



Community Goal II

Shared Prosperity through Building Human Capital and Economic Development

Children, youth, families, adults are prepared for success from cradle to career.

Necessary Conditions for Success

Building human capital and supporting economic development efforts that are connected to good jobs and educational attainment represent necessary conditions for Madison residents to realize their full potential. The City of Madison's Community Development Division's (CDD's) programming is reviewed through the lens of its impact on poverty, racial equity, and social justice. CDD supports an evidenced-based holistic approach that includes coordinated service delivery to ensure that residents are able to access relevant services. Activities target low-income individuals, residents of color, and vulnerable populations, and are designed to be culturally and linguistically responsive to residents.

Focus 1. Children and Youth Development ¹⁸

Proposed Goal

A continuum of quality, affordable early childhood education and care, elementary school-age care, and programs that support positive youth development for middle and high school aged during out-of-school time is available for low-income children and youth, especially those of color.

Proposed Objectives

- 1.1 Provide for the availability of affordable, stable, quality early childhood education and care, and neighborhood-based elementary school-age care for low-income children (birth to 12), children of color, and homeless children.
- 1.2 Provide low-income youth and youth of color in middle school and high school access to programs that complement in-school learning and development during out-of-school time, including, for example, innovative activities that provide guidance and help to establish solid social networks and life management skills (e.g., responsible decision making, socio-emotional skills, and self-efficacy) and youth leadership development and community participation.
- 1.3 Provide opportunities for youth who commit violations to participate in restorative justice activities.

¹⁸ CDD invests in a continuum of services that help ensure children have access to developmentally appropriate, quality, affordable childcare, preparing them for optimal growth and development. CDD also invests in programs that support positive youth development for middle school- and high school-aged youth during out-of-school time.



Illustrative Community Indicators of Success¹⁹

- Increase in proportion of low-income children and children of color provided quality, affordable, and culturally competent child care options.
- Increase in proportion of young low-income children and children of color who exhibit developmentally-appropriate language, learning, cognitive, and literacy skills.
- Increase in proportion of young low-income children and children of color with social-emotional competence.
- Increase in youth asset and leadership development for low-income youth or youth of color.
- Increase in proportion of low-income youth and youth of color who complete a mentoring and life management program.
- Increase in proportion of low-income youth and youth of color who have access to peer youth court or similar programs.
- Increase in proportion of low-income youth and youth of color who successfully participate in peer youth court or similar programs.
- The diversity within the organizations providing adult workforce development and children and youth development services (boards, staff) reflects the demographics of the population served.
- Improved third grade math and reading scores, by race and ethnicity
- Improved eighth grade math and reading scores, by race and ethnicity.
- Increase in high school graduation rate, by race and ethnicity.

Focus 2. Workforce Development²⁰

Proposed Goal

A continuum of services that support high school graduation and GED attainment, career guidance, pre- and post-employment training and services, and work placement for are available youth and adults facing barriers to employment.

¹⁹ The last two indicators are illustrative and taken from *Healthy People 2020: Approach to Social Determinants of Health*. <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-of-health>

²⁰ Education, career guidance, job skills, and job placement are key to building the human capital required to access to good jobs that lead to economic stability and prosperity CDD therefore invests in a continuum of services to improve opportunities for economic stability and prosperity for residents encountering barriers to employment including a criminal background, language barriers, long-term poverty, homelessness, lack of skills, and/or formal education. In addition, CDD supports services that prepare youth for adult life, increased economic opportunity, and successful careers.