Teacher/student supports Affordable education</p>	<ul style="list-style-type: none"> <li>• Tap UW System evaluation of education from K-college</li> <li>• Serve more students through alternative education options</li> <li>• Reduce the opportunity/achievement gap among students from nonwhite and/or economically disadvantaged families</li> <li>• Additional support for teachers</li> <li>• Add more wrap around services (dental, mental health, etc.)</li> <li>• More supports when transitioning from high school to secondary education</li> <li>• Expand child care options for students</li> <li>• Expand scholarship opportunities</li> <li>• More affordable higher education options</li> </ul>
<p><i>Secondary drivers:</i> Job readiness Accessible education</p>	<ul style="list-style-type: none"> <li>• Leverage technical college and UWO partnership</li> <li>• Expand apprenticeship programs</li> <li>• Expand training for specific, anticipated employment needs</li> <li>• More career counseling/start process earlier</li> <li>• Expand free busing for students</li> </ul>
<p><i>Secondary driver:</i> School readiness</p>	<ul style="list-style-type: none"> <li>• Expand opportunities for birth to 3</li> <li>• Increase vocabularies of children from low-income families</li> <li>• Improve collaboration between child care providers</li> <li>• Better communicate importance of pre-natal and early childhood development</li> <li>• Expand Imagination Library</li> <li>• Offer more high quality day care options</li> <li>• More tools to help parents engage with child (ex. literacy kits)</li> </ul>

<p><i>Secondary driver:</i> Development of basic life skills</p>	<ul style="list-style-type: none"> <li>● Expand public library services</li> <li>● More/better financial literacy education, especially for refugee population</li> <li>● Increase personal financial acumen and understanding of financial choices/money management</li> <li>● Parenting education beyond Birth to 5</li> <li>● Sex education</li> </ul>
<p><b>FAMILY SUPPORT AND SOCIAL CONNECTEDNESS</b></p>	
<p><b>Assets:</b> 211, ADVOCAP, Aging &amp; Disability Resource Center, Big Brothers Big Sisters, Boys &amp; Girls Club of Oshkosh, City of Oshkosh, community gardens, ESTHER, faith communities, Fit Oshkosh, Goodwill/Circles of Support and NeighborCARE, Head Start, the hub, neighborhood associations, NeighborWorks, Oshkosh Area Community Pantry, Oshkosh Housing Authority, Oshkosh Seniors Center, Parent Connection/Family Services, senior nutrition programs, SNAP (Supplemental Nutrition Assistance Program), Winnebago County Health Department/Real Happy Hour, Winnebago County Housing Authority, WIC (Women, Infants &amp; Children), WNEP (Wisconsin Nutrition Education Program), YMCA</p>	
<p><i>Secondary drivers:</i> Parent(s) working multiple jobs Single parent families Positive role models Access to/coordination of supports Communication/social skills Access to reliable transportation</p>	<ul style="list-style-type: none"> <li>● Increase participation in family programming</li> <li>● Create family group mentoring programs</li> <li>● Increase number of youth in mentoring programs</li> <li>● Improve/leverage existing mentoring programs</li> <li>● Introduce “out of poverty” guidance or peer counselors</li> <li>● Improve child care access</li> <li>● Better coordinated resources to ease access</li> <li>● Offer more self-help opportunities</li> <li>● Enhance self-concept/self-esteem, especially for women and children</li> <li>● More legally mandated program participation instead of voluntarily participation</li> <li>● Improve communication skills within family, between siblings and parents-children</li> <li>● Engage more parents in parenting skill programs</li> <li>● Increase number of families that have family dinners</li> <li>● Reach out to more single parent families</li> <li>● Learning and social experiences outside of the home that used to be free (sports, drivers education, etc.) are increasingly “pay to play,” which is excluding those most in need of participating</li> <li>● Social isolation – no one to lean on</li> </ul>
<p><i>Secondary driver:</i> Housing/neighborhoods</p>	<ul style="list-style-type: none"> <li>● Improve neighborhoods</li> <li>● Utilize neighborhood schools more</li> <li>● Improve section 8 housing “exit planning” for users</li> <li>● Section 8 – housing relocations cause more isolation and value conflicts</li> <li>● Improve physical city planning/where neighborhoods are</li> <li>● Scatter sites for section 8 housing</li> </ul>
<p><i>Secondary driver:</i> Generational/cultural differences</p>	<ul style="list-style-type: none"> <li>● Increase diversity programs (professional and public)</li> <li>● Generational challenges</li> <li>● Variations in population in poverty</li> <li>● The “culture” of poverty is a big issue</li> </ul>

**JOB AND ECONOMIC STABILITY**

**Assets:** *ADVOCAP/Skills Enhancement Program and Work N Wheels program, area employers, Christine Ann Domestic Abuse Services/Standing Strong program, City of Oshkosh/GO Transit, credit unions, Day by Day Warming Shelter, Forward Service Corporation, Fox Valley Technical College, Fox Valley Workforce Development Board, GO-EDC, Goodwill/FISC and job training programs, the hub, job centers, Oshkosh Area Chamber of Commerce, Oshkosh Area United Way/tax preparation program, Oshkosh Area Workforce Development Center, Oshkosh Housing Authority, Oshkosh Money Conference, Salvation Army/Pathway of Hope program, STEP Industries, UW-Extension/financial education and Rent Smart program, World Relief, Winnebago County Human Services*

*Secondary drivers:*  
 Adequate wages/benefits  
 Skills gap  
 Criminal background  
 Welfare policies

- Increase minimum wage/legislation
- Increase number of jobs paying a living wage so able to meet basic needs
- Reduce number of people that are underemployed
- More job pooling and job placements/better use of temporary employees
- Engage more people in job training where skills gaps exist
- Develop a workforce that matches need (collaboration needed)
- More programs focused on building work ethics and skills
- Attract new jobs to region through collaboration along I41 corridor
- Increase employment options for individuals with criminal backgrounds
- Change policies that disincentive low income workers from advancing/earning more
- More on the job training
- What is the role/obligation of the business world?
- People living on fixed income
- Shrinking middle class
- People get out of poverty, become consumers, become taxpayers
- UW System evaluation
- People have learned to make do without a job, no motivation to change

*Secondary drivers:*  
 Access to reliable transportation  
 Affordable, quality child care  
 Affordable, quality housing  
 Access to low cost financial and insurance services  
 Limited proficiency in English

- Offer more transportation options for second/third shift employees
- Increase number of people in Work N Wheels program
- Expand hours of bus availability (currently nothing after 6 p.m.)
- Increase number of people in poverty that carpool to work
- Better transportation to/from rural communities
- Expand work from home opportunities
- More supportive/flexible employment opportunities
- Improve access to affordable, quality child care
- Increase availability of transitional housing (post shelter)
- Increase availability of affordable housing (housing that costs no more than 31% of monthly income)
- More affordable financial products (flexible checking account or check cashing, low cost loans, insurance, etc.)

<b>PHYSICAL HEALTH</b>	
<b>Assets:</b> <i>Affinity Health System, Aurora Health Care, Feeding America, health insurance companies, Living Healthy Community Clinic, Oshkosh Area Community Pantry, Partnership Community Health Center, pharmaceutical companies, Tri-County Community Dental Bus, UW-Extension/consumer education, Weight of the Fox Valley, Winnebago County Health Department</i>	
<p><i>Secondary drivers:</i>            Access to physical health care            Access to dental health care            Participation in preventive health care activities            Chronic health problems            Health insurance            Nutrition</p>	<ul style="list-style-type: none"> <li>• More holistic approach to health</li> <li>• More help navigating complexity of health care system (collaboration needed)</li> <li>• Better education when receiving new diagnosis/treatment</li> <li>• Improve access to preventive/maintenance care</li> <li>• Encourage more people to take advantage of preventive health care options</li> <li>• More outreach to teen moms and youth in foster care</li> <li>• Reduce teen pregnancies (keep one teen girl from being pregnant – keep eight people out of poverty)</li> <li>• More support for partial dentures (self-esteem)</li> <li>• Reduce/better manage chronic health problems</li> <li>• Increase funding for less expensive, alternative treatments</li> <li>• Expand what’s covered by Affordable Health Care (AHC)</li> <li>• Increase health care insurance enrollment education and assistance</li> <li>• Increase participation in family consumer education (nutrition, cooking, shopping)</li> <li>• More family planning</li> <li>• Some gaps during transition in health care</li> <li>• Dental health often overlooked</li> </ul>
<p><i>Secondary driver:</i>            Affordable health care</p>	<ul style="list-style-type: none"> <li>• More assistance overcoming debt from healthcare crisis</li> <li>• Who decides what’s affordable?</li> </ul>

**PSYCHOLOGICAL HEALTH AND ADDICTION**

**Assets:** 211, Addiction Medical Solutions/methadone clinic, Boys & Girls Club of Oshkosh/onsite mental health counseling, Catalpa Health/clinic and HOST program, Healthy Living Community Clinic, Heroin Task Force, NEW Mental Health Connection, Nova Counseling, Reach Counseling, Samaritan Counseling/counseling and Connected Community Wellness Screen, Social Security Disability, STEP Industries, Winnebago County Drug Treatment Court, Winnebago County Health Department

<p><i>Secondary drivers:</i>          Access to mental health services          Preventive screenings          Unaddressed trauma          Social stigma          Insurance coverage/reimbursement          Transition from child to adult mental health system</p>	<ul style="list-style-type: none"> <li>• Increase number of access points</li> <li>• Increase number of mental health providers</li> <li>• More on-site mental health delivery (like Boys &amp; Girls Club, OASD schools)</li> <li>• Introduce annual mental health exams (as part of annual physicals)</li> <li>• Expand Connected Community Wellness Screening</li> <li>• Develop a survey for doctors to use to gauge adverse childhood experiences (ACEs)</li> <li>• Better trauma informed care</li> <li>• Address childhood traumas and break generational patterns</li> <li>• More efforts to reduce stigma that prevents people from seeking help</li> <li>• Better advocacy</li> <li>• Improve mental health reimbursement rates</li> <li>• Introduce mental health treatment court</li> <li>• Increase personal resiliency/teach coping mechanisms</li> <li>• Increase awareness of what can be/ability to envision a different life (decrease hopelessness)</li> <li>• Case management is not reimbursable in mental health yet it helps to connect people to services</li> <li>• 18 is an adult but needs child supports</li> <li>• Undiagnosed issues</li> <li>• Physical/sexual abuse</li> </ul>
<p><i>Secondary drivers:</i>          Post-treatment support for addicts          Treatment vs. incarceration          Cultural norms</p>	<ul style="list-style-type: none"> <li>• Address drug treatment gaps</li> <li>• Increase number of treatment providers</li> <li>• Increase availability of sober living</li> <li>• Better post-treatment support</li> <li>• Emphasize drug treatment instead of prison when appropriate</li> <li>• Decrease number of prescriptions for addictive medications</li> <li>• Addictions get in the way of skilled employees being employable</li> <li>• Wisconsin culture of alcohol and other drug abuse (AODA)</li> <li>• Symptom of poverty</li> </ul>

<b>OTHER DRIVERS?</b>	
Incarceration/criminal history	<ul style="list-style-type: none"> <li>• Expand prison transition programs</li> <li>• Criminal background prevents employment of qualified individuals</li> <li>• Criminal background affects parental engagement/volunteering</li> </ul>
Value system (community and individual)	<ul style="list-style-type: none"> <li>• Increase long-term focus of individuals (stop hand to mouth focus)</li> <li>• More compassion and empathy</li> <li>• Increase awareness/people don't see poverty as a true issue if it doesn't affect them</li> <li>• Need for more positive role models and life models</li> <li>• Increase understanding of multicultural make up of our community</li> <li>• Don't fix them, fix us</li> <li>• Existing safety nets hamper desire to improve</li> <li>• Social civility</li> <li>• Cultural biases and discrimination, how to bring all to the table with respect?</li> <li>• How do you get support to make a change?</li> </ul>