



STATE OF CONNECTICUT

GOVERNOR NED LAMONT

# CT Governor's Workforce Council Board Meeting February 10<sup>th</sup>, 2022



GOVERNOR'S  
WORKFORCE  
COUNCIL  
CONNECTICUT



# GWC Board Meeting Information

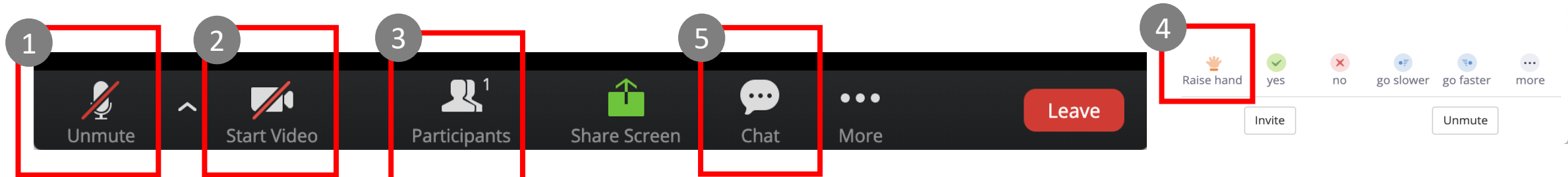
1 By default, you will join this meeting on mute. Please leave yourself on mute, as shown below unless you are speaking.

2 Your video will be off by default. Please turn on your video upon joining.

If you would like to speak, please click the participants button 3, and then the raise hand button 4 in the panel to the right. We will then unmute your line so you can ask your question. You may also leverage the chat function 5 to ask your question. We will be monitoring questions throughout the meeting.

For questions or technical assistance, please email Laura at [laura.m.baker@ct.gov](mailto:laura.m.baker@ct.gov)

*We ask that members of the public remain muted, with their videos off throughout the session.*



# GWC Agenda

- 2:30 - Welcome, Agenda | **Mark Argosh, Chair, Governor's Workforce Council**
- 2:35 - Career Pathways/Dual Enrollment Presentation and Discussion | **Joel Vargas, VP – Programs, Jobs for the Future**
- 2:50 - OWS Commissioner Update | **Dr. Kelli Vallieres, Chief Workforce Officer, Office of Workforce Strategy**
- 3:00 - CareerConneCT Employer Panels | Healthcare, Manufacturing, IT, Green Energy
- 4:00 - Break
- 4:05 - Department of Labor Survey on Getting Back to Work | **Mark Polzella & Patrick Flaherty, CT DOL**
- 4:15 - Vote: GWC Committees Structure, October 7<sup>th</sup> 2021 Minutes | **Dr. Kelli Vallieres, Chief Workforce Officer, OWS**
- 4:20 - DEI Committee Update | **Sue Figueredo, Global Operations, Travelers**
- 4:25 - Initiative Focused Breakout sessions
- 4:55 - Next Steps
- 5:00 - Adjournment

# CareerConneCT & Good Jobs Challenge

# What is CareerConneCT?

## Phase 1: ARPA

**\$70M will be invested to support short-term training programs**

1. Participant will apply through statewide recruitment portal. OWS will market to underserved communities
2. Participant will take a pre-assessment in skills, abilities, & interests
3. Short-term certificate programs will be developed for in-demand occupations
4. Employer commitments will be received
5. Provider will provide full supportive services – Transportation, Childcare, Housing, etc.
6. Individual will complete training, earn an industry recognized certificate, and be placed in high-wage (\$50K+) jobs
7. Participant outcomes will be tracked up to 12 quarters post-completion

## Phase 2: Bonding

**\$40M will be invested to supplement ARPA investments in workforce training programs**

1. Provide basic skills training to individuals
2. Develop a self-sustaining, pay-it-forward fund
3. Develop a transportation fund for people who have a job or are enrolled in training
4. Provide training to individuals who are employed but need to upskill
5. Invest in new DEI committee on the GWC
6. Invest in SNAP E&T training programs which will generate a 50% reimbursement from the feds
7. Increase recruitment into workforce training programs by leveraging United Way 211

## Phase 3: Additional Funding Sources

**OWS is seeking \$100M+ to make additional improvements to the workforce system**

1. OWS applied for unallocated ARPA funds to:
  1. Increase job training investment by \$30M
  2. Provide \$20M to increase nursing and mental health faculty in higher ed
  3. Provide \$20M in scholarships to students entering nursing or mental health majors
  4. Provide \$5M in matching funds to school districts to build high school programs that either grant credit or an industry recognized credential
  5. Provide \$5M to school districts to build more computer science curriculum in K-12
2. OWS is applying for the EDA Good Jobs Challenge grant for an additional \$35M for job training

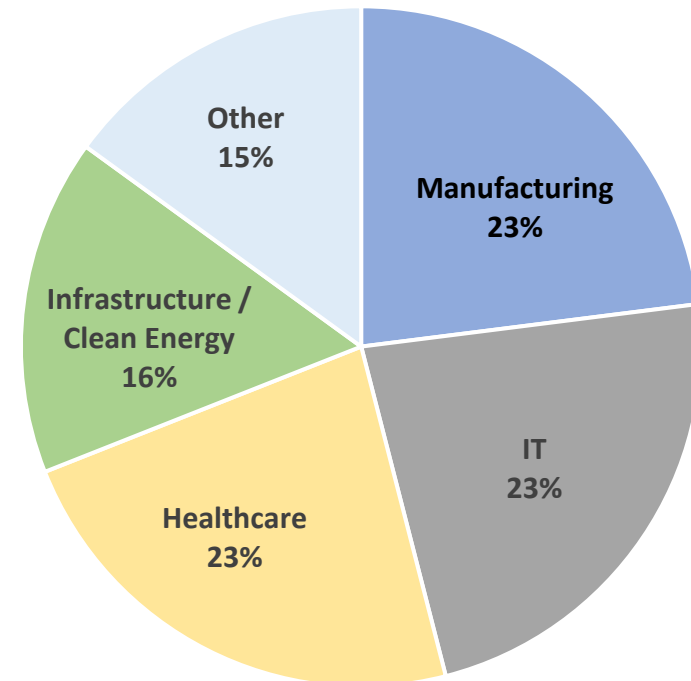
# CareerConneCT Projections

## Intent

The goal is to allocate as much funding as possible to the 5 DEI populations: **BIPOC, People with Disabilities, Re-Entry, Youth, and Veterans**. This equity lens undergirds the entire program philosophy of CareerConneCT.

## Industry Spend Forecast

Industry	# Participants Trained
Manufacturing	1,688
IT	2,208
Healthcare	1,913
Infrastructure & Clean Energy	1,367
Other	1,230
<b>Total Participants Trained</b>	<b>8,406</b>



## CareerConneCT

Foster Collaboration to Deliver Statewide Workforce Training Solutions

Develop Statewide Recruitment & Assessment Portal

Facilitate Collaboration of Organizations on Statewide Programming

Deliver **Statewide Sectoral Training** to Individuals Most Affected by COVID-19

Focus on In-Demand Occupations and Industries

Deploy State Bonding Dollars on Various Related Initiatives

## Good Jobs Challenge

Strengthen RSPs to Inform and Support Regional Workforce Training Needs

Provide Support to Develop Regional Sector Partnerships (RSPs)

Support RSP Objectives, Goals, and Needs

Focus on In-Demand Occupations and Industries

Develop / Update Curriculum & Training Models

Deliver **Regional Sector Based Training**

# 2020 WIOA State Plan

## 2022 Modification

# In partnership with sister WIOA agencies, OWS will be submitting a modification to the 2020 State Plan

Under WIOA, the Governor of each State must submit a WIOA State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system

- This state plan is comprised of the Governor's vision, goals, and strategies for the state workforce development system, including the roles of the required partner programs to achieve the state plan's objectives
- **WIOA Steering Committee** will be instrumental in supporting the updates & modifications
- USDOL requires the 4-year State WIOA plan submit a modification 2 years in

## 2022 Modification process

- The goal of this modification is to more closely align CT WIOA priorities with the GWC strategic plan and to ensure that all WIOA partners are fully engaged moving forward
- It must include the plans to respond and recover from the pandemic
- Modification due March 15, 2022
- Federal USDOL will have 90 days to review and approve
- A draft copy will be made publicly accessible on the GWC Website
  - Feedback and comments may be submitted to [GWC@ct.gov](mailto:GWC@ct.gov)

# DUAL ENROLLMENT: BUILDING PATHWAYS THROUGH POSTSECONDARY TO CAREERS

Connecticut Governor's Workforce Council | February, 2022

Joel Vargas, JFF Program VP



Up to 20% of high school students—including up to **40% of low-income students**—are admitted and **plan to attend college, but don't show up for classes in the fall.**



## HIGH SCHOOL

## POSTSECONDARY



**25% of first-year students do not return to college for their second year,** including 34% of Black students and 28% of Hispanic students

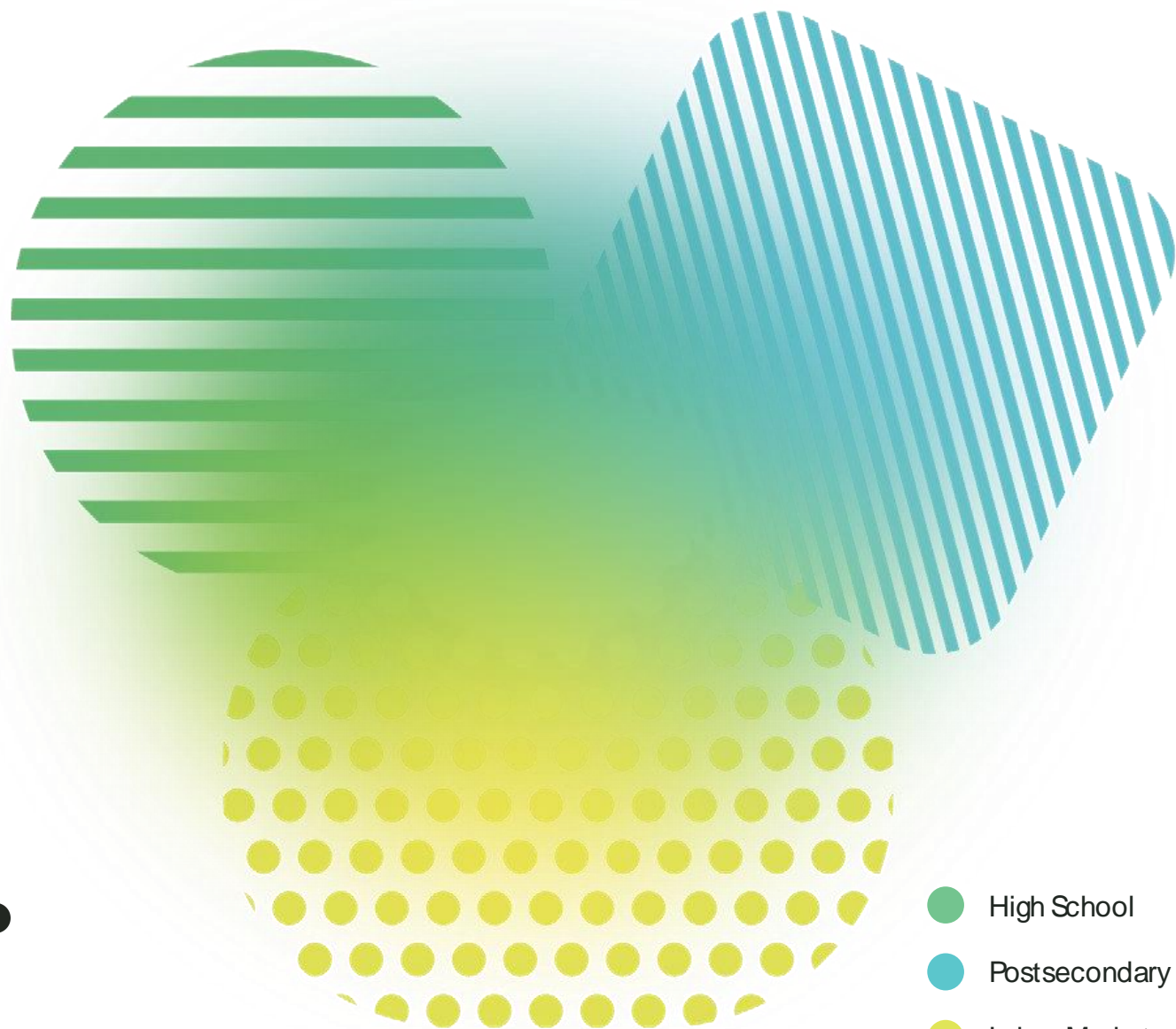
Low-income students and Black students are more likely to take out student loans, to borrow larger sums of money, and to default on their student loans. **70% of Black students default on loans, compared to 4% of White students**






## JOBS AND CAREER

# The Big Blur

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-  High School
-  Postsecondary Education
-  Labor Market

**FREE FOR STUDENTS**

**GUIDED PATHWAYS  
MODEL**

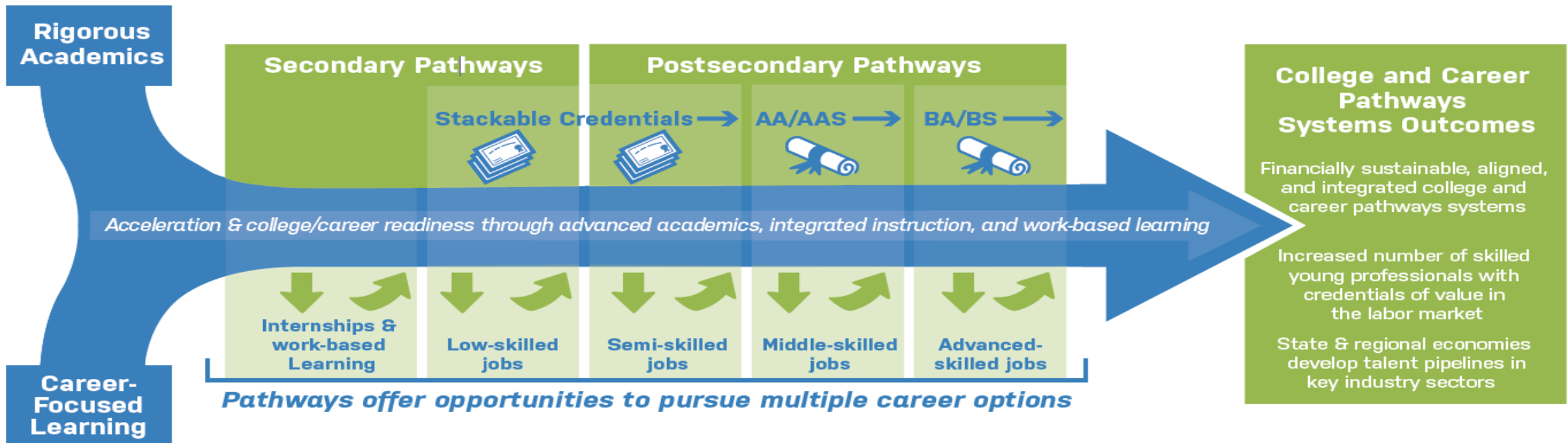
**INTEGRATED WORK-  
BASED LEARNING  
EXPERIENCES**

**ACADEMIC AND  
CAREER NAVIGATION**

**WRAPAROUND  
SUPPORTS**

ON- AND OFF-RAMPS AT MULTIPLE POINTS ALONG THE PATHWAY

# SYSTEMS OF COLLEGE AND CAREER PATHWAYS



# EVIDENCE: DUAL ENROLLMENT WORKS

**Table 1. Summary of findings**

Outcome domain	Rating of effectiveness	Improvement index (percentile points)		Number of studies	Number of students	Extent of evidence
		Average	Range			
<b>Degree attainment (college)</b>	Positive effects	+25	+6 to +42	5	77,249	Medium to large
<b>College access and enrollment</b>	Positive effects	+15	+12 to +19	4	67,474	Medium to large
<b>Credit accumulation</b>	Positive effects	+14	+13 to +16	2	56,370	Medium to large
<b>Completing high school</b>	Positive effects	+7	+5 to +9	2	4,052	Medium to large
<b>General academic achievement (high school)</b>	Positive effects	+7	+3 to +13	2	2,817	Medium to large
<b>Staying in high school</b>	Potentially positive effects	+16	na	1	676	Small
<b>College readiness</b>	Potentially positive effects	+14	na	1	1,355	Small
<b>Attendance (high school)</b>	Potentially positive effects	+8	na	1	1,554	Small
<b>General academic achievement (college)</b>	No discernible effects	−1	na	1	455	Small

na = not applicable

U.S. Department of Education, Institute of Education Sciences, What Works Clearinghouse. (2017, February). *Transition to College intervention report: Dual Enrollment Programs*. Retrieved from <https://whatworks.ed.gov>



# UNLOCKING POTENTIAL

## A State Policy Roadmap for Equity & Quality in College in High School Programs



### 6 ► NAVIGATIONAL SUPPORTS

*States prioritize the student navigational supports and advising needed to ensure student success in college in high school courses, particularly for those students historically underserved by these programs.*

### 5 ► INSTRUCTOR CAPACITY

*States develop strategies to recruit, support, and diversify the pool of instructors with the qualifications to teach college in high school while encouraging collaboration between K-12 and postsecondary partners as college in high school programs are scaled.*

### 4 ► COURSE ACCESS & AVAILABILITY

*States ensure that students are able to access college in high school courses, regardless of geography, with pathways that maximize opportunities for students to earn multiple college credits, and facilitate students exploring academic and career areas of interest while ensuring that those courses count toward high school graduation requirements.*

### 1 ► EQUITY GOAL & PUBLIC REPORTING

*States set an equitable, statewide public goal for increasing the participation and success of traditionally underserved student groups in college in high school programs, with clear, disaggregated public reporting and accountability for progress toward the goal.*

### 2 ► PROGRAM INTEGRITY & CREDIT TRANSFER

*States support and promote high-quality college in high school programs through effective oversight and cross-sector collaboration between the K-12 and postsecondary sectors, as well as ensuring credit articulation.*

### 3 ► FINANCE

*States design funding mechanisms that remove financial barriers for low-income and moderate-income students to participate and excel in college level work in high school.*



**THANK YOU!**



**JOEL VARGAS, EdD**  
Vice President, Programs

[jvargas@jff.org](mailto:jvargas@jff.org)



# Employer Panelists: *The Employer Commitment*

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# Employer Panelists

## Health Care

- Jeff Flaks: CEO, Hartford Healthcare
- Melissa Turner: CHRO, Yale New Haven Health
- Kathleen Silard: CEO Stamford Hospital
- Peter Cordeau: CEO, Norwalk Hospital

## Manufacturing

- Andrew Bond: CHRO, Electric Boat
- Marcia LaFemina: CEO/President, PennGlobe
- Nicole Russo: CEO/President, Microboard
- Molly Kellogg: President/CEO, Hubbard-Hall

## IT

- Ravi Kumar: President, Infosys
- Ryan Hoyle: VP, GalaxE.Solutions
- Ed Lovely: Vice President, IBM
- Ryan Oakes: Managing Director, Accenture

## Clean Energy/Construction

- Leticia Colon de Mejias: Co-Chair, Energy Efficiency for All
- Paul Costello: JATC Director, IBEW Local 90
- Erik Antokal: Director of Workforce Development, Orsted
- Diane Del Rosso: Manager, Energy Efficiency, Eversource

**Closing Remarks:** Governor Ned Lamont



Break – 5 minutes

# Getting CT Back to Work: *The Data at CT DOL*

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Mark Polzella, Deputy Commissioner  
Patrick Flaherty, Director of Research



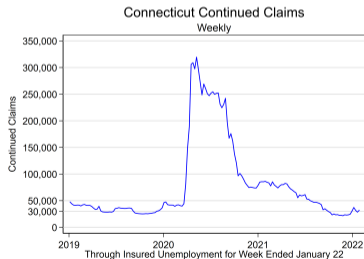
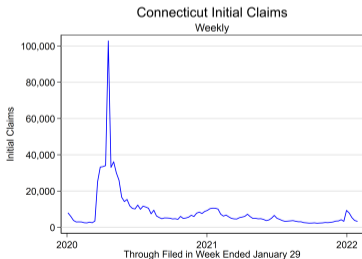
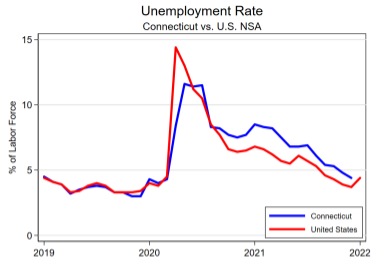
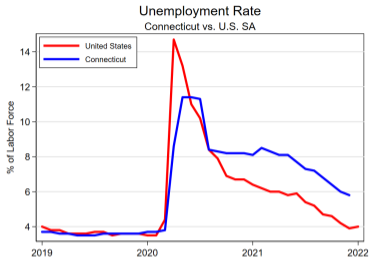
# Back-to-Work Survey and Labor Market Update

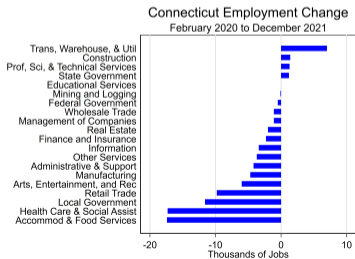
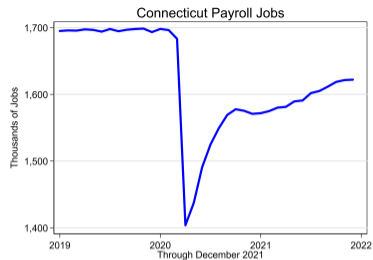
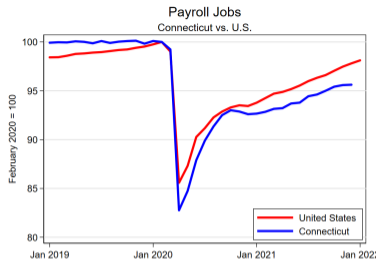
Governor's Workforce Council  
Via Zoom

Patrick J. Flaherty, Director of Research

Connecticut Department of Labor

January 10, 2022





Connecticut Labor Force Participation Rates (%)				
	2019	2021	Change 2019 to 2021	CT 2021 Level vs. U.S.
<b>Age 20+</b>				
Total	68.3	65.8	-2.5	2.4
Male	73.8	72.0	-1.6	2.2
Female	63.5	60.0	-3.5	2.7
<b>Age 20+</b>				
White	67.5	65.1	-2.4	2.1
Black	70.5	68.9	-1.6	5.6
Hispanic	68.6	71.8	3.2	3.0
<b>Male, All Races</b>				
Age 16-19	38.1	36.1	-2.0	0.2
Age 20-24	72.5	70.0	-2.5	-3.0
Age 25-34	89.5	89.0	-0.5	1.3
Age 35-44	93.3	88.7	-4.6	-0.9
Age 45-54	90.9	89.7	-1.2	3.1
Age 55-64	74.9	76.0	1.1	5.6
Age 65+	28.4	32.0	3.6	8.7
<b>Female, All Races</b>				
Age 16-19	39.0	31.4	-7.6	-5.2
Age 20-24	73.8	64.8	-9.0	-3.8
Age 25-34	84.3	78.5	-5.8	2.3
Age 35-44	79.8	76.5	-3.3	1.9
Age 45-54	77.8	80.2	2.4	5.2
Age 55-64	68.1	69.8	1.7	10.6
Age 65+	20.5	17.9	-2.6	2.7

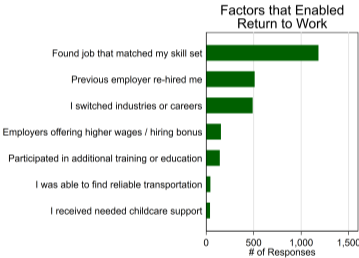
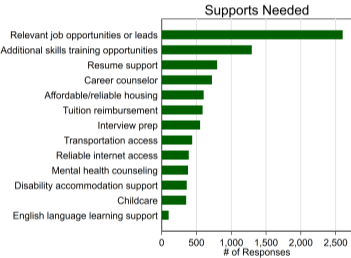
Source: Bureau of Labor Statistics -- Not Seasonally Adjusted -- 12 month average

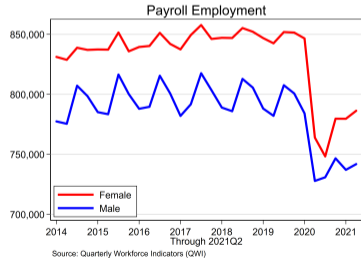
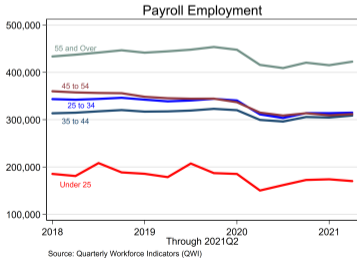
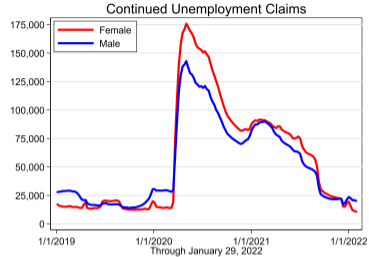
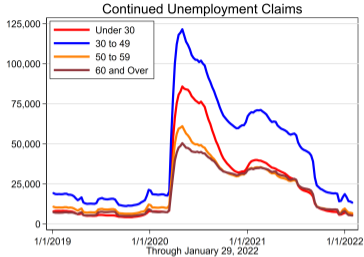
# Survey of Claimants and Job-Seekers

## Barriers Preventing Return to Work

Barrier	Times Indicated	Percent of Respondents
Lack of opportunities that match my skill set	2,631	37%
Insufficient pay or wages to cover my expenses	1,512	21%
COVID health risks or concerns	1,409	20%
No relevant jobs in my local area	1,335	19%
Lack of long-term positions (e.g., only seasonal/temporary options)	858	12%
Lack of benefits offering in available jobs (e.g. healthcare, paid time off)	728	10%
None of the above	475	7%
Lack of predictable schedule	446	6%
Mental health issues	362	5%
I don't have (reliable) transportation	359	5%
Age Discrimination	301	4%
I don't have (reliable) childcare	295	4%

# Survey of Claimants and Job-Seekers





# Connecticut Dept. of Labor Office of Research

Patrick J. Flaherty  
Office of Research, Department of Labor  
200 Folly Brook Blvd.  
Wethersfield, CT 06109

Patrick.Flaherty@ct.gov  
860-263-6281

[www.ct.gov/dol](http://www.ct.gov/dol)

[www.Facebook.com/CTLMI](https://www.facebook.com/CTLMI) & @DOL\_Research on Twitter

# GWC Proposed Committee Structure

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The GWC is focused on equity, alternative college pathways, job training, and performance.



## Executive Committee

GWC Executive Leadership



## WIOA (Workforce Innovation & Opportunity Act) Steering Group

Author the State WIOA Workforce Strategic Plan; Align of Regional Plans; Coordinate WIOA partners



## Data & Performance

Credential Registry; jobs.ct.gov; Dashboards & Standard Evaluation Framework; CTHires Enhancements; P20WIN Workforce Request



## Diversity, Equity, and Inclusion

Re-entry; Veterans; People with Disabilities (Supportive Employment Services); Youth; BIPOC



## Access to Employment (formerly Equity & Access)

Childcare & Early Childhood Education; Transportation; Benefits Cliffs; AJC Navigator Pilot;



## Business Leadership

- Regional Sector Partnerships
  - Skills Based Hiring
  - Quality Jobs
  - CampusCT (Retaining College Graduates)



## Sector Training

- Short-Term Upskill/Reskilling Training Programs (Industry Recognized Credentials)
  - Manufacturing, Healthcare, IT, Construction, Clean Energy, Bioscience
- Incumbent Worker Training
- Pay-it-forward fund
- SNAP E&T



## Education & Career Pathways

- Pathways Policy & Development (High School to Post Secondary)
  - Dual Credit/Dual Enrollment
  - WBL (Business Leadership Partnership)
  - Career Exploration & Advising
  - Teacher Professional Development
- Adult Education

# GWC Voting Items – via Roll Call

- If you are designee representing a GWC Council Member, please indicate as such when the GWC Council Member is called on
  - ☐ October 7<sup>th</sup>, 2021 Minutes
  - ☐ GWC Committee Composition

# PL 21-2 expanded the size of the Governor's Workforce Council

1. Alexis Gevanter | Moms Demand Action for Gun Sense in America, Lead Organizer
2. Amy Porter | CT DSS, Commissioner
3. Andrew Agwunobi | UCONN, President
4. Andrew Bond | General Dynamics Electric Boat, VP of Human Resources
5. Anthony Medici | Medtronic, Sr. Director of Operations
6. Brian Doubles | Synchrony, President & CEO
7. Charlene Russell-Tucker | CT SDE, Commissioner
8. Chris DiPentima | CBIA, CEO
9. Cindi Bigelow | Bigelow Tea, Executive Director
10. Dante Bartolomeo | CT DOL, Commissioner
11. David Lehman | CT DECD, Commissioner
12. Ed Hawthorne | AFL-CIO, Incoming President
13. Erika Smith | ReNetX Bio, Inc, CEO
14. James Loree | Stanley Black & Decker, CEO
15. Jay Williams | The Hartford Foundation for Public Giving, President/CEO
16. Jeffrey Flaks | Hartford Healthcare, CEO
17. John Murphy | NuVance Health, CEO
18. Joseph Gianni | President Greater Hftd, Bank of America
19. Judy Olian | Quinnipiac, President
20. Kathy Silard | Stamford Hospital, CEO
21. Kelli-Marie Vallieres | CT OWS, Chief Workforce Officer
22. Keri Hoehne | Local 371 UFCW, Executive Vice President
23. Leslie Torres-Rodriguez | Hartford Public Schools, Superintendent
24. Leticia Colon de Mejias | Energy Efficiency for All, Co-Chair
25. Maggie Hulce | Indeed, Senior Vice President
26. Mark Argosh | Social Venture Partners CT, Executive Director
27. Marna Borgstrom | Yale New Haven Hospital, CEO
28. Michelle James | CAA of Western CT, Executive Director
29. Molly Kellogg | Hubbard-Hall, CEO
30. Monette Ferguson | Alliance for Community Empowerment, Exec Dir.
31. Governor Ned Lamont | CT Governor
32. Neil O'Leary | City of Waterbury, Mayor
33. Paul Costello | NECA & IBEW Local 90 JATC, Apprenticeship Director
34. Peter Nystrom | City of Norwich, Mayor
35. Peter Salovey | Yale University, President
36. Ravi Kumar | Infosys, President
37. Ray Pineault | Mohegan Gaming & Entertainment, President & CEO
38. Rohan Freeman | Freeman Associates, President
39. Sal Menzo | Goodwin University, Superintendent
40. Shane Eddy | SVP Operations, Pratt & Whitney
41. Sharon Barr | Alexion, Senior VP of Research & Product Development
42. Shellye Davis | Executive Vice President, AFL-CIO
43. Sue Figueredo | Travelers, Global Head of Operations
44. Surya Kant | Tata Consultancy Services, Chairman North America
45. Toni Walker | CT General Assembly, State Representative
46. Terrence Cheng | CSCU, President
47. Tiana Ocasio | Executive Secretary, AFL CIO
48. Will Haskell | CT General Assembly, State Senator

# DEI Updates

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# What Have we Accomplished Since October 29<sup>th</sup> DEI Advisors Group Launch?

## 1. Team Expansion:

- OWS hired Anthony Barrett to join the team as its DEI & Strategic Partnerships Director, a permanent role focused entirely on working with the OWS DEI Advisors and ensuring equity remains a key pillar in all of OWS's initiatives

## 2. Community Member Engagement:

- OWS secured funding from a consortium of non-profits to support the DEI advisors paid Community Member positions
- The Re-Entry and Youth groups have recruited all of their Community Members, many of which are in attendance today

## 3. CareerConneCT Network:

- Using the DEI Committees' network, OWS was able to hold a non-profit / community organization-based socialization call with 100+ attendees to socialize the CareerConneCT opportunity
  - OWS is hopeful that as a result of this network, the state's American Rescue Act funding will be able to better support and reach historically marginalized communities
- OWS is also planning to leverage a subset of the DEI advisory members who are not applying for (or associated with any organization applying for) CareerConneCT to act as application reviewers, providing the unique and vital DEI angle needed in assessing each application

## 4. Collaboration:

- All Sub-groups have met on regular basis, bringing a group of like minds focused on important underserved populations into one meeting to collaborate who would likely not have the opportunity to do so otherwise

# The GWC intends to provide some financial support to its Community Member participants

- **Fiscal Agency:** United Way of Western CT
- Funders who have already made commitments: **5 agencies**
  - BeFoundation
  - Community Foundation of Greater New Haven
  - Hartford Foundation for Public Giving
  - Fairfield County's Community Foundation
  - Valley Community Foundation
- **Payment and Time Allocation:**
  - Each community member's payment allocation will be capped at an amount in order to ensure it's not reportable income; finalizing allocations in the coming weeks.
  - Ensuring the voice of our community members is in all our work is critical. Paid community members be responsible to meet attendance requirements.
  - In order to offer flexibility to our community members, recorded versions will be made available and communication to the sub-group chair to offer feedback and insight will be expected.

# Next Steps

- Sub-Group charters outlining goals, objectives and timelines are due at the **end of February**; the DEI Steering Group will meet to report and discuss charters so that any aligning changes across sub-committees can be made thereafter
- The Office of Workforce Strategy will be **working to improve the link between the DEI Committee and all other GWC Committees** to ensure equity is at the forefront of its our work
  - Sub-Groups should invite Jay & Sue to future meetings as one form of support and linkage to the larger GWC, as well as for additional support to ensure all DEI Sub-Groups are properly equipped to accomplish all of their goals
  - The Office of Workforce Strategy is in the process of integrating a Diversity, Equity, and Inclusion focused training into its GWC membership onboarding process
- The **Office of Workforce Strategy will continue to tap the DEI Sub-Committee as a resource** as it processes existing and commences new initiatives, just as it has brought DEI engaged reviewers onto the CareerConneCT review team and as it plans to utilize the DEI committee as an oversight board for implementation of the Good Jobs Challenge Strengthening Sectoral Partnerships Initiative

# Strategic Initiative Breakout Rooms

1. MyCTJourney | Lilian Ulan

*A major initiative of GWC is to build a portal for job training information. Join this break out to learn about how this project is kicking off and provide input*

2. 2Gen Recommendations | Sarah Griffin

*Review the recommendations from the 2Gen group around Benefits Cliffs, early childhood education systems & workforce systems, and more*

3. Good Jobs Challenge and Regional Sector Partnerships

*Take a deep dive into the Regional Sector Partnerships. Hear about the Good Job Challenge Application: Strengthening CT's Sectoral Partnership & updates from regional leaders*

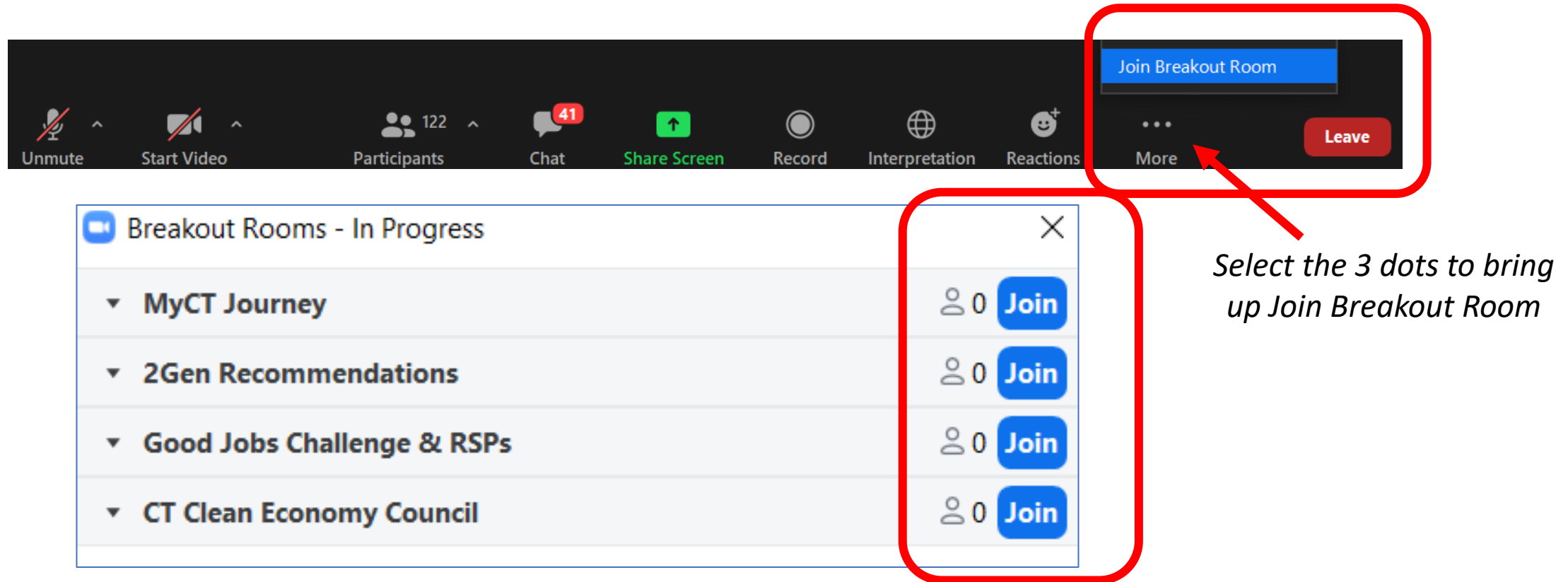
- Good Jobs Challenge, Isabelle Wechsler
- Hartford Region, Ben Hensley
- Southwest Region, Jon Winkel
- South Central Region, Anne Benowitz
- Eastern Region, Paul Whitescarver
- Northwest Region, Cathy Awwad

4. CT Clean Economy Council, Alexandra Daum, Vicki Hackett

*Join this breakout to learn more about the Clean Economy Council being championed by DEEP and DECD*

## Four breakout rooms will be available

- Please select a room of your choosing
- Allow up to 5 minutes for all participants to enter the breakout room



The screenshot displays the Zoom meeting toolbar at the top, including icons for Unmute, Start Video, Participants (122), Chat (41), Share Screen, Record, Interpretation, Reactions, and a 'More' menu (three dots). A red box highlights the 'More' menu, which contains a 'Join Breakout Room' button and a 'Leave' button. Below the toolbar, a 'Breakout Rooms - In Progress' panel is shown, listing four rooms: 'MyCT Journey', '2Gen Recommendations', 'Good Jobs Challenge & RSPs', and 'CT Clean Economy Council'. A red box highlights the right-hand portion of this panel, which shows a 'Join' button next to each room name, along with a person icon and the number '0'. A red arrow points from the text 'Select the 3 dots to bring up Join Breakout Room' to the 'More' menu in the toolbar.

Select the 3 dots to bring up Join Breakout Room

*If you do not see **Join**, scroll your mouse over the right-hand portion of the Breakout Room and **Join** will pop up*  
*If you are still having trouble, stay on the line and each person will be called on individually*



Breakouts in Progress  
~ *30 minutes*

# GWC: Next Steps

- Invitations to participate or lead GWC Committee work
- Next GWC Meeting: Thursday, May 12<sup>th</sup> @ 2:30pm

# Appendix

# 2021 Governor's Workforce Council Updates

*\*Updates included mirror the proposed GWC Committee Structure on Slide 22*

# Key Updates

## Business Leadership

- Launched seven Regional Sector Partnerships (4 Manufacturing, 2 IT / Tech Enabled, 1 Bioscience) 2 Healthcare RSP are in development
- Built a working group of over 10 IT employers to adopt more inclusive and skills-focused hiring practices
- AdvanceCT recruited over 26 Hartford-based employers and universities to work with students to stay in Connecticut upon graduation. AdvanceCT is also developing an app students can use to explore living and and working in CT

## Sector Training

- Deployed \$15M in Coronavirus Relief Funds to train over 1,300 individuals
- Launched CareerConneCT, which will initially invest \$62M in training 8,000 workers over three years
- Planning on launching additional job training programs through state bonding funds

## Education & Career Pathways

- Developed high school career pathways working group and strategy in partnership with SDE

# Key Updates

## Access to Employment (formerly Equity & Access)

- Conducting cost of care study and developing provider compensation schedule with the OEC
- Launched Early Childhood Business Coalition
- Developing a plan for building a fund that provide transportation services to people in work or training
- Developing a plan for expanded Supportive Employment Services through the Ticket to Work program
- Developing an implementation plan for a Benefits Cliff Dashboard in the workforce system
- Designing a pilot where career navigators will help increase traffic to and utilization of the AJCs

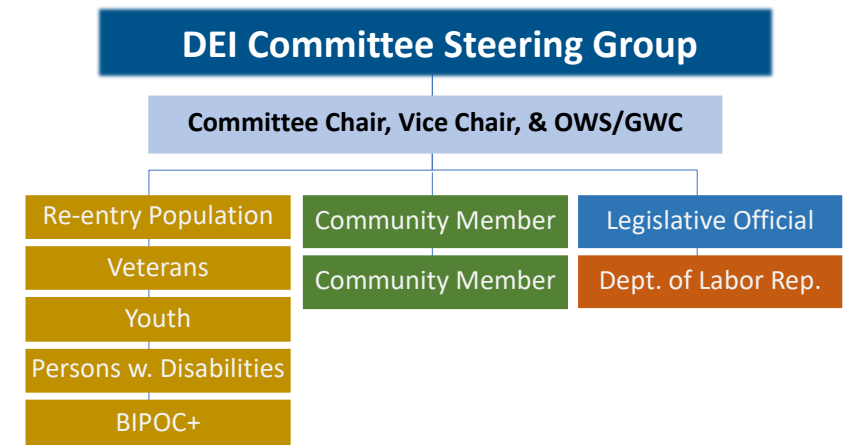
## Data & Accountability

- Developing jobs.ct.gov in partnership with DAS
- Building a series of return-on-investment methodologies for evaluating success of workforce development programs
- Redesigning the CTHires system in partnership with DOL
- Uploading program information to the credential registry from institutions of higher education
- Submitting a P20WIN request on assessing the performance of the workforce system

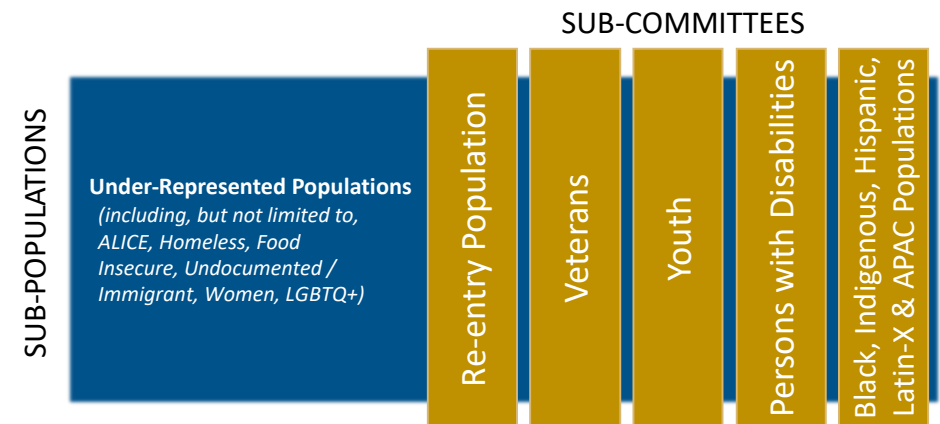
# The GWC and OWS have made a major push over 2021 to promote equity in the workforce

- The Governor's Workforce Council's Diversity, Equity and Inclusion Committee held its initial launch meeting on October 29th 2021 and will focus on closing gaps, addressing barriers, and providing tailored supports and training to Connecticut's most underrepresented populations
  - *This committee will partner with the Workforce Innovation Committee, which is focused on breaking down workforce participation barriers affecting job seekers in innovative and creative ways.*
- The DEI Committee, chaired by Sue Figueredo (Global Head of Operations at Travelers) and Jay Williams (President of Hartford Foundation for Public Giving), is composed of ~70 members from various community organizations, non-profits, state agencies, minority population facing businesses etc.
- The members, who sit across five sub-committees, (Youth, BIPOC+, Veterans, Re-entry, Persons with Disabilities) represent relevant state agency senior staff, community organization leaders, community members, educators, industry leadership, and participants from the Workforce Development Board and American Job Centers. The five sub-committees each have their own designated chairs.
- In addition to the quarterly full committee meetings, the five sub-committees have begun meeting almost monthly to advance the work and engage with their communities. The steering group, made up of the various full DEI Committee and various sub-committee chairs, a DOL rep, and a legislative official has begun meeting as well.
- Our next full committee meeting is January 26th

## STEERING GROUP FRAMEWORK



## SUB-COMMITTEE FRAMEWORK



# WIOA Information

# Governor's Workforce Council's WIOA Responsibilities

- Under WIOA, the Governor of each State must submit a WIOA State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system
  - This state plan is comprised of the Governor's vision, goals, and strategies for the state workforce development system, including the roles of the required partner programs to achieve the state plan's objectives
  - **WIOA Steering Committee** will be instrumental in supporting the updates & modifications
- The Governor's Workforce Council will:
  - ☐ Review 4-year State Workforce Plan (modified every 2 years)
    - *Modification due March 15, 2022*
  - ☐ Review the 4-year Local Workforce Plans (modified every 2 years)
  - ☐ Approve the WIOA Title I Governor's Reserve budget and Allocation formulas for Title I funding distribution to the WDBs (every year)

# CareerConneCT Information

# Fund Allocation Process and Timing

## Process

- The Office of Workforce Strategy has designated separate Technical Assistance and Review Teams:
  - The **Technical Assistance Team** will work with applicants to ensure applications align with the Governor's Workforce Council Strategic Plan and statewide strategy
  - The **Review Team**, made up of at least one member from OWS and a minimum of two other to be identified educational, community and industry expert volunteers (including members of the GWC DEI Committee) all who do not stand to benefit from funding and none of whom will be providing technical assistance, will be screening applications in accordance with the criteria summarized on the next slide

## Timing

- Applications must be submitted during the bi-annual application windows, **during the third week of every February and August** (i.e. the 14th – 20th of February 2022 and 15th – 21st of August 2022, and so on) until funding is depleted
- The Office of Workforce Strategy will complete its review of applications by the end of the month following an application window close

# Application Criteria

- The **Review Team** will be scoring applications based on the below **summarized criteria and weightings**<sup>(1)</sup>
- To qualify for funding, applicants must provide all necessary documentation and earn an average score of **85% of total points (i.e. 148/175 points)**
  - *Proposals that pass the 85% threshold in the initial review period will be moved forward to a final review phase, where the OWS review team will make a final determination in order to ensure CareerConneCT funding is used to benefit the entirety of the State and ensure funding is supporting the demand of both major industries and regional specific needs*

Criteria	Points
1. Is the proposed workforce training program <b>tailored toward those most affected by the COVID-19 pandemic</b> , and to increase the workforce participation of <b>historically marginalized and underserved populations</b> ?	30
2. Is the application <b>collaborating with partners, such as workforce non-profits, to limit duplication</b> in programming services and where possible, collaborating on a cross-regional or statewide approach?	25
3. Does the proposed training program <b>align to current employer demand</b> in Connecticut?	25
4. Does the application clearly provide a plan to meet the proposed <b>performance metrics</b> (95% completion rate, 85% placement rate, etc.)? If the program already exists, <b>verification of historical performance</b> will be requested. If the program does not already exist, examples of previous experience administering similar types of programs will be requested.	20
5. Does the proposed training program offer <b>pre-training assessment</b> for participants?	20
6. Does the proposal include the <b>minimum services</b> required, including but not limited to: recruitment, assessment, case management, placement support, supportive services (transportation, housing, food, technology, etc.)	15
7. Does the application include a narrative detailing how the program will be <b>sustained after CareerConneCT funding</b> has expired?	15
8. Does the proposal incorporate career coaching support for individuals enrolled in training including <b>job placement services</b> and continued employability coaching? OR, Does the proposal include additional training beyond entry level positions to provide for <b>long-term career pathways</b> ?	10
9. Does the proposal mention any commitments of public or private <b>matching</b> investments?	10
10. Does the <b>average cost per participant</b> remain under \$10,000?	5
<b>Total Available Points</b>	<b>175</b>

# Good Jobs Challenge Information

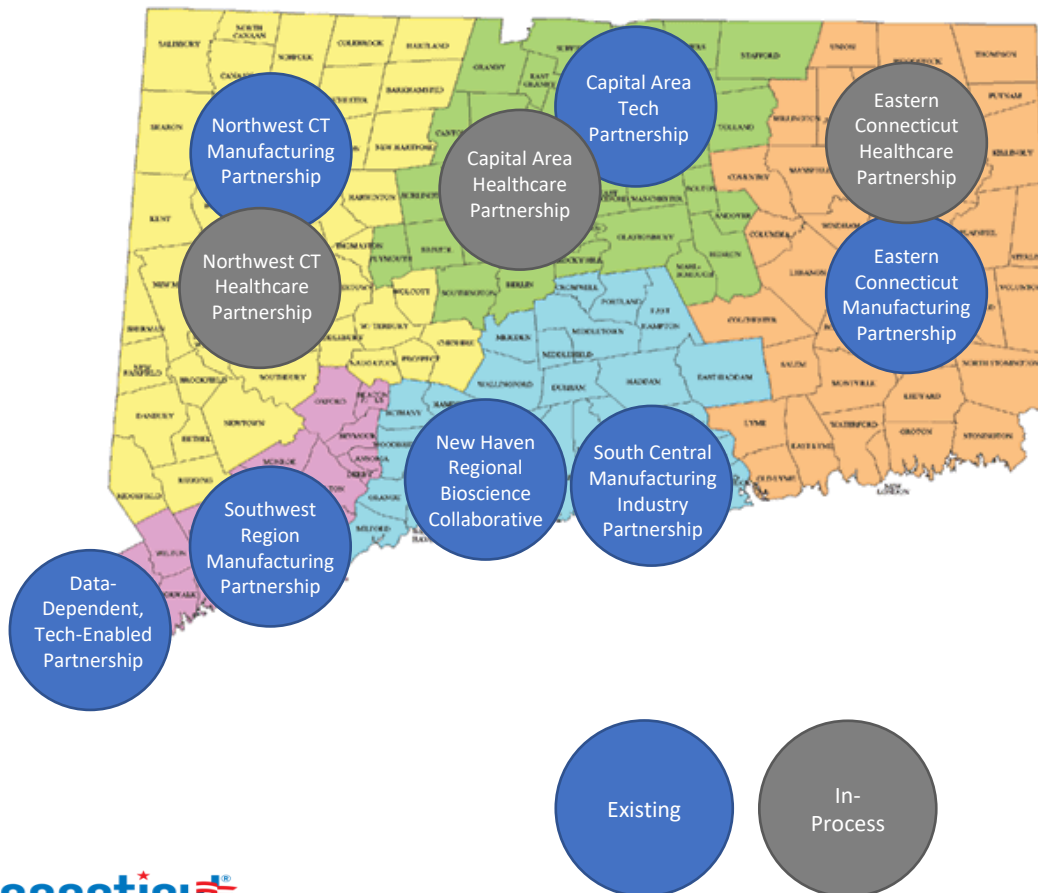
# The Good Jobs Challenge

*Office of Workforce Strategy's Statewide Application – the Strengthening Sectoral Partnerships Initiative (SSPI)*

- **Goal:** The GJC is aimed at getting American's back to work by building and strengthening systems and partnerships that bring together employers who have hiring needs with other key entities who train workers with in-demand skills that lead to good paying jobs
- **Our Application:** SSPI will fund support to the individualized needs of the state's 7 existing Regional Sector Partnerships and 3 in-process Regional Sector Partnerships to strengthen their systems as a vehicle to deliver job trainings and get constituents back to work.
  - RSPs are fundamental to the GWC and OWS's strategy of aligning partners in workforce, education and economic development systems around industry needs to develop talent pipelines into critical job sectors in Connecticut
  - While these partnerships are **business-led and demand driven**, they are supported by a coordinated team of education, workforce development and economic development organizations who work together to support the agenda set by regional employers. They serve, therefore, as a mechanism to align and coordinate programs across multiple organizations and systems, building industry-driven career pathway systems that prepare people for jobs in targeted industries
- **Equity:** In alignment with the EDA's investment criteria, equity and inclusion will remain a key pillar in our application. We will be asking the OWS DEI Advisors to act as an oversight group, monitoring to guarantee the RSPs delivery of training programs operate in accordance with maximizing workforce participation and economic mobility for historically marginalized populations. The DEI committee will be leveraged both (i) to set meaningful equity goals and (ii) to facilitate engagement with marginalized communities to recruit into these job training programs
- Applications are due February 10<sup>th</sup>

# Let's Dive Into RSPs...

## Existing RSPs



## RSP Framework

### Next Generation Sector Partnerships

Business leaders form the core at the shared table of Next Generation Sector Partnerships. Diverse community partners provide implementation support for an agenda that focuses on inclusive, economic development.

