

State of Connecticut  
Department of Social Services

**Temporary Assistance for Needy Families  
(TANF) Work Verification Plan**

Submitted to the  
U.S. Department of Health and Human Services

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State of Connecticut  
Department of Social Services  
Temporary Assistance for Needy Families (TANF)

**Work Verification Plan**

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**Attachment A - Connecticut's Eligible Training Providers List**

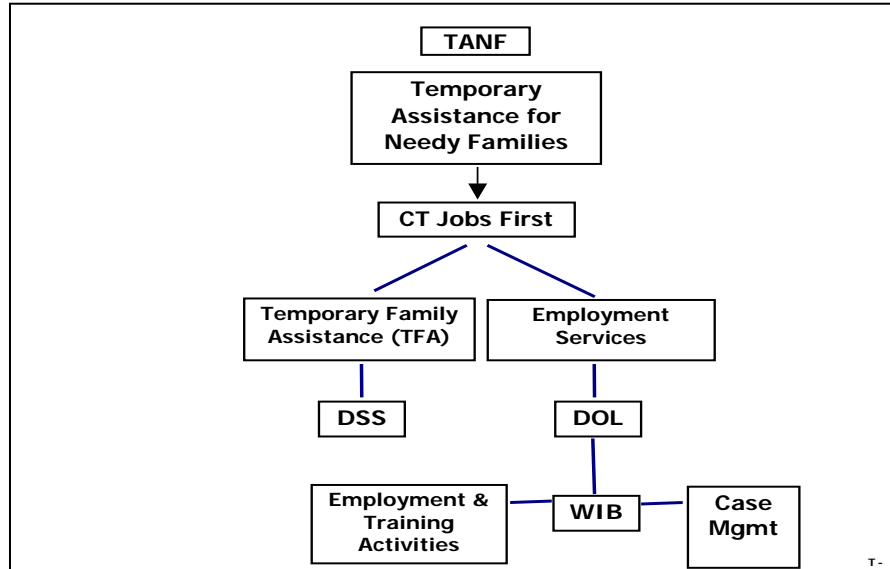
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## I. Introduction

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### Connecticut's Jobs First Program

#### Background



Jobs First is the name of Connecticut's TANF cash assistance and employment services program. The cash assistance portion is called Temporary Family Assistance (TFA) and is administered by the Department of Social Services (DSS). The Jobs First Employment Services Program (JFES) is administered by Connecticut's Department of Labor (DOL). The DOL contracts with the five regional Workforce Investment Boards (WIBs) to provide employment and training activities as well as case management service for JFES participants and through DOL and/or the WIBs, provides job readiness and job search and placement services for JFES participants. The WIBs arrange for these services and activities through contracts and agreements with local service and training providers and through the issuance of Individual Training Accounts (ITAs).

Eligibility Services Specialists (ESS) at DSS determine eligibility for TFA in the DSS business system, identify individuals in the family required to participate in JFES, conduct an initial assessment and administer the sanctioning policy which reduces or discontinues TFA benefits for families not cooperating with JFES. Individuals required to participate in JFES are scheduled for a JFES orientation at the local *American Job Centers*.

An employment plan is developed by the JFES staff at the orientation. The JFES staff is responsible for assignment to activities and ongoing case management for JFES participants in the DOL business system. The work verification and data validation processes are described in greater detail further in this document.

## **II. Countable Work Activities, Definitions, and Hours Engaged in Work**

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### **Activity Categories**

1. Unsubsidized Employment
2. Subsidized Private Sector Employment
3. Subsidized Public Sector Employment
4. On-the-Job Training
5. Job Search and Job Readiness Assistance
6. Work Experience
7. Community Service Programs
8. Vocational Educational Training Not to Exceed 12 Months
9. Child Care for an Individual Participating in a Community Service Program
10. Job Skills Training Directly Related to Employment
11. Education Directly Related to Employment
12. Satisfactory Attendance at Secondary School or in a GED program

## 1. Unsubsidized Employment

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- **Services and Programs:** Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)

**State/Federal Definition:** Full- or part-time employment in the public or private sector that is not subsidized by TANF or any other public program.

- **Determination of Countable Hours:** Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.

**New Employment:** We use a wage statement, pay stub or other employer-issued written documentation substantiating the number of hours worked for the first full representative week of employment and project these weekly hours to the next six months by applying this weekly number of hours to every week for the next six months. We use verbal confirmation from employer earnings and hours worked only if a pay stub or other written documentation cannot be obtained. If documentation is not representative of continuing circumstances, we use actual hours until a representative period is determined. Any time we receive information that the weekly projected hours of work have changed, we use the procedures for determining hours of participation under “on-going employment” below.

**On-going Employment:** We use pay stubs or other employer-issued written documentation for the last four-week period to determine average weekly hours and project these weekly hours for the next six months. This average weekly hours figure is applied to every week for the next six months. If documentation is not representative of continuing circumstances, we use actual hours until a representative period is determined. Any time we receive information that the weekly projected hours of work have changed, we recalculate the average weekly projected hours of employment.

**Self-employment:** Connecticut rarely allows self-employment to continue as an activity and instead requires that the client participate in other countable activities. In the rare event that self-employment is assigned as an activity, the JFES staff determines the number of hours based on an interview with the client and a review of their business records. We verify gross income from business records and/or tax records, subtract allowable business expenses and divide by Federal minimum wage to determine the number of countable hours. This method of determining gross income and expenses for self-employment is the same method that the state uses to determine eligibility for TANF benefits. The DSS eligibility staff initially determines and verifies income and hours based on business and/or tax records.

## **Unsubsidized Employment (Continued)**

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- **Verification of Actual Hours:** *Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.*

**New Employment:** For those employed prior to referral to Jobs First Employment Services (JFES), the Department of Social Services (DSS) worker obtains verification of hours from pay stubs or other written documentation from the employer, and enters the hours/wage information on the DSS business system. The paper documentation is retained in the DSS client case file. Upon enrolling the client into JFES, the JFES staff also obtains verification of hours from pay stubs or other written documentation from the employer and enters the hours in the DOL business system. Plans are to allow JFES staff to retrieve the employment information including, verified weekly hours, from DSS and DOL business system interface, which will eliminate having to verify employment hours again.

When new employment occurs after referral to JFES, the DSS worker or JFES staff (whomever learns of the employment first) obtains a pay stub or other written documentation from the employer, records the information into their respective business systems and notifies the other agency's worker of the entered information through email. The paper documentation is retained in the respective agency's client case file. Per ACF General Comments on Work Verification Plan, the written documentation of unsubsidized employment hours will be obtained from the employers and will include the participant's name, actual hours of work and the name of the employer.

**On-going employment:** For participants who are also SNAP recipients, the DSS worker verifies actual hours at each 6-month or 12-month review. Pay stubs or other employer-issued written documentation for the last four-week period are used to verify average weekly hours and projected hours for the next six months. Actual hours and wages are entered in the DSS business system. JFES staff verify the actual hours of employment through pay stubs or other employer-issued written documentation for the last four weeks to determine average weekly hours and record the weekly hours in the DOL business system. The schedule includes actual start and end dates, which are entered in the DOL business system by JFES staff only after the participant actually begins or ends the activity. The paper documentation is retained in the JFES participant case file.

Employment information that is entered into the DSS business system by the DSS worker is communicated to the JFES staff based on local office procedures (email, mail or facsimiles). The paper documentation received by the DSS worker is retained in the DSS client case file.

## **Unsubsidized Employment (Continued)**

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The written documentation of unsubsidized employment hours is obtained from the employers and includes the participant's name, actual hours of work and the name of the employer.

**Self-Employment:** We verify gross income from business records and/or tax records and subtract allowable business expenses and divide by the Federal minimum wage to determine countable hours of work. These hours are projected for the next six months. The paper documentation is retained in the JFES client case file. This method of determining gross income and expenses for self-employment is the same method that the state uses to determine eligibility for TANF benefits.

- ***Methods of Daily Supervision:*** Describe the methods of daily supervision for each unpaid work activity.

Not Applicable

- ***“Holiday and excused absence” policy.***

Employer paid holidays and paid leave, as documented by wage statement, pay stub or other employer issued written documentation, are countable hours.



## **2. and 3. Subsidized Private and Public Sector Employment**

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- **Services and Programs:** *Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)*

**State/Federal Definition:** Employment in the private and public sectors for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and costs of employing an individual.

**State/Federal Definition:** Employment in the private and public sectors for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and costs of employing a recipient. This includes work-study and stipend programs.

**Description of Program/Services:** Subsidized Private and Public Sector Employment is paid work activity in the private or public sectors, which is intended to improve the employability of individuals not otherwise able to obtain unsubsidized employment. This activity is intended to provide participants with valuable job-readiness skills and work experience that can be applied toward the obtainment of unsubsidized employment. Because participants are paid hourly wages, the number of hours assigned is limited to ensure that this activity does not negatively affect eligibility for TANF cash benefits. Generally, subsidized employment is limited to 20 hours per week or less and is provided in conjunction with other activities such as adult basic education, GED preparedness, ESL, occupational skills training and/or life skills training. Work activities are combined with other activities in such a way as to meet the individuals' needs while meeting the work participation requirements. Generally, subsidized employment does not exceed nine months in duration.

There are two separate subsidized employment models utilized in Connecticut:

A. Private non-profit or for-profit employers place JFES participants on their payroll and are subsidized 100% of the participants' wages by program operators. Wages are no less than the state's minimum wage for approximately 20 hours per week. Some positions may require that JFES participants be paid at higher level than minimum wage, if JFES participants are similarly situated in similar occupations by the same employer and have similar training, experience and skills as co-workers. If based on the employers' policies the JFES participant is eligible for employee benefits (such as health insurance), they will receive them.

B. Contracted service providers act like a temporary staffing agency, serve as the employer of record, are paid a fee to place JFES participants in subsidized employment, and cover the participants' salaries. Wages are no less than the state's minimum wage for approximately 20 hours per week. Some positions may require that JFES participants be paid at higher level than minimum wage, if JFES participants are situated in similar occupations by the same employer and have similar training, experience and skills as co-workers. If, based on the employer's (contracted service provider) policies the JFES participant is eligible for employee benefits (such as health insurance), they will receive them.

## **Subsidized Private and Public Sector Employment (Continued)**

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All employment activities are provided in accordance with the provisions of the Fair Labor Standards Act and Connecticut General Statutes Sec. 31-222. All employment activities are provided in accordance with the non-displacement provisions referenced in Section 407 within Title IV of the Social Security Act, as amended.

- ***Determination of Countable Hours:*** Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.

Upon completion of one full week of subsidized employment, weekly hours of participation are determined and projected for the next 6 months. Any time the JFES staff changes the weekly assigned hours or receives information that the weekly hours have changed, the projected weekly hours of employment will be adjusted to reflect the change.

- ***Verification of Actual Hours:*** Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.

JFES staff verifies the actual weekly hours of employment through pay stubs or other written employer-issued documentations and records the weekly hours in the DOL business system. The schedule includes actual start and end dates, which are entered in DOL business system by JFES staff only after the participant actually begins or ends the activity.

Under model B described above, whenever the employment site is not the employer of record, paper documentation of the number of hours of participation in the work activity include attendance records by the employer site supervisor. JFES staff verify the actual weekly hours of employment through attendance records from the employment site, pay stubs or other written employer-issued documentation and records the weekly hours in DOL business system. The schedule includes actual start and end dates, which are entered in DOL business system by JFES staff only after the participant actually begins or ends the activity.

The written documentation of subsidized employment hours is obtained from the employers and includes the JFES participant's name, actual hours of work and the name of the employer. Paper documentation will be retained in the JFES participant case file.

- ***Methods of Daily Supervision:*** Describe the methods of daily supervision for each unpaid work activity. Not applicable
- ***"Holiday and excused absence" policy.*** Employer paid holidays and paid leave, as documented by wage statement, pay stub or other employer issued written documentation, are countable hours.

#### 4. On-the-Job Training

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- ***Services and Programs:*** Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)

**State/Federal Definition:** Training in the public or private sector that is given to a paid employee while he or she is engaged in productive work and that provides knowledge and skills essential to the full and adequate performance of the job.

**Description of Program/Services:** On-the-Job Training (OJT) is paid employment provided by a public or private employer through a contractual arrangement in which the employer provides training and skills essential to perform the job. OJT is distinguished from subsidized employment by the inclusion of a training plan. The OJT training is either a formal program or structured job training that provides specific occupational skills required of the job, but not currently possessed by the JFES participant. At the onset of the OJT, a training outline/plan is created which specifies the duration of training and an explanation of how this time period was determined. Generally, employers are reimbursed approximately 50% of the participants' wages during the time period of job training.

All employment activities are provided in accordance with the provisions of the Fair Labor Standards Act and Connecticut General Statutes Sec. 31-222. All employment activities are provided in accordance with the non-displacement provisions referenced in Section 407 within Title IV of the Social Security Act, as amended.

- ***Determination of Countable Hours:*** Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.

Upon completion of one full week of OJT, weekly hours of participation are determined and projected for the next 6 months. Any time the JFES staff changes the weekly assigned hours or receives information that the weekly hours have changed; the projected weekly hours of employment are adjusted to reflect the change.

- ***Verification of Actual Hours:*** Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.

JFES staff verifies the actual weekly hours of employment through pay stubs or other written employer-issued documentations and records the weekly hours in DOL business system.

The schedule includes actual start and end dates, which are entered in DOL business system by JFES staff only after the participant actually begins or ends the activity.

## **On-the-Job Training (Continued)**

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Per ACF General Comments on Work Verification Plan, the written documentation of unsubsidized employment hours will be obtained from the employer and will include the JFES participant's name, actual hours of work and the name of the employer. Paper documentation will be retained in the JFES participant case file.

**Special Documentation required in Work Verification Plan:** The OJT training is either a formal program or structured job training that provides specific occupational skills required of the job, but not currently possessed by the JFES participant. At the onset of the OJT, a training outline/plan is created which specifies the duration of training and an explanation of how this time period was determined.

- ***Methods of Daily Supervision:*** Describe the methods of daily supervision for each unpaid work activity.

Not applicable

- ***“Holiday and excused absence” policy.***

Employer paid holidays and paid leave, as documented by wage statement, pay stub or other employer issued written documentation, are countable hours.

## 5. Job Search and Job Readiness Assistance

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- **Services and Programs:** Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)

**State/Federal Definition:** The act of seeking or obtaining employment, preparation to seek or obtain employment, including life skills training, and short term substance abuse treatment, mental health treatment, or rehabilitation activities. Such treatment or therapy must be determined to be necessary and documented by a qualified medical, substance abuse or mental health professional. Job search and job readiness assistance activities must be supervised by the TANF agency or other responsible party on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.

This activity is limited by statute to count toward the work participation rate for no more than six weeks per year (no more than four weeks may be consecutive to count toward the work participation rates).

**Description of Program/Services:** Connecticut Department of Labor provides the majority of job search and job readiness assistance to JFES participants through contracts with the local Workforce Investment Boards. These services are provided in many of the local American Jobs Centers, which is also the location for many of the JFES staff.

Employment services are generally provided for 30 hours per week except when combined with other activities such as part-time employment.

There are a variety of job search and job readiness services available. Services are provided to meet the individual needs of the participants and may include the following:

1. **Job Search Skill Training** - Series of modules presented in a group workshop setting over a one week period that provide instruction on the following topics:
  - Motivational/esteem building exercises
  - World of work orientation
  - Employer expectations
  - Researching jobs and industries
  - Identifying job leads
  - Applying for jobs, interviews
  - Follow-up on job applications and interviews
  - Financial literacy
  - Use of the Internet in conducting job searches

## **Job Search and Job Readiness Assistance (Continued)**

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**2. Individual Structured Job Search** - Individualized assistance with job search efforts including, at minimum, bi-weekly in-office appointments to provide the following:

- Employment-related assessment
- Exploration of individual's local employment options
- Providing employer contact information
- Assistance with completing job applications
- Assistance with preparing for job interviews & resume development
- Follow-up with and feedback on results of employment search/job interviews
- Assistance with resource library
- Career counseling

**3. Job Development and Placement**

**4. Supervised Participant Support Groups**

**5. Other Services and Employment Workshops** include:

- Vocational Exploration
- Life Skills as Related to Employment
- WorkKeys Certification

**6. Vocational Rehabilitation Services** provided by local Department of Rehabilitation Services (DORS) staff

- ***Determination of Countable Hours:*** Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.

Weekly hours are assigned by JFES staff and entered in DOL business system. The schedule includes actual start and end dates, which are entered by JFES staff only after the JFES participant actually begins or ends the activity. Only actual verified hours of participation in job search activities are entered onto the attendance record in DOL business system, which allows for the number of hours and weeks per JFES participant per rolling 12-month period to be recorded and tracked by all users of the system.

Hours in this activity are limited by statute to count toward the work participation rate for no more than six weeks at 30 hours per week (or 20 hours for family with a single parent and a child under six years) or a total of 120/180 hours per preceding 12 months (20 hours is considered one week, and reporting any hour in a week toward countable hours uses a week of participation. No more than four weeks may be consecutive to count toward the work participation rates.).

## Job Search and Job Readiness Assistance (Continued)

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JFES staff record verified hours of actual daily participation on a calendar function on DOL business system. The limits on the hours of Job Search/Job Readiness are applied to each monthly sample. The hours of participation in the fifth week or beyond six weeks are not reported.

- ***Verification of Actual Hours:*** Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.

All daily job search and job readiness activities conducted in and out of the local American Job Centers are documented on the a weekly job log. Actual hours of participation in this activity have been verified and reported for the work participation sample cases.

When documenting job search activities on the job log, the JFES participant must enter a detail description of the specific daily activities including reviewing of the job wanted advertisements in the newspapers, using of the Internet to lookup and apply for jobs, phoning employers, interviewing with employers, utilizing American Job Centers resource materials, composing resumes and cover letters, completing job applications, reviewing daily job listings, faxing and/or mailing information to employers, viewing job search videos, attending appointments with employment services JFES staff and attending job readiness workshops. Detailed information regarding employer contacts must be entered onto the log. This information includes: company name, address, contact person and phone number, type of work sought, how the employer was contacted (job application, cover letter, resume, phone contact or in person interview) and the employer's email address or fax number. Time spent doing each of these activities must be listed on the log. When the logs are incomplete or verification does not validate the activity, we will not report the hours for the work participation rate.

The weekly job logs are signed by the participant and reviewed and signed by JFES staff or a supervisor and kept in the client's case file. The JFES staff ensure the accuracy of the reported information by conducting random reviews to confirm that the information on the forms is accurate. When doing the random reviews, if there is an established relationship between the agency staff doing the reviews and the employer, the employer is contacted to verify that the information on the job log is accurate. If there is no relationship between the employment staff and the employer, the employer is not contacted in order to avoid jeopardizing the participant's chances of being hired.

Time spent looking for employment via the Internet in the American Job Centers is supervised by JFES staff. Time spent looking for employment via the Internet outside of the American Job Centers is verified by screen prints of the websites, job postings, job applications and/or email confirmation of receipt of job applications.

Attendance at workshops is recorded in DOL business system on an attendance roster. JFES staff record into DOL business system only verified hours of actual daily participation as documented on the job logs



## **Job Search and Job Readiness Assistance (Continued)**

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**Special Documentation required in the Work Verification Plan:** Effective 10/1/08, when determined necessary, short-term substance abuse treatment, mental health treatment, or rehabilitation activities will be included as allowable activities. Such treatment or therapy must be determined to be necessary by a qualified medical or mental health professional. As needed, documentation of the diagnosis, treatment plan and attendance is captured either on the providers' forms or on the JFES behavioral health release and turn around document.

- ***Methods of Daily Supervision:*** Describe the methods of daily supervision for each unpaid work activity.

JFES staff meets with the JFES participant at least once bi-weekly to supervise daily individual job search activities and to verify daily hours of participation. Supervision includes discussing the participant's activities as recorded on the job log and providing suggestions, recommendations and encouragement to improve job search efforts. Job Search activities such as attendance at workshops and use of American Job Centers resources are supervised by JFES staff.

Time spent looking for employment via the Internet in the American Job Centers is supervised by employment services JFES staff in the American Job Centers. Time spent looking for employment via the internet outside of the American Job Centers is verified by screen prints of the websites, job postings, job applications and/or email confirmation of receipt of job applications and reviewed and discussed with the JFES staff during the bi-weekly meetings.

- ***"Holiday and excused absence" policy.***

Holidays (based on federal limit of 10 per year)

- |                           |                                  |
|---------------------------|----------------------------------|
| 1. New Years Day          | 6. Labor Day                     |
| 2. Martin Luther King Day | 7. Columbus Day                  |
| 3. Presidents Day         | 8. Thanksgiving Day              |
| 4. Memorial Day           | 9. Friday after Thanksgiving Day |
| 5. Independence Day       | 10. Christmas                    |

**Excused Absences for Job Search Activities** (no more than 80 hours in the preceding 12- month period, 16 hours per month) include:

- |                                                                         |                                                                                                  |
|-------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| - Illness-own/ family member                                            | - Family emergency                                                                               |
| - Medical appointment                                                   | - Unavailability of child care                                                                   |
| - Hazardous weather                                                     | - Unavailability of transportation.                                                              |
| - Office closings                                                       | - Domestic violence                                                                              |
| - Unavoidable conflict such as<br>auto accident, court appearance, etc. | - Funeral                                                                                        |
| - Immediate treatment for injury                                        | - Holiday observed by provider or JFES<br>participant but not one of the 10<br>approved holidays |
| - Early dismissal                                                       |                                                                                                  |
| - Attending a child's school activity                                   |                                                                                                  |



## 6. Work Experience

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- ❑ **Services and Programs:** *Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)*

**State/Federal Definition:** A work activity performed in return for welfare, that provides an individual with an opportunity to acquire the general skills, training, knowledge and work habits necessary to obtain employment. The purpose of work experience is to improve the employability of those who cannot find unsubsidized employment. This activity must be supervised by an employer, work site sponsor or other responsible party on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.

**Description of Program/Services:** Currently, we do not use this activity in our program. If we decide to create Work Experience activities, we will submit a revised plan.

- ❑ **Determination of Countable Hours:** *Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.*

Not applicable

- ❑ **Verification of Actual Hours:** *Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.*

Not applicable

- ❑ **Methods of Daily Supervision:** *Describe the methods of daily supervision for each unpaid work activity.*

Not applicable

- ❑ **“Holiday and excused absence” policy.**

Not applicable

## 7. Community Service Programs

---

- **Services and Programs:** Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)

**State/Federal Definition:** Structured programs in which TANF recipients perform work for the direct benefit of the community under the auspices of public or nonprofit organizations. Community service programs must be limited to projects that serve a useful community purpose in fields such as health, social service, environmental protection, education, urban and rural redevelopment, welfare, recreation, public facilities, public safety and childcare. Community service programs are designed to improve the employability of recipients not otherwise able to obtain employment, and must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate. A state agency shall take into account, to the extent possible, the prior training, experience and skills of a recipient in making appropriate community service assignments.

**Description of Program/Services:** In order for community service hours to count, the customer must be in a position that serves a useful community purpose. The community services sites are in one of the following fields: health, social service, environmental protection, education, urban and rural redevelopment, welfare, recreation, public facilities, public safety or childcare and the activity must improve the employability of recipients not otherwise able to obtain employment.

The community services site positions directly benefit the community by supporting health care workers in hospitals or other community health settings; being classroom aides in public schools, Head Start centers, non-profit preschools; monitoring recess at public schools; cooking, cleaning or serving food in public school cafeterias and/or soup kitchens; sorting and distributing clothing donations at clothing banks, sorting and distributing food donations at food banks; providing clerical assistance in various social services, public services and faith-based offices; assisting in supervising children in public or faith-based recreational activities; cleaning and monitoring public or faith-based facilities, and assisting adult class room instructors in non-profit training facilities.

These activities increase the employability of the JFES participants by providing work experience that they otherwise would not have. This activity provides JFES participants who have little or no work experience with the soft skills necessary to keep a job. This work experience is used on resumes and job applications to help the JFES participant obtain an unsubsidized job.

- **Determination of Countable Hours:** Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.

Only verified actual hours of participation in community service are recorded in the DOL business system attendance record and reported as countable hours.

## Community Service Programs (Continued)

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- **Verification of Actual Hours:** Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.

Actual hours of participation in community service is documented on an attendance form by the site supervisor and submitted to JFES staff. The form is kept in the JFES participant's file.

**Special Documentation required in Work Verification Plan:** Community Services is always voluntary. Participation in such activities is never required. Clients who fail to participate for the number of hours of community service in which they originally agreed are not sanctioned. Instead, their employment plan assignment is changed to an activity that is mandatory. Connecticut does not use the deeming provision under FLSA.

To be included as a countable activity, a community service position is reviewed and documented to provide direct community service and improve the recipient's employability.

- **Methods of Daily Supervision:** Describe the methods of daily supervision for each unpaid work activity.

Participants of community service are supervised daily by a designated person at the community service site. The hours of community service performed are documented on a form by the designated person. These forms are kept in the participants' files. .

- **"Holiday and excused absence" policy.**

Holidays (based on federal limit of 10 per year)

- |                           |                                  |
|---------------------------|----------------------------------|
| 1. New Years Day          | 6. Labor Day                     |
| 2. Martin Luther King Day | 7. Columbus Day                  |
| 3. Presidents Day         | 8. Thanksgiving Day              |
| 4. Memorial Day           | 9. Friday after Thanksgiving Day |
| 5. Independence Day       | 10. Christmas                    |

**Excused Absences** (no more than 80 hours in the preceding 12- month period, 16 hours per month) include:

- |                                       |                                                                                            |
|---------------------------------------|--------------------------------------------------------------------------------------------|
| - Illness-own/ family member          | - Unavoidable conflict such as auto accident, court appearance, etc.                       |
| - Job interviews                      | - Unavailability of child care                                                             |
| - Medical appointment                 | - Unavailability of transportation                                                         |
| - Hazardous weather                   | - Domestic violence                                                                        |
| - Office closings                     | - Funeral                                                                                  |
| - Specific job-related exam           | - Holiday observed by provider or JFES participant but not one of the 10 approved holidays |
| - Immediate treatment for injury      |                                                                                            |
| - Early dismissal                     |                                                                                            |
| - Attending a child's school activity |                                                                                            |
| - Family emergency                    |                                                                                            |

## **8. Vocational Educational Training Not to Exceed 12 Months**

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- **Services and Programs:** *Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)*

**State/Federal Definition:** Organized educational programs that are directly related to the preparation of individuals for employment in current or emerging occupations requiring training. Vocational educational training must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate and may include work-focused general education and language instruction.

**Description of Program/Services:** Vocational Educational training is formal occupational skills training conducted in a classroom or workplace setting or combination of the two and designed to meet the specific needs of the local JFES population. Program operators conduct periodic needs analysis of the labor market and JFES participants in order to identify the vocational skills that are in demand in their region and the training and/or educational needs of the participants in order to acquire these vocational skills. Vocational education training is provided by educational and training organizations, vocational-technical schools, community colleges, post secondary institutions, proprietary schools, and community based organizations.

Vocational education activities are generally limited to less than 10 months. As of July 1, 2010, vocational education may include participation in two and four year degree programs, in accordance with Connecticut General Statutes. However, they most commonly range from three to nine months in duration.

Training is also provided through Individual Training Accounts (ITA). Utilization of ITAs provides for more individual choice and is more economical since training is paid for as needed on an individual basis. Once the need for training is established and the type of training is determined, participants who are eligible for ITAs or training vouchers may choose the specific training program and provider from Connecticut's Program Education and Training Provider List (ETPL). The webpage <http://www1.ctdol.state.ct.us/etpl/Index.asp> has the updated list. A sample of the ETPL is included in this plan as Attachment A.

As needed, adult basic education is embedded within the vocational education training activity. It is delivered in an employability context concurrently with vocational skills instruction. When needed, remedial education or ESL is provided as a component of vocational education in order to better prepare participants for the labor market by giving them the opportunity to apply their learning in the context of their future job.

## Vocational Educational Training Not to Exceed 12 Months (Continued)

- ***Determination of Countable Hours:*** Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.

The vocational education training weekly schedule is entered in DOL business system by the JFES staff. Actual start and end dates are entered only after the participant actually begins or ends the activity.

JFES staff obtain attendance records of participants of vocational education training from training providers. JFES staff do not record the attended hours in the DOL business system attendance record until they receive verification from the training provider. Countable hours include hours spent in class, performing clinical requirements and lab work; hours spent participating in supervised homework time and up to one hour of unsupervised homework time for each hour of class is counted for a total homework time not to exceed the hours required or advised by the particular educational program, as substantiated by the training provider.

The JFES program requirements prohibit participants from receiving more than 12 months of vocational education while in the program. This prohibition also applies to participants enrolled in post-secondary degree programs. Most vocational education is limited to 10 months or less and generally participants who previously completed training while in the JFES program are not allowed to participate in additional training. All JFES activities including the type and dates of participation are recorded in DOL business system. JFES staff are required to review activity history in DOL business system before assigning new activities. Therefore, no JFES participant receives more than 12 months of vocational education. In the rare occasion that a JFES participant participates in a 2 or 4 year degree program for more than 12 months, the activity is recorded in DOL business system as “Jobs Skills Training Directly Related to Employment” after the 12 month, and if possible, combined with 20 hours of a core work-related activity in order to count toward the participation rate.

Hours participating in distance learning in an approved vocational training course with an approved training provider will be included as countable hours when documented by the distance learning software.

- ***Verification of Actual Hours:*** Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.

## Vocational Educational Training Not to Exceed 12 Months (Continued)

Only actual hours of participation in vocational education training as verified by training providers is recorded in the DOL business system attendance record by the JFES staff. Paper documentation is retained in the JFES participant case file.

**Special Documentation required by Work Verification Plan:** Vocational education activities are generally limited to less than 10 months. Generally, they are three to nine months in duration. Remedial education or ESL is added as a component to the vocational education when the client would otherwise not be able to participate due to low math or reading scores or limited English proficiency. When remedial education and/or ESL is combined with the vocational education, it is conceptualized to be occupational specific and individualized to meet the specific needs of the participant. By combining remedial education and ESL with vocational education in this way, participants who otherwise would be capable of participating in vocational education can learn an occupational skill and become employed quicker.

- ***Methods of Daily Supervision:*** Describe methods of daily supervision for each unpaid work activity

Supervised by Instructor/Training provider.

- ***“Holiday and excused absence” policy.***

Holidays (federal limited of 10 per year)

1. New Years Day
2. Martin Luther King Day
3. Presidents Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Columbus Day
8. Thanksgiving Day
9. Friday after Thanksgiving Day
10. Christmas

**Excused Absences** (no more than 80 hours in the preceding 12- month period, 16 hours per month) include:

- |                                       |                                                                                       |
|---------------------------------------|---------------------------------------------------------------------------------------|
| - Illness-own/ family member          | - Unavoidable conflict such as auto accident, court appearance, etc.                  |
| - Job interviews                      | - Unavailability of child care                                                        |
| - Medical appointment                 | - Unavailability of transportation                                                    |
| - Hazardous weather                   | - Domestic violence                                                                   |
| - Office closings                     | - Funeral                                                                             |
| - Specific job-related exam           | - Holiday observed by provider or participant but not one of the 10 approved holidays |
| - Immediate treatment for injury      |                                                                                       |
| - Early dismissal                     |                                                                                       |
| - Attending a child’s school activity |                                                                                       |
| - Family emergency                    |                                                                                       |

## 9. Child Care for an Individual Participating in a Community Service Program

- ❑ **Services and Programs:** *Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)*

**State/Federal Definition:** Providing child care to enable a JFES participant to participate in a community service program. This activity must be supervised on an ongoing basis no less frequently than once each day in which the JFES participant is scheduled to participate.

**Description of Program/Services:** Currently, we do not use this activity in our program. If we decide to create child care for a JFES participant in a Community Service Program activity, we will submit a revised plan.

- ❑ **Determination of Countable Hours:** *Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.*

Not applicable.

- ❑ **Verification of Actual Hours:** *Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.*

Not applicable.

- ❑ **Methods of Daily Supervision:** *Describe the methods of daily supervision for each unpaid work activity.*

Not applicable.

- ❑ **“Holiday and excused absence” policy.**

Not applicable



## **10. Job Skills Training Directly Related to Employment**

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- **Services and Programs:** *Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)*

**State/Federal Definition:** Training or education for job skills required by an employer to provide an individual with the ability to obtain employment or to advance or adapt to the changing demands of the workplace. Job skills training directly related to employment must be supervised on an ongoing basis no less frequently than once each day in which the JFES participant is scheduled to participate.

**Description of Program/Services:** Whenever a JFES participant needs a specific skill to obtain a specific job or occupation, she/he is referred to a local program provider for job skill training.

- **Determination of Countable Hours:** *Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.*

The weekly schedule is entered on DOL business system. The schedule includes actual start and end dates, which are entered by JFES staff only after the JFES participant actually begins or ends the activity.

JFES staff obtain attendance records of JFES participants of job skills training directly related to employment from training provider. JFES staff do not record the attended hours in the DOL business system attendance record until they receive verification from the training provider. Countable hours include hours spent in class, performing clinical requirements and lab work; hours spent participating in supervised homework time and up to one hour of unsupervised homework time for each hour of class is counted for a total homework time not to exceed the hours required or advised by the particular educational program.

Only actual hours of participation as documented by education providers will be reported as countable hours. Hours participating in distance learning in an approved training course with an approved training provider will be included as countable hours when documented by the distance learning software.

- **Verification of Actual Hours:** *Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.*

Only actual hours of participation in job skills training directly related to employment as verified by training providers is recorded in the DOL business system attendance record and reported as verified hours of actual daily participation. Paper documentation is retained in the JFES participant case file.



## **Job Skills Training Directly Related to Employment (Continued)**

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- **Methods of Daily Supervision:** Describe the methods of daily supervision for each unpaid work activity.

Supervised by Instructor/Training provider

- **“Holiday and excused absence” policy.**

1. Holidays (based on federal limit of 10 per year)
2. New Years Day
3. Martin Luther King Day
4. Presidents Day
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. Thanksgiving Day
10. Friday after Thanksgiving Day
11. Christmas

**Excused Absences** (no more than 80 hours in the preceding 12- month period, 16 hours per month) include:

- Illness-own/ family member
- Job interviews
- Medical appointment
- Hazardous weather
- Office closings
- Specific job-related exam
- Immediate treatment for injury
- Early dismissal
- Attending a child’s school activity
- Family emergency
- Unavoidable conflict such as auto accident, court appearance, etc.
- Unavailability of childcare
- Unavailability of transportation
- Domestic violence
- Funeral
- Holiday observed by provider or JFES participant but not one of the 10 approved holidays

## **11. Education Directly Related to Employment**

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- **Services and Programs:** *Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)*

**State/Federal Definition:** Education related to a specific occupation, job, or job offer. Education directly related to employment must be supervised on an ongoing basis no less frequently than once each day in which the JFES participant is scheduled to participate.

**Description of Program/Services:** Every JFES participant who is capable of taking the Connecticut Competency System (CCS) test, which is the CASAS basic appraisal of math and reading ability, is tested. The results of this test are used as an indicator as to the JFES participants' level of math and reading competency. If in order to achieve their specific employment objective, JFES participants who need to increase their math and/or reading ability, are assigned to participate in remedial education. Generally, this activity is assigned in conjunction with other "core" activities. Only JFES participants for whom adult basic education or English-as-a-Second Language (ESL) training has been identified as necessary to achieve their specific employment objective are assigned to participate in this activity.

- **Determination of Countable Hours:** *Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.*

The weekly schedule is entered in DOL business system. The schedule includes actual start and end dates, which are entered by JFES staff only after the JFES participant actually begins or ends the activity.

Only actual hours of participation as documented by education providers will be reported as countable hours. Time spent participating in supervised homework time and up to one hour of unsupervised homework time for each hour of class is counted for a total homework time not to exceed the hours required or advised by the particular educational program, as substantiated by the training provider. Hours participating in distance learning with an approved on-line educational curriculum are included as countable hours when documented by the distance learning software.

- **Verification of Actual Hours:** *Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.*

JFES staff obtain attendance records from training providers. Only actual hours of participation as documented by education providers will be recorded in the DOL business system attendance record and reported as verified hours of actual daily participation. Paper documentation is retained in the JFES participant case file.

## Education Directly Related to Employment (Continued)

- **Methods of Daily Supervision:** Describe the methods of daily supervision for each unpaid work activity.

Supervised by Instructor/Training provider

- **“Holiday and excused absence” policy.**

Holidays (based on federal limit of 10 per year)

1. New Years Day
2. Martin Luther King Day
3. Presidents Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Columbus Day
8. Thanksgiving Day
9. Friday after Thanksgiving Day
10. Christmas

Excused Absences (no more than 80 hours in the preceding 12- month period, 16 hours per month) include:

- |                                       |                                                                                            |
|---------------------------------------|--------------------------------------------------------------------------------------------|
| - Illness-own/family member           | - Unavoidable conflict such as auto accident, court appearance, etc.                       |
| - Job interviews                      | - Unavailability of child care                                                             |
| - Medical appointment                 | - Unavailability of transportation                                                         |
| - Hazardous weather                   | - Domestic violence                                                                        |
| - Office closings                     | - Funeral                                                                                  |
| - Specific job-related exam           | - Holiday observed by provider or JFES participant but not one of the 10 approved holidays |
| - Immediate treatment for injury      |                                                                                            |
| - Early dismissal                     |                                                                                            |
| - Attending a child’s school activity |                                                                                            |
| - Family emergency                    |                                                                                            |

## **12. Satisfactory Attendance at Secondary School or in a GED Program**

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- **Services and Programs:** *Describe the services or programs the State includes under the activity. (Services and programs must conform to the Federal Definition of the activity.)*

**State/Federal Definition:** Regular attendance, in accordance with the requirements of the secondary school or course of study, at a secondary school or in a course of study leading to a certificate of general equivalence, in the case of a work eligible individual who has not completed secondary school or received such a certificate. This activity must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.

**Description of Program/Services:** Every JFES participant participates in an employment-related assessment that leads to the identification a specific employment objective and the necessary steps to achieve this objective. Whenever a high school diploma or GED is a prerequisite to the employment objective, the JFES participant is assigned to this activity. All teen parents who have not completed their secondary education are assigned to attend high school or a high school equivalency program. A “teen parent” is defined as: married or single head-of-households under 20 years old.

- **Determination of Countable Hours:** *Describe how the State determines the number of countable hours of participation for the activity. If the State uses different methods for different services or programs within the activity, the State should describe each.*

The weekly schedule is entered in DOL business system. The schedule includes actual start and end dates, which are entered by JFES staff only after the JFES participant actually begins or ends the activity.

JFES staff obtain progress reports or report cards from the school or program on a quarterly basis or in accordance with the marking periods of the school system. Daily supervision of teen parents (students) is provided by the school or program.

- **Verification of Actual Hours:** *Describe how the State verifies the actual hours of participation for the activity. Include the procedures for obtaining and maintaining documentation of hours of participation.*

Attendance records will be acquired from education providers in accordance with the educational institution marking periods. Documentation shall include the name of the student, name of the educational provider or other service provider and contact information. Only actual hours of participation as documented by education providers are reported as countable hours. Supervised homework time and up to one hour of unsupervised homework time for each hour of class is counted for a total homework time not to exceed the hours required or advised by the particular educational program, as substantiated by the training provider. Retroactive adjustments to prior months submissions will be made if verification of attendance does not support the student’s claim.

## **Satisfactory Attendance at Secondary School or in a GED Program (continued)**

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- **Methods of Daily Supervision:** Describe the methods of daily supervision for each unpaid work activity.

Supervised by Instructor/Training provider.

- **“Holiday and excused absence” policy**

Holidays (based on federal limit of 10 per year)

- |                           |                                  |
|---------------------------|----------------------------------|
| 1. New Years Day          | 6. Labor Day                     |
| 2. Martin Luther King Day | 7. Columbus Day                  |
| 3. Presidents Day         | 8. Thanksgiving Day              |
| 4. Memorial Day           | 9. Friday after Thanksgiving Day |
| 5. Independence Day       | 10. Christmas                    |

**Excused Absences** (no more than 80 hours in the preceding 12- month period, 16 hours per month) include:

- Illness-own/ family member
- Job interviews
- Medical appointment
- Hazardous weather
- Office closings
- Specific job-related exam
- Immediate treatment for injury
- Early dismissal
- Attending a child’s school activity
- Family emergency
- Unavoidable conflict such as auto accident, court appearance, etc.
- Unavailability of child care
- Unavailability of transportation
- Domestic violence
- Holiday observed by provider or JFES participant but not one of the list of 10 approved holidays

### **III. Work-Eligible Individual**

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*Describe the State's procedures for identifying all work-eligible individuals, as defined at 261.2. This should include the procedures needed to identify a non-recipient parent excluded from the definition of work-eligible individual. The state should also describe its procedures for identifying a parent caring for a disabled family member. The procedures should define the terms "disabled," "family member" and "attending school full-time". This should include a means of ensuring that the need for care in the home is supported by medical documentation and describe the nature of the medical documentation. It should also include a description of the procedures for determining when the family member is no longer disabled and is then work-eligible.*

**State/Federal Definition:** Work-eligible individual means an adult (or minor child head-of-household) receiving assistance under TANF or a Separate State Program or a non-recipient parent living with a child receiving such assistance unless the parent is:

- ❑ A minor parent and not the head-of-household.
- ❑ A non-citizen who is ineligible to receive assistance due to his or her immigration status; or
- ❑ At state option on a case-by-case basis, a recipient of Supplemental Security Income (SSI) benefits

The term also excludes:

- ❑ A parent providing care for a disabled family member living in the home provided that there is medical documentation to support the need for the parent to remain in the home to care for the disabled family member;
- ❑ At state option on a case-by-case basis, a parent who is a recipient of Social Security Disability Insurance (SSDI) benefits; and

At time of application for TANF cash assistance clients are assessed to determine whether or not they are work-eligible individuals. All work-eligible individuals are required to participate in the JFES program except for those exempted under state rules. Upon completion of the assessment, the DSS eligibility worker enters codes into the DSS business system to indicate if the applicant is mandatory or exempt from participation in JFES and, if exempt, the reason for the exemption.

Coding also exists in DSS business system that identifies parents who are excluded from the definition of work-eligible individual. They are:

- ❑ minor parents who are not the head-of-household;
- ❑ a non-recipient parent who is ineligible to receive assistance due to his or her immigration status;
- ❑ recipients of Supplemental Security Income (SSI) benefits; and
- ❑ and recipients of Social Security Disability Insurance (SSDI) Benefits

## Work-Eligible Individual (Continued)

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Coding exists to include as work-eligible individuals, non-recipient parents receiving SSI, with a recipient child, if their total monthly hours of employment are greater than or equal to hours that meet the work participation requirement. Coding also exists to include as work-eligible individuals, parents receiving SSDI, if their total monthly hours of employment are greater than or equal to hours that meet the work participation requirement.

The Numident process with the Social Security Administration verifies that DSS has the correct date of birth to identify minors as such. The SAVE system is used to verify a client's immigration status and the SDX system issued to verify the client's receipt of SSI, and the BENDEX or SCLQ system to verify the client's receipt of SSDI.

Parents caring for a disabled family member are exempt from participating in JFES based on state regulation and are also exempt in the definition of work-eligible individual. These parents are currently identified by their exemption status on the DSS business system.

The state uses the term "incapacitated" rather than "**disabled**." The disabled family member for whom the parent is caring must meet one of the three criteria in state regulation listed below. Incapacitated is defined in the state regulation as:

1. Receipt of Supplemental Security Income (SSI) or Social Security Disability Insurance (SSDI) benefits based on disability or blindness or
2. An adult with a physical or mental illness of such debilitating nature that it eliminates the person's ability to engage in employment on a predictable basis with reasonable regularity. Such illness or impairment must be expected to last for a least thirty days or
3. A child with a physical or mental illness or impairment of such debilitating nature that such child requires parental care at unpredictable times with reasonable regularity or on a substantially continuous basis.

The state regulation definition for incapacity includes a recipient of Social Security benefits based on disability or blindness.

*Means of ensuring that the need for care in the home is supported by medical documentation and describe the nature of the medical documentation:*

Such an individual must meet the state's "incapacitated" definition above and the department must also determine that the nature of the incapacity is such that care is required and provided at either unpredictable times or on a substantially continuous basis. Medical documentation must be submitted to support the need for such care. If an individual does not meet the criteria in #1, the department reviews the medical records of the individual to determine if the individual meets the definition for items #2 and #3.

## Work-Eligible Individual (Continued)

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Forms must be completed by the individual's medical provider to document incapacity. If the incapacitated individual requires the care of a family member, the medical provider must document the needs of the incapacitated individual that prevent the caregiver from working.

Once the family member is determined to be incapacitated and in need of care, to receive the exemption, the parent must document that no other household member can provide the care.

**“Family member”** is currently defined as a member of the household. The household member does not have to be a recipient of the TANF cash assistance award.

*Procedures for determining when the **family member** is no longer disabled and is then work-eligible:*

Individuals qualifying due to receipt of Supplemental Security Income (SSI) or Social Security Disability Insurance (SSDI) are considered incapacitated as long as they receive those benefits. Status of the SSI/SSDI benefit and status of the “incapacitated family member” is reviewed at every redetermination and application for extension to the state 21-month time limit (every 6 or 12 months after the first 21 months). Matches with the SDX and Bendex systems also alert eligibility staff to any changes in status.

The state regulation definition for incapacity also includes a recipient of Social Security benefits based on disability or blindness.

Incapacity determined by the department is reviewed at periods determined by the findings of the department. The department sets the review date based on the client's medical condition and his or her expected date of return to work or ability to participate in work activities.



## Work-Eligible Individual (Continued)

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1. *Describe verification procedures for ensuring the accuracy in reporting of work-eligible individuals on the TANF Data Report and the SSP-MOE Data Report, including:*
  - *The correct reporting of the Work Participation Status of all adult (or minor child head-of-household) family members, and*
  - *The proper identification of TANF Families for inclusion in only the overall work participation rate or the overall and two-parent work participation rates, or exclusion from both the overall and two-parent work participation rates.*

The work participation status of each individual is entered on the DSS business system as described in #1 above. A crosswalk exists between DSS business system and the automated data processing system to translate the state coding into the federal data reporting system. The crosswalk was developed as the state regulations permit more exemptions to participation than allowed by the federal rules. The crosswalk interprets the state codes and appropriately categorizes the client using the federal rules.

DSS business system coding allows DSS to identify and select appropriate adult and minor parent heads of household for inclusion in the TANF Data Report and the SSP-MOE Data Report.

Additional coding on the DSS business system and the crosswalk mentioned above ensures the proper identification of TANF families for inclusion or exclusion in the appropriate participation rate categories of All Families or Two-Parent. Effective October 1, 2007, cash assistance is provided to Two-Parent households in a solely state funded program. Two-Parent families are eligible for non-assistance programs such as employment services. DSS business system coding is maintained for All Families and Two-Parent cases.

In addition DSS has implemented a case review process to ensure that existing procedures for entering accurate data in the DSS business system are being followed.

DSS Quality Control Reviewers verify approximately 900 cases per quarter or 3,600 per year to check DSS business system coding against documentation maintained in the client case files, including data such as birth certificates. Inconsistencies or questions raised by the Quality Control Reviewers are directed to the DSS regional eligibility supervisors for each case in question, for additional verification, documentation and / or correction to the DSS business system file and client files. Changes based on DSS staff follow-up activities, with all edits sent to appropriate central office staff which makes any necessary changes to the federal reports.

## Work-Eligible Individual (Continued)

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- 2. Describe the procedures that show how the State ensures that, for each work-eligible individual, it accurately inputs data into the automated data processing system, properly tracks the hours, and accurately reports countable hours to HHS that do not include participation in an activity that does not meet a Federal Definition.*

The DOL business system uses 4 digit codes entered by JFES staff to identify employment services activities in which the client is engaged. A crosswalk then buckets those codes into the federal categories. DSS continues to update the coding crosswalk, as needed, to align with the federal definitions of the work activities.

Connecticut currently offers vocational education that is generally ten months or less in duration and is allowed once for each JFES participant. JFES participants therefore, do not exceed the 12- month lifetime limit. JFES staff check the history of employment activities in the DOL business system before assigning new activities to ensure that JFES participants do not exceed the limit. Data for vocational education activities that exceed the 12 month limit would be rejected and not count as an approved activity.

As of September 30, 2007, a new Attendance Record function was implemented in the DOL business system. This new feature provides JFES staff with data fields to enter verified hours of participation in countable activities and excused absences as well as holidays. These verified hours entered into the Attendance Record are the data transmitted to DSS for actual hours of participation of the sample cases.

When transmitting the data into the automated data processing system via the crosswalk, edits may be encountered by DSS. When edits do occur they are researched to verify the accuracy of the information and make corrections as necessary in the state data. The crosswalk transmits the data in an automated fashion that eliminates human error.

## **IV. Internal Controls**

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Following are a description of internal controls that ensure consistent measurement of the work participation rates.

The State of Connecticut confirms that it will maintain all pertinent findings produced through its internal control processes and that these findings will be available for use by federal and state auditors in their review of the state's work participation verification system.

Procedures and/or internal controls for the Temporary Assistance for Needy Families Program, in accordance with the *Department of Health and Human Services, Administration for Children and Families, 45 CFR Parts 261, et al. Reauthorization of the Temporary Assistance for Needy Families Program* as follows:

Connecticut maintains procedures and internal controls for data verification procedures and DSS business system and client case file reviews. Data validation and case reviews are performed on each of the monthly sample cases.

### **Documentation:**

1. Descriptions of the internal controls designed to ensure established work verification procedures are properly employed are as follows:

Controls include but are not limited to:

- **Supervisory guidance:** DSS and DOL Central Office Managers provide guidance on regulations, policies and procedures for work verification and implementation of the TANF program.

DOL and DSS schedule bi-monthly or quarterly meetings with the JFES program providers and JFES staff to provide guidance on regulations, policy and procedures. Agenda items for these meetings include guidance on the laws and regulations as well as instruction on new work verification policy and procedures. Bi-monthly or quarterly meetings provide additional guidance on verification policy and procedures. Policy directives concerning TANF/JFES policies or procedures are communicated to appropriate DSS, DOL, JFES staff and JFES contractors.

- ❑ **Staff training plans:** Meetings are scheduled, as needed, with DSS field and central office staff to provide training and support on the TANF and SNAP programs, any changes to policies, documentation requirements, or verification procedures and to learn from issues or concerns presented from the field. Additional communication and information is shared through the agency and state e-mail networks.

Communication has been provided to DSS central office and regional staff on critical data elements necessary for work participation rates and implementation of data validation through the case review system to ensure data is accurately captured in DSS business system. Training has been provided as needed.

DOL schedules training sessions on the implementation of procedures, for JFES staff.

- ❑ **Quality assurance processes:** Quality assurance processes are in place in the data management and reporting units through review of documentation, DSS business system, tracking records and federal reporting and system edits. Additional quality assurance is provided through program to program matching and review of JFES participant information and correcting and communicating errors, if found.
- ❑ Exchange of JFES participant and program data between DSS & DOL is automated and reduces the opportunity for human error. Transferring records and information into federal reporting system is automated and maintains editing features to assure appropriateness of data, relationships and codes being transmitted. Sample listings are sent from DSS to DOL central office and JFES staff to review for accuracy.

If earning screens and other coding elements are corrected by DSS or JFES staff, corrections are made and revised reports on samples are sent to the FTDRS.

- ❑ The case reviews included in the monthly TANF sample for quarterly federal reporting is retrieved by the regional DSS staff and made available to the DSS Quality Control Reviewers (QCR).
- ❑ DSS Central Office staff provides the QCR staff with the all of the data elements required for review and verification, from the monthly TANF caseload sample. This information is presented on forms with data regarding the individuals and household information for each Assistance Unit.

## Internal Controls (Continued)

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The DSS QCR staff review this information against the information and documentation found in the case files and on DSS business system.

- If errors are found, they are marked on the form and sent to central office for input of data revisions into the FTDRS federal reporting system. These errors are also corrected in the DSS business system in the field by DSS QCR staff and/or DSS field staff. A separate Case Review System (CRS) is used to track errors that require attention by eligibility staff. Once errors have been corrected and updated information noted, a report is sent to DSS central office for input of data revisions into the FTDRS federal reporting system.
- The state will maintain all pertinent findings produced through its internal control processes and that these findings will be available for use by ACF and other auditors in their review of the state's work participation verification system.
- **Monitoring procedures to ensure adherence to procedures by staff, providers and contractors.**

DOL conducts annual contract compliance monitoring and quality performance appraisals of JFES program providers. Monitoring and performance appraisal findings and recommendations are issued in formal reports to contractors who in turn implement corrective actions. Additionally, each JFES program provider conducts annual contract compliance monitoring of each of its subcontractors as required by the Workforce Investment Act.

Training for regional staff on critical data elements necessary for work participation rates and implementation of case review system to ensure data is accurately captured in EMS. Feedback will be provided to staff who will take corrective actions on identified data errors. The review process will include a more intensive case review and validation of sample sets of TANF client case files to assure accuracy and completeness of information reported through the DSS business system and TANF reports.

Exception reports have been developed for wage data and hours which identify outliers if wages divided by hours are less than \$5.00 per hour or greater than \$15.00 per hour. These cases are then assigned to, reviewed and, if necessary corrected by DSS staff.

Reports have been developed to identify JFES participants with no hours in work activities documented in the DOL business system and/or where referrals have not been made by DSS staff to the JFES staff. These reports are distributed to DSS field staff for corrective action.

DSS field staff receives error reports through on-line alerts on Social Security numbers and birth dates of children that do not match those in the federal Social Security system (Numident). This allows staff to ensure that if a child's date of birth is incorrect that a correct date is determined and verified to validate that parents work hours are consistent with requirements for a child under the age of one year or under 6 years (20 hour work requirement).

## 2. Description of internal controls for:

- **Data errors:** In Connecticut, the process for reporting into the Federal TANF Data Reporting System (FTDRS) is automated and the data fields are populated directly from the DSS business system. This reduces the opportunity for human error. The FTDRS editing features provide consistency to the data that is accepted or rejected. If data is rejected it is then manually reviewed, updated and revised for the federal report(s). Data, relationships and codes being transmitted are input and corrected as necessary from DSS field staff. Inconsistencies, if found, are to be noted and reviewed by DSS field and central office staff. Utilization by DSS and DOL of the same definitions for related activities ensures a reduction in errors when matching against the same processes and definitions in the federal system. Sample listings are sent from DSS to DOL. JFES staff reviews these reports for accuracy.

In an effort to maintain overall quality data in the DOL business system, DOL periodically produces reports of JFES program data entered into DOL business system by JFES staff. These reports, which are sorted by JFES staff, contain lists of cases with apparent errors in entered data. These lists are distributed to program provider staff to distribute, research and correct, if necessary. Additionally, separate bi-monthly reports on the status of job search activities provided by JFES staff are issued to the DOL frontline staff.

As mentioned above, the DSS field staff receives error reports on social security numbers and birth dates of children that do not match those in the federal Social Security system (Numident). This allows DSS staff to ensure that if a child's date of birth is incorrect that a correct date is determined and verified to validate that parents work hours are consistent with requirements for a child under the age of one year or under 6 years.

Case review and validation of samples sets of JFES recipient files will be performed as detailed earlier, to assure accuracy and completeness of information. Data inconsistencies will be documented and reported to DSS field managers and to DSS central office staff. Program guidance may be modified, if findings from assessment of work participation data determine that changes to operation polices and procedures are necessary.

- **Transcription and coding errors:** Internal edits for transcription and coding errors are performed electronically and reports and omissions are manually reviewed and corrected on a case by case basis and if rejected by federal reporting system editor. Data verifications are performed between DOL and DSS data. Coding and activity types are electronically cross-walked in an automated system, between the interrelated state and federal systems. This eliminates the opportunity for human error in reporting and documentation. The data fields in the DSS and DOL business systems are matched and coded to the FTDRS field names. Any revisions or changes to data are submitted in revised reports.

Electronic reporting allows for greater accuracy for comparisons made between other reporting periods, as the data in like reports is based on the same elements in the system.

- **Data omissions:** Internal edits are performed electronically and are manually reviewed and corrected on a case by case basis for data omissions, the federal reporting system editor rejects if parameters are not met. Exclusions are identified through DSS and DOL business system updates. Tables are created to identify program specific information and analysis. (Example: Vocational Education limits)

In an effort to maintain overall quality data in DOL business system, DOL periodically produces reports of JFES program data that was entered into DOL business system by JFES staff. These reports, which are sorted by JFES staff, contain lists of cases where it appears that data has been omitted. These lists are distributed to program provider staff to distribute, research and correct, if necessary.

- ❑ **Computational errors:** Computational errors may be identified through system matching of DSS and DOL sample data. System edits flag files or blocks a field, if information is identified to be outside of the parameters set for the particular data field. For example, time limits are flagged and do not allow for more than “12” for a parent with a child under one year in age.

In an effort to maintain overall quality data in DOL business system, DOL periodically produces reports of JFES program data that was entered into DOL business system by JFES staff. These reports, which are sorted by JFES staff, contain lists of cases with apparent errors in the number of hours of participation. These lists are distributed to program provider staff to distribute, research and correct, if necessary.

- ❑ **Compilation errors.** The electronic reporting allows for greater accuracy for data compilation and tabulation. It reduces potential for errors with duplication of counting client and program data elements. Comparisons of data against other reporting provide the opportunity for identifying trends and outlying data elements. Sample listings are sent from DSS to DOL. JFES staff review for accuracy. DSS staff review and correct data elements rejected by the federal reporting system to provide additional validation and accuracy.

**3. A. Description of the checks used to isolate electronic systems and programming errors.**

All sample cases are reviewed by JFES staff for validity and accuracy. This review identifies errors and would therefore identify any system generated calculation errors or validate the calculation of total hours, etc. as correct. Any data edits that are not included in the system generated transfer are adjusted by transmittal or communication of the data edits from JFES/DOL to DSS central office staff and are included in the submission to ACF.

DSS business system data validity edits are programmed into the system and require valid date inputs, relationship codes, social security numbers, etc. Appropriate data inputs are required in screen edits and final system edits.

DSS provides DOL with an electronic file of the monthly sample cases. DOL creates a report which sorts the sample cases by JFES staff. This report is distributed to program providers to forward to JFES staff. JFES staff are given a two-week time frame to research the sample cases and ensure that the data entered is accurate. If at the time DSS is processing the sample cases for the federal reporting, the data still appears to be incorrect, DOL is contacted to research and provide the correct data to DSS. DSS case review will also occur on these client files and corrections or modifications made.



In an effort to maintain overall quality data in DOL business system, DOL periodically produces reports of JFES program data that was entered into DSS business system. These reports, which are sorted by JFES staff, contain lists of cases with apparent errors in entered data. These lists are distributed to program provider staff to research and correct, if necessary.

**B. Description of the steps to ensure that all work participation report items are internally consistent.**

The Connecticut work participation reporting system electronically connects and matches data from the DSS and DOL business systems. Data elements are defined and reviewed by both agencies to ensure consistency with departmental processes and ensure compliance and consistency with federal definitions and guidelines. The state systems are used by the respective agency field/contract staff to document and process information based on communication with clients.

Electronic reporting pulls information based on data elements such as: active, unduplicated assistance units, benefit months, benefit payment history, fund code, service begin date, issuance date, validity coding for issuance type, and one or two parent stratum. Each data element must meet the coded parameters such as: values equal to, less than, greater than, enrolled in, exempt, disregarded, etc. according to data type. Because the data is pulled from the DSS business system, it sorts through data fields to meet required parameters, and then translates to the appropriate federal code for the FTDRS. These reporting elements are reviewed each year and a sampling plan is revised and submitted to the regional ACF office, annually.

The TANF eligibility process includes verification procedures for factors, such as date of birth, relationship, and exclusion of persons caring for disabled family members. DSS staff review and receive documentation such as birth certificates or legal guardian documents to verify client relationships, dates of birth, etc. for identification and eligibility. Exemptions codes are set through the DSS business system based on parameters and compliance with federal and state regulations and guidelines.

All Two-Parent cases have been reviewed to verify their correct classification. This will also be reviewed on an ongoing basis as part of the case review process.

Connecticut does not provide assistance to non-custodial parents or consider them to be members of the assistance unit.

**4. Description of sampling and estimation techniques for data validation.**

DSS provides DOL with an electronic file of the monthly sample cases. DOL creates a report which sorts the whole sample by JFES staff. This report is distributed to program providers to forward to JFES staff. JFES staff are given a two-week time frame to research all of the sample cases and ensure that the data entered is accurate. The paper documentation of actual hours of participation in the sample activities is reviewed to ensure that the data entered is accurate. If paper documentation does not substantiate the data entered on DSS business system, the data on the system is changed to reflect the data on the paper documentation. Quality controls and data validation is conducted on the whole sample universe by JFES staff. JFES contractors oversee the case management review of the sample cases and, at minimum, randomly check a sample of cases every month for quality assurance. All of the sample data files that are submitted into the federal reporting system are reviewed and validated through this process. Earnings data is included in the DSS business system screens.

Connecticut does not use estimation techniques or further sampling of the data included and drawn from the data sampling process. It is based on the statistical and sampling procedures mandated by ACF. Each year the data reporting elements are reviewed and a sampling plan is revised and submitted to the regional ACF office to ensure compliance with federal program requirements and to affirm statistically acceptable levels of reliability and validity.

## V. Verification of Other Data Used in Calculating the Work Participation Rates

Under the “complete and accurate” standard for data reporting, States should validate all data submitted in its TANF Data Report and, if applicable, the SSP-MOE Data Report.

In addition to the work activities, the following data elements are used in calculating the work participation rates. Data validation procedures identified below, ensure “complete and accurate” data reporting and eliminate inconsistencies between data elements.

- ❑ **Reporting Month:** Validation of payment to client in report month occurs during building of sample universe by DSS business system. Computer generated.
- ❑ **Stratum:** Validation procedures confirm accurate placement of data in correct stratum.
- ❑ **Case Number:** Computer assigned.
- ❑ **Disposition:** Sample files are reported if active with payment or if errors - no assistance for reporting period, are dropped from sample report.
- ❑ **Type of Family Work Participation:** Computer generated based on worker verified fields in DSS business system. Initial validation of all Two-Parent families to assure that these cases are coded correctly has been completed. Periodic and ongoing case review process has been implemented.
- ❑ **Amount of SNAP Assistance:** Computer generated based on worker verified fields in DSS business system. Amounts received automatically from the DSS business system.
- ❑ **Receives Subsidized Child Care:** Computer match of sample household with child care business system. Database and manual case by case review of sample. Edits are entered for revision to FTDRS report.
- ❑ **Amounts of TANF (& SSP-MOE) Assistance:** Computer generated based on worker verified fields in DSS business system. Amounts received automatically from the DSS business system.
- ❑ **Family Affiliation Code:** Computer generated based on worker verified fields in DSS business system. Subject to the case review process.
- ❑ **Non-custodial Parent Indicator:** Always no. Connecticut does not include non-custodial parents in TANF Assistance.
- ❑ **Date of Birth (Adult):** Computer generated based on worker verified fields in DSS business system. Numident match of Social Security Number and Date of Birth w/SSA. Subject to the case review process.

## Verification of Other Data Used in Calculating the Work Participation Rates (Continued)

- ❑ **Relationship to Head of Household:** Computer generated based on worker verified fields in DSS business system. Universe report sent quarterly with total recipients per household. Subject to the case review process.
- ❑ **Parent with minor Child:** Computer generated based on worker verified fields in DSS business system. Subject to the case review process.
- ❑ **Work Eligible Individual Indicator:** Computer generated based on worker verified fields in DSS business system. Subject to the case review process.
- ❑ **Date of Birth (Child):** Computer generated based on worker verified fields in DSS business system. Numident match of Social Security Number and Date of Birth w/SSA. Subject to the case review process.

A description of the procedures to establish the capacity to breakout TANF families with a work-eligible individual by the case characteristics that relate to the special rules and conditions of participation are shown below and identify the data elements used in calculating the work participation rates; data validation procedures to ensure “complete and accurate” data reporting; and procedures to eliminate data inconsistencies between two or more data elements.

Case characteristics that relate to special rules and conditions of participation of TANF families with a work eligible individual are in the client/case files in the DSS business system.

- ❑ **Receipt of child care:** computer match of sample household with the child care business system.
- ❑ **Age of child:** the age of child is calculated from the child’s date of birth, which the computer generates based on worker verified field in DSS business system. Subject to the case review process.
- ❑ **Age of adult or teen parent:** the age of adult or teen parent is calculated from the date of birth, which the computer generates based on worker verified field in DSS business system. Subject to the case review process.
- ❑ **Number of months under a sanction:** based on computer generated sanction code in DSS business system. Subject to the case review process.
- ❑ **Adult or teen parent with satisfactory school attendance:** computer generated based on worker verified fields in DSS business system. Subject to the case review process.
- ❑ **Families with a disabled family member:** computer generated based on worker verified fields in EMS. Subject to the case review process.

### **Work Participation Status**

1. Description of procedures to ensure that a family is not disregarded from the work participation rate for more than 12 months per lifetime based on being a custodial parent with a **child less than one year of age**:

When a sample case is disregarded for a child less than 1 year of age, the case is written to a table in a database. This table is checked prior to using this code during the process of updating the federal file with data from the DOL.

2. Description of procedures to ensure that a family is not disregarded from the work participation rate for more than three months in any period of 12 consecutive months based on a work-eligible individual's **refusal to participate in work**:

DSS business system assigns different codes for 1<sup>st</sup> sanction (3 months), and 2<sup>nd</sup> sanction (3 months, with penalty increase to 35%). Cases with a 1<sup>st</sup> sanction code are used for this category. Also, cases in a subsequent sanction that occurs more than twelve months after the first sanction are also identified by the case review process and coded in this category.

3. Description of procedures for ensuring a family deemed engaged in work based on 20 hours of participation in countable work activities meets the requirements of a single custodial parent or caretaker relative with a **child under age six**.
  - a. The system checks age of youngest child in household to assure that the child is under 6 years of age.
  - b. System looks for second parent and confirms none exist.
  - c. System totals hours of countable work activities and checks to see if equal to or exceeds 20.

## **VI. Certification**

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### **CERTIFICATION**

**This is to certify that the State of Connecticut's TANF Work Verification Plan dated December 26, 2014 includes all the information required by the Regulations at 45 CFR 261.62(b) and accurately reflects the provisions under which Connecticut will operate effective October 1, 2014.**

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Peter J. Palermino, Program Manager  
Connecticut Department of Social Services  
Division of Integrated Services  
Economic Security Unit

ATTACHMENT A

Connecticut's Eligible Training Providers List

State of Connecticut  
Department of Social Services  
Temporary Assistance for Needy Families (TANF)  
Work Verification Plan

October 1, 2014

Please refer to this website for the updated version of Connecticut's Program Education and Training Provider List (ETPL) at <http://www1.ctdol.state.ct.us/etpl/Providers.asp>.

Below is an example of the providers list.

## Connecticut's Eligible Training Providers

The tables in this section show the distribution of Connecticut's employment and training programs declared eligible for inclusion on the WIA-prescribed employment and training program list (ETPL) as well as the organizations that provide them. The ETPL is composed of courses and programs offered by organizations that applied for and received certification by one or more local workforce investment boards to provide education and training to persons awarded individual training accounts (ITA) under the WIA. Connecticut's 12 community colleges, 17 regional vocational technical schools, four state universities, the University of Connecticut and its branches, and private colleges and universities are included in this 156-organization selection. In addition, proprietary schools that prepare their students for technical, office support, and paraprofessional occupations appear on the 1,100-program ETPL.

ETPL service providers represent a kaleidoscope of organizations. State, regional, and local governments, public-private partnerships, and for-profit as well as non-profit agencies have a hand in preparing the state's workforce for the jobs of the new millennium. These establishments cater to a broad cross section of Connecticut's population. Populations served include high school dropouts, college graduates, skilled tradespersons, first-time job seekers, persons with disabilities, and people with limited English-language skills.

Programs are certified when their providers' applications receive approval from a local workforce investment board and the Connecticut Department of Labor. Training providers' programs are subject to removal from the ETPL if they fail to maintain standards required for approval.

Inclusion of information regarding any employment and training program or services or any institution, organization or individual providing training services is in no way an endorsement of that program, institution, organization, or individual. Local workforce investment boards, who obtained it directly from the training providers, supplied the information included on this list; the information's accuracy is not guaranteed.



### Employment Training Program Providers

| Provider Name*                                        | Representative Program                                             | City          |
|-------------------------------------------------------|--------------------------------------------------------------------|---------------|
| Academy of Learning of Norwalk, LLC                   | Accounting Technician                                              | Norwalk       |
| ACCESS Agency                                         | Entrepreneurship                                                   | Willimantic   |
| Albert I. Prince Regional Vocational-Technical School | Data Processing Technology/Technician                              | Hartford      |
| Albertus Magnus College                               | Management Information Systems & Business Data Processing, General | New Haven     |
| Allstate Commercial Driver Training School            | Truck, Bus & Other Commercial Vehicle Operator                     | Shelton       |
| Alpha B. Nursing Services, LLC                        | Nursing Assistant/Aide                                             | Bridgeport    |
| Alpha Development Group, Inc.                         | Construction Trades, Other                                         | New London    |
| American Academy of Cosmetology                       | Cosmetologist                                                      | Danbury       |
| Asnuntuck Community College                           | Accounting Technician                                              | Enfield       |
| ASPIRA of Connecticut, Inc.                           | Computer Programming                                               | Bridgeport    |
| Avatech Solutions, Inc.                               | Drafting, General                                                  | Milford       |
| Baran Institute of Technology                         | Heating, Air Conditioning & Refrigeration Mechanic & Repairer      | Windsor       |
| Benchmark Technical Services, Inc.                    | Data Processing Technology/Technician                              | East Hartford |
| Branford Hall Career Institute                        | Business Systems Networking & Telecommunications                   | Branford      |
| Briarwood College                                     | Child Care Provider/Assistant                                      | Southington   |
| Bridgeport Hospital School of Nursing                 | Surgical/Operating Room Technician                                 | Bridgeport    |
| Brio Academy                                          | Cosmetologist                                                      | Meriden       |
| Bristol Career Center of Tunxis Community College     | Pharmacy Technician/Assistant                                      | Bristol       |
| Bristol Technical Education Center                    | Welder/Welding Technologist                                        | Bristol       |
| Bullard-Havens Regional Vocational-Technical School   | Welder/Welding Technologist                                        | Bridgeport    |
| Butler Business School                                | Medical Administrative Assistant/Secretary                         | Bridgeport    |
| Capital Community College                             | Computer Engineering Technology/Technician                         | Hartford      |
| Capitol Region Education Council (CREC)               | Mental Health Services, Other                                      | Hartford      |
| Care Training Center, LLC                             | Nursing Assistant/Aide                                             | New Haven     |
| Center for Learning                                   | Business Systems Networking & Telecommunications                   | Rocky Hill    |
| Centro de la Comunidad, Inc.                          | Nursing Assistant/Aide                                             | New London    |
| Certification Center, LLC                             | Business Systems Networking & Telecommunications                   | Glastonbury   |
| Community Enterprises, Inc.                           | Administrative Assistant/Secretarial Science, General              | Windsor       |
| Compulearn                                            | Computer Engineering Technology/Technician                         | Carmel        |
| CompUSA Training Center                               | Information Processing/Data Entry Technician                       | Manchester    |

\* Source: CT State Labor Department Office of Research & Office of Performance Management

| <b>Provider Name*</b>                                     | <b>Representative Program</b>                                 | <b>City</b>   |
|-----------------------------------------------------------|---------------------------------------------------------------|---------------|
| CompuSoft Systems                                         | Computer Installer & Repairer                                 | East Hartford |
| Computer Education Services Corporation                   | Computer & Information Sciences, General                      | Bloomfield    |
| Computer-Ed, Business Institute                           | Information Processing/Data Entry Technician                  | Woburn        |
| Connecticut School of Electronics                         | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Branford      |
| Cook's Nurse Aide Training                                | Nursing Assistant/Aide                                        | Plymouth      |
| Corporate Training Center                                 | Computer & Information Sciences, General                      | Stratford     |
| Corraro Center for Careers, Inc.                          | Health & Medical Administrative Services, Other               | Woodbridge    |
| CT Institute For Paralegal Studies, Inc.                  | Paralegal/Legal Assistant                                     | Stamford      |
| Danae's Home Health Aide Training Center                  | Home Health Aide                                              | New Haven     |
| Dent-Temp Careers                                         | Dental Assistant                                              | Stratford     |
| DiLeo Universal School of Cosmetology & Barbering         | Cosmetologist                                                 | Waterbury     |
| E.C. Goodwin Technical School                             | Electrician                                                   | New Britain   |
| E.T. Grasso/SE Regional Vocational-Technical School       | Hospitality/Administration Management                         | Groton        |
| EASTCONN                                                  | Social Work                                                   | Hampton       |
| Easter Seals Greater Hartford Rehabilitation Center, Inc. | General Office/Clerical & Typing Services                     | Windsor       |
| Eastern Connecticut State University                      | Computer Engineering Technology/Technician                    | Willimantic   |
| EB&C Envision Business & Computer Training Center, LLC    | Administrative Assistant/Secretarial Science, General         | Norwalk       |
| EDUCATION CONNECTION                                      | Travel Services Marketing Operations                          | Litchfield    |
| Educational Training of Wethersfield                      | Health & Medical Administrative Services, Other               | Wethersfield  |
| Educational Training, Inc.                                | Nursing Assistant/Aide                                        | Bridgeport    |
| Eli Whitney Regional Vocational-Technical School          | Practical Nurse (L.P.N. Training)                             | Hamden        |
| Fairfield University                                      | Computer Typography & Composition Equipment Operator          | Fairfield     |
| Family Service of Greater Waterbury                       | General Office/Clerical & Typing Services                     | Waterbury     |
| For The Community, Inc.                                   | Computer Engineering Technology/Technician                    | Middlefield   |
| Fox Institute of Business, Inc.                           | Legal Administrative Assistant/Secretary                      | West Hartford |
| Gal Mar                                                   | Cosmetologist                                                 | North Haven   |
| Galen Institute, LLC                                      | Massage                                                       | Wethersfield  |
| Gateway Community College                                 | Business Management & Administrative Services, Other          | New Haven     |
| Gibbs College                                             | Design & Visual Communications                                | Norwalk       |
| Goodwin College                                           | Computer Installer & Repairer                                 | East Hartford |
| Goodwin Institute                                         | General Office/Clerical & Typing Services                     | Waterbury     |
| Greywolf Technologies, Inc.                               | Computer & Information Sciences, General                      | Willimantic   |

| <b>Provider Name*</b>                                | <b>Representative Program</b>                                 | <b>City</b>     |
|------------------------------------------------------|---------------------------------------------------------------|-----------------|
| H.H. Ellis Regional Vocational-Technical School      | Computer Installer & Repairer                                 | Danielson       |
| Hellier Northeast                                    | Quality Control & Safety Technology/Technician, Other         | Niantic         |
| Henry Abbott Technical School                        | Drafting, Other                                               | Waterbury       |
| High Bit Computer Training Center                    | Business Systems Networking & Telecommunications              | Groton          |
| Hispanic Center of Greater Danbury                   | General Office/Clerical & Typing Services                     | Danbury         |
| Home Inspection Institute of America, Inc.           | Home Inspection                                               | Yalesville      |
| Housatonic Community College                         | Machinist/Machine Technologist                                | Bridgeport      |
| Howell Cheney Regional Vocational-Technical School   | Auto/Automotive Mechanic/Technician                           | Manchester      |
| Industrial Management & Training Institute (IMTI)    | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Waterbury       |
| Institute of Aesthetic Arts & Sciences               | Make-up Artist                                                | Southbury       |
| Institute of Environmental Management and Technology | Environmental Control Technology/Technician, Other            | Shelton         |
| J.M. Wright Regional Vocational-Technical School     | Plumber & Pipefitter                                          | Stamford        |
| Joyce Schmidt Consultants, dba Creative Connections  | Information Processing/Data Entry Technician                  | New London      |
| JSM Development Corp.                                | Computer Installer & Repairer                                 | Bridgeport      |
| Larlink Computer Education Center, LLC               | Information Processing/Data Entry Technician                  | Milldale        |
| Leon Institute of Hair Design                        | Cosmetologist                                                 | Bridgeport      |
| Manchester Community College                         | Nursing Assistant/Aide                                        | Manchester      |
| MARC, Inc. of Manchester                             | Mental Health Services, Other                                 | Manchester      |
| Marrakech, Inc.                                      | Psychiatric/Mental Health Services Technician                 | Woodbridge      |
| Med Care Training                                    | Nursing Assistant/Aide                                        | Brookfield      |
| MediTrans                                            | Medical Transcription                                         | East Windsor    |
| Middlesex Community College                          | Computer Programming                                          | Middletown      |
| Milford Employment and Training                      | Nursing Assistant/Aide                                        | Milford         |
| Millennium Institute of Computers                    | Computer Installer & Repairer                                 | New Haven       |
| MotoRing Technical Training Institute                | Communication Systems Installer & Repairer                    | East Providence |
| Mystic Air Quality Consultants, Inc.                 | Environmental Control Technology/Technician, Other            | Groton          |
| Nationwide Tractor-Trailer Driving School, Inc.      | Truck, Bus & Other Commercial Vehicle Operator                | Smithfield      |
| Naugatuck Valley Community College                   | Auto/Automotive Mechanic/Technician                           | Waterbury       |
| NEON, Inc.                                           | Information Processing/Data Entry Technician                  | Norwalk         |
| New England Technical Institute                      | Medical Assistant                                             | New Britain     |
| New Haven Professional School                        | Nursing Assistant/Aide                                        | New Haven       |
| New Horizons Computer Learning Center                | Information Processing/Data Entry Technician                  | Trumbull        |
| New London Adult and Continuing Education            | General Office/Clerical & Typing Services                     | New London      |

| <b>Provider Name*</b>                                       | <b>Representative Program</b>                                   | <b>City</b>  |
|-------------------------------------------------------------|-----------------------------------------------------------------|--------------|
| Northwestern Connecticut Community College                  | Landscaping Operations & Management                             | Winsted      |
| Norwalk Community College                                   | Drafting, General                                               | Bridgeport   |
| Norwich Adult Education                                     | Information Processing/Data Entry Technician                    | Norwich      |
| Norwich Regional Vocational-Technical School                | Auto/Automotive Mechanic/Technician                             | Norwich      |
| Nutmeg Hill Computer Services, LLC                          | Drafting, Other                                                 | Old Saybrook |
| Oliver Wolcott Technical School                             | Nursing Assistant/Aide                                          | Waterbury    |
| OnTrack Computer Services                                   | Accounting, Other                                               | Portland     |
| Opportunities Industrialization Center, Inc.                | Culinary Arts/Chef Training                                     | New London   |
| Pam's Secretarial School, Inc.                              | Computer Installer & Repairer                                   | Stamford     |
| Plainville Adult Education                                  | Nursing Assistant/Aide                                          | Plainville   |
| Platt Regional Vocational-Technical School                  | Communication Systems Installer & Repairer                      | Milford      |
| Porter and Chester Institute                                | Medical Assistant                                               | Wethersfield |
| Progressive Training Associates                             | Home Furnishings & Equipment Installers & Consultants, General  | Bridgeport   |
| Quinebaug Valley Community College                          | Business Management & Administrative Services, Other            | Danielson    |
| Ricci's Academy of Cosmetology                              | Cosmetologist                                                   | Newtown      |
| Ridley-Lowell Business and Technical Institute              | General Office/Clerical & Typing Services                       | New London   |
| Sage Services of Connecticut, Inc.                          | General Office/Clerical & Typing Services                       | New Haven    |
| SAND - South Arsenal Neighborhood Development Corporation   | Basic Skills, Other                                             | Hartford     |
| School for Aviation Maintenance Technicians                 | Aviation Systems & Avionics Maintenance Technologist/Technician | Stratford    |
| Shear Brilliance Institute                                  | Cosmetic Services, Other                                        | West Haven   |
| Southern Illinois University                                | Trade & Industrial Teacher Education (Vocational)               | Groton       |
| Stat Training Center                                        | Cosmetic Services, General                                      | Bridgeport   |
| St. Vincent's College                                       | Nursing, Other                                                  | Bridgeport   |
| Stone Academy                                               | Accounting Technician                                           | Hamden       |
| Stratford School for Aviation Maintenance Technicians       | Aircraft Mechanic/Technician, Airframe                          | Stratford    |
| Susan B. Anthony Project                                    | Data Processing Technology/Technician                           | Torrington   |
| TBICO - The Bridge to Independence and Career Opportunities | Information Processing/Data Entry Technician                    | Danbury      |
| TEAM, Inc.                                                  | Information Processing/Data Entry Technician                    | Derby        |
| Teamwork, LLC                                               | Dental Assistant                                                | Salem        |
| Teikyo Post University                                      | Information Sciences & Systems                                  | Waterbury    |
| The Albert School                                           | Cosmetologist                                                   | Niantic      |

| <b>Provider Name*</b>                                                           | <b>Representative Program</b>                           | <b>City</b> |
|---------------------------------------------------------------------------------|---------------------------------------------------------|-------------|
| The Career Counseling Center/Hartford College for Women, University of Hartford | Child Care Provider/Assistant                           | Hartford    |
| The Sawyer School                                                               | Travel Services Marketing Operations                    | Hamden      |
| Three Rivers Community College                                                  | Environmental & Pollution Control Technology/Technician | Norwich     |
| Torrington Beauty Academy                                                       | Cosmetologist                                           | Torrington  |
| TrainAmerica                                                                    | Information Processing/Data Entry Technician            | Bridgeport  |
| Troise Learning Centers                                                         | Computer Installer & Repairer                           | Stamford    |
| Tunxis Community College                                                        | Dental Assistant                                        | Farmington  |
| University of Connecticut/College of Continuing Studies                         | Pharmacy Technician/Assistant                           | Storrs      |
| Urban League of Greater Hartford, Inc.                                          | General Office/Clerical & Typing Services               | Hartford    |
| Urban League of Southwestern Connecticut                                        | Computer Installer & Repairer                           | Stamford    |
| Valley Medical Institute                                                        | Nursing Assistant/Aide                                  | Trumbull    |
| W.F. Kaynor Regional Vocational-Technical School                                | Carpenter                                               | Waterbury   |
| Wallingford Adult Education                                                     | Health & Medical Assistants, Other                      | Wallingford |
| Warwick Academy of Beauty Culture, Inc.                                         | Make-up Artist                                          | Warwick     |
| Waterbury Adult Ed                                                              | Information Processing/Data Entry Technician            | Waterbury   |
| Waterbury Adult Ed Technical Training Center                                    | Machinist/Machine Technologist                          | Waterbury   |
| West Haven School District                                                      | Construction & Building Finishers & Managers, Other     | West Haven  |
| Wilcox State Technical School                                                   | Medical Administrative Assistant/Secretary              | Meriden     |
| Willimantic Institute of Hairdressing                                           | Cosmetologist                                           | Willimantic |
| Windham Regional Vocational-Technical School                                    | Dental Assistant                                        | Willimantic |
| Worldtek Travel School                                                          | Travel Services Marketing Operations                    | New Haven   |
| YWCA of New Britain                                                             | Nursing Assistant/Aide                                  | New Britain |

### Southwest Region Training Programs

| Provider Name *                                   | Representative Program                                           | City       |
|---------------------------------------------------|------------------------------------------------------------------|------------|
| Executive Secretary                               | Executive Administrative Assistant/Secretary                     | Norwalk    |
| Administrative Assistant                          | Administrative Assistant/Secretarial Science, General            | Norwalk    |
| Computerized Bookkeeping/Accounting               | Accounting Technician                                            | Norwalk    |
| Data Entry Clerk                                  | Information Processing/Data Entry Technician                     | Norwalk    |
| CDL Class B Advanced Heavy Straight Truck Driver  | Truck, Bus & Other Commercial Vehicle Operator                   | Shelton    |
| CDL Class A Tractor Trailer Driver (Group)        | Truck, Bus & Other Commercial Vehicle Operator                   | Shelton    |
| CDL Class A Tractor Trailer Driver (One on One)   | Truck, Bus & Other Commercial Vehicle Operator                   | Shelton    |
| Certified Nurse's Aide Training                   | Nursing Assistant/Aide                                           | Bridgeport |
| Introduction to Data & Communications Networks    | Business Systems Networking & Telecommunications                 | Bridgeport |
| A+ Certification                                  | Computer Installer & Repairer                                    | Bridgeport |
| CCNA - Session I                                  | Computer Programming                                             | Bridgeport |
| AutoCAD Core Competency Program                   | Drafting, General                                                | Milford    |
| 3D Mechanical Competency Program                  | Drafting, General                                                | Milford    |
| 2D Mechanical Competency Program                  | Drafting, General                                                | Milford    |
| Surgical/Operating Room Technologist              | Surgical/Operating Room Technician                               | Bridgeport |
| Nursing (R.N. Training)                           | Nursing (R.N. Training)                                          | Bridgeport |
| Electro-Mechanical                                | Electrical & Electronics Equipment Installer & Repairer, General | Bridgeport |
| Culinary Arts                                     | Culinary Arts/Chef Training                                      | Bridgeport |
| Welding                                           | Welder/Welding Technologist                                      | Bridgeport |
| Auto Mechanics                                    | Auto/Automotive Mechanic/Technician                              | Bridgeport |
| Medical Assistant/Secretary Program               | Medical Administrative Assistant/Secretary                       | Bridgeport |
| Business Information Processing Program           | Business Information & Data Processing Services, Other           | Bridgeport |
| Office Information System Program                 | Information Processing/Data Entry Technician                     | Bridgeport |
| Microsoft Office User Specialist                  | Information Processing/Data Entry Technician                     | Norwalk    |
| A+ Computer Technician                            | Computer Engineering Technology/Technician                       | Norwalk    |
| Clinical Massage Therapy (Westport Campus)        | Massage                                                          | Westport   |
| Massage Therapy Program (Westport Campus)         | Massage                                                          | Westport   |
| MCSE 2000 (Evening)                               | Business Systems Networking & Telecommunications                 | Milford    |
| MCSE 2000 (Day)                                   | Business Systems Networking & Telecommunications                 | Milford    |
| MCP 2000 - Microsoft Certified Professional (Day) | Business Systems Networking & Telecommunications                 | Milford    |



| <b>Provider Name*</b>                                                               | <b>Representative Program</b>                    | <b>City</b> |
|-------------------------------------------------------------------------------------|--------------------------------------------------|-------------|
| MCP 2000 - Microsoft Certified Professional (Evening)                               | Business Systems Networking & Telecommunications | Milford     |
| Help Desk                                                                           | Computer & Information Sciences, General         | Milford     |
| A+ Certification - (Day)                                                            | Computer Engineering Technology/Technician       | Milford     |
| A+ Certification - (Evening)                                                        | Computer Engineering Technology/Technician       | Milford     |
| Network+ Certification - (Evening)                                                  | Business Systems Networking & Telecommunications | Milford     |
| Network+ Certification - (Day)                                                      | Business Systems Networking & Telecommunications | Milford     |
| Certified Network Administrator - (Day)                                             | Business Systems Networking & Telecommunications | Milford     |
| Certified Network Administrator - (Evening)                                         | Business Systems Networking & Telecommunications | Milford     |
| Microsoft Certified Professional (NT4) - (Evening)                                  | Business Systems Networking & Telecommunications | Milford     |
| Certified Novell Engineer - (Day)                                                   | Business Systems Networking & Telecommunications | Milford     |
| Certified Novell Engineer - (Evening)                                               | Business Systems Networking & Telecommunications | Milford     |
| PC Repair/Network Support (A+ and Network+)                                         | Computer Engineering Technology/Technician       | Milford     |
| PC Repair/Microsoft Win. 2000 Network Specialist (A+and MCP)                        | Computer Engineering Technology/Technician       | Milford     |
| Help Desk Analyst (A+, N+ and 8 day Help Desk course)                               | Computer & Information Sciences, General         | Milford     |
| PC Repair/Network Support & Microsoft Win. 2000 Network Specialist (A+, N+ and MCP) | Computer Engineering Technology/Technician       | Milford     |
| Microsoft Certified Professional (NT4) - (Day)                                      | Business Systems Networking & Telecommunications | Milford     |
| MCSE                                                                                | Computer Engineering Technology/Technician       | Stratford   |
| Information Technology Professional (ITP)                                           | Computer & Information Sciences, General         | Stratford   |
| Information Technology Professional (ITP) evening                                   | Computer & Information Sciences, General         | Stratford   |
| A+ Course                                                                           | Computer Engineering Technology/Technician       | Stratford   |
| A+ Course (evening)                                                                 | Computer Engineering Technology/Technician       | Stratford   |
| Network+                                                                            | Computer Engineering Technology/Technician       | Stratford   |
| Network+ (evening)                                                                  | Computer Engineering Technology/Technician       | Stratford   |
| MCSE (evenings)                                                                     | Computer Engineering Technology/Technician       | Stratford   |
| Web Design Concepts                                                                 | Computer Engineering Technology/Technician       | Stratford   |
| Cisco Course                                                                        | Computer & Information Sciences, Other           | Stratford   |
| Computer Concepts                                                                   | Information Processing/Data Entry Technician     | Stratford   |
| Autocad Concepts                                                                    | Drafting, General                                | Stratford   |
| Autocad Mechanical Desktop                                                          | Mechanical Drafting                              | Stratford   |

| <b>Provider Name*</b>                                | <b>Representative Program</b>                         | <b>City</b> |
|------------------------------------------------------|-------------------------------------------------------|-------------|
| Autocad 3D                                           | Architectural Drafting                                | Stratford   |
| AutoCAD Concepts/ Computer Concepts                  | Drafting, General                                     | Stratford   |
| Personal Computers and A+ Concepts                   | Computer Engineering Technology/Technician            | Stratford   |
| AutoCAD Concepts/ Personal Computers and A+ Concepts | Drafting, General                                     | Stratford   |
| Personal Computers and A+ Concepts/Computer Concepts | Computer Engineering Technology/Technician            | Stratford   |
| CT Retail Sales & Marketing Professional             | Marketing Operations/Marketing & Distribution, Other  | Ansonia     |
| CT Customer Service Professional                     | General Retailing Operations                          | Ansonia     |
| CT Hotel/Tourism & Food Service Professional         | Hotel/Motel & Restaurant Management                   | Ansonia     |
| CT Banking & Financial Professional                  | Banking & Financial Support Services                  | Ansonia     |
| CT Medical Billing & Coding Professional             | Health & Medical Administrative Services, Other       | Ansonia     |
| CT General Office & Data Entry Professional          | Information Processing/Data Entry Technician          | Ansonia     |
| Paralegal Studies                                    | Paralegal/Legal Assistant                             | Stamford    |
| Computer Skills for Business Applications            | Information Processing/Data Entry Technician          | Stamford    |
| Home Health Aide                                     | Home Health Aide                                      | Bridgeport  |
| Dental Assistant Training                            | Dental Assistant                                      | Stratford   |
| Computerized Accounting                              | Accounting Technician                                 | Norwalk     |
| Medical Office Assistant                             | Medical Administrative Assistant/Secretary            | Norwalk     |
| Medical Billing Clerk                                | Health & Medical Administrative Services, Other       | Norwalk     |
| General Clerical                                     | General Office/Clerical & Typing Services             | Norwalk     |
| Secretary                                            | Administrative Assistant/Secretarial Science, General | Norwalk     |
| Administrative Assistant                             | Administrative Assistant/Secretarial Science, General | Norwalk     |
| Receptionist                                         | Receptionist                                          | Norwalk     |
| Certified Nurse Aide                                 | Nursing Assistant/Aide                                | Bridgeport  |
| Culinary Arts                                        | Culinary Arts/Chef Training                           | Bridgeport  |
| Writing                                              | English Creative Writing                              | Fairfield   |
| Information Systems Technician Certificate           | Data Processing Technology/Technician                 | Fairfield   |
| Computer Graphics Design                             | Computer Typography & Composition Equipment Operator  | Fairfield   |
| Human Resources Management                           | Human Resources Management                            | Fairfield   |
| Editing                                              | English Technical & Business Writing                  | Fairfield   |



| <b>Provider Name*</b>                                           | <b>Representative Program</b>                         | <b>City</b> |
|-----------------------------------------------------------------|-------------------------------------------------------|-------------|
| Interior Design Certificate                                     | Interior Design                                       | Fairfield   |
| Communications                                                  | Communications, General                               | Fairfield   |
| Computer Technical Support                                      | Business Computer Facilities Operator                 | Norwalk     |
| Office Administration                                           | Administrative Assistant/Secretarial Science, General | Norwalk     |
| Executive Administration (day)                                  | Administrative Assistant/Secretarial Science, General | Norwalk     |
| Visual Communications Certificate                               | Design & Visual Communications                        | Norwalk     |
| Computer Network Operations (evening)                           | Information Sciences & Systems                        | Norwalk     |
| Executive Administration (evening)                              | Administrative Assistant/Secretarial Science, General | Norwalk     |
| Visual Communications (evening)                                 | Design & Visual Communications                        | Norwalk     |
| Computer Network Operations (day)                               | Information Sciences & Systems                        | Norwalk     |
| Visual Communications (day)                                     | Design & Visual Communications                        | Norwalk     |
| Medical/Dental Office - (Milford Campus)                        | Medical Administrative Assistant/Secretary            | Milford     |
| Child Care Specialist - (Milford Campus)                        | Child Care Provider/Assistant                         | Milford     |
| Computer Electronics - (Milford Campus)                         | Computer Installer & Repairer                         | Milford     |
| Information/Word Processing - (Milford Campus)                  | Information Processing/Data Entry Technician          | Milford     |
| Computer Technology: Business Applications - (Stratford Campus) | Information Processing/Data Entry Technician          | Stratford   |
| Medical Transcription - (Stratford Campus)                      | Medical Transcription                                 | Stratford   |
| Small Business Computerized Bookkeeping - (Stratford Campus)    | Accounting Technician                                 | Stratford   |
| Administrative Medical Office Professional - (Stratford Campus) | Medical Administrative Assistant/Secretary            | Stratford   |
| Customer Service/Telephone Skills - (Stratford Campus)          | General Retailing Operations                          | Stratford   |
| Computer Electronic Specialist                                  | Computer Installer & Repairer                         | Milford     |
| Information Processing (day)                                    | Information Processing/Data Entry Technician          | Milford     |
| Medical/Dental Office (evening)                                 | Medical Administrative Assistant/Secretary            | Milford     |
| Medical/Dental Office (day)                                     | Medical Administrative Assistant/Secretary            | Milford     |
| Word Processing Specialist                                      | General Office/Clerical & Typing Services             | Milford     |
| Computer Numeric Control                                        | Industrial/Manufacturing Technology/Technician        | Bridgeport  |
| AutoCAD                                                         | Drafting, General                                     | Bridgeport  |
| Office Skills                                                   | Data Processing Technology/Technician                 | Bridgeport  |
| Manufacturing Technology                                        | Machinist/Machine Technologist                        | Bridgeport  |

| <b>Provider Name*</b>                          | <b>Representative Program</b>                      | <b>City</b> |
|------------------------------------------------|----------------------------------------------------|-------------|
| Asbestos Supervisor                            | Environmental Control Technology/Technician, Other | Shelton     |
| Asbestos Inspector                             | Environmental Control Technology/Technician, Other | Shelton     |
| Asbestos Management Planner                    | Environmental Control Technology/Technician, Other | Shelton     |
| Asbestos Project Designer                      | Environmental Control Technology/Technician, Other | Shelton     |
| Asbestos Worker                                | Environmental Control Technology/Technician, Other | Shelton     |
| Electrician                                    | Electrician                                        | Stamford    |
| Culinary Arts                                  | Culinary Arts/Chef Training                        | Stamford    |
| Machine Tool                                   | Machinist/Machine Technologist                     | Stamford    |
| Hair Dressing & Cosmetology                    | Cosmetologist                                      | Stamford    |
| Advanced Technology                            | Computer & Information Sciences, Other             | Stamford    |
| Plumbing                                       | Plumber & Pipefitter                               | Stamford    |
| Auto Mechanics                                 | Auto/Automotive Mechanic/Technician                | Stamford    |
| Auto Body                                      | Auto/Automotive Body Repairer                      | Stamford    |
| Computer Repair Technology                     | Computer Installer & Repairer                      | Bridgeport  |
| Hairdressing & Cosmotology                     | Cosmetologist                                      | Bridgeport  |
| Academy for Human Service Training             | Psychiatric/Mental Health Services Technician      | Bridgeport  |
| Certified Nurse Assistant                      | Nursing Assistant/Aide                             | Milford     |
| Microsoft Business Computer Skills             | Information Processing/Data Entry Technician       | Norwalk     |
| Web Design/Certified Internet Webmaster        | Computer Programming                               | Trumbull    |
| A+ and Network+ Certification                  | Computer Engineering Technology/Technician         | Trumbull    |
| Microsoft Certified Systems Administrator      | Business Systems Networking & Telecommunications   | Trumbull    |
| Microsoft Certified Systems Engineer (MCSE)    | Business Systems Networking & Telecommunications   | Trumbull    |
| SQL Database Specialist                        | Computer Programming                               | Trumbull    |
| Microsoft Office User Specialist (MOUS)        | Information Processing/Data Entry Technician       | Trumbull    |
| A+ Certification (day)                         | Computer Engineering Technology/Technician         | Norwalk     |
| Business Software Applications                 | Data Processing Technology/Technician              | Norwalk     |
| Certified Nurse's Aide                         | Nursing Assistant/Aide                             | Norwalk     |
| Computer Programming                           | Computer Programming                               | Norwalk     |
| Medical Billing and Reimbursement              | Medical Records Technology/Technician              | Norwalk     |
| Microsoft Office User Specialist               | Data Processing Technology/Technician              | Norwalk     |
| Small Business Management and Entrepreneurship | Entrepreneurship                                   | Norwalk     |
| Travel Careers                                 | Travel Services Marketing Operations               | Norwalk     |
| Web Design                                     | Computer Programming                               | Norwalk     |

| Provider Name*                                                                        | Representative Program                                        | City       |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------|------------|
| Web Mastering                                                                         | Computer Programming                                          | Norwalk    |
| A+ Certification (evening)                                                            | Computer Engineering Technology/Technician                    | Norwalk    |
| Phlebotomy Technician Specialist                                                      | Blood Bank Technology/Technician                              | Norwalk    |
| Art-Graphic Design Certificate Program for College Graduates                          | Graphic Design, Commercial Art & Illustration                 | Norwalk    |
| AutoCAD 1 (Introduction to AutoCadd)                                                  | Drafting, General                                             | Bridgeport |
| AutoCADD (Intermediate AutoCADD)                                                      | Drafting, General                                             | Bridgeport |
| Computer Graphics                                                                     | Graphic & Printing Equipment Operators, General               | Norwalk    |
| Executive Assistant Program                                                           | Executive Administrative Assistant/Secretary                  | Stamford   |
| Computer Technical Support                                                            | Computer Installer & Repairer                                 | Stamford   |
| Medical Assistant                                                                     | Medical Assistant                                             | Milford    |
| Signal & Communication                                                                | Communication Systems Installer & Repairer                    | Milford    |
| Computer Networking - (Stratford Campus)                                              | Computer Programming                                          | Stratford  |
| Heating, Ventilation, Air Conditioning and Refrigeration (HVACR) - (Stratford Campus) | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Stratford  |
| Mechanical and Electronic Computer Aided Drafting and Design Technology               | Drafting, Other                                               | Stratford  |
| Mechanical and Electronic Computer Aided Drafting Technology - (Stratford Campus)     | Mechanical Drafting                                           | Stratford  |
| Automotive Technology - (Stratford Campus), days                                      | Auto/Automotive Mechanic/Technician                           | Stratford  |
| Computer Applications and Office Administration - (Stratford Campus), evenings        | Administrative & Secretarial Services, Other                  | Stratford  |
| Medical Assisting - (Stratford Campus), evening                                       | Medical Assistant                                             | Stratford  |
| Medical Assisting - (Stratford Campus), days                                          | Medical Assistant                                             | Stratford  |
| Automotive Technology - (Stratford Campus), evenings                                  | Auto/Automotive Mechanic/Technician                           | Stratford  |
| Architectural and Civil Computer Aided Drafting and Design Technology                 | Architectural Engineering Technology/Technician               | Stratford  |
| Architectural and Civil Computer Aided Drafting Technology - (Stratford Campus)       | Architectural Engineering Technology/Technician               | Stratford  |
| Career Heating, Ventilation, Air Conditioning and Refrigeration - (Stratford Campus)  | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Stratford  |
| Computer and Networking Technology - (Stratford Campus)                               | Computer Maintenance Technology/Technician                    | Stratford  |

| <b>Provider Name*</b>                                                      | <b>Representative Program</b>                                   | <b>City</b> |
|----------------------------------------------------------------------------|-----------------------------------------------------------------|-------------|
| Computer Applications and Office Administration - (Stratford Campus), days | Administrative & Secretarial Services, Other                    | Stratford   |
| Community Companion                                                        | Home Health Aide                                                | Bridgeport  |
| Accounting I                                                               | Accounting                                                      | Bridgeport  |
| Youth Worker                                                               | Psychiatric/Mental Health Services Technician                   | Bridgeport  |
| Furniture Upholstery                                                       | Home Furnishings & Equipment Installers & Consultants, General  | Bridgeport  |
| Carpet Installation                                                        | Construction Trades, Other                                      | Bridgeport  |
| Light Home Construction                                                    | Construction Trades, Other                                      | Bridgeport  |
| Avionics                                                                   | Aviation Systems & Avionics Maintenance Technologist/Technician | Stratford   |
| Medical Office Assistant                                                   | Medical Administrative Assistant/Secretary                      | Bridgeport  |
| Health Care Reimbursement Specialist                                       | Health & Medical Administrative Services, Other                 | Bridgeport  |
| Multi-Skilled Assistant                                                    | Nursing, Other                                                  | Bridgeport  |
| Nail Technician                                                            | Cosmetic Services, Other                                        | Bridgeport  |
| Medical Billing Assistant Program                                          | Medical Records Technology/Technician                           | Bridgeport  |
| Cosmetology/Hairdressing                                                   | Cosmetic Services, General                                      | Bridgeport  |
| Certified Nurse Aide/Assistant                                             | Nursing Assistant/Aide                                          | Bridgeport  |
| Airframe & Power Plant                                                     | Aircraft Mechanic/Technician, Airframe                          | Stratford   |
| Administrative Microsoft Office                                            | Information Processing/Data Entry Technician                    | Derby       |
| Customer Service Computer Specialist                                       | Information Processing/Data Entry Technician                    | Derby       |
| Microsoft Office User Specialist                                           | Information Processing/Data Entry Technician                    | Derby       |
| Customer Services Representative                                           | General Retailing Operations                                    | Bridgeport  |
| Office Assistant                                                           | Data Processing Technology/Technician                           | Bridgeport  |
| Computer Applications                                                      | Information Processing/Data Entry Technician                    | Bridgeport  |
| Computer Hardware Upgrade & Repair Plus                                    | Computer Installer & Repairer                                   | Stamford    |
| Paralegal Litigation                                                       | Paralegal/Legal Assistant                                       | Stamford    |
| Workplace Options 2000 (day)                                               | Administrative Assistant/Secretarial Science, General           | Stamford    |
| Professional Customer Service                                              | General Office/Clerical & Typing Services                       | Stamford    |
| Workplace Options 2000 (evening)                                           | Administrative Assistant/Secretarial Science, General           | Stamford    |
| Computer Service Technician                                                | Computer Installer & Repairer                                   | Stamford    |
| Certified Nurse's Aide                                                     | Nursing Assistant/Aide                                          | Trumbull    |
| Dental Assistant Training                                                  | Dental Assistant                                                | Trumbull    |

### Danbury-Torrington Region Training Programs

| Provider Name*                                       | Representative Program                                                      | City       |
|------------------------------------------------------|-----------------------------------------------------------------------------|------------|
| Business and Computer Skills Training (MIRA Program) | General Office/Clerical & Typing Services                                   | Torrington |
| CT Charts-A-Course Training                          | Child Care & Guidance Workers & Managers, General                           | Litchfield |
| Certified Nurse's Aide                               | Nursing Assistant/Aide                                                      | Litchfield |
| MS Office Certificate Program                        | Information Processing/Data Entry Technician                                | Litchfield |
| Introduction to Travel Agent                         | Travel Services Marketing Operations                                        | Litchfield |
| Building Maintenance                                 | Building/Property Maintenance & Manager                                     | Danbury    |
| Computer Aided Drafting                              | Drafting, Other                                                             | Danbury    |
| Basic Computer Training                              | General Office/Clerical & Typing Services                                   | Danbury    |
| Certified Nurse's Aide Training                      | Nursing Assistant/Aide                                                      | Brookfield |
| Introduction to Dental Tech                          | Dental Assistant                                                            | Brookfield |
| Interactive Design                                   | Computer Programming                                                        | Danbury    |
| Web Design-Emphasis toward Graphic Design            | Computer Programming                                                        | Danbury    |
| Nurse Aide Certification                             | Nursing Assistant/Aide                                                      | Danbury    |
| Digital Publishing                                   | Graphic & Printing Equipment Operators, General                             | Danbury    |
| Prepare for A+ Certification PC Technician           | Computer Engineering Technology/Technician                                  | Danbury    |
| Basic Computer Proficiency Certificate               | General Office/Clerical & Typing Services                                   | Danbury    |
| Landscape Design                                     | Landscaping Operations & Management                                         | Winsted    |
| Personal Computers                                   | Data Processing Technology/Technician                                       | Winsted    |
| Professional Bartending                              | Bartender/Mixologist                                                        | Winsted    |
| Foundations in Herbal Medicine                       | Health & Medical Diagnostic & Treatment Services, Other                     | Winsted    |
| Certificate Program Computer Business Applications   | Information Processing/Data Entry Technician                                | Winsted    |
| Certificate Program Electronic Publishing Design     | Desktop Publishing Equipment Operator                                       | Winsted    |
| Certificate Program Graphic Design                   | Graphic Design, Commercial Art & Illustration                               | Winsted    |
| Electrical Technology Certificate Program            | Electrical & Electronic Engineering-Related<br>Technology/Technician, Other | Winsted    |
| Certificate Program Web Master & Internet Design     | Business Management & Administrative Services, Other                        | Winsted    |
| Computer Systems Technology Certificate              | Computer Maintenance Technology/Technician                                  | Winsted    |
| Therapeutic Recreation Certificate                   | Recreational Therapy                                                        | Winsted    |
| Technology Express                                   | Data Processing Technology/Technician                                       | Winsted    |
| Certificate Program Deaf Studies                     | Education of the Deaf & Hearing Impaired                                    | Winsted    |
| Certified Nurse's Aide Training                      | Nursing Assistant/Aide                                                      | Torrington |

| Provider Name*             | Representative Program                       | City       |
|----------------------------|----------------------------------------------|------------|
| Cosmetology                | Cosmetologist                                | Newtown    |
| The Technical Program      | Data Processing Technology/Technician        | Torrington |
| The Corporate Edge Program | Information Processing/Data Entry Technician | Danbury    |
| Cosmetology                | Cosmetologist                                | Torrington |



### Capital Region Training Programs

| Program Name                                    | Program Category                                                   | City     |
|-------------------------------------------------|--------------------------------------------------------------------|----------|
| Carpentry                                       | Carpenter                                                          | Hartford |
| Auto Body                                       | Auto/Automotive Body Repairer                                      | Hartford |
| Graphic Technology                              | Graphic & Printing Equipment Operators, General                    | Hartford |
| Surgical Technology                             | Surgical/Operating Room Technician                                 | Hartford |
| Dental Assistant                                | Dental Assistant                                                   | Hartford |
| Practical Nurse Education Program (PNEP)        | Practical Nurse (L.P.N. Training)                                  | Hartford |
| Auto Mechanics                                  | Auto/Automotive Mechanic/Technician                                | Hartford |
| Machine Drafting                                | Mechanical Drafting                                                | Hartford |
| Barber/Hairstylist Cosmetology                  | Cosmetologist                                                      | Hartford |
| Culinary Arts                                   | Culinary Arts/Chef Training                                        | Hartford |
| Fashion Technology                              | Clothing, Apparel & Textile Workers & Managers, General            | Hartford |
| Microcomputer Software Technician               | Data Processing Technology/Technician                              | Hartford |
| Electronics                                     | Industrial Electronics Installer & Repairer                        | Hartford |
| Electrical                                      | Electrician                                                        | Hartford |
| Plumbing                                        | Plumber & Pipefitter                                               | Hartford |
| Computer-Aided Drafting                         | Drafting, Other                                                    | Enfield  |
| Early Childhood Education (Cert.)               | Child Care & Guidance Workers & Managers, General                  | Enfield  |
| Publications                                    | Graphic Design, Commercial Art & Illustration                      | Enfield  |
| Travel Career Certificate                       | Travel Services Marketing Operations                               | Enfield  |
| Technological Studies                           | Engineering-Related Technology/Technician, General                 | Enfield  |
| Marketing                                       | Business Management & Administrative Services, Other               | Enfield  |
| Human Services Management                       | Psychiatric/Mental Health Services Technician                      | Enfield  |
| Professional Bartending (w/Smart Certification) | Bartender/Mixologist                                               | Enfield  |
| A+ Certification                                | Computer Engineering Technology/Technician                         | Enfield  |
| Networking+ Certification                       | Business Systems Networking & Telecommunications                   | Enfield  |
| Cabling Certification                           | Laser & Optical Technology/Technician                              | Enfield  |
| Machine Technology Certificate Program          | Engineering-Related Technology/Technician, General                 | Enfield  |
| Computer Programming                            | Business Computer Programming/Programmer                           | Enfield  |
| Accounting (Cert.)                              | Accounting Technician                                              | Enfield  |
| Personal Computer Specialist                    | Management Information Systems & Business Data Processing, General | Enfield  |
| Graphic Design                                  | Graphic Design, Commercial Art & Illustration                      | Enfield  |
| Medical Billing Specialist Certificate          | Medical Records Technology/Technician                              | Enfield  |
| Real Estate                                     | Real Estate                                                        | Enfield  |

| Program Name                                                                | Program Category                                                 | City             |
|-----------------------------------------------------------------------------|------------------------------------------------------------------|------------------|
| Business Administration (Cert.)                                             | Business Management & Administrative Services, Other             | Enfield          |
| Business Office Technology: Secretarial Word Processing                     | Administrative Assistant/Secretarial Science, General            | Enfield          |
| Gerontology                                                                 | Psychiatric/Mental Health Services Technician                    | Enfield          |
| Accounting Assistant                                                        | Accounting Technician                                            | Enfield          |
| Heating, Ventilation, Air Conditioning and Refrigeration                    | Heating, Air Conditioning & Refrigeration Mechanic & Repairer    | Windsor          |
| Automotive Technology                                                       | Auto/Automotive Mechanic/Technician                              | Windsor          |
| Diesel Technology                                                           | Diesel Engine Mechanic & Repairer                                | Windsor          |
| Electronics Technology                                                      | Electrical & Electronics Equipment Installer & Repairer, General | Windsor          |
| Commercial Drivers License (CDL) - Tractor Trailer Training                 | Truck, Bus & Other Commercial Vehicle Operator                   | Windsor          |
| Auto body Repair & Refinishing                                              | Auto/Automotive Body Repairer                                    | Windsor<br>Locks |
| Diesel Technology/CDL                                                       | Vehicle & Equipment Operators, Other                             | Windsor<br>Locks |
| Heating, Ventilation, Air Conditioning and Refrigeration (HVAC-R), evenings | Heating, Air Conditioning & Refrigeration Mechanic & Repairer    | Windsor<br>Locks |
| Welding Technology                                                          | Welder/Welding Technologist                                      | Windsor          |
| MVS Entry Level Programming                                                 | Computer Programming                                             | East Hartford    |
| Client Server Skill Building                                                | Data Processing Technology/Technician                            | East Hartford    |
| Computer and Business Applications                                          | Administrative Assistant/Secretarial Science, General            | Windsor          |
| Health Claims Specialist                                                    | Medical Records Technology/Technician                            | Windsor          |
| Professional Medical Assistant                                              | Medical Assistant                                                | Windsor          |
| Paralegal                                                                   | Paralegal/Legal Assistant                                        | Windsor          |
| A+ Certification                                                            | Computer Engineering Technology/Technician                       | Hartford         |
| Chemical Technology                                                         | Chemical Technology/Technician                                   | Hartford         |
| Computer Information Systems                                                | Computer Programming                                             | Hartford         |
| Medical Assisting                                                           | Medical Assistant                                                | Hartford         |
| Nurse Aide                                                                  | Nursing Assistant/Aide                                           | Hartford         |
| Medical Billing                                                             | Medical Records Technology/Technician                            | Hartford         |
| Customer Service                                                            | Business Marketing & Marketing Management                        | Hartford         |
| Precision Machining                                                         | Machinist/Machine Technologist                                   | Hartford         |
| CISCO Networking I                                                          | Computer & Information Sciences, Other                           | Hartford         |
| CISCO Networking II                                                         | Computer & Information Sciences, Other                           | Hartford         |
| PC Repair Training                                                          | Computer Installer & Repairer                                    | Hartford         |
| Human Services: Direct Care Worker Training                                 | Mental Health Services, Other                                    | Hartford         |
| Computer Clerical, Secretarial Program                                      | Administrative Assistant/Secretarial Science, General            | Rocky Hill       |



| Program Name                                                 | Program Category                                      | City          |
|--------------------------------------------------------------|-------------------------------------------------------|---------------|
| Computer Technician & Network Specialist                     | Computer Engineering Technology/Technician            | Rocky Hill    |
| Desktop Publishing Specialist                                | Desktop Publishing Equipment Operator                 | Rocky Hill    |
| Computer Repair Specialist                                   | Computer Installer & Repairer                         | Rocky Hill    |
| A+ Certification                                             | Computer Engineering Technology/Technician            | Rocky Hill    |
| Network+ Certification                                       | Business Systems Networking & Telecommunications      | Rocky Hill    |
| Web Page Design                                              | Computer Programming                                  | Rocky Hill    |
| Information Technology Engineer (I.T.E.)                     | Computer & Information Sciences, Other                | Glastonbury   |
| MCSE                                                         | Business Systems Networking & Telecommunications      | Glastonbury   |
| Supported Education Program (SEP) Business Office Technology | Administrative Assistant/Secretarial Science, General | Manchester    |
| Culinary Arts                                                | Culinary Arts/Chef Training                           | Manchester    |
| MCSA-Windows 2000 Certification Track                        | Computer & Information Sciences, Other                | Manchester    |
| Microsoft Certified Professional Program                     | Business Systems Networking & Telecommunications      | Manchester    |
| A+ Computer Technician Program                               | Computer & Information Sciences, General              | Manchester    |
| Microsoft Office User Specialist Program                     | Information Processing/Data Entry Technician          | Manchester    |
| MSCE-Windows 2000 Certification Track                        | Business Systems Networking & Telecommunications      | Manchester    |
| A+ PC Tech Certification Preparation (w/DOS & Windows)       | Computer Installer & Repairer                         | East Hartford |
| Microsoft Certified Systems Engineer (MCSE 2000)             | Business Systems Networking & Telecommunications      | East Hartford |
| Oracle Programmer                                            | Computer Programming                                  | East Hartford |
| CISCO (CCNA/CCDA) Package                                    | Computer & Information Sciences, Other                | East Hartford |
| Oracle Developer, Part II - Developer 2000 Forms & Reports   | Computer Programming                                  | East Hartford |
| Microsoft Certified Systems Engineer (MCSE) - 2000 Upgrade   | Business Systems Networking & Telecommunications      | East Hartford |
| Certified Novell Administrator (CNA)                         | Business Systems Networking & Telecommunications      | East Hartford |
| Cisco Certified Network Associate (CCNA)                     | Computer & Information Sciences, Other                | East Hartford |
| Technical Certification (Long Program)                       | Business Systems Networking & Telecommunications      | East Hartford |
| Web Development Long Track                                   | Computer & Information Sciences, Other                | East Hartford |
| Windows 2000 Server                                          | Business Systems Networking & Telecommunications      | East Hartford |
| Windows 2000 Pro                                             | Business Systems Networking & Telecommunications      | East Hartford |
| Cisco Certified Design Associate (CCDA)                      | Computer Programming                                  | East Hartford |
| Oracle 9i Certification Savings Plan                         | Computer & Information Sciences, Other                | Bloomfield    |

| Program Name                                                              | Program Category                                 | City          |
|---------------------------------------------------------------------------|--------------------------------------------------|---------------|
| CIW Master Web site Designer                                              | Computer & Information Sciences, Other           | Bloomfield    |
| CIW Master Designer                                                       | Computer & Information Sciences, Other           | Bloomfield    |
| Windows 2000 MCP Career Track                                             | Computer & Information Sciences, Other           | Bloomfield    |
| Windows 2000 MCSE Career Track                                            | Computer & Information Sciences, Other           | Bloomfield    |
| MCSA Certification Bundle                                                 | Computer & Information Sciences, Other           | Bloomfield    |
| Microsoft Certified System Engineer (MCSE) Certification Bundle           | Business Systems Networking & Telecommunications | Bloomfield    |
| Tech 2000 - Microsoft Certified Professional (MCP) Program (Half program) | Business Systems Networking & Telecommunications | Bloomfield    |
| Tech 2000 MCSE Program                                                    | Business Systems Networking & Telecommunications | Bloomfield    |
| A+/Network+ Certification Fundamentals                                    | Computer & Information Sciences, Other           | Bloomfield    |
| CIW Master Administrator                                                  | Computer & Information Sciences, Other           | Bloomfield    |
| Windows 2000 A+/Network+/MCSA Certification Bundle                        | Computer & Information Sciences, Other           | Bloomfield    |
| COICND: Interconnecting Cisco Network Devices A+ Certification            | Computer & Information Sciences, General         | Bloomfield    |
| Message Practitioner Program (Newington Campus)                           | Computer & Information Sciences, Other           | Bloomfield    |
| Message Therapist Program (Newington Campus)                              | Massage                                          | Newington     |
| A+ Certification - (Day)                                                  | Massage                                          | Newington     |
| Network+ Certification - (Evening)                                        | Computer Engineering Technology/Technician       | East Hartford |
| Network+ Certification - (Day)                                            | Business Systems Networking & Telecommunications | East Hartford |
| Certified Novell Administrator - (Day)                                    | Business Systems Networking & Telecommunications | East Hartford |
| Certified Novell Administrator - (Evening)                                | Business Systems Networking & Telecommunications | East Hartford |
| Microsoft Certified Professional - (Evening)                              | Business Systems Networking & Telecommunications | East Hartford |
| Microsoft Certified Professional - (Day)                                  | Business Systems Networking & Telecommunications | East Hartford |
| Microsoft Certified Systems Engineer - (Day)                              | Business Systems Networking & Telecommunications | East Hartford |
| Microsoft Certified Systems Engineer - (Evening)                          | Business Systems Networking & Telecommunications | East Hartford |
| Help Desk Analyst - (Evening)                                             | Computer & Information Sciences, General         | East Hartford |
| PC Repair/Network Support (A+ and N+) - (Day)                             | Computer Engineering Technology/Technician       | East Hartford |
| PC Repair/Network Support (A+ and N+) - (Evening)                         | Computer Engineering Technology/Technician       | East Hartford |
| PC Repair/Microsoft Win. 2000 Network Specialist (A+ and MCP) - (Evening) | Computer Engineering Technology/Technician       | East Hartford |

| Program Name                                                                                   | Program Category                                  | City          |
|------------------------------------------------------------------------------------------------|---------------------------------------------------|---------------|
| PC Repair/Microsoft Win. 2000 Network Specialist (A+ and MCP) - (Day)                          | Computer Engineering Technology/Technician        | East Hartford |
| PC Repair/Network Support/Microsoft Win. 2000 Network Specialist (A+ , N+ and MCP) - (Day)     | Computer Engineering Technology/Technician        | East Hartford |
| PC Repair/Network Support/Microsoft Win. 2000 Network Specialist (A+ , N+ and MCP) - (Evening) | Computer Engineering Technology/Technician        | East Hartford |
| Help Desk Analyst - (Day)                                                                      | Computer & Information Sciences, General          | East Hartford |
| Professional Pastry and Baking                                                                 | Baker/Pastry Chef                                 | Farmington    |
| Advanced Culinary Arts                                                                         | Culinary Arts/Chef Training                       | Farmington    |
| Hairdressing and Cosmetology                                                                   | Cosmetologist                                     | East Hartford |
| Professional Dog Grooming                                                                      | Agricultural Supplies & Related Services, Other   | Newington     |
| Kennel Management                                                                              | Agricultural Production Workers & Managers, Other | Newington     |
| Professional Dog Training                                                                      | Animal Trainer                                    | Newington     |
| Medical Office Specialization Training                                                         | Medical Administrative Assistant/Secretary        | Hartford      |
| Business and Computer Skills Training with Advanced General Business Specialization            | Administrative & Secretarial Services, Other      | Hartford      |
| Legal Office Specialization Training                                                           | Legal Administrative Assistant/Secretary          | Hartford      |
| Business and Computer Skills Training with Medical Office Specialization                       | Medical Administrative Assistant/Secretary        | Hartford      |
| Business and Computer Skills Training with Legal Office Specialization                         | Legal Administrative Assistant/Secretary          | Hartford      |
| General Business Specialization Training                                                       | Administrative & Secretarial Services, Other      | Hartford      |
| Business and Computer Skills Training Microcomputer                                            | General Office/Clerical & Typing Services         | Hartford      |
| Business Management and Client Services                                                        | Data Processing Technology/Technician             | East Hartford |
| Certified Nurse's Aide                                                                         | Business Administration & Management, Other       | East Hartford |
| Child Care Aide                                                                                | Nursing Assistant/Aide                            | East Hartford |
| Child Care Specialist                                                                          | Child Care Provider/Assistant                     | East Hartford |
| General Clerical                                                                               | Child Care Provider/Assistant                     | East Hartford |
| Patient Care Technician                                                                        | General Office/Clerical & Typing Services         | East Hartford |
| Personal Care Aide                                                                             | Nursing Assistant/Aide                            | East Hartford |
| Client Services Assistant                                                                      | Nursing, Other                                    | East Hartford |
| Professional Office Assistant                                                                  | Business, General                                 | East Hartford |
| AutoCAD 3D Studio VIZ                                                                          | General Office/Clerical & Typing Services         | East Hartford |
| Microsoft Certified Systems Administrator                                                      | Mechanical Drafting                               | Enfield       |
|                                                                                                | Information Sciences & Systems                    | Enfield       |

| Program Name                                          | Program Category                                                            | City         |
|-------------------------------------------------------|-----------------------------------------------------------------------------|--------------|
| Personal Computers and A+ Concepts/ Computer Concepts | Computer Engineering Technology/Technician                                  | Enfield      |
| Auto 3D                                               | Architectural Drafting                                                      | Enfield      |
| Information Technology Professional (ITP)- Evening    | Computer Engineering Technology/Technician                                  | Enfield      |
| MCSE (Evening)                                        | Computer Engineering Technology/Technician                                  | Enfield      |
| AutoCAD Concepts/Computer Concepts                    | Drafting, General                                                           | Enfield      |
| Personal Computers and A+ Concepts                    | Computer Engineering Technology/Technician                                  | Enfield      |
| Microsoft Certified Systems Administrator (Evening)   | Information Sciences & Systems                                              | Enfield      |
| AutoCAD Concepts/Personal Computers and A+ Concepts   | Computer Engineering Technology/Technician                                  | Enfield      |
| AutoCAD Architectural Desktop                         | Mechanical Drafting                                                         | Enfield      |
| Information Technology Professional (ITP)- Evening    | Computer & Information Sciences, General                                    | Enfield      |
| MCSE                                                  | Computer Engineering Technology/Technician                                  | Enfield      |
| Information Technology Professional (ITP)             | Computer & Information Sciences, General                                    | Wethersfield |
| A+ Course                                             | Computer & Information Sciences, General                                    | Wethersfield |
| Network + (Evening)                                   | Computer Engineering Technology/Technician                                  | Wethersfield |
| MCSE ( Evening)                                       | Computer Engineering Technology/Technician                                  | Wethersfield |
| CISCO Course                                          | Computer & Information Sciences, Other                                      | Wethersfield |
| Autocad Concepts                                      | Computer & Information Sciences, General                                    | Wethersfield |
| Autocad 3D                                            | Architectural Drafting                                                      | Wethersfield |
| AutoCAD 3D Studio VIZ                                 | Electrical & Electronic Engineering-Related<br>Technology/Technician, Other | Wethersfield |
| Personal Computers and A+ Concepts                    | Computer Engineering Technology/Technician                                  | Wethersfield |
| Microsoft Certified System Administrator              | Computer Engineering Technology/Technician                                  | Wethersfield |
| Personal Computers and A+ Concepts/Computer Concepts  | Computer Engineering Technology/Technician                                  | Wethersfield |
| Information Technology Professional (ITP)             | Computer & Information Sciences, General                                    | Wethersfield |
| AutoCAD/ Personal Computers and A+ Concepts           | Drafting, General                                                           | Wethersfield |
| Network +                                             | Computer & Information Sciences, General                                    | Wethersfield |
| Information Technology Professional (ITP) Evening     | Computer & Information Sciences, General                                    | Wethersfield |
| A+ Course ( Evening)                                  | Computer & Information Sciences, General                                    | Wethersfield |
| MCSE                                                  | Computer Engineering Technology/Technician                                  | Wethersfield |
| Web Design Concept                                    | Computer & Information Sciences, General                                    | Wethersfield |
| Computer Concepts                                     | Information Processing/Data Entry Technician                                | Wethersfield |
| Autocad Mechanical Desktop                            | Mechanical Drafting                                                         | Wethersfield |
| Autocad Concepts/Computer Concepts                    | Drafting, General                                                           | Wethersfield |
| AutoCAD Architectural Desktop                         | Engineering-Related Technology/Technician, Other                            | Wethersfield |
| Microsoft Certified Systems Administrator             | Computer Engineering Technology/Technician                                  | Wethersfield |

| Program Name                                                     | Program Category                                                    | City         |
|------------------------------------------------------------------|---------------------------------------------------------------------|--------------|
| Microsoft Certified Systems Administrator (Evening)              | Computer Engineering Technology/Technician                          | Wethersfield |
| CISCO Course                                                     | Computer & Information Sciences, Other                              | Enfield      |
| A+ Course                                                        | Computer Engineering Technology/Technician                          | Enfield      |
| Network+                                                         | Business Systems Networking & Telecommunications                    | Enfield      |
| MCSE - Microsoft Certified Systems Engineer                      | Business Systems Networking & Telecommunications                    | Enfield      |
| Autocad Fundamentals                                             | Drafting, General                                                   | Enfield      |
| Autocad Advanced                                                 | Drafting, General                                                   | Enfield      |
| Autocad 3D and Solid Modeling Course                             | Drafting, General                                                   | Enfield      |
| Autocad Mechanical Desktop                                       | Mechanical Drafting                                                 | Enfield      |
| Autocad Concepts                                                 | Drafting, General                                                   | Enfield      |
| Computer Concepts                                                | General Office/Clerical & Typing Services                           | Enfield      |
| Information Technology Professional (ITP), evening               | Computer & Information Sciences, General                            | Enfield      |
| A+ Course (evening)                                              | Computer Engineering Technology/Technician                          | Enfield      |
| Network+ (evening)                                               | Business Systems Networking & Telecommunications                    | Enfield      |
| MCSE - Microsoft Certified Systems Engineer (evening)            | Business Systems Networking & Telecommunications                    | Enfield      |
| Information Technology Professional (ITP)                        | Computer & Information Sciences, General                            | Enfield      |
| Connecticut General Office/Data Entry Professional               | Information Processing/Data Entry Technician                        | Hartford     |
| Connecticut Retail Sales and Marketing Professional Training     | General Retailing Operations                                        | Hartford     |
| Connecticut Hotel/Tourism and Food Service Professional Training | Hotel/Motel & Restaurant Management                                 | Hartford     |
| Connecticut Customer Service Professional Training               | General Retailing Operations                                        | Hartford     |
| Connecticut Banking and Finance Professional Training            | Banking & Financial Support Services                                | Hartford     |
| Medical Billing/Coding Specialist Professional Training          | Health & Medical Administrative Services, Other                     | Hartford     |
| Surgical Technician                                              | Surgical/Operating Room Technician                                  | Hartford     |
| Office Assistant Training                                        | General Office/Clerical & Typing Services                           | Windsor      |
| Maintenance Training                                             | Custodial, Housekeeping & Home Services Workers & Managers, General | Hartford     |
| Nurse's Aide (CNA) - (Wethersfield Campus)                       | Nursing Assistant/Aide                                              | Wethersfield |
| Nurse's Aide (CNA), part-time                                    | Nursing Assistant/Aide                                              | Wethersfield |
| Medical Billing/Coding - (Wethersfield Campus)                   | Health & Medical Administrative Services, Other                     | Wethersfield |
| Computer Training Program                                        | Administrative Assistant/Secretarial Science, General               | Hartford     |
| Computer Repair Essentials                                       | Computer Engineering Technology/Technician                          | Hartford     |
| Microsoft Office and Employment Preparation                      | Data Processing Technology/Technician                               | Hartford     |
| A+ Certification                                                 | Computer Engineering Technology/Technician                          | Hartford     |



| Program Name                                                        | Program Category                                                   | City          |
|---------------------------------------------------------------------|--------------------------------------------------------------------|---------------|
| Computer Electronics Applications Networking Technologies (CEANT)   | Computer Installer & Repairer                                      | West Hartford |
| Medical Assistant Program (MAP)                                     | Medical Assistant                                                  | West Hartford |
| Administrative Specialist Program (ASP)                             | Administrative Assistant/Secretarial Science, General              | West Hartford |
| PC Administrative Specialist (PC-ASP)                               | Information Processing/Data Entry Technician                       | West Hartford |
| Legal Office Professional                                           | Legal Administrative Assistant/Secretary                           | West Hartford |
| Computer Systems Business Applications (CSBA)                       | Management Information Systems & Business Data Processing, General | West Hartford |
| Medical Massage Therapy                                             | Massage                                                            | Wethersfield  |
| Medical Assistant: Medical/Dental Office - (East Hartford Campus)   | Medical Assistant                                                  | East Hartford |
| Information/Word Processing - (East Hartford Campus)                | Information Processing/Data Entry Technician                       | East Hartford |
| Child Care Specialist - (East Hartford Campus)                      | Child Care Provider/Assistant                                      | East Hartford |
| Computerized Accounting - (East Hartford Campus)                    | Accounting Technician                                              | East Hartford |
| Medical/Dental Office Specialist - (East Hartford Campus)           | Medical Administrative Assistant/Secretary                         | East Hartford |
| Computer Electronics - (East Hartford Campus)                       | Computer Installer & Repairer                                      | East Hartford |
| Administrative Medical Office Professional - (East Hartford Campus) | Medical Administrative Assistant/Secretary                         | East Hartford |
| Medical Transcription - (East Hartford Campus)                      | Medical Transcription                                              | East Hartford |
| Small Business Computerized Bookkeeping - (East Hartford Campus)    | Accounting Technician                                              | East Hartford |
| Customer Service/Telephone Skills - (East Hartford Campus)          | General Retailing Operations                                       | East Hartford |
| Computer Technology: Business Applications - (East Hartford Campus) | Information Processing/Data Entry Technician                       | East Hartford |
| Microcomputer Software Technician                                   | Data Processing Technology/Technician                              | Manchester    |
| Manufacturing Technology                                            | Machinist/Machine Technologist                                     | Manchester    |
| Machine Drafting                                                    | Mechanical Drafting                                                | Manchester    |
| HVAC                                                                | Heating, Air Conditioning & Refrigeration Mechanic & Repairer      | Manchester    |
| Engine Repair-Diesel                                                | Diesel Engine Mechanic & Repairer                                  | Manchester    |
| Electronics                                                         | Industrial Electronics Installer & Repairer                        | Manchester    |
| Electrical                                                          | Electrician                                                        | Manchester    |
| Culinary Arts                                                       | Culinary Arts/Chef Training                                        | Manchester    |
| Carpentry                                                           | Carpenter                                                          | Manchester    |

| Program Name                                                                  | Program Category                                                   | City         |
|-------------------------------------------------------------------------------|--------------------------------------------------------------------|--------------|
| Automotive Mechanics                                                          | Auto/Automotive Mechanic/Technician                                | Manchester   |
| Welding                                                                       | Welder/Welding Technologist                                        | Manchester   |
| Precision Machining (Phase One)                                               | Machinist/Machine Technologist                                     | Manchester   |
| Certified Nurse Aide                                                          | Nursing Assistant/Aide                                             | Manchester   |
| Culinary Arts Certificate                                                     | Institutional Food Services Administrator                          | Manchester   |
| Computer Information Systems                                                  | Business Information & Data Processing Services, Other             | Manchester   |
| Disability Specialist Certificate                                             | Mental Health Services, Other                                      | Manchester   |
| Financial Planner Certificate                                                 | Business Management & Administrative Services, Other               | Manchester   |
| Micro Computer Certificate                                                    | Management Information Systems & Business Data Processing, General | Manchester   |
| Office Microcomputer Certificate                                              | Business Information & Data Processing Services, Other             | Manchester   |
| Paralegal Certification                                                       | Paralegal/Legal Assistant                                          | Manchester   |
| Records Management Certification                                              | Administrative Assistant/Secretarial Science, General              | Manchester   |
| Therapeutic Recreation Certificate Program                                    | Recreational Therapy                                               | Manchester   |
| Precision Machining (Phase Two)                                               | Machinist/Machine Technologist                                     | Manchester   |
| Therapeutic Recreation Associate Degree Program                               | Recreational Therapy                                               | Manchester   |
| Gerontology Certificate Program                                               | Psychiatric/Mental Health Services Technician                      | Manchester   |
| Medical Laboratory Technician Program                                         | Medical Laboratory Technician                                      | Manchester   |
| Respiratory Care Program                                                      | Respiratory Therapy Technician                                     | Manchester   |
| Surgical Technology Associate Degree Program                                  | Surgical/Operating Room Technician                                 | Manchester   |
| Social Service Certificate                                                    | Community Organization, Resources & Services                       | Manchester   |
| Child Development Associate Certificate                                       | Child Care Provider/Assistant                                      | Manchester   |
| Direct Care Provider Training                                                 | Mental Health Services, Other                                      | Manchester   |
| Advanced Medical Transcription                                                | Medical Transcription                                              | East Windsor |
| Medical Insurance Billing and Coding                                          | Health & Medical Administrative Services, Other                    | East Windsor |
| Quick and Easy Medical Terminology                                            | Health & Medical Administrative Services, Other                    | East Windsor |
| Medical Insurance Billing and Coding with Quick and Easy Medical Terminology  | Health & Medical Administrative Services, Other                    | East Windsor |
| Beginning Medical Transcription                                               | Medical Transcription                                              | East Windsor |
| Commercial Heavy Straight Truck Training (CDL Class B)                        | Truck, Bus & Other Commercial Vehicle Operator                     | Somers       |
| Commercial Driver License (CDL - Class A)                                     | Truck, Bus & Other Commercial Vehicle Operator                     | Somers       |
| Architectural and Civil Computer Aided Drafting Technology - (Enfield Campus) | Architectural Engineering Technology/Technician                    | Enfield      |
| Automotive Technology - (Enfield Campus), evenings                            | Auto/Automotive Mechanic/Technician                                | Enfield      |

| <b>Program Name</b>                                                                             | <b>Program Category</b>                                       | <b>City</b>  |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------|--------------|
| Computer and Networking Technology - (Enfield Campus)                                           | Computer Maintenance Technology/Technician                    | Enfield      |
| Computer Applications and Office Administration - (Enfield Campus), days                        | Administrative & Secretarial Services, Other                  | Enfield      |
| Computer and Networking Technology - (Enfield Campus), evenings                                 | Computer Maintenance Technology/Technician                    | Enfield      |
| Mechanical and Electronic Computer Aided Drafting and Design Technology - (Enfield Campus)      | Drafting, Other                                               | Enfield      |
| Mechanical and Electronic Computer Aided Drafting Technology - (Enfield Campus)                 | Mechanical Drafting                                           | Enfield      |
| Automotive Technology - (Enfield Campus), days                                                  | Auto/Automotive Mechanic/Technician                           | Enfield      |
| Computer Applications and Office Administration - (Enfield Campus), evenings                    | Administrative & Secretarial Services, Other                  | Enfield      |
| Architectural and Civil Computer Aided Drafting and Design Technology - (Wethersfield Campus)   | Architectural Drafting                                        | Wethersfield |
| Medical Assisting - (Wethersfield Campus), days                                                 | Medical Assistant                                             | Wethersfield |
| Computer Electronics - (Wethersfield Campus)                                                    | Computer Installer & Repairer                                 | Wethersfield |
| Career Heating, Ventilation, Air Conditioning and Refrigeration - (Wethersfield Campus)         | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Wethersfield |
| Automotive Technology - (Wethersfield Campus), evenings                                         | Auto/Automotive Mechanic/Technician                           | Wethersfield |
| Computer Applications and Office Administration - (Wethersfield Campus), days                   | Administrative & Secretarial Services, Other                  | Wethersfield |
| Architectural and Civil Computer Aided Drafting Technology - (Wethersfield Campus)              | Architectural Drafting                                        | Wethersfield |
| Heating, Ventilation, Air Conditioning and Refrigeration (HVACR) - (Wethersfield Campus)        | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Wethersfield |
| Mechanical and Electronic Computer Aided Drafting Technology - (Wethersfield Campus)            | Mechanical Drafting                                           | Wethersfield |
| Mechanical and Electronic Computer Aided Drafting and Design Technology - (Wethersfield Campus) | Drafting, Other                                               | Wethersfield |
| Computer and Networking Technology - (Wethersfield Campus)                                      | Computer Maintenance Technology/Technician                    | Wethersfield |
| Automotive Technology - (Wethersfield Campus), days                                             | Auto/Automotive Mechanic/Technician                           | Wethersfield |



|                                                                                          |                                                        |               |
|------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------|
| Computer Applications and Office Administration - (Wethersfield Campus), evenings        | Administrative & Secretarial Services, Other           | Wethersfield  |
| Medical Assisting - (Wethersfield Campus), evening                                       | Medical Assistant                                      | Wethersfield  |
| Architectural and Civil Computer Aided Drafting and Design Technology - (Enfield Campus) | Drafting, Other                                        | Enfield       |
| STRIVE/SAND Training Program                                                             | Basic Skills, Other                                    | Hartford      |
| Comprehensive Entrepreneurial Training                                                   | Entrepreneurship                                       | Hartford      |
| Legal Assistant                                                                          | Paralegal/Legal Assistant                              | Hartford      |
| Child Care Assistant Training                                                            | Child Care Provider/Assistant                          | Hartford      |
| Medical Assistant/Secretary Program                                                      | Medical Administrative Assistant/Secretary             | Hartford      |
| Business Information Processing Program                                                  | Business Information & Data Processing Services, Other | Hartford      |
| Office Information Systems Program                                                       | Information Processing/Data Entry Technician           | Hartford      |
| Travel, Tourism and Hospitality Program                                                  | Tourism & Travel Services Marketing Operations, Other  | Hartford      |
| Travel and Tourism Program                                                               | Travel Services Marketing Operations                   | Hartford      |
| Dental Assisting                                                                         | Dental Assistant                                       | Farmington    |
| A+ Certification                                                                         | Computer Engineering Technology/Technician             | Farmington    |
| Certified Nurse Aid Program                                                              | Nursing Assistant/Aide                                 | Farmington    |
| American Payroll Association Program                                                     | Accounting Technician                                  | Farmington    |
| Computer Proficiency Certificate                                                         | General Office/Clerical & Typing Services              | Farmington    |
| Professional Bartending with/SMART Certification                                         | Bartender/Mixologist                                   | Farmington    |
| Paralegal Litigation                                                                     | Paralegal/Legal Assistant                              | West Hartford |
| Pharmacy Technician                                                                      | Pharmacy Technician/Assistant                          | West Hartford |
| Clerical and Computer Skills Training                                                    | General Office/Clerical & Typing Services              | Hartford      |

### Northeast Region Training Programs

| Program Name                                                          | Program Category                                       | City        |
|-----------------------------------------------------------------------|--------------------------------------------------------|-------------|
| Human Service Specialist Training                                     | Social Work                                            | Willimantic |
| Micro-Enterprise/Small Business Development Training                  | Entrepreneurship                                       | Willimantic |
| Future Skills Computer Training                                       | Information Processing/Data Entry Technician           | Danielson   |
| Future Skills Computer and Office Skills Training                     | Information Processing/Data Entry Technician           | Danielson   |
| Human Service Specialist Training                                     | Social Work                                            | Willimantic |
| Future Skills Computer and Office Skills Training                     | Information Processing/Data Entry Technician           | Willimantic |
| Future Skills Computer Training                                       | Information Processing/Data Entry Technician           | Willimantic |
| Human Service Specialist Training                                     | Social Work                                            | Danielson   |
| Graphic Design Program                                                | Graphic Design, Commercial Art & Illustration          | Willimantic |
| Web Page Design Certificate Program                                   | Computer Programming                                   | Willimantic |
| Advanced Web Design Program                                           | Computer Programming                                   | Willimantic |
| Microsoft Office XP/Computer Foundation Courses                       | Information Processing/Data Entry Technician           | Willimantic |
| E-Commerce Certificate Program                                        | Business Information & Data Processing Services, Other | Willimantic |
| A+ Certification Course/Network Certification                         | Computer Engineering Technology/Technician             | Willimantic |
| Customized Individual Computer Training                               | Computer & Information Sciences, General               | Willimantic |
| Aviation Mechanics                                                    | Aircraft Mechanic/Technician, Airframe                 | Danielson   |
| Computer Repair                                                       | Computer Installer & Repairer                          | Danielson   |
| BOT: Office Skills Update                                             | Administrative Assistant/Secretarial Science, General  | Danielson   |
| BOT: Medical Office Skills                                            | Administrative Assistant/Secretarial Science, General  | Danielson   |
| Health Information Management Technician: Certified Coding Specialist | Medical Assistant                                      | Danielson   |
| Microcomputer Software Fundamentals                                   | Data Processing Technology/Technician                  | Danielson   |
| BOT: Word Processing Training                                         | Administrative Assistant/Secretarial Science, General  | Danielson   |
| BOT: Secretary Training                                               | Administrative Assistant/Secretarial Science, General  | Danielson   |
| Educational Professional                                              | Liberal Arts & Sciences/Liberal Studies                | Danielson   |
| Phlebotomy                                                            | Medical Assistant                                      | Danielson   |
| Basic Computer Skills                                                 | General Office/Clerical & Typing Services              | Danielson   |
| Certified Nursing Assistant (CNA)                                     | Nursing Assistant/Aide                                 | Danielson   |
| Medical Billing/Coding                                                | Medical Records Technology/Technician                  | Danielson   |
| Microsoft Word Training                                               | Data Processing Technology/Technician                  | Danielson   |
| Associate Network Specialist Certificate                              | Computer Maintenance Technology/Technician             | Danielson   |
| Applied Management                                                    | Business Management & Administrative Services, Other   | Danielson   |
| Applied Accounting                                                    | Accounting                                             | Danielson   |

| Program Name                      | Program Category                  | City        |
|-----------------------------------|-----------------------------------|-------------|
| Paralegal Litigation              | Paralegal/Legal Assistant         | Storrs      |
| Cosmetology Course                | Cosmetologist                     | Willimantic |
| Practical Nurse Education Program | Practical Nurse (L.P.N. Training) | Willimantic |
| Dental Assisting                  | Dental Assistant                  | Willimantic |

### Southeast Region Training Programs

| Program Name                                    | Program Category                                      | City       |
|-------------------------------------------------|-------------------------------------------------------|------------|
| Construction Trades (Drywall)                   | Construction Trades, Other                            | New London |
| Certified Nurse's Aide Program                  | Nursing Assistant/Aide                                | New London |
| Bartending/Mixology /T.I.P.S. Alcohol Awareness | Bartender/Mixologist                                  | Norwich    |
| Automotive Mechanic                             | Auto/Automotive Mechanic/Technician                   | Groton     |
| Hairdressing, Cosmetology and Barbering         | Cosmetologist                                         | Groton     |
| Carpentry                                       | Carpenter                                             | Groton     |
| Drafting Technology                             | Drafting, General                                     | Groton     |
| Electrical                                      | Electrician                                           | Groton     |
| Electronics                                     | Industrial Electronics Installer & Repairer           | Groton     |
| Culinary Arts                                   | Culinary Arts/Chef Training                           | Groton     |
| Metal Trades Technology                         | Precision Metal Workers, Other                        | Groton     |
| Plumbing and Heating                            | Plumber & Pipefitter                                  | Groton     |
| Hotel, Hospitality Management Technology        | Hospitality/Administration Management                 | Groton     |
| Automobile Body Repair                          | Auto/Automotive Body Repairer                         | Groton     |
| Nurse's Aide (CNA) - (New London Campus)        | Nursing Assistant/Aide                                | New London |
| Medical Billing/Coding - (New London Campus)    | Health & Medical Administrative Services, Other       | New London |
| Medical Billing/Coding, part-time               | Health & Medical Administrative Services, Other       | New London |
| Magnetic Particle Testing Levels I/II           | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Liquid Penetrant Testing Levels I/II            | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Radiographic Testing Level I                    | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Radiation Safety                                | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Radiographic Level III Refresher                | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Ultrasonic Testing Level II                     | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Ultrasonic Thickness Testing                    | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Visual Testing Levels I/II                      | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Basic Level III Refresher                       | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Introduction to NDT                             | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Visual Testing Level III Refresher              | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Eddy Current Testing Level II                   | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Eddy Current Level III Refresher                | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Magnetic Particle Level III Refresher           | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Liquid Penetrant Level III Refresher            | Quality Control & Safety Technology/Technician, Other | Niantic    |
| Radiographic Testing Level II                   | Quality Control & Safety Technology/Technician, Other | Niantic    |

| Program Name                                                 | Program Category                                              | City       |
|--------------------------------------------------------------|---------------------------------------------------------------|------------|
| Radiographic Film Interpretation                             | Quality Control & Safety Technology/Technician, Other         | Niantic    |
| Ultrasonic Testing Level I                                   | Quality Control & Safety Technology/Technician, Other         | Niantic    |
| Ultrasonic Weld Inspector                                    | Quality Control & Safety Technology/Technician, Other         | Niantic    |
| Ultrasonic Level III Refresher                               | Quality Control & Safety Technology/Technician, Other         | Niantic    |
| Eddy Current Testing Level I                                 | Quality Control & Safety Technology/Technician, Other         | Niantic    |
| Comp TIA Network+ Certification Training                     | Business Systems Networking & Telecommunications              | Groton     |
| Comp TIA A+ Certification Training                           | Computer Engineering Technology/Technician                    | Groton     |
| Microsoft Certified Training MCSE Windows 2000               | Business Systems Networking & Telecommunications              | Groton     |
| On Target                                                    | Information Processing/Data Entry Technician                  | Norwich    |
| On Target                                                    | Information Processing/Data Entry Technician                  | Groton     |
| Annual Refresher Training for Lead Abatement Site Supervisor | Environmental Control Technology/Technician, Other            | Groton     |
| Initial Training Hazardous Waste Operations                  | Environmental Control Technology/Technician, Other            | Groton     |
| Annual Training for Hazardous Waste Operations               | Environmental Control Technology/Technician, Other            | Groton     |
| Initial Training for Asbestos Abatement Site Supervisor      | Environmental Control Technology/Technician, Other            | Groton     |
| Annual Refresher for Asbestos Abatement Site Supervisor      | Environmental Control Technology/Technician, Other            | Groton     |
| Initial Training for Lead Abatement Site Supervisor          | Environmental Control Technology/Technician, Other            | Groton     |
| Introduction to Computers/Windows                            | General Office/Clerical & Typing Services                     | New London |
| Computer Training Program                                    | Information Processing/Data Entry Technician                  | Norwich    |
| Carpentry                                                    | Carpenter                                                     | Norwich    |
| Drafting Technology                                          | Drafting, General                                             | Norwich    |
| Electrical                                                   | Electrician                                                   | Norwich    |
| Hairdressing, Cosmetology and Barbering                      | Cosmetologist                                                 | Norwich    |
| Plumbing & Heating                                           | Plumber & Pipefitter                                          | Norwich    |
| Heating, Ventilation and Air Conditioning                    | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Norwich    |
| Graphic Communication                                        | Graphic & Printing Equipment Operators, General               | Norwich    |
| Practical Nurse Education                                    | Practical Nurse (L.P.N. Training)                             | Norwich    |
| Electronics                                                  | Industrial Electronics Installer & Repairer                   | Norwich    |
| Manufacturing Technology                                     | Machinist/Machine Technologist                                | Norwich    |
| Automotive Mechanics                                         | Auto/Automotive Mechanic/Technician                           | Norwich    |
| Certified Nursing Assistant                                  | Nursing Assistant/Aide                                        | New London |
| Culinary Arts Training                                       | Culinary Arts/Chef Training                                   | New London |
| Word Processing Training                                     | General Office/Clerical & Typing Services                     | New London |

| Program Name                                                     | Program Category                                                  | City       |
|------------------------------------------------------------------|-------------------------------------------------------------------|------------|
| Medical Assistant                                                | Medical Assistant                                                 | New London |
| Word Processing Specialist (Medical, Legal, General)             | General Office/Clerical & Typing Services                         | New London |
| Travel and Tourism Specialist                                    | Travel Services Marketing Operations                              | New London |
| Information Systems Specialist (Medical, Legal, General)         | Administrative Assistant/Secretarial Science, General             | New London |
| Travel and Tourism Technician                                    | Travel Services Marketing Operations                              | New London |
| Computerized Accounting Technician                               | Accounting Technician                                             | New London |
| Computerized Accounting Specialist                               | Accounting Technician                                             | New London |
| Networking/Computer Technical Support                            | Computer Installer & Repairer                                     | New London |
| Workforce Education and Development (WED)                        | Trade & Industrial Teacher Education (Vocational)                 | Groton     |
| Medical Lab (Clinical) Assistant                                 | Medical Laboratory Assistant                                      | Salem      |
| Medical Office Assistant                                         | Medical Administrative Assistant/Secretary                        | Salem      |
| Medical Lab (Clinical) Assistant (Evening)                       | Medical Laboratory Assistant                                      | Salem      |
| Dental Chair-side Assistant                                      | Dental Assistant                                                  | Salem      |
| Dental Assistant                                                 | Dental Assistant                                                  | Salem      |
| Cosmetology (part-time)                                          | Cosmetologist                                                     | Niantic    |
| Cosmetology (part-time Evening)                                  | Cosmetologist                                                     | Niantic    |
| Cosmetology                                                      | Cosmetologist                                                     | Niantic    |
| Nail Technology                                                  | Cosmetic Services, Other                                          | Niantic    |
| Skin Care & Makeup                                               | Make-up Artist                                                    | Niantic    |
| Business Information Processing Program                          | Business Information & Data Processing Services, Other            | New London |
| Medical Assistant/Secretary Program                              | Medical Administrative Assistant/Secretary                        | New London |
| Office Information Systems Program                               | Information Processing/Data Entry Technician                      | New London |
| Emergency Medical Technician                                     | Emergency Medical Technology/Technician                           | Norwich    |
| Environmental Engineering Technology                             | Environmental & Pollution Control Technology/Technician           | Norwich    |
| Electrical Engineering Technology                                | Electrical & Electronic Engineering-Related Technology/Technician | Norwich    |
| Computer Aided Drafting Certificate                              | Mechanical Engineering/Mechanical Technology/Technician           | Norwich    |
| Mechanical Engineering Technology                                | Mechanical Engineering/Mechanical Technology/Technician           | Norwich    |
| Nuclear Engineering Technology                                   | Nuclear/Nuclear Power Technology/Technician                       | Norwich    |
| Nursing                                                          | Nursing (R.N. Training)                                           | Norwich    |
| Business Office Technology-Administrative Assistant              | Administrative Assistant/Secretarial Science, General             | Norwich    |
| Business Office Technology - Legal Secretary                     | Administrative Assistant/Secretarial Science, General             | Norwich    |
| Business Office Technology - Medical Secretary                   | Administrative Assistant/Secretarial Science, General             | Norwich    |
| Business Office Technology - Word Processing Certificate Program | Administrative Assistant/Secretarial Science, General             | Norwich    |

Patient Care Technician

Nursing Assistant/Aide

Norwich

| <b>Program Name</b>                  | <b>Program Category</b>                       | <b>City</b> |
|--------------------------------------|-----------------------------------------------|-------------|
| Civil Engineering Technology         | Civil Engineering Civil Technology/Technician | Norwich     |
| Photonics Engineering Technology     | Laser & Optical Technology/Technician         | Norwich     |
| Certified Nurse's Aide               | Nursing Assistant/Aide                        | Norwich     |
| Fiber Optics Institute               | Laser & Optical Technology/Technician         | Norwich     |
| Autocad 2000 - Professional Level 1  | Drafting, General                             | Norwich     |
| Autocad 2000 - Solid Modeling        | Drafting, General                             | Norwich     |
| Perioperative Nursing                | Nursing, Other                                | Norwich     |
| Real Estate Principals & Practices   | Real Estate                                   | Norwich     |
| Computer Software Training Program   | Data Processing Technology/Technician         | Norwich     |
| Computer Science Technology          | Computer & Information Sciences, General      | Norwich     |
| Fiber Optics Certificate             | Laser & Optical Technology/Technician         | Norwich     |
| Autocad 2000 - Professional Level II | Drafting, General                             | Norwich     |
| Paralegal Litigation                 | Paralegal/Legal Assistant                     | Groton      |
| Pharmacy Technician                  | Pharmacy Technician/Assistant                 | Groton      |



### Mid-Connecticut Region Training Programs

| Program Name                                | Program Category                                      | City        |
|---------------------------------------------|-------------------------------------------------------|-------------|
| Health Claims Specialist                    | Medical Records Technology/Technician                 | Southington |
| Computer and Business Applications          | Administrative Assistant/Secretarial Science, General | Southington |
| Paralegal                                   | Paralegal/Legal Assistant                             | Southington |
| Medical Assistant                           | Medical Assistant                                     | Southington |
| Certified Novell Administrator (CNA)        | Business Systems Networking & Telecommunications      | Southington |
| Microsoft Certified Systems Engineer (MCSE) | Business Systems Networking & Telecommunications      | Southington |
| Executive Medical Assistant                 | Medical Assistant                                     | Southington |
| Medical Office Management                   | Medical Office Management                             | Southington |
| Health Information Coding                   | Medical Records Technology/Technician                 | Southington |
| Dental Chair-side Assistant                 | Dental Assistant                                      | Southington |
| Legal Secretary                             | Legal Administrative Assistant/Secretary              | Southington |
| Medical Secretary                           | Medical Administrative Assistant/Secretary            | Southington |
| Pharmacy Technician                         | Pharmacy Technician/Assistant                         | Southington |
| Office Assistant                            | General Office/Clerical & Typing Services             | Southington |
| Secretary                                   | Administrative & Secretarial Services, Other          | Southington |
| Certified Novell Engineer (CNE)             | Business Systems Networking & Telecommunications      | Southington |
| Office Support Certificate Program          | Information Processing/Data Entry Technician          | Southington |
| Health Information Technology               | Medical Records Technology/Technician                 | Southington |
| Environmental Technology                    | Environmental Control Technology/Technician, Other    | Southington |
| A+ Certified Computer Technician            | Computer Engineering Technology/Technician            | Southington |
| Child Development Assistant                 | Child Care Provider/Assistant                         | Southington |
| Health Information Processing               | Medical Records Technology/Technician                 | Southington |
| Medical Assistant                           | Medical Assistant                                     | Southington |
| Medical Transcriptionist                    | Medical Transcription                                 | Southington |
| Protective Services/Private Security        | Protective Services, Other                            | Southington |
| Word Processing                             | Administrative Assistant/Secretarial Science, General | Southington |
| Network + Certification                     | Business Systems Networking & Telecommunications      | Southington |
| Nail Technology                             | Cosmetic Services, Other                              | Meriden     |
| Aesthetics/Skin Care/Make Up Artist         | Make-up Artist                                        | Meriden     |
| Cosmetology                                 | Cosmetologist                                         | Meriden     |
| Pharmacy Technician Program                 | Pharmacy Technician/Assistant                         | Bristol     |
| Computer Aided Drafting                     | Mechanical Drafting                                   | Bristol     |
| CNC                                         | Machinist/Machine Technologist                        | Bristol     |

| Program Name                                                                   | Program Category                                              | City        |
|--------------------------------------------------------------------------------|---------------------------------------------------------------|-------------|
| Welding                                                                        | Welder/Welding Technologist                                   | Bristol     |
| Network+ Certification - (Day)                                                 | Business Systems Networking & Telecommunications              | Plantsville |
| Certified Network Administrator - (Day)                                        | Business Systems Networking & Telecommunications              | Plantsville |
| MCP 2000 - Microsoft Certified Professional (Day)                              | Business Systems Networking & Telecommunications              | Plantsville |
| MCP 2000 - Microsoft Certified Professional (Evening)                          | Business Systems Networking & Telecommunications              | Plantsville |
| MCSE 2000 (Day)                                                                | Business Systems Networking & Telecommunications              | Plantsville |
| MCSE 2000 (Evening)                                                            | Business Systems Networking & Telecommunications              | Plantsville |
| A+ Certification - (Evening)                                                   | Computer Engineering Technology/Technician                    | Plantsville |
| Network+ Certification - (Evening)                                             | Business Systems Networking & Telecommunications              | Plantsville |
| Certified Network Administrator - (Evening)                                    | Business Systems Networking & Telecommunications              | Plantsville |
| PC Repair/Network Support (A+ and Network+)                                    | Computer Engineering Technology/Technician                    | Plantsville |
| PC Repair/Network Support & Microsoft Win. 2000                                | Computer Engineering Technology/Technician                    | Plantsville |
| Network Specialist (A+, N+ and MCP)                                            |                                                               |             |
| PC Repair/Microsoft Win. 2000 Network Specialist (A+and MCP)                   | Computer Engineering Technology/Technician                    | Plantsville |
| Help Desk Analyst (A+, N+ and 8 day Help Desk)                                 | Computer & Information Sciences, General                      | Plantsville |
| A+ Certification - (Day)                                                       | Computer Engineering Technology/Technician                    | Plantsville |
| Nurse Aide Training (Evening)                                                  | Nursing Assistant/Aide                                        | Plymouth    |
| Nurse Aide Training                                                            | Nursing Assistant/Aide                                        | Plymouth    |
| Auto Mechanics                                                                 | Auto/Automotive Mechanic/Technician                           | New Britain |
| Graphics                                                                       | Graphic & Printing Equipment Operators, General               | New Britain |
| HVAC                                                                           | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | New Britain |
| Dental Assistant                                                               | Dental Assistant                                              | New Britain |
| PNEP - Practical Nurse                                                         | Practical Nurse (L.P.N. Training)                             | New Britain |
| Electrical                                                                     | Electrician                                                   | New Britain |
| Plumbing                                                                       | Plumber & Pipefitter                                          | New Britain |
| Carpentry                                                                      | Carpenter                                                     | New Britain |
| Microsoft Office and Job Preparation                                           | Information Processing/Data Entry Technician                  | Milldale    |
| Microsoft Office and Job Preparation (Evening)                                 | Data Processing Technology/Technician                         | Milldale    |
| Microsoft Access                                                               | Information Processing/Data Entry Technician                  | Milldale    |
| Quickbooks                                                                     | Accounting Technician                                         | Milldale    |
| Microsoft Office User Specialist - Access, Excel, Outlook, PowerPoint and Word | Information Processing/Data Entry Technician                  | Milldale    |

| Program Name                                            | Program Category                                                   | City        |
|---------------------------------------------------------|--------------------------------------------------------------------|-------------|
| Microsoft Word and Excel Level 2                        | Information Processing/Data Entry Technician                       | Milldale    |
| Auto CAD 2000                                           | Drafting, General                                                  | Meriden     |
| Certified Nursing Aide                                  | Nursing Assistant/Aide                                             | Meriden     |
| Certified Internet Webmaster - Web Design Tech.         | Computer Programming                                               | Meriden     |
| Multimedia Web Design and Development Certificate       | Educational/Instructional Media Technology/Technician              | Middletown  |
| Microsoft Office                                        | Data Processing Technology/Technician                              | Middletown  |
| Certified Internet Webmaster - Foundations Track        | Computer Programming                                               | Middletown  |
| Certified Internet Webmaster - Web Design Track         | Computer Programming                                               | Middletown  |
| Multimedia Certificate                                  | Educational/Instructional Media Technology/Technician              | Middletown  |
| Emergency Medical Technician                            | Emergency Medical Technology/Technician                            | Middletown  |
| Accounting Technician                                   | Accounting Technician                                              | Middletown  |
| Certified Nursing Assistant                             | Nursing Assistant/Aide                                             | Middletown  |
| Business Office Technology - Medical                    | Administrative Assistant/Secretarial Science, General              | Middletown  |
| Ophthalmic Design and Dispensing                        | Opticianry/Dispensing Optician                                     | Middletown  |
| Leadership                                              | Organizational Behavior Studies                                    | Middletown  |
| Web Page Design                                         | Computer Programming                                               | Middletown  |
| Certified Internet Webmaster - E-Commerce Track         | Computer Programming                                               | Middletown  |
| Business Office Technology - Legal                      | Administrative Assistant/Secretarial Science, General              | Middletown  |
| Accounting                                              | Accounting Technician                                              | Middletown  |
| CISCO Certification Prep                                | Computer & Information Sciences, Other                             | Middletown  |
| AutoCAD                                                 | Drafting, General                                                  | Middletown  |
| Business Office Technology - Executive                  | Administrative Assistant/Secretarial Science, General              | Middletown  |
| Information Systems                                     | Management Information Systems & Business Data Processing, General | Middletown  |
| A+ Certification Prep.                                  | Computer Engineering Technology/Technician                         | Meriden     |
| Electronics Technician                                  | Electrical & Electronics Equipment Installer & Repairer, General   | New Britain |
| Electrical                                              | Electrician                                                        | New Britain |
| Culinary Arts                                           | Culinary Arts/Chef Training                                        | New Britain |
| Automotive Technician                                   | Auto/Automotive Mechanic/Technician                                | New Britain |
| Practical Nursing                                       | Practical Nurse (L.P.N. Training)                                  | New Britain |
| Air Conditioning and Refrigeration                      | Heating, Air Conditioning & Refrigeration Mechanic & Repairer      | New Britain |
| Electrical (Evening)                                    | Electrician                                                        | New Britain |
| Air Conditioning and Refrigeration Specialist (Evening) | Heating, Air Conditioning & Refrigeration Mechanic & Repairer      | New Britain |
| Baking and Pastry Arts                                  | Baker/Pastry Chef                                                  | New Britain |
| Medical Assistant                                       | Medical Assistant                                                  | New Britain |

| Program Name                                                    | Program Category                                      | City         |
|-----------------------------------------------------------------|-------------------------------------------------------|--------------|
| Basic Office Skills plus Accounting                             | Accounting, Other                                     | Old Saybrook |
| Basic Office Skills plus Entrepreneurship                       | Entrepreneurship                                      | Old Saybrook |
| Administrative Skills                                           | Administrative Assistant/Secretarial Science, General | Old Saybrook |
| Managerial Skills                                               | Administrative Assistant/Secretarial Science, General | Old Saybrook |
| Sales Skills                                                    | General Retailing Operations                          | Old Saybrook |
| Microsoft Office User Specialist (MOUS) Certification           | Information Processing/Data Entry Technician          | Old Saybrook |
| Microsoft Office User Specialist Certification (Word and Excel) | Information Processing/Data Entry Technician          | Old Saybrook |
| Computer Aided Design (CAD)                                     | Drafting, Other                                       | Old Saybrook |
| Basic Office Skills                                             | General Office/Clerical & Typing Services             | Old Saybrook |
| Accounting Applications                                         | Accounting, Other                                     | East Hampton |
| Computer Repair Essentials                                      | Computer Installer & Repairer                         | East Hampton |
| Desktop Publishing                                              | Desktop Publishing Equipment Operator                 | East Hampton |
| Network+ Certification                                          | Business Systems Networking & Telecommunications      | East Hampton |
| Microsoft Office Special Training                               | General Office/Clerical & Typing Services             | East Hampton |
| Accounting Applications                                         | Accounting, Other                                     | Portland     |
| A+ Certification                                                | Computer Engineering Technology/Technician            | Portland     |
| Network+ Certification                                          | Business Systems Networking & Telecommunications      | Portland     |
| Computer Repair Essentials                                      | Computer Installer & Repairer                         | Portland     |
| Desktop Publishing                                              | Desktop Publishing Equipment Operator                 | Portland     |
| A+ Certification                                                | Computer Engineering Technology/Technician            | East Hampton |
| Certified Nurse's Assistant Training Program                    | Nursing Assistant/Aide                                | Plainville   |
| Post-baccalaureate Accounting program                           | Accounting                                            | Meriden      |
| Medical Office Assistant                                        | Medical Administrative Assistant/Secretary            | Meriden      |
| Certified Nurse Assistant Training                              | Nursing Assistant/Aide                                | New Britain  |

### New Haven Region Training Programs

| Program Name                                                    | Program Category                                              | City       |
|-----------------------------------------------------------------|---------------------------------------------------------------|------------|
| Human Resource Management                                       | Human Resources Management                                    | New Haven  |
| Business Administration                                         | Business Administration & Management, General                 | New Haven  |
| AIDS Counseling                                                 | Clinical & Medical Social Work                                | New Haven  |
| Management Information Systems                                  | Management Information Systems & Business Data Processing     | New Haven  |
| Paralegal                                                       | Paralegal/Legal Assistant                                     | Branford   |
| Health Claims Specialist                                        | Medical Records Technology/Technician                         | Branford   |
| Medical Assistant                                               | Medical Assistant                                             | Branford   |
| Computer and Networking Administration                          | Business Systems Networking & Telecommunications              | Branford   |
| Computer and Business Applications                              | Administrative Assistant/Secretarial Science, General         | Branford   |
| CNA Review with CPR (Evening)                                   | Nursing Assistant/Aide                                        | New Haven  |
| Certified Nurse's Aide with CPR                                 | Nursing Assistant/Aide                                        | New Haven  |
| Certified Nurse's Aide with CPR (Evening)                       | Nursing Assistant/Aide                                        | New Haven  |
| Certified Nurse's Aide with CPR (Weekend)                       | Nursing Assistant/Aide                                        | New Haven  |
| CNA Review with CPR                                             | Nursing Assistant/Aide                                        | New Haven  |
| CNA Review with CPR (Weekend)                                   | Nursing Assistant/Aide                                        | New Haven  |
| A+ Computer Technician                                          | Computer Engineering Technology/Technician                    | Orange     |
| Microsoft Office User Specialist                                | Information Processing/Data Entry Technician                  | Orange     |
| Heating, Ventilation, Air Conditioning and Refrigeration        | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Branford   |
| Career Heating, Ventilation, Air Conditioning and Refrigeration | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Branford   |
| Home Health Aide                                                | Home Health Aide                                              | New Haven  |
| Retail Skills Training                                          | General Retailing Operations                                  | New Haven  |
| Computer and Office Support Skills Training                     | General Office/Clerical & Typing Services                     | New Haven  |
| Administrative Assistant                                        | Administrative Assistant/Secretarial Science, General         | West Haven |
| General Clerical                                                | General Office/Clerical & Typing Services                     | West Haven |
| Legal Office Assistant                                          | Legal Administrative Assistant/Secretary                      | West Haven |
| Medical Billing                                                 | Health & Medical Administrative Services, Other               | West Haven |
| Medical Office Assistant                                        | Medical Administrative Assistant/Secretary                    | West Haven |
| Receptionist                                                    | Receptionist                                                  | West Haven |
| Secretary                                                       | Administrative Assistant/Secretarial Science, General         | West Haven |
| Computer Technician and Support (A+ Exam Preparation)           | Computer Engineering Technology/Technician                    | West Haven |
| Accounting Clerk                                                | Accounting Technician                                         | West Haven |
| Certified Nurse's Aide - Evening                                | Nursing Assistant/Aide                                        | Hamden     |

| Program Name                                                  | Program Category                                      | City        |
|---------------------------------------------------------------|-------------------------------------------------------|-------------|
| Dental Assistant                                              | Dental Assistant                                      | Hamden      |
| Dental Lab Technician                                         | Dental Laboratory Technician                          | Hamden      |
| Carpentry                                                     | Carpenter                                             | Hamden      |
| Culinary                                                      | Culinary Arts/Chef Training                           | Hamden      |
| Electrical                                                    | Electrician                                           | Hamden      |
| Plumbing                                                      | Plumber & Pipefitter                                  | Hamden      |
| Certified Nurse Assistant - Day Program                       | Nursing Assistant/Aide                                | Hamden      |
| Electronics                                                   | Industrial Electronics Installer & Repairer           | Hamden      |
| Auto Body Repair                                              | Auto/Automotive Body Repairer                         | Hamden      |
| Surgical Technologist                                         | Surgical/Operating Room Technician                    | Hamden      |
| Practical Nurse Education Program                             | Practical Nurse (L.P.N. Training)                     | Hamden      |
| Auto Technology                                               | Auto/Automotive Body Repairer                         | Hamden      |
| Skin Care (Esthetics)                                         | Make-up Artist                                        | North Haven |
| Cosmetology                                                   | Cosmetologist                                         | North Haven |
| Child Development Associate Credential                        | Child Care & Guidance Workers & Managers, General     | New Haven   |
| Accountant's Assistant Certificate                            | Business Management & Administrative Services, Other  | New Haven   |
| Business Office Technology: Information Processing Technician | Administrative Assistant/Secretarial Science, General | New Haven   |
| Business Office Technology: Medical Administrative Assistant  | Medical Administrative Assistant/Secretary            | New Haven   |
| Business Office Technology: Word Processing                   | Administrative Assistant/Secretarial Science, General | New Haven   |
| Culinary Arts                                                 | Institutional Food Services Administrator             | New Haven   |
| Early Childhood Special Education                             | Child Care & Guidance Workers & Managers, General     | New Haven   |
| Entrepreneurial Studies                                       | Entrepreneurship                                      | New Haven   |
| Teacher Assistant/Aide                                        | Teacher Assistant/Aide                                | New Haven   |
| Therapeutic Recreation                                        | Recreational Therapy                                  | New Haven   |
| Precision Manufacturing                                       | Industrial/Manufacturing Engineering                  | New Haven   |
| Printing & Bindery                                            | Graphic & Printing Equipment Operators, General       | New Haven   |
| Medical Billing Associate                                     | Medical Records Technology/Technician                 | North Haven |
| Alternate Fuel Technology                                     | Automotive Engineering Technology/Technician          | North Haven |
| Diagnostic Medical Sonography                                 | Diagnostic Medical Sonography                         | North Haven |
| Electronic Publishing                                         | Graphic & Printing Equipment Operators, General       | North Haven |
| Electronic Technician                                         | Computer Installer & Repairer                         | North Haven |
| Nuclear Medicine Technologist                                 | Nuclear Medical Technology/Technician                 | North Haven |



| Program Name                                       | Program Category                                          | City        |
|----------------------------------------------------|-----------------------------------------------------------|-------------|
| Pharmacy Technician                                | Pharmacy Technician/Assistant                             | North Haven |
| Automotive Service Writer                          | Vehicle & Mobile Equipment Mechanics & Repairers, Other   | North Haven |
| Business Professional Certificate Training Program | Data Processing Technology/Technician                     | North Haven |
| Client/Server Applications Developer               | Computer Programming                                      | North Haven |
| Visual Basic                                       | Computer Programming                                      | North Haven |
| Powerbuilder                                       | Computer Programming                                      | North Haven |
| Computer Aided Drafting & Design (AutoCAD)         | Drafting, General                                         | North Haven |
| Desktop Publishing for the Graphics Industry       | Desktop Publishing Equipment Operator                     | North Haven |
| Pharmacy Technician Assistant                      | Pharmacy Technician/Assistant                             | North Haven |
| Internet Web Site Developer                        | Computer Programming                                      | North Haven |
| Automotive Technology                              | Automotive Engineering Technology/Technician              | North Haven |
| Advanced Automotive Certificate                    | Automotive Engineering Technology/Technician              | North Haven |
| Cisco Network Associate Technician Program         | Information Sciences & Systems                            | North Haven |
| A+ Computer Technician Training                    | Computer Engineering Technology/Technician                | North Haven |
| BOT: Customer Service Technology                   | Administrative Assistant/Secretarial Science, General     | New Haven   |
| Home Inspector Training Program                    | Home Inspection                                           | Yalesville  |
| Academy for Human Service Training                 | Psychiatric/Mental Health Services Technician             | New Haven   |
| CCNP                                               | Computer & Information Sciences, Other                    | New Haven   |
| CNE Novell                                         | Business Systems Networking & Telecommunications          | New Haven   |
| Exchange Server 5.5                                | Computer & Information Sciences, Other                    | New Haven   |
| MCDBA Microsoft                                    | Management Information Systems & Business Data Processing | New Haven   |
| Oracle 8.0 Certified Administration (full package) | Computer Programming                                      | New Haven   |
| Certified Web Master                               | Computer Programming                                      | New Haven   |
| CISCO Router (CCNA)                                | Computer & Information Sciences, Other                    | New Haven   |
| Internet, HTML                                     | Computer Programming                                      | New Haven   |
| i-Net Plus Certification                           | Business Systems Networking & Telecommunications          | New Haven   |
| Networking Plus Certification                      | Business Systems Networking & Telecommunications          | New Haven   |
| Web Logic (EJB, JSP, Serverlet)                    | Computer Programming                                      | New Haven   |
| SQL Server 7.0                                     | Computer Programming                                      | New Haven   |
| Graphic Designer                                   | Computer Programming                                      | New Haven   |
| E-Commerce Professional                            | Business Information & Data Processing Services, Other    | New Haven   |
| Application Developer                              | Computer Programming                                      | New Haven   |
| Java Programmer                                    | Computer Programming                                      | New Haven   |
| Networking with UNIX                               | Business Systems Networking & Telecommunications          | New Haven   |



| Program Name                                                         | Program Category                                      | City       |
|----------------------------------------------------------------------|-------------------------------------------------------|------------|
| PC Fundamentals                                                      | General Office/Clerical & Typing Services             | New Haven  |
| Visual Basic 6.0                                                     | Computer Programming                                  | New Haven  |
| C/C++                                                                | Computer Programming                                  | New Haven  |
| Certified Network Administrator                                      | Business Systems Networking & Telecommunications      | New Haven  |
| MCSE Microsoft NT 2000                                               | Business Systems Networking & Telecommunications      | New Haven  |
| MCSA                                                                 | Business Systems Analysis & Design                    | New Haven  |
| MS Office 97/2000                                                    | Information Processing/Data Entry Technician          | New Haven  |
| Oracle 8.0 Certified Developer (full package)                        | Computer Programming                                  | New Haven  |
| Certified Java Developer                                             | Computer Programming                                  | New Haven  |
| Unix Administrator                                                   | Computer & Information Sciences, Other                | New Haven  |
| A+ PC Technician                                                     | Computer Installer & Repairer                         | New Haven  |
| Nurse's Assistant Training                                           | Nursing Assistant/Aide                                | New Haven  |
| Office Administration Training Program                               | Administrative Assistant/Secretarial Science, General | New Haven  |
| Graphics Designer and Desktop Publishing Training Program            | Desktop Publishing Equipment Operator                 | New Haven  |
| Web page Designer Training Program                                   | Computer Programming                                  | New Haven  |
| Microsoft Certified Professional (MCP) Training Program              | Business Systems Networking & Telecommunications      | New Haven  |
| Computer Hardware and Software Support Technician (A+ Certification) | Computer Engineering Technology/Technician            | New Haven  |
| Advanced Graphic Designer for the Internet Training Program          | Computer & Information Sciences, Other                | New Haven  |
| Certified Internet Site Designer Training Program                    | Computer Programming                                  | New Haven  |
| SQL Database Specialist Training Program                             | Computer Programming                                  | New Haven  |
| Visual Basic Programmer Training Program                             | Computer Programming                                  | New Haven  |
| Master Certified Internet Webmaster (CIW) Designer Training Program  | Information Sciences & Systems                        | New Haven  |
| Database Developer Training Program                                  | Information Sciences & Systems                        | New Haven  |
| Computer Training                                                    | General Office/Clerical & Typing Services             | New Haven  |
| Companion Training                                                   | Elder Care Provider/Companion                         | New Haven  |
| Cosmetology/Barbering                                                | Cosmetologist                                         | West Haven |
| Manicuring                                                           | Cosmetic Services, Other                              | West Haven |
| Medical Office Administration                                        | Medical Administrative Assistant/Secretary            | Hamden     |
| Accounting                                                           | Accounting Technician                                 | Hamden     |
| Medical Assisting                                                    | Medical Assistant                                     | Hamden     |

| <b>Program Name</b>                      | <b>Program Category</b>                                | <b>City</b> |
|------------------------------------------|--------------------------------------------------------|-------------|
| General Office Administration            | Administrative Assistant/Secretarial Science, General  | Hamden      |
| Court Reporting                          | Court Reporter                                         | Hamden      |
| Patient Care Technician                  | Nursing Assistant/Aide                                 | Hamden      |
| Integrated Computer Technology           | Computer Maintenance Technology/Technician             | Hamden      |
| Medical Assistant/Secretary Program      | Medical Administrative Assistant/Secretary             | Hamden      |
| Office Information Systems Program       | Information Processing/Data Entry Technician           | Hamden      |
| Business Information Processing Program  | Business Information & Data Processing Services, Other | Hamden      |
| Medical Assistant                        | Medical Assistant                                      | Wallingford |
| Phlebotomy and EKG Training              | Health & Medical Assistants, Other                     | Wallingford |
| Computer Certificate                     | General Office/Clerical & Typing Services              | Wallingford |
| Certified Nurse's Assistant              | Nursing Assistant/Aide                                 | Wallingford |
| Pre-Apprenticeship Construction Training | Construction & Building Finishers & Managers, Other    | West Haven  |
| Women in Construction                    | Construction Trades, Other                             | West Haven  |
| Travel Agent Training                    | Travel Services Marketing Operations                   | New Haven   |

### Waterbury Region Training Programs

| Program Name                                                     | Program Category                                | City      |
|------------------------------------------------------------------|-------------------------------------------------|-----------|
| Information Technology Professional (ITP)-Evening A+ Course      | Computer & Information Sciences, General        | Watertown |
| Information Technology Professional (ITP)                        | Computer & Information Sciences, General        | Watertown |
| Connecticut Retail Sales and Marketing Professional Training     | Computer & Information Sciences, General        | Watertown |
| Connecticut Hotel/Tourism and Food Service Professional Training | General Retailing Operations                    | Waterbury |
| Connecticut Customer Service Professional Training               | Hotel/Motel & Restaurant Management             | Waterbury |
| Connecticut Banking and Finance Professional Training            | General Retailing Operations                    | Waterbury |
| Medical Billing/Coding Specialist Professional Training          | Banking & Financial Support Services            | Waterbury |
| Connecticut General Office/Data Entry Professional               | Health & Medical Administrative Services, Other | Waterbury |
| Cosmetology & Barbering                                          | Information Processing/Data Entry Technician    | Waterbury |
| Order Entry/Customer Service Training                            | Cosmetologist                                   | Waterbury |
| Order Entry/Customer Service Training                            | General Office/Clerical & Typing Services       | Waterbury |
| Computer Electronics - (Waterbury Campus)                        | General Office/Clerical & Typing Services       | Cheshire  |
| Information/Word Processing - (Waterbury Campus)                 | Computer Installer & Repairer                   | Waterbury |
| Child Care Specialist - (Waterbury Campus)                       | Information Processing/Data Entry Technician    | Waterbury |
| Medical/Dental Office - (Waterbury Campus)                       | Child Care Provider/Assistant                   | Waterbury |
| Computer Technology: Business Applications - (Waterbury Campus)  | Medical Administrative Assistant/Secretary      | Waterbury |
| Medical Transcription - (Waterbury Campus)                       | Information Processing/Data Entry Technician    | Waterbury |
| Customer Service/Telephone Skills - (Waterbury Campus)           | Medical Transcription                           | Waterbury |
| Administrative Medical Office Professional - (Waterbury Campus)  | General Retailing Operations                    | Waterbury |
| Small Business Computerized Bookkeeping - (Waterbury Campus)     | Medical Administrative Assistant/Secretary      | Waterbury |
| Computer Electronic Specialist                                   | Accounting Technician                           | Waterbury |
| Information Processing Specialist                                | Computer Installer & Repairer                   | Waterbury |
| Computerized Accounting Specialist                               | Information Processing/Data Entry Technician    | Waterbury |
| Medical/Dental Office Assistant (Day)                            | Accounting Technician                           | Waterbury |
| Patient Care Technician (Evening)                                | Medical Administrative Assistant/Secretary      | Waterbury |
| Computerized Accounting Technician                               | Nursing Assistant/Aide                          | Waterbury |
| Word Processing Specialist                                       | Accounting Technician                           | Waterbury |
| Medical/Dental Office Specialist                                 | General Office/Clerical & Typing Services       | Waterbury |
|                                                                  | Medical Administrative Assistant/Secretary      | Waterbury |

| Program Name                                                                          | Program Category                                                            | City      |
|---------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------|
| Patient Care Technician                                                               | Nursing Assistant/Aide                                                      | Waterbury |
| Medical/Dental Office Assistant (Evening)                                             | Medical Administrative Assistant/Secretary                                  | Waterbury |
| Computer Specialist: Microsoft Office Applications                                    | Information Processing/Data Entry Technician                                | Waterbury |
| Telecommunication Technician                                                          | Business Systems Networking & Telecommunications                            | Waterbury |
| HVAC Technician                                                                       | Heating, Air Conditioning & Refrigeration Mechanic & Repairer               | Waterbury |
| Computer Repair                                                                       | Computer Installer & Repairer                                               | Waterbury |
| Electrical Technician                                                                 | Electrician                                                                 | Waterbury |
| Electronic Technician                                                                 | Electrical & Electronic Engineering-Related<br>Technology/Technician, Other | Waterbury |
| Plumbing Technician                                                                   | Plumber & Pipe fitter                                                       | Waterbury |
| Introduction to Construction Skills                                                   | Construction Trades, Other                                                  | Waterbury |
| Aesthetics (Evening)                                                                  | Make-up Artist                                                              | Southbury |
| Aesthetics                                                                            | Make-up Artist                                                              | Southbury |
| Academy for Human Service Training                                                    | Psychiatric/Mental Health Services Technician                               | Waterbury |
| Automotive Fundamentals                                                               | Auto/Automotive Mechanic/Technician                                         | Waterbury |
| Plastics Specialization                                                               | Industrial Production Technology/Technician, Other                          | Waterbury |
| Horticulture                                                                          | Horticulture Science                                                        | Waterbury |
| Emergency Medical Technician                                                          | Emergency Medical Technology/Technician                                     | Waterbury |
| Dietary Supervision                                                                   | Institutional Food Services Administrator                                   | Waterbury |
| Nurse Aide Certification                                                              | Nursing Assistant/Aide                                                      | Waterbury |
| Prepare for A+ Certification-PC Technician                                            | Computer Engineering Technology/Technician                                  | Waterbury |
| Prepare for Network+ Certification-Networking Specialist                              | Business Systems Networking & Telecommunications                            | Waterbury |
| Basic Computer Proficiency Certificate                                                | General Office/Clerical & Typing Services                                   | Waterbury |
| Web Development Proficiency Certificate                                               | Computer Programming                                                        | Waterbury |
| Patient Care Technician - Acute Care Track                                            | Nursing Assistant/Aide                                                      | Waterbury |
| Patient Care Technician - Home Care Track                                             | Nursing Assistant/Aide                                                      | Waterbury |
| General Automotive Services                                                           | Auto/Automotive Mechanic/Technician                                         | Waterbury |
| Architectural and Civil Computer Aided Drafting<br>Technology - (Watertown Campus)    | Architectural Engineering Technology/Technician                             | Watertown |
| Architectural and Civil Computer Aided Drafting &<br>Design Tech - (Watertown Campus) | Architectural Engineering Technology/Technician                             | Watertown |
| Medical Assisting - (Watertown Campus), days                                          | Medical Assistant                                                           | Watertown |
| Automotive Technology - (Watertown Campus), days                                      | Auto/Automotive Mechanic/Technician                                         | Watertown |

| <b>Program Name</b>                                                                   | <b>Program Category</b>                                       | <b>City</b> |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------|-------------|
| Computer Applications and Office Administration - (Watertown Campus), evenings        | Administrative & Secretarial Services, Other                  | Watertown   |
| Medical Assisting - (Watertown Campus), evening                                       | Medical Assistant                                             | Watertown   |
| Mechanical and Electronic Computer Aided Drafting Tech - (Watertown Campus)           | Mechanical Drafting                                           | Watertown   |
| Mechanical and Electronic Computer Aided Drafting & Design Tech - (Watertown Campus)  | Drafting, Other                                               | Watertown   |
| Heating, Ventilation, Air Conditioning and Refrigeration (HVACR) - (Watertown Campus) | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Watertown   |
| Career Heating, Ventilation, Air Conditioning and Refrigeration - (Watertown Campus)  | Heating, Air Conditioning & Refrigeration Mechanic & Repairer | Watertown   |
| Computer Electronics - (Watertown Campus)                                             | Computer Installer & Repairer                                 | Watertown   |
| Computer Applications and Office Administration - (Watertown Campus), days            | Administrative & Secretarial Services, Other                  | Watertown   |
| Computer and Networking Technology - (Watertown Campus)                               | Computer Maintenance Technology/Technician                    | Watertown   |
| Automotive Technology - (Watertown Campus), evenings                                  | Auto/Automotive Mechanic/Technician                           | Watertown   |
| Legal Assistant Certificate (evening/weekend)                                         | Paralegal/Legal Assistant                                     | Waterbury   |
| Computer Information Skills Certificate Program (evening/weekend)                     | Information Sciences & Systems                                | Waterbury   |
| Computer Information Skills Certificate Program (day)                                 | Information Sciences & Systems                                | Waterbury   |
| Computer Information Skills Certificate Program (on-line)                             | Information Sciences & Systems                                | Waterbury   |
| Legal Assistant Certificate (on-line)                                                 | Paralegal/Legal Assistant                                     | Waterbury   |
| Legal Assistant Certificate (day)                                                     | Paralegal/Legal Assistant                                     | Waterbury   |
| Post-baccalaureate Accounting program (evening/weekend)                               | Accounting                                                    | Waterbury   |
| Post-baccalaureate Accounting program                                                 | Accounting                                                    | Waterbury   |
| Early Childhood Education Certificate (on-line)                                       | Pre-Elementary Ed/Early Childhood/Kindergarten Teacher Ed     | Waterbury   |
| Pharmacy Technician                                                                   | Pharmacy Technician/Assistant                                 | Waterbury   |
| Paralegal Litigation                                                                  | Paralegal/Legal Assistant                                     | Waterbury   |
| Certified Nurse's Aide                                                                | Nursing Assistant/Aide                                        | Waterbury   |
| Manufacturing Technology Apprenticeship Program                                       | Machinist/Machine Technologist                                | Waterbury   |
| Electrical Apprenticeship Program                                                     | Electrician                                                   | Waterbury   |
| PowerPoint/Microsoft Word/Excel                                                       | Information Processing/Data Entry Technician                  | Waterbury   |

| Program Name                                 | Program Category                             | City      |
|----------------------------------------------|----------------------------------------------|-----------|
| Gas/Arc/Welding                              | Welder/Welding Technologist                  | Waterbury |
| Welding/Midge/Ting                           | Welder/Welding Technologist                  | Waterbury |
| Microsoft Excel and Access                   | Information Processing/Data Entry Technician | Waterbury |
| Microsoft Word and PowerPoint                | Information Processing/Data Entry Technician | Waterbury |
| Basic Computers                              | General Office/Clerical & Typing Services    | Waterbury |
| Auto Body                                    | Auto/Automotive Body Repairer                | Waterbury |
| Auto Body                                    | Auto/Automotive Body Repairer                | Waterbury |
| Hairdressing, Cosmetology, & Barbering       | Cosmetologist                                | Waterbury |
| Carpentry                                    | Carpenter                                    | Waterbury |
| Welding                                      | Welder/Welding Technologist                  | Waterbury |
| Certified Nursing Assistant                  | Nursing Assistant/Aide                       | Waterbury |
| Computers/Intro/Intermediate/Advanced        | Data Processing Technology/Technician        | Waterbury |
| Certified Nurse's Assistant                  | Nursing Assistant/Aide                       | Cheshire  |
| Computer - Microsoft Office 97               | Information Processing/Data Entry Technician | Waterbury |
| Certified Nurse Assistant                    | Nursing Assistant/Aide                       | Waterbury |
| Phlebotomy Training Program                  | Health & Medical Assistants, Other           | Waterbury |
| Machine Training (Hands-on) Apprenticeship   | Machinist/Machine Technologist               | Waterbury |
| Applied Design & Technology (Apprenticeship) | Machinist/Machine Technologist               | Waterbury |
| Integrated Mathematics (Apprenticeship)      | Machinist/Machine Technologist               | Waterbury |