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RECOGNIZING THE UNDERUTILIZED ECONOMIC POTENTIAL OF BLACK MEN IN NEW ORLEANS

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LINDY BOGGS NATIONAL CENTER
FOR COMMUNITY LITERACY
It's Not Just About Literacy...It's About Hope.

About the Lindy Boggs National Center for Community Literacy

Located in the J. Edgar and Louise S. Monroe Library at Loyola University New Orleans, the Lindy Boggs National Center for Community Literacy is dedicated to promoting adult literacy as a vehicle for personal, economic, and community empowerment.

The Boggs Center seeks to nurture collaborative partnerships between Loyola and its surrounding metropolitan community. In addition, the Center will provide local literacy providers with access to current information and training and pursue a collaborative, community-based research agenda.

www.loyno.edu/boggsliteracy

EXECUTIVE SUMMARY

For two-and-a-half decades before Katrina, New Orleans was in economic decline due to industrial restructuring. The industries where men have historically comprised over 70 percent of employment in New Orleans—construction, manufacturing, natural resources and mining, transportation and warehousing, utilities, and wholesale trade—lost a combined 54,800 jobs between 1980 and 2004 (a 60 percent decline). African American men were more affected than white men by the industrial restructuring for several reasons. For one, African American men were more likely than white men to be employed in the construction, manufacturing, mining, transportation, utilities, and wholesale trade industries while white men have enjoyed positions in professional services and finance—industries that largely grew between 1980 and 2004. In addition, only 15 percent of African American men had an associate's degree or higher in 1980 compared to 46 percent of white men, which put African American men at a significant disadvantage in the labor market as industry educational requirements increased. Meanwhile, the tourism industry began to blossom. To be sure, African American men are now more likely to be employed in New Orleans' accommodation and food service industry than in any other sector. But with wages averaging about \$26,000 annually and 9 out of 10 jobs paying too little to support the basic expenses of one person living alone, the tourism industry is not attractive for men who want to provide for a family. Subsequently, African American men have been dropping out of the labor force altogether by the thousands since 1980. By 2011, more than half of all African American men in New Orleans were either unemployed or had given up looking for work entirely.

Today, nearly every growing occupation requires some post-high school education or training. While the share of African American men in New Orleans

with a high school degree has increased substantially since 1980, the share of African American men with an associate's degree or more has been completely stagnant since 1980 at only 15 percent.

THE ECONOMIC FUTURE OF NEW ORLEANS DEPENDS ON MAXIMIZING THE PRODUCTIVITY OF ALL ITS WORKERS.

In comparison, the share of white men with an associate's degree or higher has grown from 46 percent in 1980 to 66 percent in 2009-11. Until more African American men perceive the benefit of acquiring more education and find the means to do so, the city will continue to lose out on the productivity that

more postsecondary-educated workers could contribute to the economy. This issue is nontrivial because African American men represent 26 percent of the working-age population of New Orleans, and this share is expected to grow in the future. The economic future of New Orleans depends on maximizing the productivity of all its workers.

Moreover, New Orleans must increase employment rates among African American men in order to reduce the negative externalities of chronic unemployment that include high crime rates and a large share of local tax dollars spent on public safety. Strategies for maximizing the economic potential of African American men in New Orleans include career pathway programs, which provide a high-quality education component, wraparound support services that help students succeed, and industry partnerships that focus on meeting business needs by training students for specific job vacancies at partner businesses.

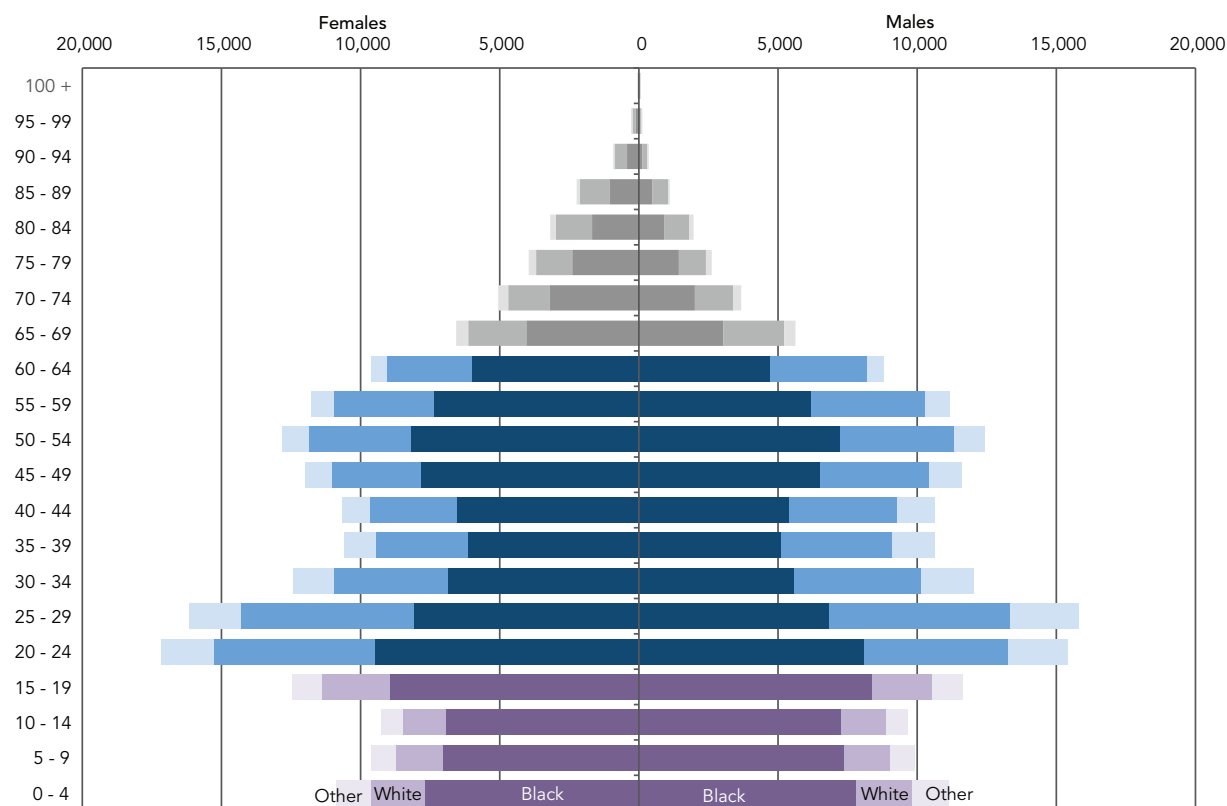
UNTIL MORE AFRICAN AMERICAN MEN PERCEIVE THE BENEFIT OF ACQUIRING MORE EDUCATION AND FIND THE MEANS TO DO SO, THE CITY WILL CONTINUE TO LOSE OUT ON THE PRODUCTIVITY THAT MORE POSTSECONDARY-EDUCATED WORKERS COULD CONTRIBUTE TO THE ECONOMY.

INTRODUCTION

The economic future of New Orleans depends on optimizing the skills of its workers. A high-skilled workforce is critical to attracting investment, supporting local entrepreneurs and businesses, and reducing the societal costs of poverty that include not only high crime but also a disproportionate share of local tax dollars spent on public safety. In New Orleans, African Americans comprise 56 percent of the working-age population—despite the displacement of thousands of African Americans in 2005 when the levees failed.¹ Moreover, 70 percent of New Orleans’ children are African American,

suggesting that the New Orleans workforce of the future will be increasingly made up of African Americans.² In this report, we examine the economic contributions of African American men and how structural changes in the economy since 1980 have affected black men compared to white men. African American males comprise fully 26 percent of all working-age adults (18-64), and 38 percent of all children (0-17) in New Orleans. As such, African American men represent a critical input in the potential economic growth of New Orleans.

Age structure of population by race and sex, 2010
New Orleans



Source citation: U.S. Census Bureau, 2010 Census.

AFRICAN AMERICAN MEN REPRESENT
A CRITICAL INPUT IN THE POTENTIAL
ECONOMIC GROWTH OF NEW ORLEANS.

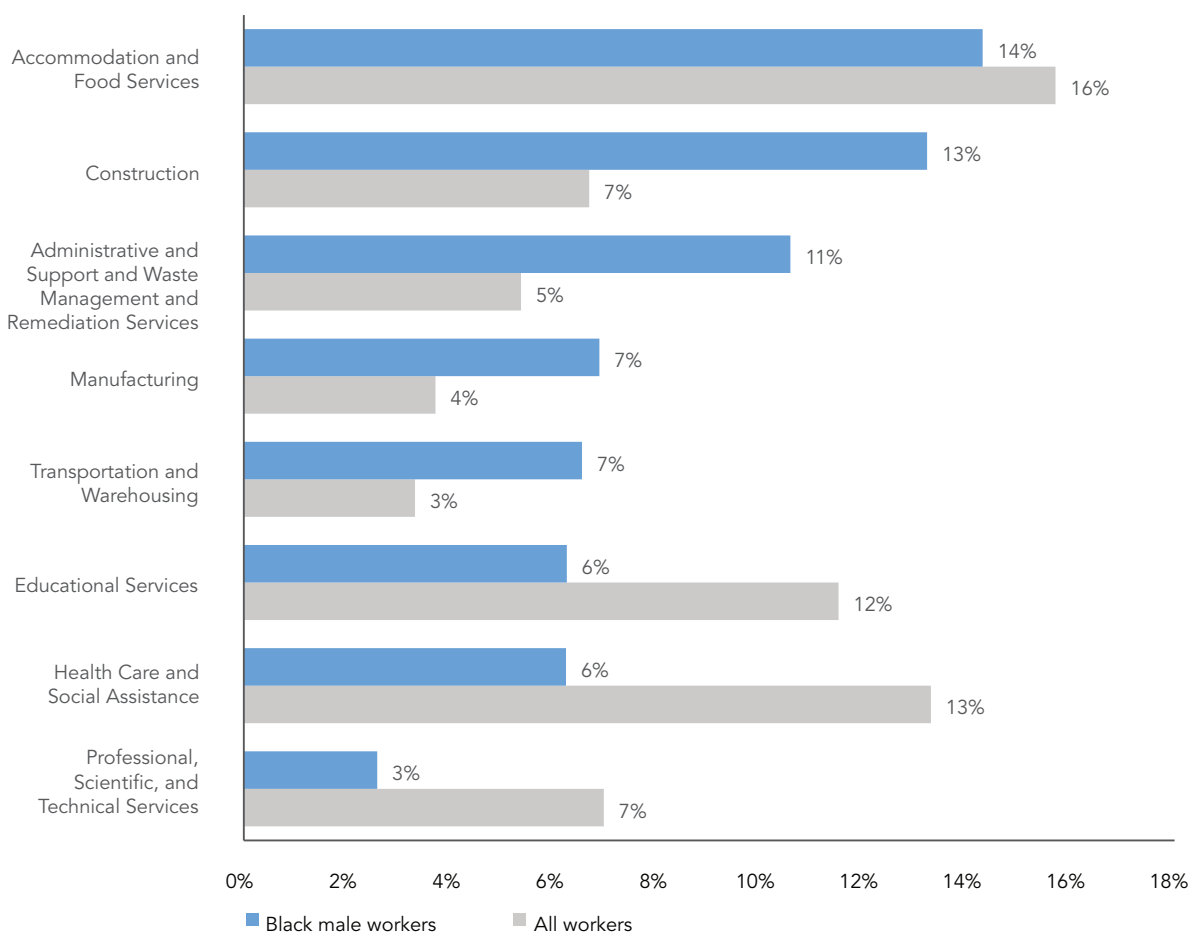
AFRICAN AMERICAN MEN MAKE IMPORTANT CONTRIBUTIONS TO THE LOCAL ECONOMY.

African American men are represented in all industry sectors of the New Orleans economy, but the largest share (14 percent) is employed in the accommodation and food service industry, reflecting the important contributions of African American men to the city's tourism sector. In addition, African American men in New Orleans are much more likely to be employed in construction,

administrative and support and waste management, transportation and warehousing, and manufacturing industries compared to other workers. Notably, African American men are significantly less likely to be employed in professional, scientific, and technical services; educational services; and health care and social assistance industries, all of which represent growing sectors in New Orleans.

Distribution of workers (16 years and older) by select industries, 2009-11

New Orleans



Source citation: IPUMS USA microdata: 2009-2011 American Community Survey.

Notes: For the Accommodation and Food Services industry, the distribution of black male workers is not statistically different from the distribution for all workers.

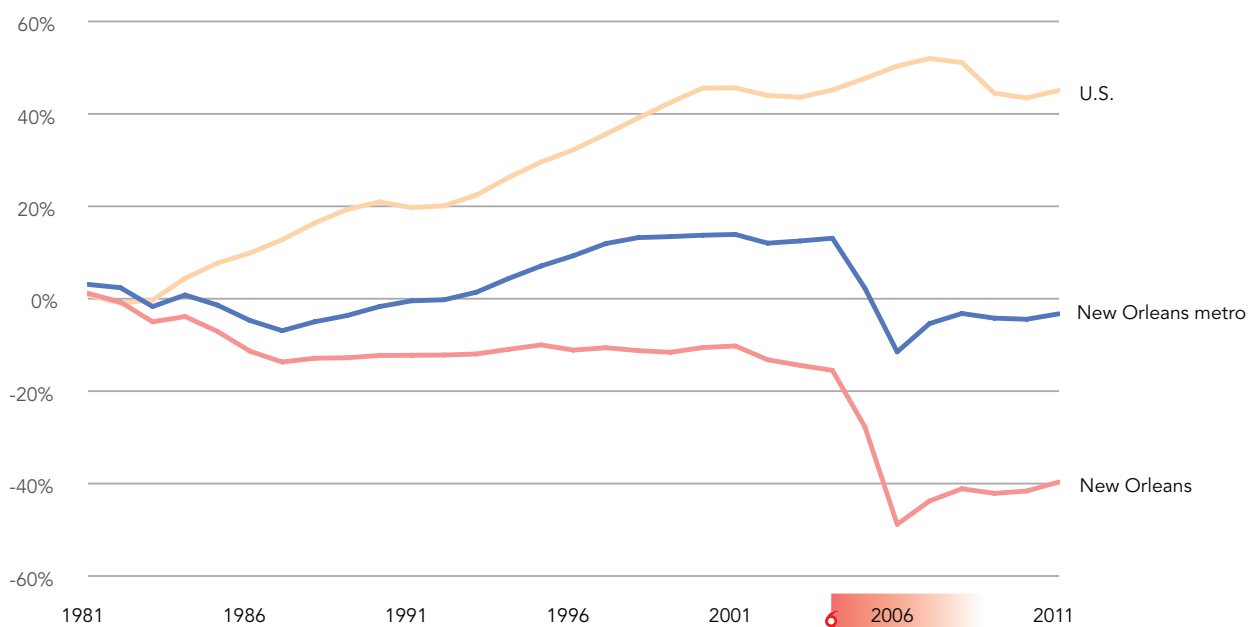
ECONOMIC DECLINE AND INDUSTRIAL RESTRUCTURING IN NEW ORLEANS HAVE HURT MEN MORE THAN WOMEN AND AFRICAN AMERICAN MEN MORE THAN WHITE MEN.

For two-and-a-half decades before Katrina, the city of New Orleans was in economic decline due to industrial restructuring. The city's employment base shrank by 15 percent, and 46,800 jobs were lost between 1980 and 2004. Industrial restructuring has been particularly painful for black men. The industries where men have historically comprised over 70 percent of employment in New Orleans—

construction, manufacturing, natural resources and mining, transportation and warehousing, utilities, and wholesale trade—lost a combined 54,800 jobs between 1980 and 2004 (a 60 percent decline). Meanwhile, women made up a majority of workers in the education and health care industries, which added about 9,400 jobs between 1980 and 2004 for a 31 percent increase.³

Employment growth and loss

Percent change in total nonfarm employment relative to 1980



Source citation: Moody's Analytics (U.S. Bureau of Labor Statistics; CES, QCEW).

Note: The New Orleans metro area is the 7-parish metro area including Jefferson, Orleans, Plaquemines, St. Bernard, St. Charles, St. John, and St. Tammany.

African American men were more affected than white men by the industrial restructuring in New Orleans for several reasons. For one, African American men were more likely than white men to be employed in the construction, manufacturing, mining, transportation, utilities, and wholesale trade industries which hemorrhaged jobs between 1980 and 2004. In 1980, 52 percent of African American men and only 41 percent of white men were employed in those six industries. Meanwhile, white men were about twice as likely as African American men to be employed in industries that grew jobs between 1980 and 2004. In 1980, about 25 percent of white men worked in finance and professional services (including legal services, accounting, education, and health care) while only 13 percent of African American men worked in

these industries.⁴ In addition, only 15 percent of African American men had an associate's degree or higher in 1980 compared to 46 percent of white men, which put African American men at a significant disadvantage in the labor market as industry educational requirements increased.⁵

Since 2004, the city's job base has declined 29 percent, a reflection of the destruction of jobs associated with the levee disaster. Every major industry sector has lost jobs, with industries traditionally dominated by men (construction, manufacturing, mining, transportation, utilities, and wholesale trade industries) and industries traditionally dominated by women (education and health care) each losing about 25 percent of their jobs.⁶



“NONEMPLOYMENT” HAS INCREASED AMONG AFRICAN AMERICAN MEN DUE TO A PROLONGED WEAK LABOR MARKET.

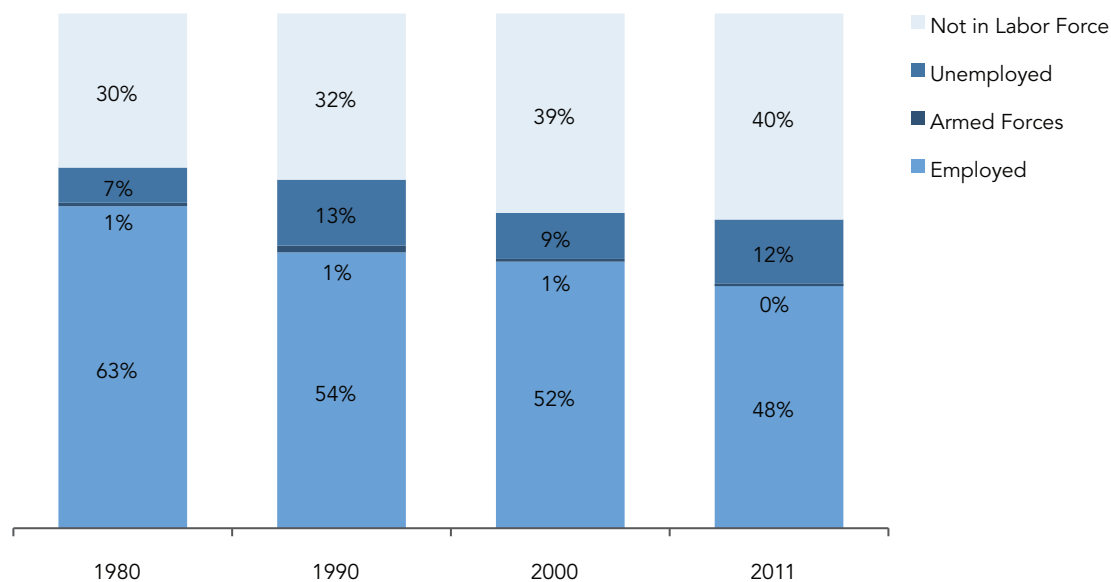
During the oil bust of the 1980s, the share of working age African American men in New Orleans with a job declined from 63 percent to 54 percent. As poor labor market conditions persisted into the 1990s, employment rates fell again to 52 percent and thousands of African American men dropped out of the labor force altogether. The share of African American men not in the labor force jumped from 30 percent in 1980 to 39 percent in 2000. By 2011, the rate of employment for black men had decreased further, to 48 percent, and the share not in the labor force edged up to 40 percent. These trends are consistent with a Federal Reserve Bank study, which concluded that prolonged periods of unemployment—evident in New Orleans as well as 13 other metro areas included in the study—have contributed to many African American men becoming discouraged and ceasing to look for work altogether.⁷ As a result, “nonemployment” (unemployment plus not in the labor force) provides a more reliable indicator of labor market conditions in New Orleans for African American men than official unemployment rates.

Among white men, there has not been the same steady decline in employment rates since 1980. Instead, white men have enjoyed consistently higher employment rates, and labor force participation rates have therefore also held relatively steady.

*“NONEMPLOYMENT” PROVIDES A MORE RELIABLE
INDICATOR OF LABOR MARKET CONDITIONS IN
NEW ORLEANS FOR AFRICAN AMERICAN MEN
THAN OFFICIAL UNEMPLOYMENT RATES.*

Employment status of African American men (16-64 years old), 1980-2011

New Orleans

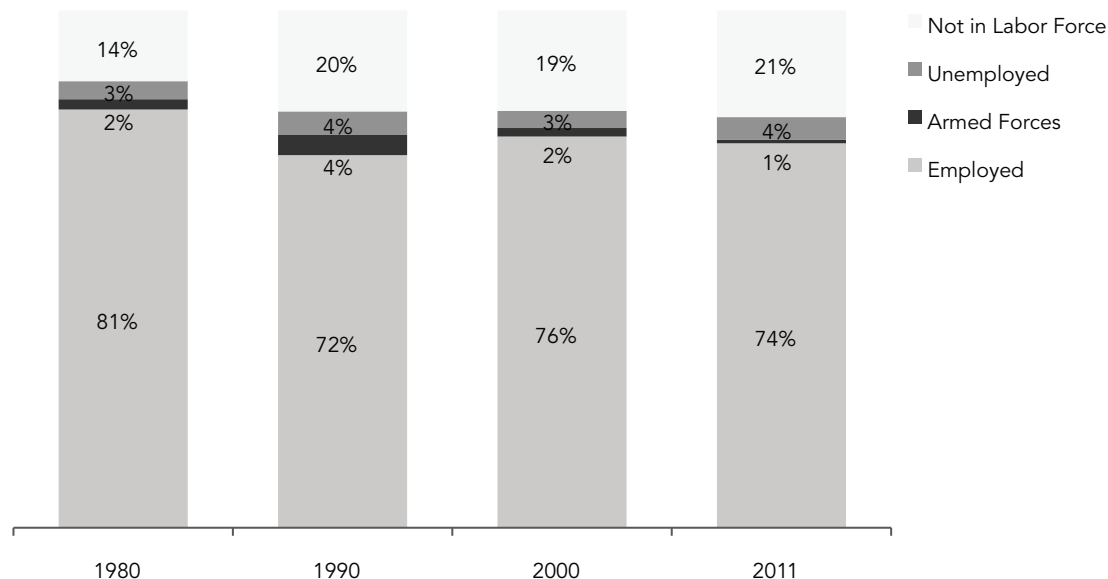


Source citation: U.S. Census Bureau, 1980, 1990, and 2000 Census; IPUMS USA microdata: U.S. Census Bureau, 2000 Census, 2011 American Community Survey.

Note: Change between 2000 and 2011 is not significant for "not in labor force." "Not in labor force" category includes the incarcerated population. "Employment" is defined as working at any time during the reference week or not working during the reference week because of temporary absence (excluding layoff).

Employment status of white men (16-64 years old), 1980-2011

New Orleans



Source citation: U.S. Census Bureau, 1980, 1990, and 2000 Census; IPUMS USA microdata: U.S. Census Bureau, 2000 Census, 2011 American Community Survey.

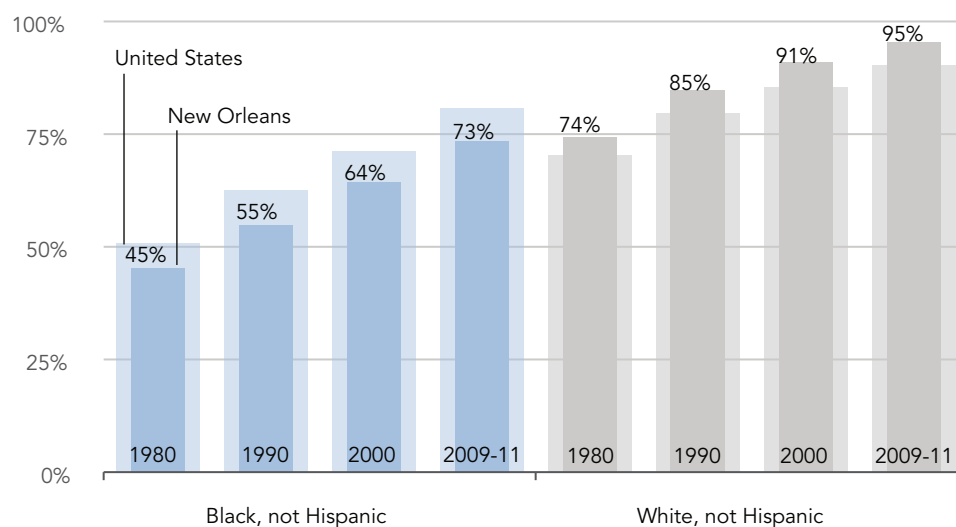
Note: Change between 2000 and 2011 is not significant for any of the categories. "Not in labor force" category includes the incarcerated population. "Employment" is defined as working at any time during the reference week or not working during the reference week because of temporary absence (excluding layoff).

EDUCATIONAL ATTAINMENT LEVELS HAVE INCREASED FOR AFRICAN AMERICAN MEN BUT NOT ENOUGH.

In 1980, only 45 percent of African American men had a high school degree compared to 74 percent of white men. Since 1980, however, the share of New Orleans' African American men with a high school degree has increased significantly, reaching 73 percent in 2009-11. Meanwhile, the share of white men with a high school degree, already at 74 percent in 1980, grew to 95 percent by 2009-11.

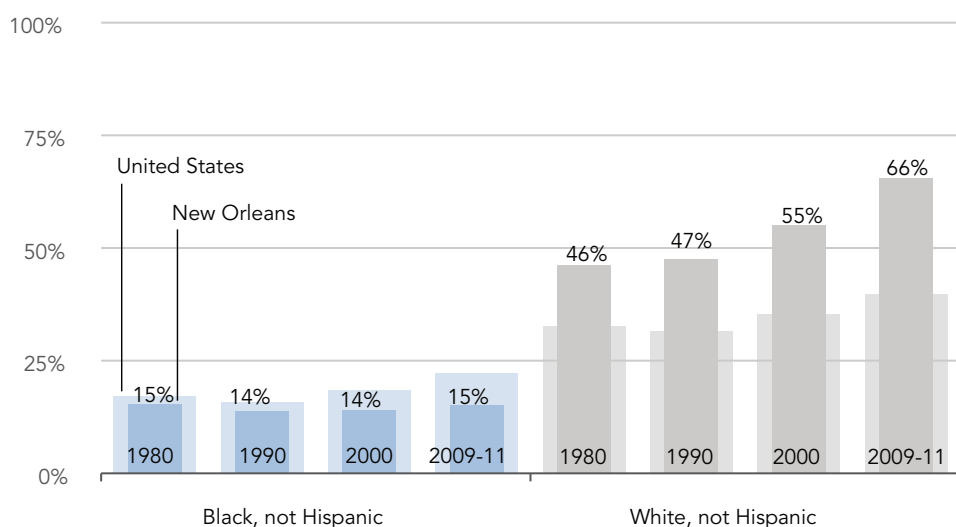
Yet a high school diploma is not enough to compete in today's labor market. In fact, the U.S. has had an oversupply of non-college-going workers since the 1980s, and as a result, real hourly wages have stagnated for such workers for the past three decades. Meanwhile, scarcity has driven up the cost of postsecondary talent, and there has been a rapid increase in the wage gap between those with postsecondary education and those without.⁸

Percent of men (25 years and older) with a high school degree or more, 1980 to 2009-11



Source citation: IPUMS USA microdata: 1980 Census, 1990 Census, 2000 Census, and the 2009-2011 American Community Survey.

Percent of men (25 years and older) with an associate's degree or more, 1980 to 2009-11



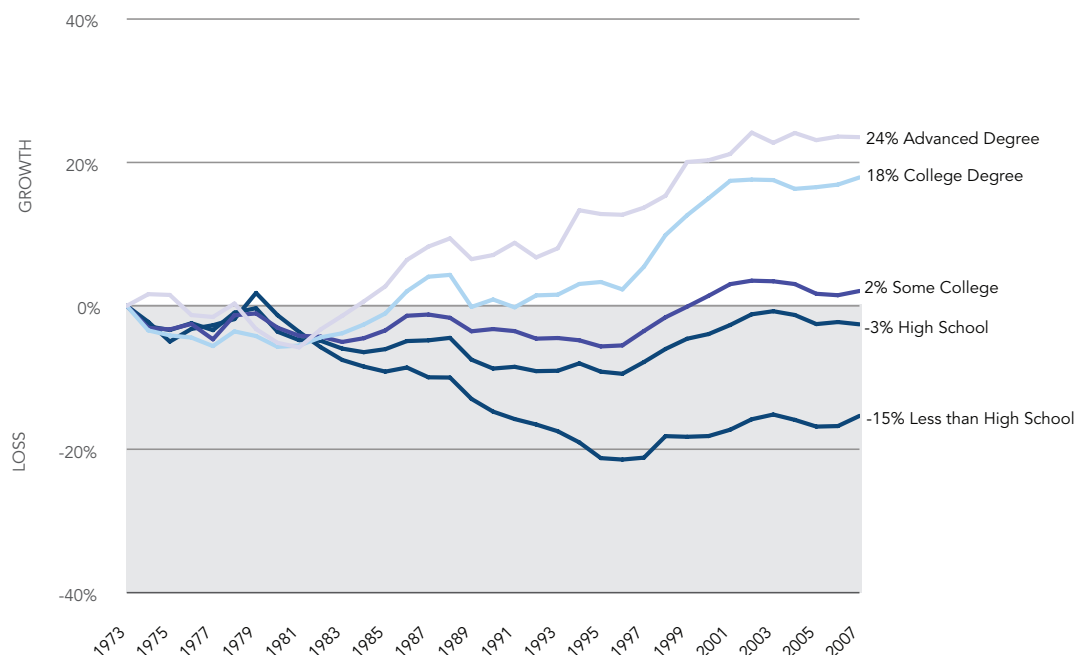
Source citation: IPUMS USA microdata: 1980 Census, 1990 Census, 2000 Census, and the 2009-2011 American Community Survey.

An associate's degree or higher is the educational threshold required to compete for jobs in today's labor market.⁹ Georgetown University economists predict that by 2018, nearly two-thirds of U.S. job openings will require workers with at least some college education.¹⁰ And yet, in New Orleans, the share of African American men with an associate's degree or higher was only 15 percent in 2009-11, the same as it was in 1980. Meanwhile, the share of white men in New Orleans with an associate's degree or more has increased from 46 percent in 1980 to 66 percent in 2009-11. Thus, there is now a 50 percentage-point difference in the rate of African American men and the rate of white men with an associate's degree or higher in New Orleans. The lack of progress in preparing African American boys for post-high school training has been an important factor in the high rates of "nonemployment" among African American men. Until New Orleans can significantly increase the percentage of African American men attaining post-high school education or training, the city will continue to lose out on the productivity and higher wages that more postsecondary-educated workers could contribute to the economy.¹¹



Wage growth and loss

Percent change in real hourly wages relative to 1973 by educational attainment, United States



Source citation: Economic Policy Institute, *The State of Working America 2008-10*, table 3.15.

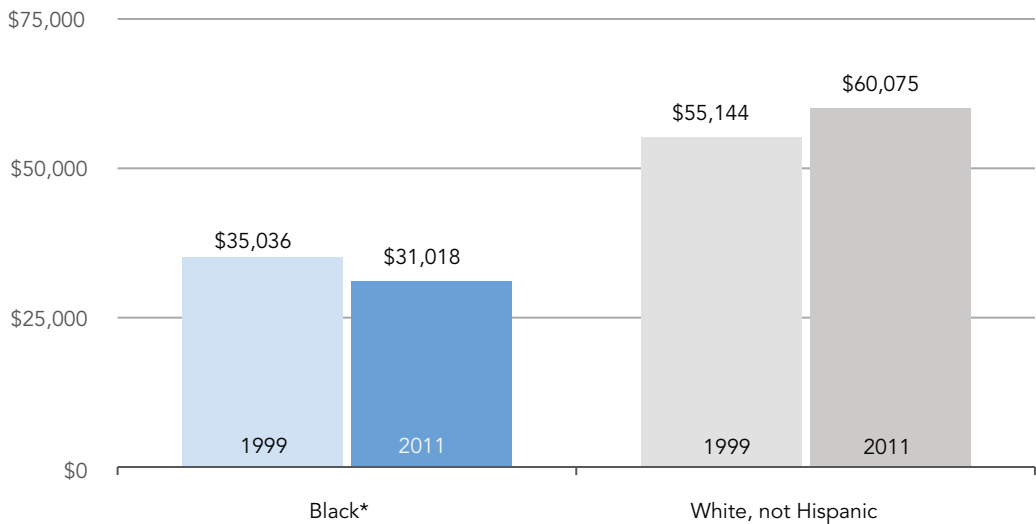
SINCE 1999, WHILE WAGES FOR WHITE MEN HAVE GROWN IN NEW ORLEANS, WAGES FOR BLACK MEN HAVE FALLEN.

Over the last decade, the median earnings of New Orleans’ African American men who work full-time, year-round jobs have fallen 11 percent to \$31,018, while New Orleans’ white men have seen their wages rise 9 percent to \$60,075. With half of African American men earning below \$31,018 for full-time, year-round work—and many working at minimum wage for about \$15,080 annually—low wages (as well as falling wages) likely contribute to worker discouragement and lack of labor force participation.

IN 2011, FULLY 27 PERCENT OF NEW ORLEANS AFRICAN AMERICAN MEN LIVED IN POVERTY COMPARED TO ONLY 15 PERCENT OF WHITE MEN.

With lower median wages and lower labor force participation rates, it is no surprise that New Orleans’ African American men experience poverty at greater rates than their white male counterparts. In 2011, fully 27 percent of New Orleans African American men (18 years and older) lived in poverty¹² compared to only 15 percent of white men.¹³

Median earnings of men working full-time, year-round (in 2011 dollars)
New Orleans



Source citation: U.S. Census Bureau, 2000 Census; U.S. Census Bureau, 2011 American Community Survey.
* May include individuals who self-report black as well as Hispanic.

AFRICAN AMERICAN MEN ARE DISPROPORTIONATELY INCARCERATED IN NEW ORLEANS.

At the time of the 2010 Census held on April 1st, a total of 3,318 men over 18 years old were being held in correctional facilities in New Orleans. Of these, 2,793 were African American. Thus, while African Americans make up 53 percent of New Orleans males over 18 years old, African Americans make up 84 percent of the incarcerated male adults in New Orleans. Approximately one-half of incarcerated individuals were being temporarily held pending trial or other resolution of their case.¹⁴ Thus, a few hundred African American men incarcerated on any given day represent potentially thousands of African American men arrested over the course of a year. Indeed, it is estimated that there were about 50,000 arrests in New Orleans in 2010—the vast majority of whom were likely African American men.¹⁵

While a full examination of New Orleans' criminal justice system is outside the scope of this report, experts have concluded that limited public safety resources are oftentimes not concentrated on addressing the significant crimes and criminals in New Orleans. Experts criticized the New Orleans Police Department for “expending significant resources to arrest individuals who failed to resolve petty charges committed in another parish” as recently as 2012.¹⁶

Arrests show up in criminal background checks, and many employers will not consider job candidates who have an arrest record—regardless of whether they were ultimately convicted of a crime.¹⁷ As such, large volumes of arrests for petty offenses likely contribute to African American men's low labor force participation rates in New Orleans and ultimately suppress New Orleans' overall economic output. In addition, among individuals awaiting trial, the average length of time spent in the Orleans Parish Prison was 68.9 days for African Americans and 38.3 days for whites.¹⁸ Long detentions for arrestees awaiting trial represent

an unnecessary cost to city taxpayers.¹⁹ As of 2013, about 61 percent of the city's general fund budget—an amount equal to \$295 million—is being spent on public safety, with poor to mediocre results in reducing crime.²⁰

LARGE VOLUMES OF ARRESTS FOR PETTY OFFENSES LIKELY CONTRIBUTE TO AFRICAN AMERICAN MEN'S LOW LABOR FORCE PARTICIPATION RATES. MOREOVER, ABOUT 61 PERCENT OF THE CITY'S GENERAL FUND BUDGET IS BEING SPENT ON PUBLIC SAFETY, WITH POOR TO MEDIOCRE RESULTS IN REDUCING CRIME.

PROGRAMS FOR MAXIMIZING THE ECONOMIC POTENTIAL OF AFRICAN AMERICAN MEN

Good-paying jobs in advanced manufacturing and heavy construction are projected to grow rapidly in coming years due to low prices for natural gas that fuels the manufacturing industry of our region.²¹ Employers in these industries consistently complain about the lack of an available skilled workforce in the region. African American men in New Orleans represent an underutilized resource for staffing these growing industries. The following section highlights strategies for maximizing the human capital of African American men—particularly for careers in the petrochemical and construction industries. Many of these strategies include career pathway programs, which provide a high-quality education component, support services to help students succeed, and an industry partnership that focuses on meeting business needs by training students for specific job vacancies at partner businesses.²² Career pathways programs locally and in other cities have increased education, job skills, and wage levels among low-income, low-skilled adults across all age groups.²³

HIGH SCHOOL PROGRAM MATCHES STUDENTS WITH SKILLS NEEDED IN PETROCHEMICAL INDUSTRY

In Texas, the Collegiate High School for Petrochemical Careers at the College of the Mainland enrolls high school students in a process technology program to fill the growing needs of the petrochemical industry.²⁴ High school juniors and seniors complete high school graduation and associate's degree requirements simultaneously. The courses integrate academics and hands-on training, with significant input from industry. One reason this school is unique is that the high school students have full access to the process technology program's glycol separation unit (GSU). This unit, which is a culmination of industry working together with education, is a fully operational process unit for hands-on learning.



INDUSTRY PARTNERSHIPS HELP GROW POOL OF SKILLED MANUFACTURING TECHNICIANS

In Pennsylvania, the advanced manufacturing sector was facing two significant challenges: 1) an insufficient pipeline of skilled technicians to fill current and projected job openings and 2) an incumbent workforce that was not prepared to adapt to changes in the new manufacturing environment.²⁵ Responding to these challenges and growth opportunities, the Pennsylvania Workforce Investment Board collaborated with industry to strengthen the manufacturing sector by publicizing job opportunities in local schools, developing curriculum for local community colleges, and creating on-the-job training programs.



USING PUBLIC AWARENESS TO FILL OCCUPATIONAL GAPS FOR TRADESMEN²⁶

With the skills of construction tradesmen in high demand, Alabama’s “Go Build Alabama” campaign focuses on the craftsmen trades of welders, brick-masons, plumbers, electricians, and carpenters—many of the occupations projected for growth in Louisiana.²⁷ Although the need for these positions, which often require an apprenticeship, has risen and the wages offered are very attractive, awareness of these jobs is low and, subsequently, only one tradesman is taking the place of every four that are retiring. The Alabama Legislature established the Alabama Construction Recruitment Institute to develop a campaign to promote the trades as family-sustaining careers and partner with contractor and builder associations, trade unions, the Alabama college system, and construction companies throughout the state to recruit and train more young adults into these occupations.

USING STATE FUNDS TO SUPPORT THE STATE’S ECONOMY AND TRAIN THE UNDER- AND UNEMPLOYED²⁸

A partnership between the Urban League and Allied Construction Industries in Ohio has established a certification program that builds skilled workers in their growing construction industry and benefits the state at large. Construction Connections is an eight-week certification program. Workers also participate in a three-week course on résumé writing and interview skills. They graduate and secure jobs with construction companies starting at \$12 an hour but ultimately earn as much \$30-50 an hour. Boasting an 81 percent placement

rate, the program is funded by the Ohio Department of Transportation (DOT), and graduates obtain jobs with construction companies that have received large DOT contracts.²⁹

COMMUNITY BENEFIT AGREEMENTS PROVIDE JOB TRAINING OPPORTUNITIES TO POOR, LOW-SKILLED RESIDENTS

With major residential and commercial developments being planned for New Orleans, Community Benefit Agreements (CBAs) are one tool for ensuring that job opportunities and job training associated with the new developments are available to local residents. CBAs are legally enforceable contracts between a developer (i.e. a private business), the local government, and community organizations and residents.³⁰ In Atlanta, a CBA was used by community groups to obtain important community benefits from the developer of a 22-mile light rail transit loop around the city. The community benefits that were agreed to by the developer, local government, and community group included apprenticeship programs for impoverished and uneducated residents living near the construction activity, affordable housing, and historic preservation of select sites and buildings.

HELPING FORMERLY INCARCERATED MEN SUCCEED³¹

Louisiana has the highest incarceration rate in the country.³² STRIVE International, a model program in East Harlem (New York City), has helped nearly 50,000 of the most chronically unemployed individuals get jobs with over 400 different businesses. Focusing on African American and Latino men with criminal records and problems of past drug addiction, STRIVE offers a combination of soft skills training—being on time, working in teams, and job interview preparation—with credential-bearing hard skills training and targeted support services. With a commitment to retention, support services are offered a minimum of two years beyond graduation. The focus is on helping the individuals secure and maintain living wages in high-growth occupations.³³

CONCLUSION

If New Orleans is to substantially reverse decades of economic decline, high crime rates, and a shrinking city tax base, then greater educational attainment and economic progress for African American men will be critical. The share of the New Orleans working-age population that is African American is 56 percent and growing. Thus, African American men are a vital input in the economic engine of New Orleans.

Already African American men play a critical role in New Orleans' vibrant tourism sector. But with wages averaging about \$26,000 annually and 9 out of 10 jobs paying too little to support the basic expenses of one person living alone, the tourism industry is not attractive for men who want to provide for a family.³⁴ Good-paying jobs in advanced manufacturing and heavy construction are projected to grow rapidly in the metro area in coming years. African American men in New Orleans represent an underutilized resource for staffing these growing industries. Career pathway programs and community benefit agreements are important strategies for optimizing the human capital of low-skilled African American men in New Orleans. A dedicated focus on recruiting and building the skills of local African American men to fill the jobs in the regional petrochemical and construction industries can not only help meet employers' pressing workforce needs, but it can also have additional benefits of reducing chronic unemployment, reducing crime rates, and increasing the local tax base. We call that a triple bottom line.

*IF NEW ORLEANS IS TO SUBSTANTIALLY
REVERSE DECADES OF ECONOMIC DECLINE,
HIGH CRIME RATES, AND A SHRINKING CITY
TAX BASE, THEN GREATER EDUCATIONAL
ATTAINMENT AND ECONOMIC PROGRESS FOR
AFRICAN AMERICAN MEN WILL BE CRITICAL.*

ACKNOWLEDGMENTS

The Lindy Boggs National Center for Community Literacy at Loyola University wishes to thank the Open Society Foundations Campaign for Black Male Achievement for its generous support of this report and the work of the New Orleans Fatherhood Consortium.

The Boggs Center also wishes to express thanks and gratitude to the partners of the New Orleans Fatherhood Consortium, including Research, Advocacy and Policy committee co-chairs Ronald McClain and Marsha Broussard.

The Lindy Boggs National Center for Community Literacy is also grateful to the following people who provided important information and guidance that substantially improved this report: Elaine Ellerbe, from the Reentry Benefiting Families Initiative; Ruby Freeman and Dr. Latrice Rollins, from Women in Fatherhood Inc.; Jon Wool, from the Vera Institute; Teresa Falgoust, from Agenda for Children; Carol Bebel, Ashé Cultural Arts Center; Dr. Diane Bordenave, Southern University New Orleans; Robert Mayfield; Dr. Denese Shervington, Institute for Ethnic Women Studies; Ron McClain, Family Service of Greater New Orleans.

Finally, the Boggs Center also thanks Allison Plyer, Ben Horwitz, Elaine Ortiz, and Vicki Mack at the Greater New Orleans Community Data Center for their detailed data analysis that formed the foundation for this report.

Acknowledgment is also due to Catherine Burke for layout and graphics.

ABOUT THE NEW ORLEANS FATHERHOOD CONSORTIUM (NOFC)



Photo by Peter Nakhid

The Lindy Boggs National Center for Community Literacy at Loyola University was instrumental in the formation of the New Orleans Fatherhood Consortium (NOFC) in 2007. Concern about the plight of low-income children, families, neighborhoods—and especially the fathers connected to them—inspired a coalition of faith- and community-based organizations; educational organizations; and criminal justice, health, and social service entities to begin working together to develop comprehensive social supports, programs, public awareness, and policies that assist fathers in reaching their fullest potential.

The mission of the NOFC is to develop comprehensive social supports, programs, public awareness and policies that assist fathers in reaching their fullest potential. Our desire has been to work with organizations to develop awareness about the linkages of men and fathers to the issues of neighborhood rebuilding, recovery, and revitalization. At the center of the multitude of needs impacting the lives of fathers are illiteracy and low educational attainment. The Boggs Center's goals are to develop and carry out comprehensive programs and distribute public awareness materials that will contribute to low-income fathers in the community reaching

their fullest potential as effective and supportive parents. Through the development of community partnerships like the New Orleans Fatherhood Consortium, the Boggs Center serves as a catalyst to strengthen adult literacy, families, and communities. Its role as convener of the New Orleans Fatherhood Consortium is to provide information and a platform for the NOFC and its Father Fellows, and to help low-income fathers achieve success in continuing adult education, literacy GED instruction, training, and employment opportunities so that they can obtain living-wage jobs that offer benefits and career mobility.

To carry out its mission, the Boggs Center/NOFC employs the following strategies:

- *Raising public awareness of fathering issues through use of the media, technology, and collaborative activities*
- *Sharing national and local best practices on fathering*
- *Promoting responsible-fatherhood policy agendas at the national, state, and local levels*
- *Advocating for programs and policies that support development of fathers while benefiting their children, families, and community*
- *Keeping a finger on the pulse of the issues and voices of men through participatory action-research agenda*

<http://www.loyno.edu/boggsliteracy/new-orleans-fatherhood-consortium>

NOFC'S PARTNERS INCLUDE:

44th Education Initiative, Inc.	Total Community Action
Aegis System	Tulane University – Prevention Research Center
Agenda for Children	Urban Strategies, Inc.
Alpha Kappa Alpha Sorority, Inc. – Alpha Beta Omega Chapter	Voices of Experience, Inc.
Ashé Cultural Arts Center/Efforts of Grace, Inc.	WBOK
Black Men United	WGSO
Catholic Charities of New Orleans	Women In Fatherhood, Inc.
CeaseFire	Xavier University
Central City Renaissance Alliance	Your Money Doctor
CFreedom Photography	Youth Empowerment Project
Channel Zero	
Coalition of 100 Black Women – New Orleans Chapter	
Delgado Community College	
Family Service of Greater New Orleans	
Friends and Families of Louisiana's Incarcerated Children	
Good Works Network	
Healthy Start New Orleans	
Institute of Women & Ethnic Studies	
Kallisto Research Consulting	
Kappa Alpha Psi Fraternity, Inc. – New Orleans(LA) Alumni Chapter	
Kappa Alpha Psi Fraternity, Inc. – Omicron Upsilon Chapter	
Loyola University – Lindy Boggs National Literacy Center	
LSU AgCenter	
Moving Forward Gulf Coast	
Neighborhoods Partnership Network	
New Orleans African American Museum	
New Orleans Recreation Development Commission	
NOLA Birthing Project	
Orleans Public Education Network	
OT Outreach	
Re-Entry Benefiting Families	
Safe Streets, Strong Communities	
Silverback Society	
St. David Catholic Church	
State of Louisiana Department of Child and Family Services	

END NOTES

¹ Plyer, A. (2011). What Census 2010 Reveals about Population and Housing in New Orleans and the Metro Area. Greater New Orleans Community Data Center. Retrieved May 21, 2013 from https://gnocdc.s3.amazonaws.com/reports/GNOCDC_Census2010PopulationAndHousing.pdf.

² Nationwide a rapidly growing share of children are non-white, such that whether through the aging of New Orleans' current children, or through influx of families from elsewhere, New Orleans' future workforce will be increasingly made up of adults of color. See Frey, W.H. (2011). *America's Diverse Future: Initial Glimpses at the U.S. Child Population from the 2010 Census*. Washington, D.C.: Brookings Institution. Retrieved May 21, 2013 from <http://www.brookings.edu/research/papers/2011/04/06-census-diversity-frey>.

³ U.S. Census Bureau, Quarterly Workforce Indicators and Moody's Analytics (U.S. Bureau of Labor Statistics; CES, QCEW).

⁴ IPUMS USA microdata: 1980 Census.

⁵ Ibid.

⁶ U.S. Census Bureau, Quarterly Workforce Indicators and Moody's Analytics (U.S. Bureau of Labor Statistics; CES, QCEW).

⁷ Black, D., Kolesnikova, N., & Taylor, L. (2010). African-American economic progress in urban areas: A tale of 14 American cities. Federal Reserve Bank of St. Louis. Retrieved June 3, 2013 from <http://research.stlouisfed.org/wp/2010/2010-015.pdf>.

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⁹ Rothwell, J. & Berube, A. (2011). *Education, demand, and unemployment in metropolitan America*. Washington, D.C.: Brookings Institution. Retrieved May 21, 2013 from http://www.brookings.edu/~media/research/files/papers/2011/9/09-skills-unemployment-rothwell-berube/0909_skills_unemployment_rothwell.pdf.

¹⁰ Carnevale, A. P., Smith, N., & Strohl, J. (2010). *Help Wanted: Projections of jobs and education requirements through 2018*. Washington, D.C.: Georgetown University Center on Education and the Workforce. Retrieved May 21, 2013 from <http://www9.georgetown.edu/grad/gppi/hpi/cew/pdfs/FullReport.pdf>.

¹¹ Carnevale, A.P. & Rose, S.J. (2011).

¹² As of 2013, the federal poverty level is \$11,492 for a single person living alone.

¹³ U.S. Census Bureau, 2011 American Community Survey.

¹⁴ Austin, J., Ware, W., & Ocker, R. (2010). Orleans Parish Prison, Ten-Year Inmate Population Projection. Retrieved May 21, 2013 from <https://www.ncjrs.gov/pdffiles1/nij/grants/233722.pdf>.

¹⁵ Goyeneche, R. & Humphries, J. (2013). Orleans Parish Criminal Justice System Accountability Report, May 2013. Metropolitan Crime Commission. Retrieved May 16, 2013 from <http://www.metropolitancrime-commission.org/html/documents/NOCJSAccountabilityReport-May2013.pdf>

¹⁶ Goyeneche, R. & Humphries, J. (2013).

¹⁷ Pager, D. (2003). The Mark of a Criminal Record. American Journal of Sociology. Retrieved May 7, 2013 from http://www.princeton.edu/~pager/pager_ajs.pdf.

Solomon, Amy. (2012). In Search of a Job: Criminal Records as Barriers to Employment. NIJ Journal No. 270. Retrieved May 7, 2013 from <http://www.crime-scene-investigator.net/NIJ-JobCriminalRecords.pdf>.

¹⁸ Average length of stay data is for pretrial felons. Average length of stay is shorter for pretrial misdemeanors, but data was not available by race. See Austin, J. (2011). Orleans Parish Prison Population Projection Updates. Retrieved May 21, 2013 from <http://lensnola.wpengine.netdna-cdn.com/wp-content/uploads/2011/10/Austin-report-October-2011.pdf>.

¹⁹ New Orleans office of the Vera Institute of Justice. (n.d.) Retrieved May 16, 2013 from <http://www.vera.org/project/new-orleans-pretrial-services>.

Beginning in April 2012, the City commenced a Pretrial Services program run by the New Orleans office of the Vera Institute of Justice. The number of pretrial detainees has declined 21 percent from 1,295 (men and women) on April 30, 2012 to 1,020 (men and women) on April 30, 2013.

²⁰ 2013 Annual Operating Budget. (2012). City of New Orleans. Retrieved May 21, 2013 from <http://new.nola.gov/getattachment/Mayor/Budget/2013-Adopted-Budget-Book.pdf/>.

Property and crime rates for New Orleans are 39 percent and 105 percent higher, respectively, than for the U.S. See Federal Bureau of Investigation. (2012). Crime in the United States 2011. Retrieved May 21, 2013 from <http://www.fbi.gov/about-us/cjis/ucr/crime-in-the-u.s/2011/crime-in-the-u.s.-2011>.

²¹ Ortiz, E. & Plyer, A. (2013). Economic Synergies across Southeast Louisiana. Greater New Orleans Community Data Center. Retrieved May 21, 2013 from <http://www.gnocdc.org/EconomicSynergiesAcross-SoutheastLouisiana/index.html>.

- ²² A Career Pathway is a coherent, articulated sequence of rigorous academic and career/technical courses, commencing in the ninth grade and leading to an associate degree, baccalaureate degree and beyond, an industry-recognized certificate, and/or licensure. The Career Pathway is developed, implemented, and maintained in partnership among secondary and postsecondary education, business, and employers. Career Pathways are available to all students, including adult learners, and lead to rewarding careers (<http://www.cord.org/career-pathways/>).
- ²³ Conway, M., Blair, A., & Helmer, M. (2012). *Courses to employment: Partnering to create paths to education and careers*. The Aspen Institute. Retrieved December 11, 2012 from <http://www.aspeninstitute.org/sites/default/files/content/docs/pubs/C2E.pdf>.
- ²⁴ Campbell, R. (2005). Tech prep is best: Business and education striving together. *Connections Extra!*, 15(1). Retrieved February 13, 2013 from <http://www.cord.org/uploadedfiles/Connections%20Vol%2015.1.pdf>.
- ²⁵ Pennsylvania Center for Advanced Manufacturing Careers. (2010). *Advanced manufacturing industry partnerships and the Pennsylvania Center for Advanced Manufacturing Careers*. Retrieved February 13, 2013 from <http://www.portal.state.pa.us/portal/server.pt?open=18&objID=996250&mode=2>.
- ²⁶ Excerpted and abridged with permission from Sellers, S., Ortiz, E., & Plyer A. (2013). *Strengthening our Workforce from Within: Adult Education's Role in Furthering Economic Growth in Greater New Orleans*. Greater New Orleans Community Data Center. Retrieved May 8, 2013 from <http://www.gnocdc.org/StrengtheningOurWorkforce/index.html>
- ²⁷ Go Build Alabama, <http://www.gobuildalabama.com/>.
- ²⁸ Excerpted and abridged with permission from Sellers, S., Ortiz, E., & Plyer A. (2013).
- ²⁹ Urban League of Greater Cincinnati. (2013). *Adult services*. Retrieved February 13, 2013 from <http://www.gcul.org/index.php/programs1/jobs/>.
- ³⁰ The Public Law Center. (2011). *Summary and Index of Community Benefit Agreements*. Tulane University. Retrieved May 21, 2013 from http://www.law.tulane.edu/uploadedFiles/Institutes_and_Centers/Public_Law_Center/Summary%20and%20Index%20of%20%20Community%20Benefit%20Agreements.pdf.
- ³¹ Excerpted and abridged with permission from Sellers, S., Ortiz, E., & Plyer A. (2013).
- ³² U.S. Department of Justice, National Institute of Corrections. (2011). *Corrections statistics by state*. [Data file]. Retrieved May 21, 2013 from <http://nicic.gov/StateStats/?st=LA>.
- ³³ STRIVE, <http://striveinternational.org>.

³⁴ U.S. Census Bureau, Quarterly Workforce Indicators for 2011 average annual wage in the accommodation and food services industry; EMSI data for an analysis of 2011 wages by occupation in the tourism and food service industry, which revealed that 9 out of 10 full-time jobs in that industry in the New Orleans region paid less than \$14.97 per hour. According to the Basic Economic Security Table for 2012, a single worker living alone needs \$14.97 per hour to cover basic expenses such as modest housing, utilities, food, and transportation. See www.basiceconomicsecurity.org.



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Dr. Petrice Sams-Abiodun is the Executive Director for the Lindy Boggs National Center for Community Literacy at Loyola University, where she has an opportunity to combine her research and social justice agendas to address the issue of adult literacy and education. In her role as the Director she is examining the broader issue of literacy as a vehicle for personal, economic and community empowerment. In an effort to link research with practice she works closely other community and faith-based organizations to eradicate low literacy. Dr. Sams-Abiodun is a native New Orleanian and

a graduate of a graduate of Tulane University in 2003 where she received a Ph.D. in Sociology. As a family demographer, her goal is to use research for the development and liberation of traditionally marginalized and oppressed people. Her research areas include poverty and family issues. Her present research focuses on the role and responsibilities of men as fathers, family and community members. She is also exploring adult transition issues. She has been invited to numerous conferences to share her work that examines strengths as well as the plight of low income African American men. Her research contributes to a national agenda that is assisting in the rethinking of how we view male attachment in low income families, family structure and formation.



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Mr. Rattler earned degrees from Howard University (Bachelor of Science '04) and Tulane University (Master Degree in Public Health - Education & Communication). Gregory currently serves the Lindy Boggs National Center for Community Literacy as Director of the New Orleans Fatherhood Consortium. His personal and professional focus is on the plight of black men and the black male identity. As Director, he has continued the work of advocating for policies and best practices that empower fathers to be active figures in their families. Gregory facilitates partnerships, represents the Consortium on local and national levels, and participates in work to change policies involving child support.

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