Community Crossroads

Northwest Connecticut

Where we are now
and where we are headed

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Established by Jim and Shirley Draper to support charitable, scientific, and educational initiatives in Northwest, Connecticut

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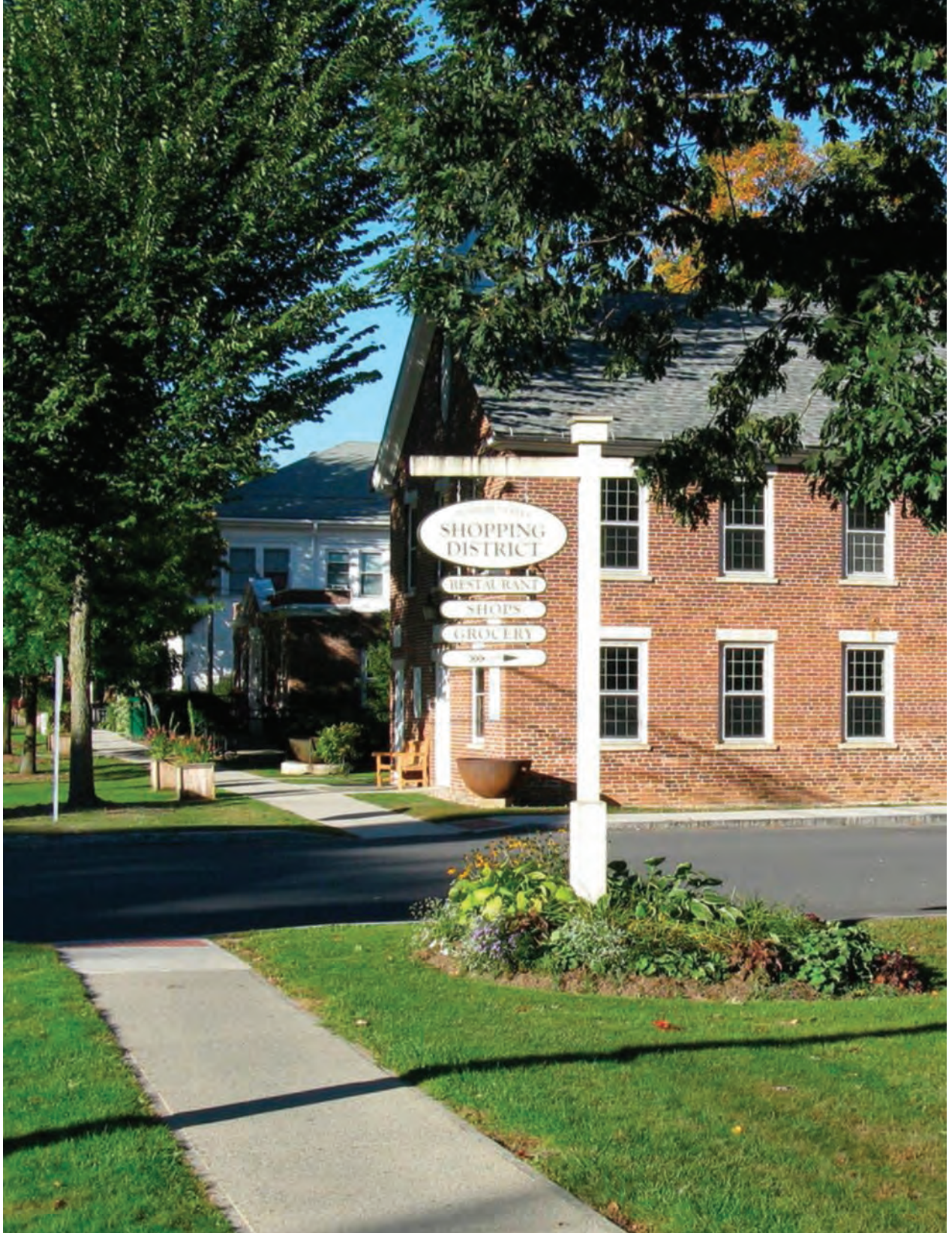

Foreword

20 Towns Years

What will your town look like in twenty years? Will it be a community that celebrates diversity, inclusion, and economic well-being for all? Will it be more vibrant, attractive and youthful? Will its families be healthy and well educated? Will it provide for the needs of its seniors? Will its neighborhoods be safe and affordable? Will its cultural resources grow and thrive?

The Northwest Connecticut Community Foundation commissioned research to analyze demographic trends influencing the Northwest Corner. Our goal was to provide a set of reference points that enable the reader to discern the composition and character of our communities today, while also offering a reasonable projection of how they might look tomorrow.

Much of the data presented is based on current and historical trends, and while future demographic statistics are indicated declaratively throughout the report, there is no crystal ball to divine the future with certainty. To put it more simply, these statistics are an approximation of what the Northwest Corner might become without specific coordinated action to address what is identified in the report.

This research will help provide clarity and direction to all of us who are invested in community well-being, as well as eliminate some of the misconceptions and erroneous assumptions surrounding what is expected to change and why. One of the many benefits of empirical data is that they can be tracked over time and thereby provide critical benchmarks of how a community is doing and where it might be heading.

There are literally hundreds of data points and indicators to choose from, and our selection of core indicators is intended to provide a baseline for more analysis. Any meaningful conclusions that may be inferred from the data should consider all relevant factors and indicators, including those not contemplated by this report.

Furnished with this research, community stakeholders and decision makers should be better equipped to effectively address challenges and exploit opportunities that these demographic changes engender. Only through collaboration within and across communities can we appropriately prepare to adapt to the evolving composition of Northwest Connecticut.

We offer this research to our local public officials, business leaders, educators, nonprofits, health-care organizations, churches, associations, families, and citizens who join us in working to address emerging critical needs in our communities. By addressing those needs proactively, we are more likely to ensure that our Northwest Corner remains the best possible place to call home, now and in the future. Together we can design strategic initiatives that improve and sustain the richness and vitality of our region.

Community Crossroads would not be possible without the generous support of the Draper Foundation Fund and the benevolence of Jim and Shirley Draper, along with those of you who annually invest in our community leadership work.

Thank you, as always, for enabling the Foundation to continue its public education initiatives and the philanthropy we devote ourselves to in support of our twenty communities.

— *Guy Rovezzi*

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and where we are headed

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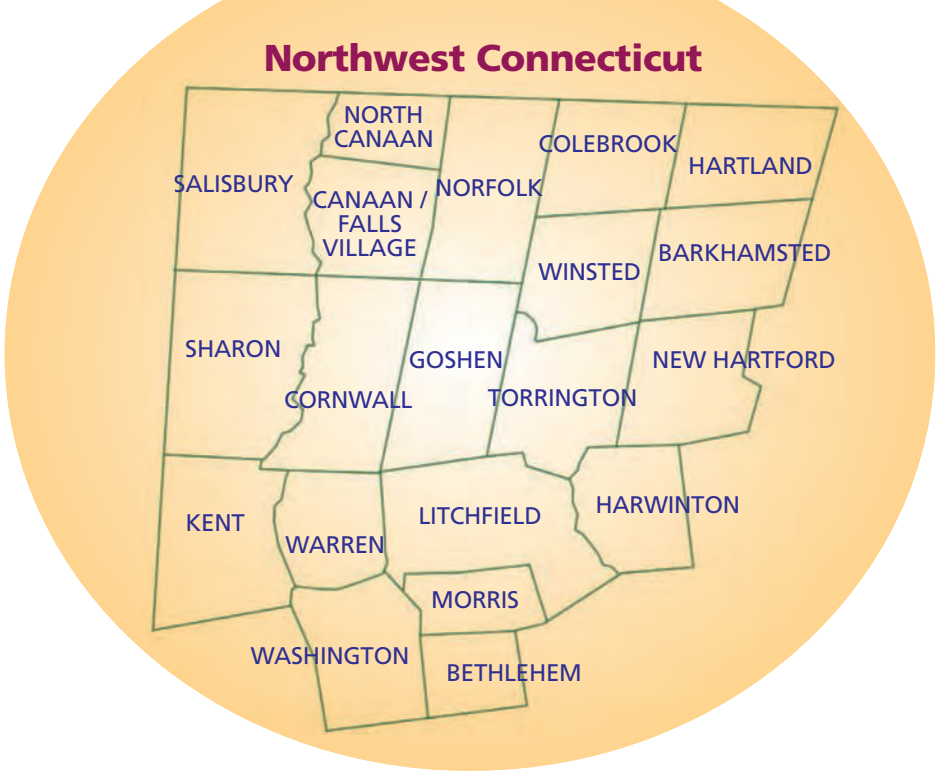


Geographic Scope

The Northwest Connecticut Community Foundation serves the following 20 towns in Northwest Connecticut: **Barkhamsted, Bethlehem, Canaan/ Falls Village, Colebrook, Cornwall, Goshen, Hartland, Harwinton, Kent, Litchfield, Morris, New Hartford, Norfolk, North Canaan, Salisbury, Sharon, Torrington, Warren, Washington, and Winchester/ Winsted.**

In this report, the Community Foundation's 20 towns will be referred to individually, and collectively as **NWCT**. Other data may be reported for **Litchfield County (LC)** or Connecticut as a whole, if town data are not available.

Data Sources

The following data sources were accessed for calculating the 27 indicators:

American Community Survey, 5 Year Estimates
Connecticut State Data Center (CSDC) at the University of Connecticut, Population Projections 2015–2040
Connecticut State Department of Emergency Services and Public Protection
Connecticut State Department of Public Health (DPH), Annual Registration Report, Vital Records
Connecticut State Department of Education, EdSight, School Performance Profiles
Connecticut State Department of Labor, Office of Research
Dartmouth Atlas of Health Care
Human Resources and Services Administration (HRSA)
IPUMS-USA (Integrated Public Use Microdata Series)
MIT Living Wage Project
Uniform Crime Reports
U.S. Internal Revenue Service, Statistics of Income
U.S. Census Longitudinal Employer Household Dynamics (LEHD)
U.S. Census Longitudinal Origin Destination Statistics (LODES)
U.S. Census OnTheMap Applications
United Way ALICE Project

Demography Defined

Demography is the study of populations. But it is much more than that. It is the crucial element of long-range planning. It establishes a foundation upon which the past is constructed and the future discerned. For leaders as decision makers, demographics can function as a window into the future. Impending trends can be anticipated and their potential impact determined.

The trends that NWCT is experiencing today largely have their origins in the region's demography. Appellations assigned to demographic segments such as *War Babies, Baby Boomers, Gen Xers, or Millennials* have meaning in defining the size and characteristics of those population groups. It is no coincidence that the aging of NWCT's workforce is so substantial, or that its school-age population has decreased over the past few years. The cause and effect is inherent within the size of the population groups themselves.

Migration focuses on the movement of people from one place to another. It is an important component of demography because it has an impact on the natural population changes that are expected to occur. In-, out-, and net migration can magnify or diminish the natural effects of the demographic structure (births, deaths), producing variance in population projections. Yet a region has the ability to positively influence the flow of immigration and stem the flow of emigration.

Critical Trends 2015 to 2040

10 Trends

Careful analysis of current and historical data indicates **10 readily apparent trends** NWCT is currently experiencing.

1. An explosion in the number of seniors

By 2040, the number of individuals over 65 years of age will increase by 62% and may result in serious challenges to NWCT's labor pool, social services, provisions for transportation in the Northwest Corner, and access to healthcare services.

2. An ongoing decrease in numbers of preschool and school-aged youth

The number of young children (birth to age 4) is expected to increase slightly in the short term but then begin a steady decline. The ongoing decrease in school-age populations (ages 5 to 19) is expected to continue in the long term. This could mean a decrease in public school enrollments in the foreseeable future, thus adding to the current worries about shrinking classroom sizes, a potential oversupply of teaching and administrative staff, and diminishing taxpayer support for public education.

3. A sharp drop in numbers of young adults

Over the next two decades, the number of young adults (ages 20 to 24) is expected to decline by one-third. This significant and continuous decrease may have a long-term impact upon the potential supply of labor and, ultimately, the number of births in NWCT—especially if this group leaves for postsecondary education/training and chooses not to return to NWCT.

4. Short-term growth of the millennial population, followed by notable decline

Increases in older millennials (ages 25 to 39) will occur in the short term. Unfortunately, from 2025 onward, the losses in this age segment are anticipated to be substantial. This might have a negative impact on home sales, labor supply, local business patronage, and municipalities' tax base.

5. A reduction in the number of available and experienced workers

Decreases in the middle-age population groups (ages 40 to 54 and 55 to 64) may pose challenges for business leaders in their need to replace the many skilled and experienced workers who will retire. Because the available workforce may be smaller, replacements could be expensive and difficult to recruit, train, and retain.

6. Diminishing birth rates

There has been an ongoing decline in NWCT birth rates since 2005. This decline has already had a major impact on current demographic trends in the region and may continue to do so with significant consequences.

7. Losses in the number of individuals leaving Litchfield County for other states

More individuals are leaving Litchfield County to live in other states, as compared to those who are moving to the county from other states. Given the lack of population growth in the county, net out-migration (unless it lessens) may add to population shrinkage.

8. Gains in the number of individuals moving into Litchfield County from other Connecticut counties

While it does not equal the deficit of out-migration to other states, the flow of individuals moving into Litchfield County from other Connecticut counties has been considerable and reflects the attractiveness of the region within Connecticut. This is a factor that could be exploited in the face of NWCT's demographic changes.

9. Growth of racial and ethnic diversity

While NWCT's overall population has declined, its Hispanic and Asian populations have grown considerably. This growth is primarily found in Torrington and Winchester.

10. More education and training required to obtain employment that ensures long-term economic security

Labor market analysts generally consider that a high school education alone will be insufficient for most households to maintain economic security over the long term. Considering occupational projections for NWCT, this seems valid.

How Population Projections Are Calculated: The CT State Data Center's Methodology

The Connecticut State Data Center's 2015–2040 population projections are based on statistical models that utilize historical birth and mortality data from the CT Dept. of Public Health, migration data from the U.S. Census Bureau Population Estimates and the American Community Survey, and population data from the U.S. Census Bureau Decennial Census. These projections provide population projections for individuals who are residents or are projected to become residents of Connecticut. The actual population numbers can be influenced by economic, policy, and individual decisions, as well as other aspects that are not accounted for in the models.

2025 Population Projections for NWCT and 20 Towns by Age Segment

2015 to 2025

NWCT's population is expected to decrease by 2% from 2015 to 2025.

This relative stability belies the dynamic changes that are occurring. *(See Table 1.)*

The youngest population (birth to age 4) will experience an increase of 5%, or 233 children.

Youth and adolescents (ages 5 to 19), the majority of whom attend elementary, middle, and secondary schools, are estimated to decrease by 9%, or 1,692 children.

Young adults (ages 20 to 24) will experience a substantial decline of 19%, or approximately 934 persons. Many of these individuals will be engaged in postsecondary education or training. This decrease (coupled with the notable decrease in the 5-to-19 age segment) does not bode well for the future of the area's workforce. Fortunately, adults 25 to 39 years of age will increase by 8%, which suggests that some of the millennial population will choose the Northwest Corner for home ownership and for starting families.

Trends also indicate **a potential shortfall in the size and quality of the workforce.** This will be caused by a considerable decline in adults 40 to 54 years of age, estimated to shrink by 17%, or approximately 4,087. Individuals 55 to 64 years of age will also decline slightly (by 5%). These two groups are considered to be in their *prime working years*: on-track with their occupations and realizing their earning potential. They represent a mature, experienced element of the workforce. The reduction in these two groups, coupled with the massive retirements of workers 65 and older, may create a substantial shortage of workers to fill existing—let alone newly created—job openings.

The greatest demographic change will occur within the older segments of the population. The number of adults 65 to 79 years of age is projected to grow by 26% from 2015 to 2025, an increase of more than 3,871 individuals. The oldest segment, 80 years and over, is also expected to grow by 11%, adding more than 637 elderly persons to the 2015 population.

The aging of the population will likely have an impact on far more than the region's workforce, as it gives rise to concerns about the capacity of the existing health-care infrastructure, availability of home- and community-based services, declining tax bases, and out-migration to other states.

A recent survey by the Association of General Contractors of America found that 73% of the responding firms had a difficult time finding qualified workers. In March 2017, the *Wall Street Journal* reported that "when middle-aged workers retire, there won't be many young bodies to replace them." It noted that the average age of construction equipment operators and highway maintenance workers was 46. A Rand Corporation study further suggested that "rapid retirements deprive companies of critical experience and knowledge which undermines productivity."

Your Town 2015 to 2025

Even though the population of NWCT will decline by 1,627 between 2015 and 2025, several NWCT towns will experience population increases. These towns include **Canaan/Falls Village 162 (13%), Goshen 68 (2%), New Hartford 122 (2%), Torrington 791 (2%), Warren 28 (2%),** and **Winchester 69 (1%).**

At the same time, substantial population decreases will occur among other towns in NWCT, including **Salisbury -445 (-12%), Sharon -437 (-17%), Washington -346 (-10%),** and **Cornwall -179 (-13%).**

Smaller population losses are expected in several towns from 2015 to 2025. They include **Barkhamsted -176 (-5%), Colebrook -118 (-8%), Hartland -122 (-6%), Harwinton -189 (-3%), Kent -209 (-7%), Litchfield -346 (-4%), Norfolk -110 (-7%),** and **North Canaan -142 (-4%).**

Bethlehem -12 (<1%) and **Morris -42 (-2%)** will remain relatively unchanged.

Table 1
2025 Population Projections for NWCT - Towns by Age Segment

NWCT	0 - 4	5 - 19	20 - 24	25 - 39	40 - 54	55 - 64	65 - 79	80+	Total 2025	Total 2015	Difference 2015-2025 N	%
Barkhamsted	77	604	167	450	794	699	713	167	3,671	3,847	-176	(-5%)
Bethlehem	159	564	102	554	691	594	756	174	3,594	3,606	-12	(<1%)
Canaan/Falls Village	49	176	35	165	202	199	213	377	1,416	1,254	162	(13%)
Colebrook	43	156	48	195	262	279	264	74	1,321	1,439	-118	(-8%)
Cornwall	28	135	23	148	206	226	308	102	1,176	1,355	-179	(-13%)
Goshen	108	512	133	351	626	574	637	175	3,116	3,048	68	(2%)
Hartland	67	346	53	218	405	345	401	124	1,959	2,081	-122	(-6%)
Harwinton	221	935	196	650	1,216	931	987	296	5,432	5,621	-189	(-3%)
Kent	109	285	56	350	518	527	636	245	2,726	2,935	-209	(-7%)
Litchfield	386	1,345	189	1,234	1,466	1,274	1,623	540	8,057	8,403	-346	(-4%)
Morris	99	395	93	341	476	407	428	87	2,326	2,368	-42	(-2%)
New Hartford	291	1173	337	1,031	1,590	1,227	1,307	336	7,292	7,170	122	(2%)
Norfolk	58	199	66	219	284	299	332	114	1,571	1,681	-110	(-7%)
North Canaan	139	560	131	542	598	450	455	197	3,072	3,214	-142	(-4%)
Salisbury	92	395	0	388	615	448	832	402	3,172	3,617	-445	(-12%)
Sharon	75	252	14	227	389	446	579	199	2,181	2,612	-431	(-17%)
Torrington	2,113	6,391	1,772	7,469	7,022	5,602	5,154	1,746	37,269	36,478	791	(2%)
Warren	44	217	53	194	339	269	377	99	1,592	1,564	28	(2%)
Washington	88	490	45	315	633	562	770	259	3,162	3,508	-346	(-10%)
Winchester	512	1786	552	2,018	2,224	1,829	1,877	575	11,373	11,304	69	(1%)
Total 2025	**4,758**	**16,916**	**4,065**	**17,059**	**20,556**	**17,187**	**18,649**	**6,288**	**105,478**	**107,105**	**-1,627**	**(-2%)**
Total 2015	**4,525**	**18,608**	**4,999**	**15,752**	**24,643**	**18,149**	**14,778**	**5,651**	**107,105**			
Difference 2015–2025 N	**233**	**-1,692**	**-934**	**1,307**	**-4,087**	**-962**	**3,871**	**637**	**-1,627**			
Difference 2015–2025 %	**5%**	**-9%**	**-19%**	**8%**	**-17%**	**-5%**	**26%**	**11%**	**-2%**			

Source: *Connecticut State Data Center at the University of Connecticut; and Words & Numbers Research, Inc.*
Note: Since these population data are long-range projections, it is important to monitor their accuracy on an annual basis. The annual Connecticut Department of Public Health population estimates for counties and towns are the best source for doing so. Demographic breakdowns are, however, available only at the county level.

2040 Population Projections for NWCT and 20 Towns by Age Segment

Looking Further into the Future
2025 to 2040

NWCT is expected to experience a widespread population loss from 2025 to 2040 of 7%, or nearly 7,000 persons. *(See Table 2.)*

The youngest population segment (birth to age 4) will experience a major decline of 17%, or 815 children.

Youth and adolescents (ages 5 to 19), the majority of whom attend elementary, middle, and secondary schools, are estimated to decrease by 4%, or 617 persons.

Young adults (ages 20 to 24) will again decline by a sizeable 19%, or 772 persons. Adults 25 to 39 years of age will experience a decrease of 16%, or 2,801 persons. After the modest 8% increase from 2015 to 2025, this considerable downslide projection will renew long-term concerns in NWCT's localities about the viability of their home sale markets and tax bases. For employers, recruitment of young workers may continue to be problematic.

The quantity and quality of the existing labor force will continue to be a source of concern for NWCT's employers, albeit to a lesser degree than in the period 2015 to 2025. The number of adults 40 to 54 years of age will actually grow by 8%, or 1,683 persons. Unfortunately, individuals ages 55 to 64 will again decline, and to a larger degree—by 22%, for a loss of 3,756 persons. Compared to the prior 10 years, the overall decreases in these two age segments will be considerably less from 2025 to 2040.

Although the size of the elderly population (persons 80 and over) will dramatically expand, seniors (65 to 79) will decrease from 2025 to 2040 by 11%, or 2,073 individuals. An increase of 35%, or 2,182, over the 2025 population of elderly (80-and-over) persons is projected. The needs of the elderly can differ considerably from seniors, raising issues related to long-term care, transportation in the Northwest Corner, access to healthcare, and food security, among others.

Your Town
2025 to 2040

According to projections, only two towns will experience population increases from 2025 to 2040, and the increases are barely worth noting. They are **Canaan/Falls Village, 71 (5%)** and **Torrington, 46 (<1%).**

Major population decreases will occur in **Sharon -660 (-30%), Salisbury -768 (-24%), Cornwall -274 (-23%), Washington -700 (-22%), Hartland,-378 (-19%), Kent -458 (-17%), Colebrook -222 (-17%), Barkhamsted -522 (-14%), Norfolk -222 (-14%), Harwinton -635 (-12%),** and **Litchfield -819 (-10%)**.

Lesser population losses are expected in several towns, including **North Canaan -278 (-9%), Bethlehem -246 (-7%), Morris -123 (-5%), Warren - 74 (-5%), Winchester -437 (-4%), New Hartford -244 (-3%)** and **Goshen -26 (-1%)**.

Table 2
2040 Population Projections for NWCT – Towns by Age Segment

NWCT	0 - 4	5 - 19	20 - 24	25 - 39	40 - 54	55 - 64	65 - 79	80+	Total 2040	Total 2025	Difference 2025-2040 N	%
Barkhamsted	61	498	44	373	750	454	697	272	3,149	3,671	-522	(-14%)
Bethlehem	87	607	102	346	871	457	573	305	3,348	3,594	-246	(-7%)
Canaan/Falls Village	40	184	39	139	220	149	181	535	1,487	1,416	71	(5%)
Colebrook	29	144	13	111	267	179	239	117	1,099	1,321	-222	(-17%)
Cornwall	8	105	0	44	232	141	223	149	902	1,176	-274	(-23%)
Goshen	117	524	101	343	662	505	559	279	3,090	3,116	-26	(-1%)
Hartland	30	235	28	161	349	243	336	199	1,581	1,959	-378	(-19%)
Harwinton	174	847	110	527	1,116	694	926	403	4,797	5,432	-635	(-12%)
Kent	79	224	7	215	469	438	542	294	2,268	2,726	-458	(-17%)
Litchfield	225	1,450	139	739	1,828	879	1,304	674	7,238	8,057	-819	(-10%)
Morris	80	418	69	278	499	327	373	159	2,203	2,326	-123	(-5%)
New Hartford	304	1,177	233	955	1,593	1,002	1,236	548	7,048	7,292	-244	(-3%)
Norfolk	45	197	25	128	314	189	294	157	1,349	1,571	-222	(-14%)
North Canaan	127	507	109	478	601	352	419	201	2,794	3,072	-278	(-9%)
Salisbury	32	317	0	195	578	378	533	371	2,404	3,172	-768	(-24%)
Sharon	22	183	0	57	346	275	409	229	1,521	2,181	-660	(-30%)
Torrington	1,968	6,482	1,747	7,142	8,181	4,566	5,020	2,209	37,315	37,269	46	(<1%)
Warren	45	192	24	164	339	243	352	159	1,518	1,592	-74	(-5%)
Washington	45	354	32	87	538	463	588	355	2,462	3,162	-700	(-22%)
Winchester	425	1,654	471	1,776	2,486	1,497	1,772	855	10,936	11,373	-437	(-4%)
Total 2040	**3,943**	**16,299**	**3,293**	**14,258**	**22,239**	**13,431**	**16,576**	**8,470**	**98,509**	**105,478**	**-6,969**	**(-7%)**
Total 2025	**4,758**	**16,916**	**4,065**	**17,059**	**20,556**	**17,187**	**18,649**	**6,288**	**105,478**			
Difference 2025–2040 N	**-815**	**-617**	**-772**	**-2,801**	**1,683**	**-3,756**	**-2,073**	**2,182**	**-6,969**			
Difference 2025–2040 %	**-17%**	**-4%**	**-19%**	**-16%**	**8%**	**-22%**	**-11%**	**35%**	**-7%**			

Source: *Connecticut State Data Center at the University of Connecticut; and Words & Numbers Research, Inc.*

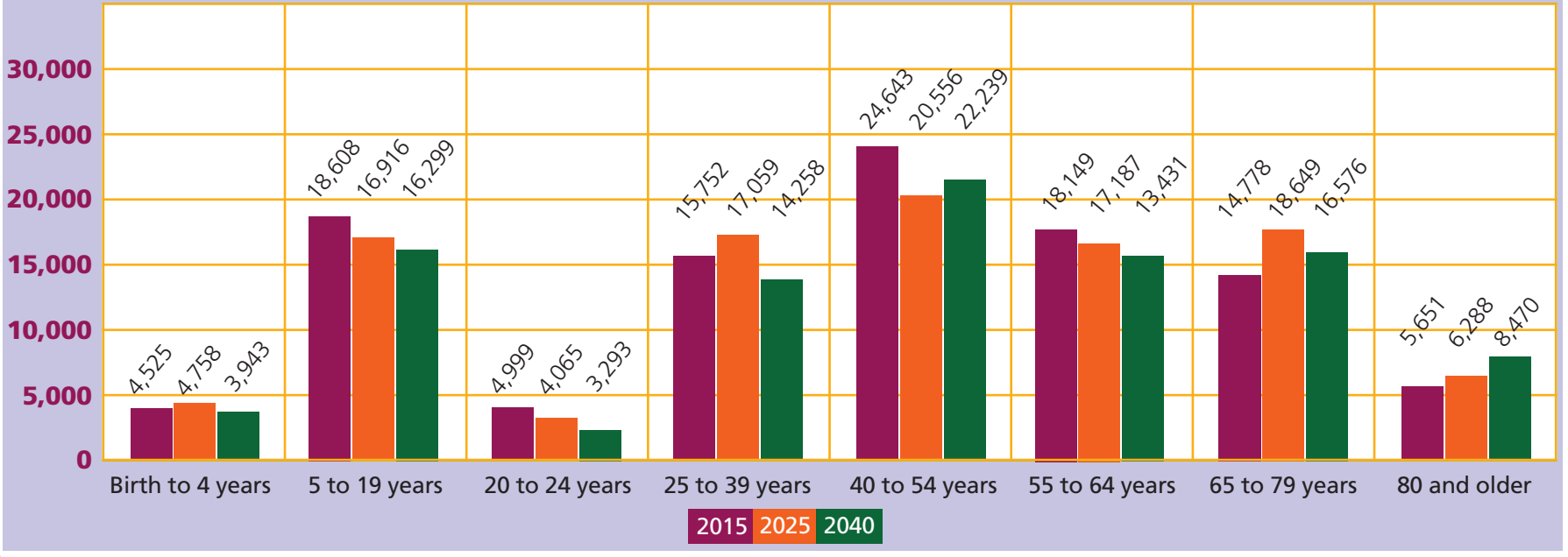
2015 to 2040: Projected Population Trends for NWCT by Age Segment

Table 3 Projected Population Trends for NWCT by Age Segment 2015 to 2040

Age Segment	2015	2025	2040	Difference 2015 to 2025 N	Difference 2015 to 2025 (%)	Difference 2025 to 2040 N	Difference 2025 to 2040 (%)	Difference 2015 to 2040 N	Difference 2015 to 2040 (%)
0–4	4,525	4,758	3,943	233	(5%)	- 815	(-17%)	-582	(-13%)
5 to 19	18,608	16,916	16,299	-1,692	(-9%)	-617	(-4%)	-2,309	(-12%)
20 to 24	4,999	4,065	3,293	-934	(-19%)	-772	(-19%)	-1,706	(-34%)
25 to 39	15,752	17,059	14,258	1307	(8%)	-2,801	(-16%)	-1,494	(-9%)
40 to 54	24,643	20,556	22,239	-4,087	(-17%)	1,683	(8%)	-2,404	(-10%)
55 to 64	18,149	17,187	13,431	-962	(-5%)	-3756	(-22%)	-4718	(-26%)
65 to 79	14,778	18,649	16,576	3,871	(26%)	-2,073	(-11%)	1,798	(12%)
80 and over	5,651	6,288	8,470	637	(11%)	2,182	(35%)	2,819	(50%)
TOTAL	107,105	105,478	98,509	-1,627	(-2%)	-6,969	(-7%)	-8,596	(-8%)

Source: *Connecticut State Data Center at the University of Connecticut; and Words & Numbers Research, Inc.*

Projected Population Trends from 2015 to 2040 by Age Segment



Source: *Connecticut State Data Center at the University of Connecticut; and Words & Numbers Research, Inc.*

Table 4
Projected Population Trends for 20 NWCT Towns: 2015 to 2040

20 Towns in NWCT	2015	2025	2040	Difference 2015 to 2025 N	Difference 2015 to 2025 (%)	Difference 2025 to 2040 N	Difference 2025 to 2040 (%)	Difference 2015 to 2040 N	Difference 2015 to 2040 (%)
Barkhamsted	3,847	3,671	3,149	-176	(-5%)	-522	(-14%)	-698	(-18%)
Bethlehem	3,606	3,594	3,348	-12	(--)	-246	(-7%)	-258	(-7%)
Canaan/Falls Village	1,254	1,416	1,487	162	(13%)	71	(5%)	233	(19%)
Colebrook	1,439	1,321	1,099	-118	(-8%)	-222	(-17%)	-340	(-24%)
Cornwall	1,355	1,176	902	-179	(-13%)	-274	(-23%)	-453	(-33%)
Goshen	3,048	3,116	3,090	68	(2%)	-26	(-1%)	42	(1%)
Hartland	2,081	1,959	1,581	-122	(-6%)	-378	(-19%)	-500	(-24%)
Harwinton	5,621	5,432	4,797	-189	(-3%)	-635	(-12%)	-824	(-15%)
Kent	2,935	2,726	2,268	-209	(-7%)	-458	(-17%)	-667	(-23%)
Litchfield	8,403	8,057	7,238	-346	(-4%)	-819	(-10%)	-1,165	(-14%)
Morris	2,368	2,326	2,203	-42	(-2%)	-123	(-5%)	-165	(-7%)
New Hartford	7,170	7,292	7,048	122	(2%)	-244	(-3%)	-122	(-2%)
Norfolk	1,681	1,571	1,349	-110	(-7%)	-222	(-14%)	-332	(-20%)
North Canaan	3,214	3,072	2,794	-142	(-4%)	-278	(-9%)	-420	(-13%)
Salisbury	3,617	3,172	2,404	-445	(-12%)	-768	(-24%)	-1,213	(-34%)
Sharon	2,612	2,181	1,521	-431	(-17%)	-660	(-30%)	-1,091	(-42%)
Torrington	36,478	37,269	37,315	791	(2%)	46	(--)	837	(2%)
Warren	1,564	1,592	1,518	28	(2%)	-74	(-5%)	-46	(-3%)
Washington	3,508	3,162	2,462	-346	(-10%)	-700	(-22%)	-1,046	(-30%)
Winchester	11,304	11,373	10,936	69	(1%)	-437	(-4%)	-368	(-3%)
TOTAL	**107,105**	**105,478**	**98,509**	**-1,627**	**(-2%)**	**-6,969**	**(-7%)**	**-8,596**	**(-8%)**

Source: *Connecticut State Data Center at the University of Connecticut; and Words & Numbers Research, Inc.*

Population Decline in NWCT from 2015 to 2040

Birth Rates for NWCT

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Connecticut's Ranking in Fertility

Findings from the latest U.S. Census Bureau's American Community Survey indicate that Connecticut women are having fewer children. At the same time, Connecticut's population continues to age. The state is ranked 49th in fertility among the 50 states and is cited as one of the slowest-growing states in the country. (*Connecticut Mirror,* September 23, 2016)

It appears that Connecticut is running counter to the national trend regarding the increased birth rate among women in their 30s. According to the Centers for Disease Control and Prevention, the national birthrate for women ages 30 to 39 is the highest that it has been since the 1960s, when families were larger and births were near all-time highs. Connecticut, however, is one of only three states where this is not occurring. (National Vital Statistics Reports, Vol. 66, No. 1)

NWCT's low birth rate does not bode well for the size of the region's population and future school enrollments. There is strong evidence that NWCT's women of child-bearing age are replicating national trends by having fewer children and delaying motherhood until later in life.

NWCT's birth rate has been consistently and notably lower than that of Connecticut as a whole. The annual number of births in NWCT has declined from 2005 to 2014, with 213 fewer births in 2014.

What the indicator is:
The community ***Birth Rate*** is the annual proportion of births to the total population in a specified community expressed in this case as the number of births per 100,000 of population per year.

Why it is important:
The ***Birth Rate*** is one measure used to estimate population growth or shrinkage, as well as forecasting future preschool and kindergarten enrollments.

Table 5

Birth Rates* for Northwest Connecticut: 2005. 2010, and 2014

Live birth rates are per 100,000 population

	2005	2010	2014	Difference 2005 to 2014
Connecticut Birth Rate	11.9	10.5	10.0	-1.9
Litchfield County Birth Rate	9.7	8.3	7.6	-2.1
NWCT Total Population	107,706	107,198	104,410	-3,296
NWCT Total Births	1,004	897	791	-213
NWCT Birth Rate	9.4	8.4	7.6	-1.8
Barkhamsted	11.0	4.2	4.9	-6.1
Bethlehem	7.2	5.5	7.1	-.1
Canaan/Falls Village	15.4	9.7	7.5	-7.9
Colebrook	5.2	8.1	5.5	.3
Cornwall	7.4	9.2	*	-
Goshen	5.5	5.0	4.5	-1.0
Hartland	11.5	7.6	8.5	-3.0
Harwinton	10.4	5.9	4.3	-6.1
Kent	7.4	6.0	6.2	-1.2
Litchfield	6.7	5.9	6.4	-.3
Morris	8.8	9.2	6.5	-2.3
New Hartford	10.7	8.9	6.9	-3.8
Norfolk	8.4	5.9	3.0	-5.4
North Canaan	6.8	8.8	5.9	-.9
Salisbury	5.9	6.2	5.7	-.2
Sharon	6.2	4.7	4.8	-1.4
Torrington	11.2	11.1	10.3	-.9
Warren	12.5	**	5.6	-6.9
Washington	7.0	7.6	5.4	-2.4
Winchester	9.6	8.9	8.5	-1.1

Source: Connecticut Department of Public Health; and Words & Numbers Research, Inc.

*Rates are not calculated for fewer than five events because of the high degree of variability associated with small numbers.

Average Migration Flow for Litchfield County

What the indicator is:
Average Migration Flow is the number of residents who moved into a County, State, or Country (inflow) and the number of residents who moved out of the County, State, or Country (outflow), and where they moved to. The IRS Statistics of Income Division (SOI) bases these data on the year-to-year address changes reported on individual income tax returns filed with the IRS over two consecutive calendar years. They represent between 95% and 98% of total annual filings.

Why it is important:
Average Migration Flow provides for the monitoring of the movement of individuals from one place to another. It can be used to gauge the strength of an area's job market, its affordability, and its desirability as a place to live.

Given NWCT's population loss both past and projected, local communities should consider ways in which they can stem the number of persons who choose to migrate from the region and increase the number who decide to relocate to it.

The positive gain from in-state migration to Litchfield County is reassuring. The region appears to be an attractive option for Connecticut residents who wish to move within the state. NWCT's quality of life may be a factor in the decision to move to the area, particularly if commuting to work is required. Quality of life can also be a marketing hook for attracting potential businesses to either relocate or expand within the borders of Northwest Connecticut. A happy workforce is certainly a goal for most businesses.

Since 2011–2012, Litchfield County has been losing at least 300 people annually to migration. The deficit has been climbing each year and reached its highest level in 2014–2015, with over 538 individuals.

Out-of-state movement is the basis for Litchfield County's net deficit migration. An average net loss exceeding 800 persons has occurred since 2011–2012. The three most popular destination states over the past four years are New York, Massachusetts, and Florida. California and North Carolina have also attracted notable numbers of emigrants, depending on the year.

Litchfield County has had net gains in the number of persons moving into the county from other Connecticut counties. However, there is great variance. In 2013–2014, a gain of 703 occurred, but that fell to 189 in 2014–2015. Those moving to Litchfield County came from New Haven and Fairfield Counties, while those leaving Litchfield County departed to Hartford County.

The influx of persons coming to Litchfield County from countries outside the U.S. was noteworthy. From negligible numbers in previous years, there were 103 individuals from foreign countries who established residency in Litchfield County in 2014–2015.

Table 6
Average Annual Migration Flow for Litchfield County (LC), 2011–2012 to 2014–2015

Litchfield County Migration	4-year Average Moving Into LC (inflow)	4-year Average Moving Out of LC (outflow)	4-year Average Net Difference
U.S. Domestic	5,989	6,399	-410
From other CT Counties	3,598	3,181	417
From other States	2,391	3,218	-827
Foreign - Other Country	81	55	26
U.S. Domestic & Foreign	6,069	6,453	-384

Source: U.S. Internal Revenue Service, Statistics of Income, 2011–12 to 2014–15; and Words & Numbers Research, Inc.

Table 7
Total Net Migration Flow for Litchfield County (LC), 2011–2012 to 2014–2015

Litchfield County Migration	2014-15	2013-14	2012-13	2011-12	4-year Average Net Difference
U.S. Domestic	-641	-378	-319	-302	-410
From other CT Counties	189	703	412	362	417
From other States	-830	-1,081	-731	-664	-827
Foreign - Other Country	103	-1	2	1	26
U.S. Domestic & Foreign	-538	-379	-317	-301	-384

Source: U.S. Internal Revenue Service, Statistics of Income, 2011–12 to 2014–15; and Words & Numbers Research, Inc.

Table 8
In-state County-to-County Net Out-Migration Flow, 2011-12 to 2014-2015

CT County	2014-15	2013-14	2012-13	2011-12	4-year Average Net Difference
Fairfield	95	379	259	194	232
Hartford	-126	-19	-61	-103	-78
Middlesex	13	10	-11	24	9
New Haven	226	370	236	319	288
New London	-14	2	-11	-30	-14
Tolland	10	-14	2	-26	-7
Windham	0	0	0	-29	-7
Total	**204**	**728**	**414**	**349**	**423**

Source: U.S. Internal Revenue Service, Statistics of Income, 2011–12 to 2014–15; and Words & Numbers Research, Inc.

Table 9
Primary States Where Litchfield County Residents Relocated

States	2014-15	2013-14	2012-13	2011-12	4-year Average
New York	312	297	592	416	404
Massachusetts	217	191	106	328	211
Florida	78	279	32	276	166
California	63	26	-	73	41
North Carolina	-	50	-	61	28
South Carolina	-	-	-	55	14
Arizona	-	35	-	23	15

Source: U.S. Internal Revenue Service, Statistics of Income, 2011–12 to 2014–15; and Words & Numbers Research, Inc.

In-Migration by Age Segment for Litchfield County

In-migration among young adults (ages 20–39) appears to be a positive sign that Litchfield County is attracting those who wish to buy a first home, raise a family, or enjoy a satisfying quality of life.

The largest in-migration to Litchfield County in 2015 occurred within the population segments ages 20–24 and 25–39. Relocation to Litchfield County from one of Connecticut's other seven counties was notable in these two age segments. Approximately 1,951, or 12%, migrated in. Also of note was the in-migration of 439 individuals ages 25–39 who relocated to Litchfield County from a non-contiguous state.

Nine of ten Litchfield County residents did not move in 2015. This was particularly the case for those 40 years of age and older. Five percent moved out of their homes in 2015 but relocated to another home in Litchfield County.

Three of four young adults ages 20–24 did not move in 2015. Fifteen percent moved into another home but stayed in Litchfield County.

Four of five young adults between the ages of 25 and 39 also did not move in 2015. Eleven percent moved into another home in Litchfield County.

What the indicator is:
In-Migration is the number of people by age segments who moved into a county from another county, contiguous state, non-contiguous state, or country.

Why it is important:
In-Migration allows for the monitoring of increases in population ***by age segment***, which is the key descriptor.

Table 10
Litchfield County Migration by Age Segment, 2015

Age	Did not Move		Moved but stayed in LC		Moved into LC		Total
	N	%	N	%	N	%	N
<1							1,533
1–4	5,618	87%	646	10%	212	3%	6,476
5–19	30,557	91%	1,980	6%	905	3%	33,442
20–24	7,093	75%	1,431	15%	1,007	10%	9,531
25–39	21,937	82%	2,934	11%	2,042	7%	26,913
40–54	42,134	94%	1,806	4%	1,156	2%	45,096
55–64	29,293	96%	419	1%	787	3%	30,499
Over 65	31,606	96%	561	2%	693	2%	32,860
Total	168,238	90%	9,777	5%	6,802	4%	186,350

Source: American Community Survey, 5-year sample, 2011–2015, IPUMS-USA, University of Minnesota; and Words & Numbers Research, Inc.

Table 11
Litchfield County In-Migration by Age Segment, 2015

Age	Moved from different CT county to LC		Moved from continguous state to LC		Moved from non-contiguous state to LC		Moved from another country to LC		Total moved into LC
	N	%	N	%	N	%	N	%	
<1									
1–4	122	2%	10	<1%	80	1%	0	0	212
5–19	554	2%	147	<1%	183	1%	21	<1%	905
20–24	648	7%	192	2%	128	1%	39	<1%	1,007
25–39	1,303	5%	225	1%	439	1%	75	<1%	2,042
40–54	601	1%	115	<1%	383	1%	57	<1%	1,156
55–64	498	2%	102	<1%	158	1%	29	<1%	787
Over 65	287	1%	127	<1%	160	<1%	119	<1%	693
Total	4,013	2%	918	1%	1,531	1%	340	<1%	6,802

Source: American Community Survey, 5-year sample, 2011–2015, IPUMS-USA, University of Minnesota; and Words & Numbers Research, Inc.

Student Enrollment Trends for NWCT School Districts

Connecticut's low birth rate has had a tremendous impact on decreasing school enrollments throughout the state. The National Center for Education has forecast a steady drop in state school enrollments until 2025 (*Connecticut Mirror,* September 23, 2016).

Unfortunately for most NWCT towns, their **school-age populations are projected to continue to decline**. Consequently, little relief will be available to ameliorate shrinking classroom sizes throughout the region.

Virtually every district in NWCT has experienced a considerable decline in its student enrollments from school years 2010–2011 to 2015–2016, resulting in over 2,100 (-12%) fewer students than just six years earlier.

Three districts have lost over 300 students during this six-year time span, including **Region 10 (-357, or -13%), Torrington (-354, or -8%)** and **Region 14 (-336, or -16%)**.

Other districts confronted with large declines include **Litchfield (-205, or -17%), New Hartford (-140, or -23%), Winchester (-120, or -17%)** and **Barkhamsted (-87, or -23%)**.

What the indicator is:
School Enrollment is the number of individuals registered and attending elementary, middle, or secondary public schools (kindergarten through 12th grade).

Why it is important:
School enrollment allows for projections to be made in budgets, building resource requirements, staffing needs, class sizes, and other factors that towns and cities rely on for strategic planning. It can also be used to monitor demographic changes in populations.

Table 12
Student Enrollment Trends for NWCT School Districts
2010–11 to 2015–16

District	2010–11	2011–12	2012–13	2013–14	2014–15	2015–16	Difference 2010–16 N	%
Barkhamsted	373	357	349	307	317	286	-87	-23%
Canaan/Falls Village	86	86	75	77	78	76	-10	-12%
Colebrook	112	99	104	99	91	84	-28	-25%
Cornwall	115	106	103	105	91	92	-23	-20%
Hartland	225	227	215	205	203	188	-37	-16%
Kent	287	278	271	272	258	237	-50	-17%
Litchfield	1,176	1,133	1,040	992	983	971	-205	-17%
New Hartford	610	583	567	545	506	470	-140	-23%
Norfolk	141	124	121	117	116	116	-25	-18%
North Canaan	318	308	315	295	280	260	-58	-18%
Regional 1	506	467	424	432	406	446	-60	-12%
Regional 6	1,053	1,045	1,034	996	971	986	-67	-6%
Regional 7	1,179	1,163	1,146	1,139	1,076	1,100	-79	-7%
Regional 10	2,773	2,679	2,638	2,577	2,484	2,416	-357	-13%
Regional 14	2,104	2,018	1,943	1,905	1,803	1,768	-336	-16%
Salisbury	310	311	310	280	273	274	-36	-12%
Sharon	197	191	188	177	177	160	-37	-19%
Torrington	4,620	4,565	4,446	4,353	4,303	4,266	-354	-8%
Winchester	964*	709	698	652	609	589	-120*	-17%
The Gilbert School*	325	542	505	537	552	553	11*	2%
Oliver Wolcott Tech	709	669	659	647	660	657	-52	-7%
Total	**18,183**	**17,660**	**17,151**	**16,709**	**16,237**	**15,995**	**-2,150**	**-12%**

** In 2010, the town of Winchester reached an agreement with The Gilbert School to send its 7th and 8th graders there beginning in September 2011. To keep the enrollment analysis of The Gilbert School and the Winchester School District comparable to other districts, calculations will begin with the 2011–12 school year.*

Source: Connecticut State Department of Education, EdSight database; and Words & Numbers Research, Inc.

NOTE:
Region1 includes the towns of Canaan/Falls Village, Cornwall, Kent, North Canaan, Salisbury, and Sharon.
Region 6 includes the towns of Goshen, Morris, and Warren.
Region 7 includes the towns of Barkhamsted, Colebrook, New Hartford, and Norfolk.
Region 10 includes the towns of Burlington and Harwinton.
Region 14 includes the towns of Bethlehem and Woodbury.

Racial/Ethnic Composition of NWCT

While White residents of NWCT continue to comprise nine of every ten persons in the region, their proportion of the population fell slightly from 2010 to 2015. During that period, the number of White residents declined by approximately 3,900, dropping in percentage from 92% to 90%. At the same time, the number of racial/ethnic minorities grew substantially, particularly in Torrington and Winchester.

NWCT's Black population continued to constitute a very small percentage of the region's population (1%). However, its overall number grew by 61% while adding over 500 Black residents to the region from 2010 to 2015. Torrington and Winchester accounted for much of that growth.

The Hispanic/Latino population of NWCT experienced rapid and considerable growth during the five-year period from 2010 to 2015. During that time, Hispanics/Latinos increased by 639 persons, more than 13%.

Over three-quarters of the Hispanic/Latino population reside in either Torrington or Winchester. The Hispanic/Latino population in Winchester experienced extraordinary growth of nearly 50% (338) from 2010 to 2015. In Torrington, which represents nearly 60% of the region's Hispanic/Latino population, the increase was 13% (360).

Based on research conducted by the Migration Policy Institute, an estimate places the population of *undocumented immigrants* in CT at 105,000. Using estimates for age and gender and the 2015 population of NWCT, it is possible that the number of undocumented women of childbearing age (16–44) is 875. This means that both current counts (as well as future projections) of the Hispanic/Latino population are under-representations.

The Asian population in NWCT increased by 11% (186) from 2010 to 2015. Nearly all of that increase occurred in Torrington and Winchester, with the latter town's Asian population increasing by 149, a gain of over 100%.

What the indicator is:
Racial and Ethnic Composition is the number of individuals who are White, Black, Hispanic, or Asian in Northwest CT. (There are other racial and ethnic designations, but these numbers are not large enough in Northwest CT to monitor changes over time in numbers and percentages.)

Why it is important:
The proportions of the four major racial/ethnic groups may grow or decline over time. The numbers allow for monitoring cultural diversity and ethnic inclusion in the composition of schools, the workforce, and communities.

Table 13
Racial/Ethnic Composition of NWCT's Population
Comparison of 2010 and 2015

	White 2010		White 2015		Difference	
	Population N	% of Population	Population N	% of Population	Loss/Gain N	% since 2010
NWCT	98,629	92%	94,783	90%	-3,846	-4%
Torrington	31,504	87%	29,940	84%	-1,564	-5%
Winchester	10,181	91%	9,206	84%	-975	-10%
	Black 2010		Black 2015		Difference 2015/2010	
NWCT	859	1%	1,393	1%	524	61%
Torrington	547	2%	635	2%	88	16%
Winchester	59	1%	202	2%	143	243%
	Hispanic/Latino 2010		Hispanic/Latino 2015		Difference 2015/2010	
NWCT	4,864	5%	5,503	5%	639	13%
Torrington	2,752	8%	3,112	9%	360	13%
Winchester	754	7%	1,092	10%	338	45%
	Asian 2010		Asian 2015		Difference 2015/2010	
NWCT	1,655	2%	1,841	2%	186	11%
Torrington	962	3%	1,102	3%	140	15%
Winchester	90	1%	239	2%	149	165%

Source: American Community Survey, 5-year samples, 2010–2014 and 2011–2015; and Words & Numbers Research, Inc.

Occupations Projected to be *In-Demand* for NWCT

Analysis of both the wages and education/training required for the most growth-oriented occupations forecast for the NWCT (as well as for Connecticut as a whole) clearly support the view that a high school education alone will be insufficient for most households to maintain economic security over the long term. Of great concern is a recent study, "Mortality and Morbidity in the 21st Century" (Brookings Institute, 2017). Princeton economists Case and Deaton uncovered a disproportionate number of "deaths of despair" among less educated, middle-age White Americans. They concluded that the increase in suicides, drug overdoses, and alcohol-related diseases among this group was being fueled by the loss of steady, middle-income jobs for those with a high school education or less.

Educators at the primary, middle, and secondary levels need to ensure that their students are given the guidance and education they need to pursue either postsecondary education (either college- or university-based) or technical training. For students to do otherwise is to resign themselves to a lifetime of financial insecurity, emotional stress, and possible health issues.

Thirteen of the twenty occupations forecast as "high-demand" for NWCT ***and which provide economic security*** require a Bachelor's degree or a postsecondary certificate. These occupations fall into the following categories: management, computer systems analysis and programming, teaching, mechanical engineering, nursing, and social work. Their average annual wages are highest among the in-demand occupations forecast for the region.

The other seven occupations generally require a technical high school education, followed by a postsecondary apprenticeship or long-term, on-the-job training. While the wages paid for these occupations are considerably less than those associated with jobs requiring higher education, compensation is such that it will provide the foundation for long-term economic security. These occupations include plumbers, electricians, carpenters, machinists, counselors, maintenance/repair workers, and automotive technicians.

In contrast, twenty-five occupations forecast as "high demand" for NWCT over the next five years offer compensation that does **not** provide economic security. Overall, these occupations require little or no education beyond a high school diploma, and a short on-the-job training experience.

What the indicator is:
The CT State Department of Labor's Office of Research created a ten-year industry employment forecast for Connecticut's Workforce Investment areas covering the period 2014–2024. The occupations forecast as "***high demand*** in the northwest region" were used as the basis for their inclusion in the tables. In addition, these occupations were cross-checked with in-demand occupations included in the most recent statewide occupational projections (2014–2024) to determine whether they were still considered to be growth-oriented.

Why it is important:
The type of jobs that will be in high demand and provide economic security (versus those that will be in high demand but do not provide economic security) is important information for parents, young adolescents, secondary school educators and guidance counselors, employers, and municipal officials. Leaders at postsecondary institutions, technical schools, and training organizations utilize this information so that curricular program opportunities are aligned with jobs that provide economic security.

[The Northwest Regional Workforce Investment Board (NRWIB) was established by the governor to promote effective delivery of job-training services throughout the region, which includes forty-one municipalities, or all NWCT communities.]

Table 14
In-Demand Occupations Projected for NWCT that MEET OR EXCEED *the income needed to support a basic needs budget*
(Annual Wages and Educational Requirements)

Occupation	Average Annual Wage	Education/Training Required OJT=On the Job Training
1. General and Operations Managers	$147,227	Bachelor's
2. Software Developers, Applications	$101,892	Bachelor's
3. Computer Systems Analysts	$ 95,958	Bachelor's
4. Mechanical and Industrial Engineers	$87,888	Bachelor's
5. Computer Programmers	$83,249	Bachelor's
6. Accountants and Auditors	$82,114	Bachelor's
7. Registered Nurses	$79,259	Bachelor's
8. Middle School Teachers	$78,226	Bachelor's/Internship
9. Elementary School Teachers	$77,710	Bachelor's/Internship
10. Secondary School Teachers	$77,224	Bachelor's/Internship
11. Child, Family, and School Social Workers	$67,249	Bachelor's
12. Plumbers, Pipefitters, and Steamfitters	$63,012	High School/ Apprenticeship
13. Electricians	$58,569	High School/ Apprenticeship
14. Licensed Practical and Licensed Vocational Nurses	$56,424	Postsecondary Certificate
15. Carpenters	$54,533	High School/ Apprenticeship
16. Machinists	$50,283	High School/ Long On-the-Job Training
17. Substance Abuse and Behavioral Disorder Counselors	$49,275	Bachelor's
18. Maintenance and Repair Workers, General	$46,076	High School/ Long On-the-Job Training
19. Automotive Service Technicians and Mechanics	$45,670	Postsecondary/Short OJT
20. Construction Laborers	$45,524	No Formal Credential/ Short OJT

Source: CT Department of Labor, Office of Research; and Words & Numbers Research, Inc.

Table 15
In-Demand Occupations Projected for NWCT that DO NOT MEET OR EXCEED *the income needed to support a basic needs budget*
(Annual Wages and Educational Requirements)

Occupation	Average Annual Wage	Education/Training Required OJT=On the Job Training
1. Secretaries/Administrative Assistants, Except Executive	$44,377	High School/Short–Moderate OJT
2. Customer Service Representatives	$41,722	High School/Short OJT
3. Social and Human Service Assistants	$40,688	High School/Short OJT
4. First-line Supervisors of Food Preparation Workers	$39,073	High School/Work Experience
5. Office Clerks, General	$38,669	High School/Short OJT
6. Light Truck and Delivery Service Drivers	$38,150	High School/Short OJT
7. Medical Assistants	$37,070	Postsecondary Vocational Training
8. Landscaping and Groundskeeping Workers	$36,300	No Formal Credential/ Short OJT
9. Hairdressers, Hair Stylists, and Cosmetologists	$34,903	Postsecondary Vocational Training
10. Tellers	$34,503	High School/Short OJT
11. Receptionists and Information Clerks	$34,145	High School/Short OJT
12. Janitors and Cleaners	$33,506	No Formal Credential/ Short OJT
13. Nursing Assistants	$33,013	Postsecondary Vocational Training
14. Laborers, Freight, Stock and Material Movers	$32,163	High School/Short OJT
15. Teacher Assistants	$31,898	Some College/No Degree
16. Retail Salespersons	$29,660	No Formal Credential/Short OJT
17. Cooks, Restaurant	$29,613	No Formal Credential/ <5 years Moderate OJT
18. Stock Clerks and Order Fillers	$29,387	No Formal Credential/Short OJT
19. Home Health Aides	$28,237	No Formal Credential/Short OJT
20. Personal Care Aides	$27,949	No Formal Credential/Short OJT
21. Childcare Workers	$26,028	High School/Short OJT
22. Maids and Housekeeping Cleaners	$26,121	No Formal Credential/Short OJT
23. Waiters and Waitresses	$24,672	No Formal Credential/Short OJT
24. Food Preparation Workers	$24,405	No Formal Credential/Short OJT
25. Cashiers	$23,910	No Formal Credential/Short OJT

Source: CT Department of Labor, Office of Research; and Words & Numbers Research, Inc.


DO NOT
ENTER

Core Community Indicators

An essential baseline for community welfare

As the old saying goes, "If you don't know where you're going, any road will take you there." The **core community indicators** the Foundation selected in this section are intended to be more than just a collection of statistics. They perform three primary functions:

1. **To measure existing conditions involving economic development, income and wages, educational performance, housing affordability, access to healthcare, and public safety;**
2. **To gain insights into their impact on the region; and**
3. **To assess the progress of initiatives intended to address them.**

Criteria were established to ensure that the right indicators were selected for their intended purpose. These criteria were applied to the many indicators that could have been included in this core set.

Availability. Data for the indicator are readily available and accessible from a reliable source.

Reliability. Data for the indicator are consistently collected, compiled, and calculated in the same way, from year to year.

Validity. The indicator measures what it is designed to measure.

Measurability. The indicator can be quantified.

Relevance/action-oriented. The indicator measures a factor or condition over which community decision-makers can achieve positive change.

Sensitivity. The indicator is able to capture changes in conditions over time.

Compelling/interesting. The indicator lends itself to understanding and has the capability to inform the public, media, and decision-makers.

Unfortunately these selection criteria precluded the inclusion of some indicators in the core set that have value. For example, some indicators did not easily lend themselves to quantification and comparison, or are not consistently collected on a regular basis. Others cannot be monitored annually. Such indicators should be thought of as *complementary indicators* that lend themselves to periodic in-depth analysis. The following are examples of *complementary indicators:*

Natural Environment (including air and water quality)

Recreational Opportunities (including youth programs, parks, and open space)

Arts and Culture (including theaters, museums, galleries, dance companies, youth arts programs, and others)

Business Capacity (including the number of business start-ups, business loans made, and the number of businesses by size)

Early Care and Education Capacity (including child care availability, costs and enrollments)

School Readiness (including publicly funded spaces for high-quality school readiness programs)

Households Living Below a "Basic Needs Budget" in NWCT

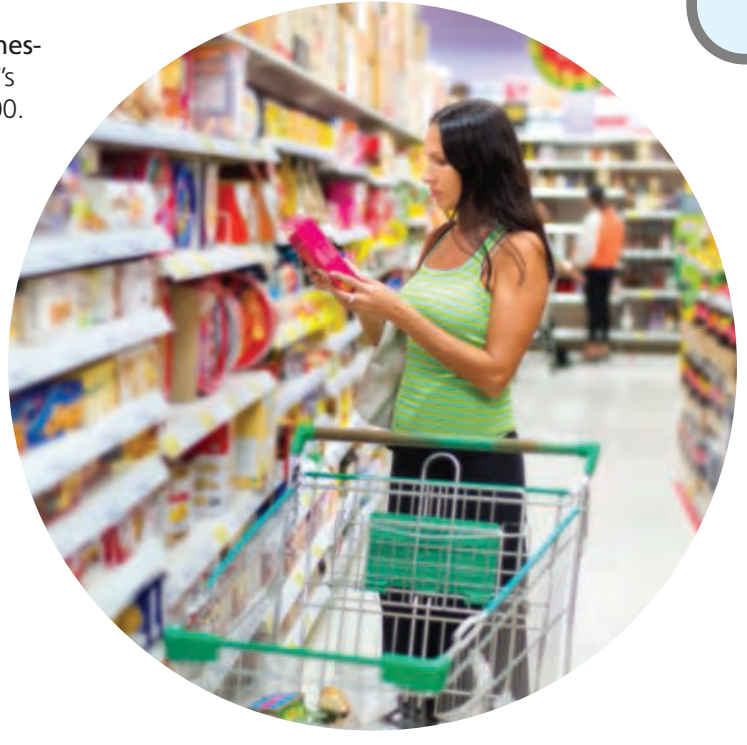
Potentially one-third of NWCT's households are not earning incomes needed to meet even a basic needs budget. To exacerbate this situation, there is a chronic oversupply of low-paying jobs in Northwest CT. These factors impact the ability of many residents in the 20 towns to achieve even a modicum of economic security and pose a region-wide concern.

As of 2015, there were over 14,000 NWCT households that had earnings ***under the calculated income*** needed to meet a Basic Needs Budget.

Seven of NWCT's twenty towns had about one-third or more of their population living below the income threshold. These towns include **Torrington (41%), Winchester (39%), Kent (37%), North Canaan (35%), Norfolk (33%), Canaan/Falls Village (31%)** and **Cornwall (31%).**

Taken together, **Torrington (6,088)** and **Winchester (1,908)** account for over one-half of NWCT's households with annual incomes below $45,000.

Several towns with somewhat lower percentages still had relatively sizeable numbers of lower-income households, including **Litchfield (905), New Hartford (691),** and **Washington (415).** On a positive note, the overall percentage of households unable to support a Basic Needs Budget dropped by 8%, from 41% in 2010 to 33% in 2015. A few towns had double-digit drops in percentages of households living below a Basic Needs Budget threshold. These included **Torrington (-11%), Canaan/Falls Village (-14%), North Canaan (-20%), Salisbury (-14%), Morris (-11%),** and **Sharon (-10%).** This is perhaps an indication that the increase in the number of higher-paying jobs in NWCT from 2010 to 2014 has had a positive impact on the economic security of some households. (Please refer to *Primary Jobs, Age Segments, and Monthly Income in NWCT.*)



What the indicator is:
A ***Basic Needs Budget*** is a no-frills budget for meeting the basic necessities of living (housing, childcare, food, healthcare, and transportation). For this study, a $45,000 figure was used. [Please refer to sidebar **Income Needed to Support a Basic Needs Budget** on page 27 that describes the methodology used to determine this amount.]

Why it is important:
The primary function of a ***Basic Needs Budget*** is to determine how many households are below the threshold (of $45,000) and are struggling to meet basic living expenses.

Table 16
Households Living Below a Basic Needs Budget in NWCT
Town-by-Town Analysis, 2015

NWCT	2015 Total Households	2015 Households Earning Less Than $45,000	2015 Percent Earning Less Than $45,000	2010 Percent Earning Less Than $45,000	Percentage Change from 2010 to 2015
Barkhamsted	1,450	297	21%	22%	-1%
Bethlehem	1,285	357	28%	24%	4%
Canaan/ Falls Village	536	168	31%	45%	-14%
Colebrook	599	166	28%	31%	-3%
Cornwall	568	173	31%	31%	0%
Goshen	1,159	340	29%	29%	0%
Hartland	763	178	23%	17%	6%
Harwinton	2,025	367	18%	23%	-5%
Kent	1,104	408	37%	32%	5%
Litchfield	3,441	905	26%	34%	-8%
Morris	917	206	23%	34%	-11%
New Hartford	2,632	691	26%	26%	0%
Norfolk	664	220	33%	29%	4%
North Canaan	1,304	451	35%	55%	-20%
Salisbury	1,518	349	23%	37%	-14%
Sharon	1,249	342	27%	37%	-10%
Torrington	15,203	6,088	41%	52%	-11%
Warren	593	130	22%	21%	1%
Washington	1,466	415	28%	35%	-7%
Winchester	4,897	1,908	39%	42%	-3%
Total	**43,373**	**14,159**	**33%**	**41%**	**-8%**

Source: American Community Survey, 2011–2015 and 2006–2010, 5-Year Estimates; and Words & Numbers Research, Inc.

Income Needed to Support a Basic Needs Budget

The ALICE Project initiated by CT United Ways in 2014 stands for ***Asset Limited, Income Constrained, and Employed.*** It is intended to produce a deeper understanding of working families who encounter financial hardships. An important component of the updated ALICE Project 2016 report is the Household Survival Budget, a no-frills budget for meeting the basic necessities of living (housing, childcare, food, healthcare, and transportation). The Household Survival Budget is adjusted for different counties and household* types. Its primary function is to serve as a benchmark to determine the extent to which households are financially struggling to meet basic living expenses in a given geographic area.

In 2004, MIT developed a Living Wage model that calculated the cost of basic household needs using geographically specific expenditure data. Minimum costs were arrived at for basic living necessities. Using these cost elements, a Basic Needs Budget was developed, and a Living Wage that could support that budget was determined. It is updated annually. While somewhat different from the United Way's ALICE Project, the intent is similar: to measure the extent of financial hardship for working households and to determine the income needed to sustain a basic standard of living.

For this study, a household income needed to meet a ***Basic Needs Budget*** was calculated from the United Way's ALICE project, the MIT's Living Wage project, and the U.S. Census American Community Survey data. The methodology used averaging techniques in order to represent a wide range of household sizes. The United Way ALICE Project 2016 calculated a Basic Needs Budget at $47,992, while MIT 2015 calculated a Basic Needs Budget at $47,545. The American Community Survey from the U.S. Census provided two categories close to those two budget thresholds: either $45,000 or $50,000. For this study, the *Basic Needs Budget* of $45,000 was selected for the NWCT towns, given the ALICE Project, MIT, and American Community Survey categories on which data for this report were dependent for disaggregate analysis.

The 2000 Census definition of a **household includes all the persons who occupy a housing unit as their usual place of residence. A housing unit is a house, an apartment, a mobile home, a group of rooms, or a single room that is occupied (or, if vacant, is intended for occupancy) as separate living quarters. As an example, a household can include a single adult or a family seven.*

EMPLOYMENT

Primary Jobs, Age Segments, and Monthly Income in NWCT

NWCT appears to have achieved economic recovery from the Great Recession (2007–2009), as well as an increase in the number of better-paying jobs. However, there remains a continued predominance of lower-paying ***primary jobs*** in the region. (This is having a sustained and dramatic effect on the number of households that are unable to achieve economic security.) The progress NWCT has made in raising the number of gainful ***primary jobs*** must be continued if it is to attract and retain a younger workforce.

What the indicator is:
A *Primary Job* for an individual is defined as "the job that earned the individual the most money." Constructed this way, the number of primary jobs should be equal to the total number of workers. Since some workers are employed in multiple jobs, the classification of *primary jobs* will result in an undercounting of the total number of jobs in an area. [As a note, a ***job paying less than $3,333 a month*** is a research benchmark used to indicate economic distress.]

Why it is important:
This measure provides a reliable estimate of the number of ***primary jobs*** in an area and their growth and shrinkage over time. Also, the extent to which the primary jobs provide economic security can be assessed. Since analysis of primary job data can be done by age segment, it is possible to gain insights into which population groups are most affected by changes in the labor market.

From 2010 to 2014, NWCT added 1,895 primary jobs to its economy, bringing the total to 33,553. By doing so, the NWCT economy approximated the number of primary jobs it had in 2004. On paper, this finding suggests that no economic gain was made in the region over a ten-year period. Conversely, NWCT appears to have made a perceptible economic recovery from the job losses associated with the Great Recession.

From 2004 to 2014, the number of NWCT workers ages 55 and older increased by 45%. This expansion resulted in just over 3,000 individuals transitioning into the ***older worker category.*** Supported by 2015–2025 population projections, the increase forecasts the shifting nature of NWCT's workforce into one that is starting to disproportionately advance toward retirement. Connecticut is also undergoing a similar transition, but to a lesser extent.

Trending over a ten-year period (2004–2014), NWCT has made substantial gains toward increasing the number of higher-paying jobs. NWCT expanded by nearly 3,500 the number of ***primary jobs*** that paid over $3,333 a month, a significant increase (31%).

However, when the year 2014 is used as a baseline, the proportion of lower-paying primary jobs in NWCT continues to be especially troublesome. Over one-half (56%) of NWCT's ***primary jobs*** still pay less than $3,333 per month, while Connecticut is at 45%. Stated another way, 55% of Connecticut's jobs pay over $3,333 a month, while 44% of NWCT's primary jobs meet that salary threshold.

Table 17
Primary Jobs in NWCT for 2004 and 2014 by Age Segment and Monthly Income

Year	Total Primary Jobs	Under 29 years old	30-54 years old	55 years and over	Less than $1,250/mo.	$1,251-3,333/ mo.	Over $3,333/mo.
NWCT 2004	33,561	7,310 (21%)	19,907 (59%)	6,734 (20%)	8,315 (25%)	13,861 (41%)	11,385 (34%)
NWCT 2010	31,658	6,512 (20%)	17,405 (55%)	7,741 (25%)	6,612 (21%)	11,794 (37%)	13,238 (42%)
NWCT 2014	33,553	6,936 (21%)	16,869 (50%)	9,748 (29%)	6,514 (20%)	12,161 (36%)	14,878 (44%)
Difference 2004–14 (N)	-8	-374	-536	3,038	-1,801	-1,700	3,493
Difference 2004–14 (%)	-<1%	-5%	-5%	45%	-22%	-12%	31%
CT 2014 (%)	–	21%	54%	25%	17%	28%	55%

*Source: U.S. Census Bureau. 2016. *LEHD Origin Destination Statistics (LODES) Data, Longitudinal-Employer Household Dynamics Program (LEHD); and Words & Numbers Research, Inc. LODES data provide detailed spatial distributions of workers' employment and workplace-residential locations, and the relation between the two at the Census Block level. LODES data also provide characteristic details on age, earnings, industry distributions, and local workforce indicators.*

Inflow-Outflow Analysis of Primary Jobs for NWCT Towns

What the indicator is:
Inflow-Outflow documents the extent to which a town can offer employment to its residents **versus** whether they have to travel out of town for employment. [NOTE: The data do not indicate whether the town traveled to for employment is outside of NWCT; they only indicate that it is *outside the town of residence.*]

Why it is important:
This measure reflects the ability of a town to provide gainful employment to both its residents and others outside the town. It also evaluates the extent to which commuting is necessary for employment.

There is a considerable degree of cross-commuting that occurs in NWCT. Only a small number of NWCT workers find their primary employment in the town in which they reside.

On the positive side, many NWCT towns offer opportunities for primary jobs that are sufficiently appealing to attract workers from outside their boundaries. That said, the data suggest that the total number of primary jobs within most communities is insufficient to meet the needs of the community's labor force. Therefore, a larger percentage of workers feel it is necessary to seek and commute to jobs outside of the NWCT town in which they reside.

Three of four workers (24,400) ***commute to a primary job in a NWCT town but reside outside of that town.*** An example might be someone who commutes to Torrington but lives in Litchfield or Waterbury (INFLOW).

Four of five workers (40,325, or 82%) ***reside in a NWCT town but commute to primary employment elsewhere.*** This might be someone who lives in Torrington but commutes to Avon or Winsted (OUTFLOW).

As documented in Table 17, there are 33,553 primary jobs in NWCT. When that total is compared with the findings in Table 18, the result is a net outflow of nearly 16,000 more workers who commute from NWCT towns to a primary job in another town (contrasted with those who commute into NWCT towns for their employment).

Table 18
Net Inflow/Outflow Analysis of Primary Jobs for NWCT Towns, 2014

	Employed in but Living Outside the Town *(Inflow)*		Employed in and Living in Town		TOTAL Employed In the Town		Living in but Employed Outside the Town *(Outflow)*		Living in and Employed in Town		TOTAL Employees Living in the Town	Net Difference Between Inflow and Outflow
NWCT	**24,400**	**(73%)**	**9,143**	**(27%)**	**33,553 (100%)**		**40,325**	**(82%)**	**9,143**	**(18%)**	**49,469 (100%)**	**-15,925**
Barkhamsted	444	(82%)	97	(18%)	541		1,828	(95%)	97	(5%)	1,925	-1,384
Bethlehem	469	(74%)	165	(26%)	634		1,525	(90%)	165	(10%)	1,690	-1,056
Canaan/Falls Village	225	(89%)	28	(11%)	253		354	(93%)	28	(7%)	382	-129
Colebrook	84	(80%)	21	(20%)	115		765	(97%)	21	(3%)	786	-681
Cornwall	231	(78%)	67	(22%)	298		472	(88%)	67	(12%)	539	-241
Goshen	223	(74%)	80	(26%)	303		1,327	(94%)	80	(6%)	1,407	-1,104
Hartland	56	(61%)	36	(39%)	92		923	(96%)	36	(4%)	959	-867
Harwinton	463	(85%)	82	(15%)	545		2,853	(97%)	82	(3%)	2,935	-2,390
Kent	717	(65%)	379	(35%)	1,096		726	(66%)	379	(34%)	1,105	-9
Litchfield	2,656	(80%)	654	(20%)	3,310		3,114	(83%)	654	(17%)	3,769	-458
Morris	280	(82%)	62	(18%)	342		1,075	(95%)	62	(5%)	1,137	-795
New Hartford	1,543	(88%)	219	(12%)	1,762		3,316	(94%)	219	(6%)	3,535	-1,773
Norfolk	253	(82%)	55	(18%)	308		703	(93%)	55	(7%)	758	-450
North Canaan	1,615	(77%)	479	(23%)	2,094		976	(67%)	479	(33%)	1,455	639
Salisbury	1,251	(69%)	572	(31%)	1,823		858	(60%)	572	(40%)	1,430	393
Sharon	854	(83%)	170	(17%)	1,024		775	(82%)	170	(18%)	945	79
Torrington	9,870	(67%)	4,948	(33%)	14,818		12,649	(72%)	4,948	(28%)	17,597	-2,779
Warren	108	(79%)	29	(21%)	137		573	(95%)	29	(5%)	602	-465
Washington	1,056	(75%)	359	(25%)	1,415		1,060	(75%)	359	(25%)	1,419	-4
Winchester	2,002	(76%)	641	(24%)	2,643		4,453	(87%)	641	(13%)	5,094	-2,451

Source: U.S. Census Bureau. 2016. OnTheMap Application. LODES—Longitudinal-Employer Household Dynamics Program; and Words & Numbers Research, Inc.*

**LODES data provide detailed spatial distributions of workers' employment and workplace-residential locations, and the relation between the two at the Census Block level. LODES data also provide characteristic details on age, earnings, industry distributions and local workforce indictors.*

EMPLOYMENT

Annual Average Employment and Wage in NWCT

What the indicator is:
The Quarterly Census of Employment and Wages (QCEW) produces employment and wage information for workers covered by Connecticut Unemployment Insurance laws and federal workers covered by the Unemployment Compensation for Federal Employees program. Data on the number of establishments, employment, and wages are reported by industry for Connecticut and for the counties, towns, and Labor Market Areas (LMAs) and Workforce Development Areas (WDAs).

Why it is important:
This indicator tracks the annual average numbers of employees in both public and private sectors and enables a comparison of wages.

North American Industrial Classification System (NAICS), referred to below, is the standard used by federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy.

While significant gains have been made since 2010, average annual wages in NAICS industries lag behind those in governmental jobs. If NWCT expects to influence worker migration patterns in its favor, the region's economy must add jobs—specifically, jobs that provide economic security to workers. One way to enable this is for NWCT communities to provide incentives for NAICS industries to locate or expand operations to the region. A concerted regional effort toward this goal can pay the high dividend of making NWCT an attractive option for younger households looking for a place to settle down and raise a family.

In the period 2010–2015, annual average employment for NAICS industries climbed by over 3%, adding over 1,100 jobs to NWCT's economy. Given the overall state of the American economy during this time span, even this modest gain in the number of jobs in NWCT is meaningful.

Most positively, over that same period, annual average wages increased by approximately 13%, or $4,801. This wage growth was critically important, since it brought the NAICS annual average wage ($42,284) closer to the $45,000 threshold for the basic needs budget used in this study.

The number of government jobs in NWCT remained virtually unchanged between 2010 and 2015. Those jobs' average annual wages grew by 9%, for an increase of $3,740.

Compared to employment in NAICS industries, government employees earn substantially higher wages. Government jobs pay on average nearly 13% more than NAICS industry ones, a difference of over $5,000 annually, placing the average annual wage for a government job ($47,670) above the income threshold for meeting a basic needs budget.

Table 19
NWCT Annual Average Employment and Wage 2010 to 2015

	Annual Average Employment 2010 N	Annual Average Wage 2010 $	Annual Average Employment 2015 N	Annual Average Wage 2015 $	Difference Employment 2010–2015 N	Difference Employment 2010–2015 %	Difference Average Wage 2010–2015 $	Difference Average Wage 2010–2015 %
NAICS*	35,101	$37,483	36,660	$42,284	1,158	3.3%	$4,801	12.8%
Government	5,125	$43,930	5,140	$47,670	15	0%	$3,740	8.5%

Source: Connecticut Department of Labor, Office of Research; and Words & Numbers Research, Inc.
North American Industrial Classification System


PRODUCTION
Dashboard
Monitoring
Problems
Group and tag
Tactical views
System
Configuration
External
01
STATUS
02
DIAGRAM
03
SETUP
Home / Dashboard
Automatic mode
DAILY TARGET
WEEKLY TARGET
MONTHLY TARGET
MACHINE PRODUCTION
TEMPERATURE CHART

EMPLOYMENT

Connecticut Town Economic Index (CTEI) for NWCT

What the indicator is:
The Connecticut Town Economic Index (CTEI) is an annual composite index used to measure a town's overall economic health and growth. Four annual average town economic indicators are used as components: total covered business establishments, total covered employment, real covered wages, and unemployment rate. The first three economic indicators include all those individuals who are "covered" under the unemployment insurance law, thus capturing nearly 100% of all the employees in each town. Establishments, employment, and wages are proxy measures for each town's business activities and its overall economic strength, while the unemployment rate measures the overall economic health of its residents.

Why it is important:
CTEI scores provide a metric by which a town's economic performance can be ranked, compared, and monitored from year to year.

NWCT has achieved economic growth from 2012 to 2016. It has increased the number of better-paying jobs, which has resulted in a healthier regional economy. However, this does not overshadow the number of households that are unable to sustain a basic needs budget based on current income, which suggests that NWCT still faces economic challenges.

Over the five-year period 2012–2016, NWCT as a whole has mirrored Connecticut's economic performance, growing marginally from 2012 to 2014, and more noticeably in 2015 and 2016.

Since 2012, NWCT's CTEI grew by over 20%, reflecting a slow but steady recovery from the recession.

In 2016, ten of NWCT's 20 towns showed greater economic growth than Connecticut did, as their CTEI was above 122. Others improved, as shown in Table 20, but did not keep pace with the state's CTEI.

Table 20
Connecticut Town Economic Index (CTEI) for NWCT, 2012–2016

NWCT	CTEI 2012	CTEI 2013	CTEI 2014	CTEI 2015	CTEI 2016	Difference 2012–2016 %
Barkhamsted	104.7	104.2	113.7	124.4	123.8	18.2%
Bethlehem	105.4	109.6	111.7	118.0	120.8	14.6%
Canaan/Falls Village	93.5	97.7	113.9	130.2	143.6	53.6%
Colebrook	89.4	92.1	92.1	99.4	101.9	12.3%
Cornwall	103.9	99.5	115.3	121.0	126.9	22.1%
Goshen	103.2	109.3	112.1	115.7	128.4	24.4%
Hartland	102.0	105.8	108.4	112.7	125.7	23.2%
Harwinton	103.1	104.3	109.1	117.4	123.1	19.4%
Kent	112.0	115.8	124.9	132.1	131.5	17.4%
Litchfield	103.0	106.1	111.1	119.6	122.4	18.8%
Morris	109.3	114.2	116.4	126.7	137.7	26.0%
New Hartford	104.7	104.6	109.1	117.6	121.2	15.8%
Norfolk	94.5	99.3	106.4	115.3	114.7	21.4%
North Canaan	100.6	103.6	108.1	115.0	116.9	16.2%
Salisbury	103.7	104.7	113.1	121.1	126.0	22.6%
Sharon	102.2	101.7	107.8	116.6	119.4	16.8%
Torrington	104.5	107.3	112.8	120.0	121.7	16.5%
Warren	99.1	98.2	97.7	98.5	102.1	3%
Washington	102.1	103.4	107.6	116.9	124.8	22.2%
Winchester	105.2	107.5	114.1	124.1	130.2	23.8%
NWCT Avg.	**102.3**	**104.4**	**110.3**	**118.1**	**123.14**	**20.3%**
CT Avg.	**102.8**	**104.8**	**110.7**	**118.0**	**122.4**	**19.1%**

Source: Connecticut Department of Labor, Office of Research; and Words & Numbers Research, Inc.

10 Towns

Number of towns with greater growth than Connecticut

Housing Affordability in NWCT

What the indicator is:
The conventional public policy indicator of *Housing Affordability* in the United States is the percentage of income spent on housing. Housing expenditures that ***exceed 30% of household income*** have historically been viewed as a housing affordability problem. This has been labelled "a housing-cost burden" because these households have difficulty paying for non-housing needs such as food, clothing, utilities, transportation, childcare, and medical care. These households divert resources from these essentials to cover their housing costs.

Why it is important:
This indicator reflects the number of households that may be experiencing financial stress due to housing costs. This includes both renters and homeowners.

Renters

The data suggest that the availability of affordable rental housing is a problem for lower-income households in NWCT. Approximately three-quarters of the region's households ***earning less than $50,000*** pay more than 30% of that income for housing costs.

In eight NWCT communities, between 80% and 100% of the lower-income households pay a disproportionate share of their income on rental housing. These towns are **Colebrook (100%), Goshen (100%), Sharon (100%), Warren (100%), Washington (100%), North Canaan (96%), Kent (89%),** and **Winchester (81%).**

The actual number of households in those eight towns is relatively small, except for **Winchester**, which has 954 renter households that pay 30% or more of their income for housing.

More than two-thirds of renters in **Torrington** (68%), or approximately 2,120 households, pay 30% or more of their income for housing. This number comprises almost half of all the households in NWCT who face this housing challenge.

Homeowners

It is clear that for the great majority of households with incomes below $50,000, homeownership is an unattainable goal. Only 20% of these lower-income households own a home (with a mortgage).

For those households that do own their home and have a mortgage, ownership is likely creating financial stress. Nine of ten households pay more than 30% of their income on housing costs.

Table 21
Rental Housing Affordability in NWCT Towns, 2015

***Renter Households** earning less than $50,000 and paying more than 30% of their income for housing costs*

NWCT	Units with Cash Rent	Renter Households Earning less than $50,000		Renter Households Paying 30% or more for Housing	
	N	N	%	N	%
Barkhamsted	113	45	40%	15	33%
Bethlehem	135	83	62%	59	71%
Canaan/Falls Village	126	76	60%	60	79%
Colebrook	42	7	17%	7	100%
Cornwall	80	57	71%	42	74%
Goshen	54	39	72%	39	100%
Hartland	39	18	46%	8	44%
Harwinton	100	50	50%	19	38%
Kent	289	199	69%	177	89%
Litchfield	598	288	48%	179	62%
Morris	140	56	40%	35	63%
New Hartford	254	199	78%	92	46%
Norfolk	166	125	75%	76	61%
North Canaan	328	197	60%	189	96%
Salisbury	401	153	38%	116	76%
Sharon	102	51	50%	51	100%
Torrington	4,785	3,098	65%	2,120	68%
Warren	36	15	42%	15	100%
Washington	197	92	47%	92	100%
Winchester	1,906	1,185	62%	954	81%
Total	**9,891**	**6,033**	**61%**	**4,345**	**72%**

Source: American Community Survey, 2011–2015, 5-Year Estimates; and Words & Numbers Research, Inc.

Table 22
Homeowner Housing Affordability in NWCT Towns, 2015

***Homeowner Households** earning less than $50,000 and paying more than 30% of their income for housing costs*

NWCT	Units with a Mortgage	Homeowner Households Earning less than $50,000		Homeowner Households Paying 30% or more for Housing	
	N	N	%	N	%
Barkhamsted	892	157	18%	132	84%
Bethlehem	768	127	17%	127	100%
Canaan/Falls Village	243	31	13%	28	90%
Colebrook	338	71	21%	71	100%
Cornwall	243	56	23%	47	84%
Goshen	774	115	15%	115	100%
Hartland	453	67	15%	64	96%
Harwinton	1,224	160	13%	119	74%
Kent	383	78	20%	78	100%
Litchfield	1,902	393	21%	363	92%
Morris	548	90	16%	68	76%
New Hartford	1,752	401	23%	362	90%
Norfolk	307	70	23%	67	96%
North Canaan	735	86	12%	78	91%
Salisbury	586	101	17%	101	100%
Sharon	592	101	17%	89	88%
Torrington	6,844	1,554	23%	1,417	91%
Warren	377	62	16%	62	100%
Washington	751	161	21%	153	95%
Winchester	1,829	457	25%	439	96%
Total	**21,541**	**4,338**	**20%**	**3,980**	**92%**

Source: American Community Survey, 2011–2015, 5-Year Estimates; and Words & Numbers Research, Inc.

EDUCATION

On-Time Graduation Rates for NWCT's Public High Schools

What the indicator is:
The *On-Time Graduation Rate* represents the percentage of first-time 9th graders who earn a standard high school diploma within four years. This indicator is delineated for all secondary students and High Need students. High Need students are classified by the CT State Department of Education as having one of the following characteristics: economically disadvantaged (Eligible for Free or Reduced Price Meals—EFRM); English Learners (EL); or Students with Disabilities (SWD).

Why it is important:
The ability of public high schools to graduate students within four years has long-term implications for the future success of their students. It is perceived as a positive attribute of the school system's performance.

Research has documented that students who drop out of high school, even briefly, are at higher risk of never graduating and not pursuing higher education than their peers who graduate on time. They are more likely to be unemployed and out of school in early adulthood compared to on-time graduates. It is estimated that over their lifetimes they will earn 27% less per year than the average high school graduate.

(*Source:* Keith Melville, Ph.D., The School Drop Out Crisis, Why One-Third of all High School Students Don't Graduate & What Your Community Can Do About It (Nathan Jones, et al., eds., Suzanne Morse, Ph.D. 2006).

The ability of individuals and families to purchase a home in a school district that offers a quality public school system is considered to be a major component of an area's quality of life. The importance of performance benchmarks upon which they can review the efficacy of the public schools their children may attend is critical in their decision as to where to locate. As a result, the excellence of NWCT's public school systems can be an important asset for a family in deciding whether or not to purchase a home in the 20-town area. Many companies and organizations also include the quality of a region's educational system as an important factor in their relocation and expansion decisions.

All Students

Four-year graduation rates are generally strong in NWCT school districts, with almost nine of ten seniors attaining sufficient credits to graduate. For the 2015–2016 school year, **Litchfield, Oliver Wolcott Technical, Nonnewaug, Northwestern,** and **Wamogo** saw nearly every member of their senior class graduate on time.

Several school districts have made notable gains in their graduation rates in the five-year period from 2010–2011 to 2015–2016. These include **Housatonic (83% to 96%), Wamogo (88% to 97%),** and **Oliver Wolcott Technical (93% to 99%).**

While **Torrington High**, with the largest student body, has made progress over the past six years (+6%), along with **The Gilbert School** (+1%), both have considerable potential to increase their graduation rates.

Table 23
Four-Year Graduation Rates for All Students
Comparison of 2010–11, 2014–15, and 2015–16 School Years

District/School	2010–11		2014–15		2015–16		Change from 2010–11 to 2015–16
	N	%	N	%	N	%	
Litchfield High	92	95%	69	100%	83	97%	2%
Region 1 - Housatonic	137	83%	86	94%	99	96%	13%
Region 6 - Wamogo	103	88%	86	95%	102	97%	9%
Region 7 - Northwestern	190	96%	133	97%	167	99%	3%
Region 10 - Lewis S. Mills	175	97%	186	96%	186	95%	-2%
Region 14 - Nonnewaug	217	95%	183	98%	182	98%	3%
The Gilbert School	70	83%	90	90%	101	84%	1%
Oliver Wolcott Technical	191	93%	155	98%	147	99%	6%
Torrington High	278	78%	258	84%	275	84%	6%

Source: Connecticut State Department of Education EdSight database; and Words & Numbers Research, Inc.

NOTE:
Region 1 includes the towns of Canaan/Falls Village, Cornwall, Kent, North Canaan, Salisbury, and Sharon.
Region 6 includes the towns of Goshen, Morris, and Warren.
Region 7 includes the towns of Barkhamsted, Colebrook, New Hartford, and Norfolk.
Region 10 includes the towns of Burlington and Harwinton.
Region 14 includes the towns of Bethlehem and Woodbury.

Non-High Need and High Need Students

High schools in NWCT have made considerable progress in reducing the gap between Non-High Need and High Need students in terms of graduation rates. The percentage gap between the two groups of students was much improved in 2014–2015 over the 2010–2011 school year.

Torrington High and **The Gilbert School** have had considerable success in closing the percentage gap over the past five years, with additional opportunity to improve. At Torrington High, the number of High Need students is significantly greater than any of its peers, and the reduction in this gap over time is impressive for that school system.

To a lesser extent (but with smaller school populations of High Need students to serve), **Housatonic** and **Lewis S. Mills** should look to address the gap in graduation rates between High Need and Non-High Need student populations, as the gap stands at about 5%.

Table 24

Four-Year Graduation Rates for Non-High Need and High Need Students
Comparison of 2010–11 and 2014–15 School Years

District/School	2010–11		2014–15		Gap 2010–11	Gap 2014–15
	N	%	N	%		
Litchfield High						0%
Non-High Need	*	*	49	100%		
High Need	*	*	20	100%		
Region 1 - Housatonic					13%	5%
Non-High Need	107	86%	54	96%		
High Need	30	73%	32	91%		
Region 6 - Wamogo					13%	
Non-High Need	78	86%	*	*		
High Need	25	73%	*	*		
Region 7 - Northwestern					11%	4%
Non-High Need	162	98%	109	100%		
High Need	28	89%	24	96%		
Region 10 - Lewis S. Mills					18%	6%
Non-High Need	154	99%	160	98%		
High Need	21	81%	26	92%		
Region 14 - Nonnewaug					12%	2%
Non-High Need	184	97%	147	99%		
High Need	33	85%	36	97%		
The Gilbert School					19%	15%
Non-High Need	47	89%	42	98%		
High Need	23	70%	48	83%		
Oliver Wolcott Technical					2%	1%
Non-High Need	169	93%	84	99%		
High Need	22	91%	71	98%		
Torrington High					34%	17%
Non-High Need	187	89%	130	96%		
High Need	91	55%	128	79%		

Source: Connecticut State Department of Education EdSight database; and Words & Numbers Research, Inc.

*Very small cell sizes, so data are suppressed to ensure confidentiality.

9th Grade and On-Track to Graduate in NWCT's Public High Schools

What the indicator is:
Ninth-grade students are considered to be ***On-Track to Graduate*** if they earn at least five full-year credits in the freshman year and no more than one failing grade in English, Mathematics, Science, or Social Studies.

Why it is important:
The University of Chicago researchers who developed this indicator found that on-track ninth-graders are three and one-half times more likely to graduate from high school in four years than off-track students. They believe that this indicator is a more accurate predictor of graduation than students' previous achievement test scores or their background characteristics.

Most of NWCT's high schools have ninth-graders *on-track* to high school graduation. Percentages exceed the state average of 86%. Because the number of students who are not on-track is small, educators should be able to identify these "outliers" and to remediate their areas of weakness.

The two high schools at or below the state average are **Torrington High** and **The Gilbert School,** both of which have different demographic profiles compared to the other 18 towns.

Table 25
9th Grade and On-Track to High School Graduation, 2014–15

District/School	2013–14 9th Grade N	On-Track to HS Graduation %	Not On-Track to HS Graduation N	4-year Graduation Rate 2014–15
Litchfield High	71	90%	7	100%
Region 1 - Housatonic	89	91%	8	94%
Region 6 - Wamogo	126	85%	19	95%
Region 7 - Northwestern	178	92%	14	97%
Region 10 - Lewis S. Mills	205	99%	3	96%
Region 14 - Nonnewaug	188	93%	14	98%
Oliver Wolcott Technical	175	100%	0	97%
The Gilbert School	73	78%	16	90%
Torrington High	299	76%	73	84%
Connecticut Average	–	**86%**	–	**87%**

Source: Connecticut State Department of Education, EdSight database, School Profile and Performance Reports; and Words & Numbers Research, Inc.

NOTE:
Region 1 includes the towns of Canaan/Falls Village, Cornwall, Kent, North Canaan, Salisbury, and Sharon.
Region 6 includes the towns of Goshen, Morris, and Warren.
Region 7 includes the towns of Barkhamsted, Colebrook, New Hartford, and Norfolk.
Region 10 includes the towns of Burlington and Harwinton.
Region 14 includes the towns of Bethlehem and Woodbury.

EDUCATION

School Performance Index (SPI) for NWCT's Public High Schools

What the indicator is:
The *School Performance Index (SPI)* is the average performance of students in a subject area—English Language Arts (ELA), Mathematics, or Science. The SPI ranges from 0 to 100. The Connecticut State Department of Education (CSDE) has set an ultimate target for an SPI of 75. At a school with an SPI of 75 or above, students will have performed *at or above the goal level* on the content area. An SPI is reported for all students tested in a school and for students in each individual student group. The CSDE High Need category includes students eligible for free or reduced-price meals (EFRM), English Language Learners (EL), and students with disabilities (SWD).

Why it is important:
The SPI is an indicator of a school system's quality. For high schools, the metric may represent the school's ability to prepare its graduating class for postsecondary education by reflecting the caliber of content delivered in English, Math, and Science.

It is critically important that all NWCT high schools make a concerted effort to lift their high need students closer to the SPI target (75) so that they can be competitive in today's skills-driven job market. Academic performance that is more than just *"satisfactory"* is increasingly essential. For example, careers in STEM-related industries are projected to be among the highest demand/growth sectors in Connecticut's economy. STEM careers generally provide meaningful and financially rewarding employment over the long term. Most, however, require some form of postsecondary education. *(STEM: Science, Technology, Engineering, and Math)*

The 2015–2016 performance of *Non-High Need* high school students on ELA, math, and science provides a mixed picture of NWCT's high schools as measured against CSDE's SPI benchmark goal of 75. For several high schools, reaching the SPI target in the near future seems achievable. These schools include **Litchfield, Wamogo, Housatonic, Northwestern, Lewis S. Mills, and Nonnewaug.**

In contrast, the *Non-High Need* high school students at **Torrington High, The Gilbert School, and Oliver Wolcott Technical** appear to be quite a distance from realizing the CSDE target.

Furthermore, the performance of the region's *High Need* high school students in every district falls noticeably below that of *Non-High Need* students in all three areas. In most cases the SPI for *High Need* high school students hovers near 50 or under.

Table 26
School Performance Index (SPI), 2015–16
High and Non-High Needs Students on English Language Arts (ELA), Math and Science

District/School	Need Status	ELA		Math		Science	
		N	SPI	N	SPI	N	SPI
Litchfield High	High Need	14	*	14	*	10	*
	Non-High Need	60	65.5	60	64.3	52	70.9
Region 1 - Housatonic	High Need	33	50.3	33	44.8	34	48.7
	Non-High Need	73	67.5	73	60.6	53	61.0
Region 6 - Wamogo	High Need	63	52.8	63	45.5	69	52.6
	Non-High Need	178	68.1	178	61.4	123	64.5
Region 7 - Northwestern	High Need	29	50.9	29	48.9	24	58.3
	Non-High Need	152	69.1	152	65.3	143	69.7
Region 10 - Lewis S. Mills	High Need	31	53.9	31	47.7	39	53.8
	Non-High Need	154	69.3	154	67.1	163	71.7
Region 14 - Nonnewaug	High Need	39	54.4	39	51.0	49	52.8
	Non-High Need	132	64.1	132	63.7	138	69.3
Torrington High	High Need	78	47.8	78	42.3	111	46.0
	Non-High Need	113	59.5	113	54.3	104	59.3
The Gilbert School	High Need	126	56.4	126	47.2	78	49.2
	Non-High Need	137	62.6	136	59.2	85	56.0
Oliver Wolcott Technical	High Need	53	48.4	53	42.8	65	55.3
	Non-High Need	104	58.9	104	53.1	103	58.8

Source: Connecticut State Department of Education, EdSight database, School Profile and Performance Reports; and Words & Numbers Research, Inc.

NOTE:
Region 1 includes the towns of Canaan/Falls Village, Cornwall, Kent, North Canaan, Salisbury, and Sharon.
Region 6 includes the towns of Goshen, Morris, and Warren.
Region 7 includes the towns of Barkhamsted, Colebrook, New Hartford, and Norfolk.
Region 10 includes the towns of Burlington and Harwinton.
Region 14 includes the towns of Bethlehem and Woodbury.

College Entrance and Persistence for NWCT's Public High Schools

For those high school students without any postsecondary education, the odds of enjoying the rewards of economic security are ever more stacked against them with each passing year. The college entrance and persistence data clearly articulate the need for a greater number of students with financial need to be counseled about the importance of postsecondary education to their long-term well-being. They must also be academically prepared to meet the commitment. Failure to do so will consign these students to membership in a permanent economic underclass in NWCT, unable to fill better-paying jobs, even when these jobs are available to them.

College Entrance

The percentage of students entering postsecondary education after high school graduation dropped in four high schools from 2009–2010 to 2014–2015. These schools are **The Gilbert School (-30%), Housatonic (-7%), Litchfield (-6%),** and **Lewis S. Mills (-5%).** Gilbert students with financial need (Eligible for Free or Reduced Price Meals—EFRM) had a 42% drop in college entrance rates from the school years 2009–2010 (82%) to 2014–2015 (40%).

At Northwestern (84%), Lewis S. Mills (78%), and **Nonnewaug (78%),** four of five seniors successfully entered postsecondary education after graduating from high school.

For students with financial need, there was less evidence of college entrance after high school graduation in the 2014–2015 school year. Forty percent of low-income students from **Torrington High and The Gilbert School** entered postsecondary education, while 52% at **Housatonic** and 67% at **Nonnewaug** did so. This finding may demonstrate that low-income students have less awareness about the importance of pursuing postsecondary education, as well as the affordability offered by community and technical colleges. As always, guidance and teaching staff play a critical role in urging these students on, and can help them understand the connection between educational attainment and economic security down the road.

College Persistence

Overall, college persistence rates for all nine high schools were high. Most schools had students whose college persistence approached or exceeded 90%. This indicates the quality of preparation that area high schools provide to their college-bound students. **Gilbert (76%)** and **Torrington (82%)** were slightly lower, but still reflected strong persistence rates.

What the indicator is: According to the National Student Clearinghouse, ***College Entrance*** refers to the percentage of high school graduates enrolling in college any time during their first year after high school. ***College Persistence*** refers to the percentage of students who enrolled in college the first year after high school and returned for a second year (freshman-to-sophomore-year persistence).

Why it is important: This indicator is a report card on the high school's product—to get students accepted into postsecondary programs and to equip them with the skills to handle the rigors of college coursework to the end of the first college year.

Table 27

College Entrance and Persistence by All Students and for Those Eligible for Reduced Priced Meals (EFRM), Comparison of 2009–10 and 2014–15 School Years

District/School	2009–10 Entrance	2009–10 Persistence	2014–15 Entrance	2014–15 Persistence	2009–10 to 2014–15 % Difference in Entrance	2009–10 to 2014–15 % Difference in Persistence
Litchfield High*	79%	86%	73%	91%	-6%	5%
Region 1 - Housatonic*	63%	89%	56%	88%	-7%	-1%
Region 6 - Wamogo*	67%	94%	73%	88%	6%	-6%
Region 7 - Northwestern*	82%	88%	84%	88%	2%	0%
Region 10 - Lewis S. Mills	83%	89%	78%	93%	-5%	4%
Region 14 - Nonnewaug*	78%	93%	78%	91%	0%	-2%
The Gilbert School - All EFRM*	79% 82%	73% 67%	49% 40%	76% *	-30% -42%	3% *
Oliver Wolcott Technical** EFRM*	48% 30%	79% *	35% 39%	82% *	-13% 9%	3% *
Torrington High - All EFRM	63% 41%	88% 84%	63% 40%	82% 78%	0% -1%	-6% -6%

Source: Connecticut State Department of Education EdSight database; and Words & Numbers Research, Inc.

*EFRM: Very small cell sizes, so data are suppressed to ensure confidentiality.

** Postsecondary education is not necessarily a goal for Oliver Wolcott Technical School; it is not included in comparative analysis.

NOTE:

Region 1 includes the towns of Canaan/Falls Village, Cornwall, Kent, North Canaan, Salisbury, and Sharon.

Region 6 includes the towns of Goshen, Morris, and Warren.

Region 7 includes the towns of Barkhamsted, Colebrook, New Hartford, and Norfolk.

Region 10 includes the towns of Burlington and Harwinton.

Region 14 includes the towns of Bethlehem and Woodbury.

EDUCATION

Smarter Balanced Assessments for Grade 3 in NWCT's Public School Districts

The 2015–2016 Smarter Balanced Assessments Grade 3 results in English Language Arts (ELA) and Math point to proficiency for many students in school districts throughout NWCT. However, the results also indicate that for several towns, high-quality early care and education opportunities may need to be expanded and/or improved.

Four of the seven school districts able to provide both ELA and Math data report that two-thirds or more of their third-graders have attained proficiency in the two areas. These districts are **Barkhamsted, Litchfield, Region 10,** and **Salisbury.**

Several other districts were able to report results for only one area (due to data suppression to ensure confidentiality), and they indicated proficiency attainment for a large portion of their students in the reported area. These districts include **Kent, Region 6, Region 10,** and **Region 14.**

However, four school districts showed results in which approximately one-half or fewer of their third-graders attained proficiency in ELA and/or Math. These districts are **Torrington, Winchester, New Hartford,** and **North Canaan.** From these findings it may be construed that the early care and education offerings in these towns need to be examined for their capacity and/or capability.

What the indicator is:
Smarter Balanced Assessments for Grade 3 are standardized tests to measure proficiency in Language Arts and Mathematics for third-graders.

Why it is important:
Grade 3 Smarter Balanced Assessments in Language Arts and Math are used as outcome indicators for assessing the impact of early care and education, as well as the need for it. High-quality, affordable child care and early education are often identified as pathways to children's attainment of reading and math proficiency in the third grade. The introduction and development of age-appropriate literacy and math concepts and skills in the pre-school years are considered vital to the third-grade proficiency goal.

Table 28
Smarter Balanced English Language Arts (ELA) and Math Assessments: Grade 3 Results for 2015–16

District	Subject	Total Students	Participation Rate	Not Met or Aproaching		Met or Exceeded	
				N	%	N	%
Barkhamsted	ELA	36	97%	13**	37%**	22	63%
	Math			12*	34%*	23**	66%**
Canaan/Falls Village	ELA	6	--	--	--	--	--
	Math			--	--	--	--
Colebrook	ELA	12	92%	--	--	--	--
	Math			--	--	--	--
Cornwall	ELA	13	100%	--	--	--	--
	Math			--	--	--	--
Hartland	ELA	18	100%	--	--	--	--
	Math			--	--	--	--
Kent	ELA	23	100%	--	--	--	--
	Math			5*	22%	18	78%
Litchfield (2014–15 data used)	ELA	70	100%	15	21%	55	79%
	Math			16	23%	54	77%
New Hartford	ELA	77	99%	29	38%	47	62%
	Math			33	43%	43	57%
Norfolk	ELA	13	100%	--	--	--	--
	Math			--	--	--	--
North Canaan	ELA	39	97%	17	45%	21	55%
	Math			13*	34%	--	--
Region 6	ELA	50	100%	*	*	*	*
	Math			6***	30%***	14***	70%***
Region 10	ELA	180	99%	43**	24%**	--	--
	Math			34**	19%**	144**	81%**
Region 14	ELA	89	100%	31**	35%**	58**	65%**
	Math			14***	26%***	--	--
Salisbury	ELA	31	100%	4**	13%**	27	87%
	Math			6**	19%**	25	82%
Sharon	ELA	21	100%	--	--	--	--
	Math			6*	29%*	--	--
Torrington	ELA	352	98%	173	51%	169	49%
	Math			159	55%***	130***	45%***
Winchester (2014–15 data used)	ELA	68	99%	36	54%	31	46%
	Math			31	46%	36	54%

Source: Connecticut State Department of Education, EdSight Performance data; and Words & Numbers Research, Inc.

Missing data indicate cell sizes too small to protect confidentiality.
* Includes ***Approaching*** level data only; ***Not Met*** level data were suppressed to ensure confidentiality.
** Inferred using ***Met*** and ***Exceeded*** Level
***Only includes Goshen Center School
***Only includes Mitchell Elementary School
***Does not include Southwest School

NOTE:
Region 1 includes the towns of Canaan/Falls Village, Cornwall, Kent, North Canaan, Salisbury, and Sharon.
Region 6 includes the towns of Goshen, Morris, and Warren.
Region 7 includes the towns of Barkhamsted, Colebrook, New Hartford, and Norfolk.
Region 10 includes the towns of Burlington and Harwinton.
Region 14 includes the towns of Bethlehem and Woodbury.

HEALTHCARE

Access to Healthcare Providers and Healthcare Services in Litchfield County

What the indicators are:
Access to Healthcare Providers and Services, Timely Delivery of Care, and *Insurance Coverage* are basic measures in evaluating healthcare.

Why they are important:
The importance of these indictors stems from their inherent relationship to positive health outcomes, prevention of disease and disability, preventable hospital stays, and overall health status. [Continued attention must be paid to these indicators, however. The data on rate of preventable hospital stays should be expanded beyond Medicare enrollees to include all of the county's adult population. Hospital discharge data are available from the Connecticut Hospital Association (CHA) for this purpose. The impact of the Affordable Care Act on those who lack health insurance needs to be quantifiably assessed when the 2015 data become available, as does the consequence of any "repeal and replace" legislation. In addition, the partnerships among area hospitals may increase the number of new primary care physicians relocating to the region.]

The adequacy of NWCT's healthcare infrastructure for meeting the health-related needs of its residents can be an important asset for a family in deciding whether to purchase a home in the 20-town area. So, too, many companies and organizations include the quality of a region's healthcare system as an important factor in their relocation and expansion decisions. Overall, Litchfield County (LC) had a mixed performance in its efforts to increase the accessibility of its residents to basic healthcare providers and services.

Percentage of Uninsured* (those under the age of 65)

For 2014, a small percentage (7%) of Litchfield County's population was without health insurance. Torrington (11%, or 3,725) and Winchester (8%, or 906) had considerably larger uninsured populations.

Table 29
Percentage of Uninsured* (under age 65)

2014							
Connecticut	Litchfield County (LC)		LC State Rank Out of 8 counties	Torrington		Winchester	
	%	N		%	N	%	N
8.4%	7%	13,159	4th best (of 8)	11%	3,725	8%	906

Source: American Community Survey, Health Insurance Coverage Status; Five-year Estimate, 2010–2014

*It should be noted that substantial changes have occurred in the rate of uninsurance as a result of the Affordable Care Act's requirement that all adults purchase insurance coverage. However, since these data are actually from 2014, they will not reflect these changes until the U.S. Census Bureau's Small Area Health Insurance Estimates (SAHIE) program releases the 2015 data sometime in 2017. Also, the AHA's status is likely to change in the next few years, and if so, the numbers of uninsured may greatly increase according to national projections.

Primary Care Physicians, Dentists, and Mental Health Providers

Access to primary care physicians, dentists, and mental health providers continues to be among the lowest in the state. With the continuing surge in NWCT's over-65 population, it can be expected that the need for preventive and ambulatory healthcare services will likely expand in coming years. If residents cannot readily avail themselves of providers they know and trust, confidence in NWCT healthcare may suffer.

While the ratio of mental health providers to area residents has greatly increased since 2011, Litchfield County has the lowest ranking of all eight Connecticut counties. The lack of accessibility to mental health providers and services can be particularly challenging, given the rapid increase of opioid addiction and the mental health problems associated with it.

Table 30
Ratio of Population to Primary Care Physicians (PCPs) in Litchfield County (LC)

2012			2016		
PCP: CT Pop	PCP: LC Pop	LC State Rank Out of 8 counties	PCP: CT Pop	PCP: LC Pop	LC State Rank Out of 8 counties
1:815	1:1,347 (140 PCPs)	5th best (of 8)	1:1,170	1:1,571 (119 PCPs)	6th best (of 8)

Source: Human Resources and Services Administration (HRSA)—Area Health Resource File; and Words & Numbers Research, Inc.

Table 31
Ratio of Population to Dentists in Litchfield County (LC)

2012			2016		
Dentist: CT Pop	Dentist: LC Pop	LC State Rank Out of 8 counties	Dentist: CT Pop	Dentist: LC Pop	LC State Rank Out of 8 counties
1:1,523	1:1,826 (104 Dentists)	5th best (of 8)	1:1,230	1:1,652 (112 Dentists)	6th best (of 8)

Source: Human Resources and Services Administration (HRSA)—Area Health Resource File; and Words & Numbers Research, Inc.

Table 32
Ratio of Population to Mental Health Providers (MHP) in Litchfield County (LC)

2012			2016		
MHP: CT Pop	MHP: LC Pop	LC State Rank Out of 8 counties	MHP: CT Pop	MHP: LC Pop	LC State Rank Out of 8 counties
1:1,493	1:2,549 (74 MHPs)	5th best (of 8)	1:300	1:487 (300 MHPs)	8th best (of 8)

Source: Human Resources and Services Administration (HRSA)—Area Health Resource File; and Words & Numbers Research, Inc.

Preventable Hospital Stays

Number of hospital stays for preventable ambulatory care-sensitive conditions per 1,000 Medicare enrollees

Preventable hospitalizations are those that can be avoided through a timely and effective outpatient diagnosis. These conditions include chronic obstructive pulmonary disease, bacterial pneumonia, asthma, and congestive heart failure. Number of preventable hospital stays is often used as a proxy indicator for access to primary care services.

The number of ***preventable hospital stays*** for selected Medicare recipients has ***decreased notably*** since 2010 in Litchfield County. The county continues to have one of the lowest rates among all eight counties.

Table 33
Preventable Hospital Stays in Litchfield County (LC)

2010			2014		
Connecticut	LC	LC State Rank Out of 8 counties	Connecticut	LC	LC State Rank Out of 8 counties
60.4	49.2	1st best (of 8)	46	44.6	2nd best (of 8)

Source: Dartmouth Atlas of Health Care; and Words & Numbers Research, Inc.

Non-adequate Prenatal Care

Non-adequate prenatal care comprises intermediate and inadequate prenatal care based on the Adequacy of Prenatal Care Utilization (APNCU) Index.

Like the State of Connecticut, Litchfield County's percentage of women with ***non-adequate prenatal care*** increased considerably between 2010 (11%) and 2014 (17%). The county's ranking dropped from first to third among all eight counties.

Table 34
Non-adequate Prenatal Care in Litchfield County (LC)

2010				2014			
Connecticut	LC		LC State Rank Out of 8 counties	Connecticut	LC		LC State Rank Out of 8 counties
	%	N			%	N	
20.2%	11%	175	1st best (of 8)	24%	17%	236	3rd best (of 8)

Source: Connecticut Department of Public Health, Annual Registration Report; and Words & Numbers Research, Inc.

Late or No Prenatal Care

Late prenatal care is defined as prenatal care beginning in the 2nd or 3rd trimester of pregnancy.

The percentage of women with ***late or no prenatal care*** increased considerably between 2010 (7%) and 2014 (11%) in Litchfield County. In contrast, other counties had percentages that improved substantially, thus dropping Litchfield from first-best to fourth-best among counties in the state.

Table 35

Late or No Prenatal Care in Litchfield County (LC)

2010				2014			
Connecticut	LC		LC State Rank Out of 8 counties	Connecticut	LC		LC State Rank Out of 8 counties
	%	N			%	N	
12.8%	7%	108	1st best (of 8)	12%	11%	149	4th best (of 8)

Source: Connecticut Department of Public Health, Annual Registration Report; and Words & Numbers Research, Inc.

Low and Very Low Birthweight

Percentage of live births with low birthweight (<2500 grams) and very low birthweight (<1500 grams)

Litchfield County's percentage of ***low and very low birthweight births*** has **notably decreased** since 2010. At that time, it had the fifth-best percentage in the state. With a 1.5% decrease over the next five years, its 2014 percentage improved to second-best among the eight counties.

Table 36

Low and Very Low Birthweight in Litchfield County (LC)

2010				2014			
Connecticut	LC		LC State Rank Out of 8 counties	Connecticut	LC		LC State Rank Out of 8 counties
	%	N			%	N	
9.5%	9%	155	5th best (of 8)	9%	7.5%	105	2nd best (of 8)

Source: Connecticut Department of Public Health, Office of Vital Records; and Words & Numbers Research, Inc.


911

VIOLENT AND PROPERTY CRIME RATES FOR NWCT

What the indicators are:
Violent and Property Crimes include the following offenses: murder, rape, robbery, aggravated assault, burglary, larceny, and motor vehicle theft. A crime rate describes the number of crimes reported to law enforcement agencies per 100,000 population.

Why they are important:
Public safety is an important aspect of quality of life. Towns with a high incidence of crime are inevitably perceived to be less attractive than other communities as places in which to reside.

With minor exceptions, both the **incidence** and **rate** of violent and property crime (and juvenile crime) in NWCT decreased over the five-year period 2010–2015. This should be viewed as a testament to the region's efforts to maintain a safe and anxiety-free environment for its residents. This is especially true when **Torrington**, the largest city in the region, achieves substantially reduced levels of crime. Continued performance of this nature can certainly contribute to positive perceptions of NWCT as an appealing place in which to reside.

The incidence of crime dropped by 357, or 22%, during the period in question. Associated with this finding, the NWCT's crime rate dropped by 244, meaning that there were 244 fewer crimes committed per 100,000 individuals.

With the exception of **Winchester** and **Morris**, all NWCT towns experienced less crime. **Torrington** had by far the largest decrease with nearly 200 fewer crimes in 2015 than 2010.

Across virtually all towns, the incidence and rate of juvenile crime decreased in NWCT from 2010 to 2015.

There were 249 fewer juvenile crimes committed in NWCT over the period 2010–2015. The juvenile crime rate also plunged, with an estimated 11,449 fewer juvenile crimes committed per 100,000 individuals.

Torrington experienced the largest drop in juvenile crime with 117 fewer cases.

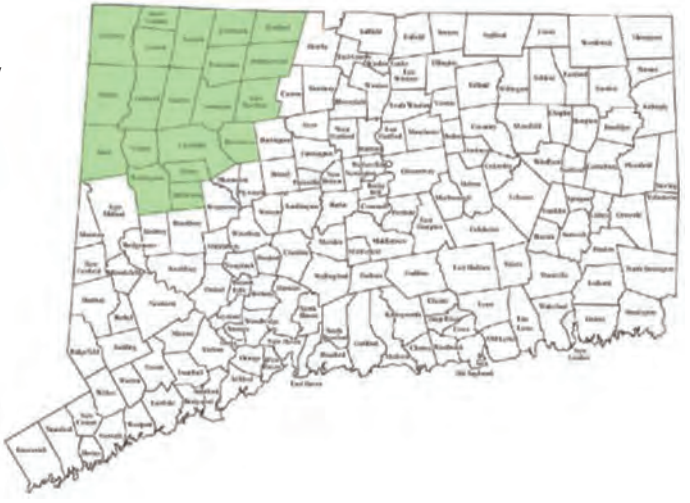


Table 37
Violent and Property Crime Rates for NWCT Towns
Comparison between 2010 and 2015
Crime Rate is per 100,000 persons

NWCT	Total Index Crimes 2010*	Crime Rate 2010	Population 2015	Total Index Crimes 2015*	Crime Rate 2015	Difference 2010–2015 Total Index	Difference 2010–2015 Crime Rate
Barkhamsted	20	546	3,680	18	489	-2	-57
Bethlehem	20	557	3,604	10	278	-10	-279
Canaan/Falls Village	13	1,147	1,137	3	264	-10	-883
Colebrook	13	841	1,551	6	387	-7	-454
Cornwall	22	1,460	1,513	7	463	-15	-997
Goshen	17	601	2,841	11	387	-6	-214
Hartland	12	568	2,121	8	377	-4	-191
Harwinton	34	614	5,564	30	539	-4	-74
Kent	28	934	3,012	13	432	-15	-502
Litchfield	84	963	8,763	70	799	-14	-164
Morris	14	580	2,425	19	784	5	204
New Hartford	40	626	6,414	31	483	-9	-143
Norfolk	14	804	1,748	9	515	-5	-289
North Canaan	43	1,223	3,530	35	992	-8	-231
Salisbury	45	1,078	4,191	14	334	-31	-744
Sharon	33	1,059	3,129	11	352	-22	-707
Torrington	921	2,493	37,088	725	1,955	-196	-538
Warren	6	456	1,322	2	151	-4	-305
Washington	38	1,007	3,788	21	554	-17	-453
Winchester	244	2,180	11,237	261	2,323	17	143
Total	**1,661**	**1,548**	**108,658**	**1,304**	**1,200**	**-357**	**-244**

Source: Connecticut Department of Emergency Services and Public Protection, Uniform Crime Reports 2010 and 2015; and Words & Numbers Research, Inc.

*Total index crimes include individuals under the age of 18.

Table 38
Incidence of Juvenile Arrests (under 18 years of Age) **for NWCT Towns**
Comparison between 2010 and 2015
Crime Rate is per 100,000 persons

NWCT	Juvenile Crimes 2010*	Juvenile Crime Rate 2010	Juvenile Crimes 2015*	Juvenile Crime Rate 2015	Difference 2010-2015 Juvenile Crimes	Difference 2010–2015 Crime Rate
Barkhamsted	8	842	1	121	-7	-721
Bethlehem	4	515	2	262	-2	-253
Canaan/Falls Village	3	1,478	3	1,852	0	374
Colebrook	0	0	0	0	0	0
Cornwall	2	573	0	0	-2	-573
Goshen	4	696	1	176	-3	-520
Hartland	2	421	1	218	-1	-203
Harwinton	20	1,546	13	1,179	-7	-367
Kent	2	380	0	0	-2	-380
Litchfield	19	948	14	856	-5	-92
Morris	4	777	0	0	-4	-777
New Hartford	11	674	1	63	-10	-611
Norfolk	0	0	0	0	0	0
North Canaan	11	1,752	5	862	-6	-890
Salisbury	2	279	3	442	1	163
Sharon	9	1,944	3	980	-6	-964
Torrington	208	2,614	91	1,371	-117	-1,243
Warren	2	610	0	0	-2	-610
Washington	12	1,628	1	195	-11	-1,433
Winchester	76	2,978	11	629	-65	-2,349
Total	**399**	**20,655**	**150**	**9,206**	**-249**	**-11,449**

Source: Connecticut Department of Emergency Services and Public Protection, Uniform Crime Reports 2010 and 2015; and Words & Numbers Research, Inc.

*Total juvenile crimes include only individuals under the age of 18.

STRATEGIES

What Can and Should Be Done?

In addressing the demographic trends discussed in this report, there are a few principal strategies that can provide NWCT leaders with a measure of control in shaping the region's long-term future.

Strategy #1

Encourage business investment in the Northwest Corner

The last two Annual Surveys of Northwest Connecticut Businesses conducted by the Connecticut Business and Industry Association (CBIA) reflected a general consensus among the respondents about their top regional priorities for economic growth. Upon examination, it is clear that these priorities interconnect with many of the research findings detailed in this report.

In summary, the top economic priorities identified through the CBIA surveys included:

- Regional collaboration among private-sector, nonprofit, and public-sector organizations to attract business investment;
- Recruitment and retention of a younger workforce in possession of industry-specific skills;
- Greater investment in technical and higher education opportunities to develop job-ready skills;
- Expansion of the region's manufacturing base through economic incentives that reward job creation;
- A coordinated lobbying effort to reduce state governmental spending and lower personal and business taxes;
- An arts, culture, and entertainment environment that attracts discretionary spending in the region and serves as an important **quality of place** feature for young adults;
- Improvements to the region's transportation infrastructure;
- Implementation of regional marketing strategies;
- More opportunities for affordable housing.

By creating business and industry incentives and soliciting increased business investment in NWCT, communities can foster employment opportunities that provide people of all ages with long-term economic growth and security, thereby creating more possibilities for financial well-being beyond the basic needs thresholds—in other words, cultivate "in-demand" jobs that pay over $3,750 per month.

Strategy #2

Align academic achievement priorities with the skills required for 21st-century jobs

A public education provided by a technical high school or a postsecondary institution should, at minimum, provide today's students with the skills essential to acquiring a good-paying job. That 21st-century jobs are requiring greater education and skills training is not a revelation. A study conducted by Georgetown University in 2013 forecast that by 2020, 65% of all jobs would require a college education.
(Source: Projection of Jobs and Education Requirements Through 2018, Georgetown University, 2010.)

The Connecticut Department of Labor's Occupational Projections for both the state and the NWCT region affirm that the most in-demand jobs offering wages commensurate with economic security require a level of skill that only advanced education and training can provide. Over the past decade, increasing emphasis has been placed on the need for students to have "a STEM education," meaning courses in science, technology, engineering, and mathematics.

By increasing the educational achievement of children who come from economically disadvantaged homes, as well as those with language barriers or disabilities (high-need students), Northwest Corner communities can significantly increase the likelihood of on-time graduation, post-secondary school education, and, ultimately, an available workforce capable of commanding higher wages.

Appropriate curriculum and educational options are largely in place in NWCT, and effective school counseling can capitalize on these offerings. In 2015, the National Education Association (NEA) stated that "with new roles, school counselors are more indispensable than ever." Among those new roles was a greater emphasis on informing students and their parents what was required for them to meet the challenges of the ever-changing job market and "to take responsibility for their own success."

While school counseling may provide direction and increase student motivation, it must be accompanied by the academic preparation and performance students need to enter and remain in college. Unless it is earned at a technical school, a high school diploma alone is insufficient for pursuing a rewarding career path. With "high-stakes" testing still being used by colleges as an enrollment filter, students need to demonstrate academic performance through good grades and test scores.

Strategy #3

Develop and promote quality-of-place attributes that drive community attachment and appeal:

NWCT's **quality of place** can be a compelling factor when young adults consider settling down in jobs, getting married, finding an affordable, spacious home, and raising a family. Equally critical, **quality of place** considerations can be essential components for seniors and the elderly to experience community connectedness, inclusion, and opportunities to make the most of their golden years.

Quality of place consists of those characteristics of a community or region that make it distinctive from other places and attractive as an area to reside in, work in, and/or visit. The scope of these characteristics is multi-dimensional and generally includes the following elements:

- ***Public safety:*** low crime rate
- ***Public education:*** quality and cost
- ***Housing:*** affordability and availability
- ***Healthcare facilities:*** quality and accessibility
- ***Arts and culture:*** museums, theater, music, dining
- ***Recreation:*** sporting opportunities, fitness facilities/parks
- ***Child care:*** quality, cost and availability
- ***Social capital:*** interpersonal connections, civic participation, meeting places
- ***Built environment:*** sense of history and uniqueness of architecture
- ***Natural environment:*** natural beauty

In the December 2016 issue of the Connecticut Economic Digest, Manisha Srivastava wrote that, based on research from 2001 to 2014, Connecticut has historically achieved very positive net in-migration in both the 26–29 and 30–39 age brackets. As Millennials begin to focus on quality-of-place factors and educational opportunities for their children, Srivastava believes that Connecticut will again fare well in encouraging them either to return to the state or to relocate here for the first time. This would bode well for NWCT, since migration data indicate that the region already attracts these age groups from other counties in Connecticut.

For seniors, vibrant community hubs and commercial centers that have access to public transportation and a vast array of personal cultural enrichment opportunities can mean the difference between remaining in a community or emigrating to a more retirement-friendly place. In addition, providing mechanisms for seniors and the elderly to connect with loved ones and receive in-home and community-based services designed to promote cost-effective, independent living can augment important quality-of-life factors that serve to fortify environments where older people are valued, respected, and actively engaged in community life.

More thought has recently been given to the quality of daily life as a factor in building economically vibrant communities. In a new development paradigm, economy is linked to community assets to communicate and promote a common vision of an area's livability.

In a presentation on the Creative Economy (2011), Ted Abernathy of the Southern Growth Policies Board stated that to develop a strong sense of place, communities need to engage in a strategic branding process. The goal is to create a "long-term vision for a place that is relevant and compelling to key audiences, ultimately influencing and shaping positive perceptions of it … making it authentic and indicating what makes it different from others." Regional cooperation and coordination are necessary ingredients for developing a NWCT brand and crafting the marketing strategies required to make it effective.

Through the development of these strategies, along with other supplemental initiatives, two important objectives can be realized.

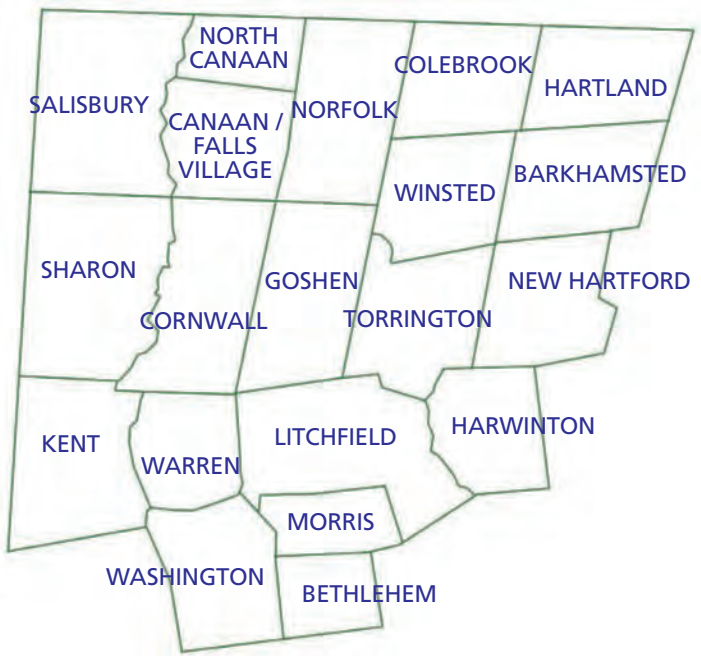
(1) Northwest Corner communities can attract Millennials (ages 18–39) to NWCT in sufficient numbers to expand the nominal growth expected to occur in this age group. More young adults would serve NWCT as parents, consumers, workers, and taxpayers. Economic security and a high quality of place are among the factors that could make this objective a reality.

(2) Communities will be more likely to retain the young adults who already reside in the region. One element of retaining young persons already residing in NWCT is to ensure that they are given the guidance and academic preparation needed to qualify for job openings that offer good pay and security. While this presupposes an increase in the gainful employment opportunities envisioned by a job creation strategy, its challenge is directed at NWCT's educational institutions. Jobs with a future, affordability in living, and in-demand work skills would be among the components needed to achieve the best possible outcomes.

Summary

Northwest Connecticut is in the midst of tremendous demographic changes that will have an impact for many years. The challenges that have arisen are multi-faceted and complex, and they cross town lines. Any action-oriented response will certainly need to consider economic development, workforce training, educational performance, housing affordability, access to health care and home services, as well as many other factors. In addition, less tangible factors such as quality of place will need to be considered as well.

It is hoped that the issues emanating from the findings in this report and the suggested strategies can serve as a starting point for discussion, with priorities established and action plans to follow. The indicators can serve as the basis for monitoring trends and assessing the impact of actions taken.



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