

Diversity, Equity, Inclusion and Accessibility Committee | Meeting Agenda

<u>Time</u>	<u>Topic</u>
1:30 – 2:10pm	<ul style="list-style-type: none">• Welcome• Committee Charter Presentations<ul style="list-style-type: none">• Youth• BIPOC• Veterans• Persons with Disability• Re-entry• Q/A
2:10 - 2:20pm	<ul style="list-style-type: none">• DEIA Updates<ul style="list-style-type: none">• Marketing Plan• New Initiatives-Getting Women Back to Work• Adding “A” Accessibility to DEI
2:20 – 2:00pm	<ul style="list-style-type: none">• GWC/OWS Initiatives<ul style="list-style-type: none">• Regional Sector Partnerships- EDA

Committee Charter Updates

SHORT TERM GOALS

1. To increase youth participation and leadership in decision-making on the programmatic, local, and statewide level.

- Created questions for a planned youth survey to be conducted through the Dalio Foundation
- Working with DOL on ideas for their Youth Summit
- Consensus on statewide Youth Council, researching places like MN and CA with strong statewide youth representation
- One challenge has been the lack of stipends for youth for participation on the committee

2. Focus on engaging disconnected youth and define who is included in this population.

- **Population:** Decision made to focus on the 40,000 16–24-year-olds in CT who are out of work and out of school with additional attention to youth with systems-involvement, youth experiencing homelessness, justice-involved youth, foster care youth, youth with disabilities, and parenting youth within this population.
- **What is needed?** (Outreach, Funding, Better Coordination, Youth Leadership, Transparency in Decision-Making, Barrier Removal)
- **What do we have that is working?** Need statewide asset mapping, comprehensive youth resources center, better understanding of local needs and current programs, shared data for communities to review
- **What do other states with comparable demographics have that is working?** Montgomery County for asset map, MN for Youth Council, Hartford Reengagement work/Aspen, Michigan for JJ

LONG-TERM GOALS (1 year -5 years)

1. Create better and more accessible systems and interventions for disconnected and higher need youth, with a strong lens on serving underserved, marginalized communities.
2. Barrier removal: **mental health**, childcare, transportation, and **housing, lack of credible messengers.**
3. Develop strong ecosystems across sectors on the local and state level to support individual youth, including schools, workforce, DMHAS YAS, OWS, DOL, DCF, DOH, DOT, and other state and local agencies. **Brought on new members from YAS, DCF, DOH, CSSD to help with this**
4. Build capacity, long-term learning, and collaboration among funders, practitioners, youth, employers, and other stakeholders by designing a longitudinal evaluation. **Great funders on our committee, just added someone from FCCF.**
5. Enhance commitment to deliver professional development and training opportunities to enable staff to achieve the best results when working with youth **TBD**

BIPOC Subcommittee Charter

- The BIPOC Sub-Committee met on May 9 and July 13
- At our recent meeting, we had a level-setting discussion to determine why committee members are participating in the group.
- A few important reasons include:
 - Addressing barriers to employment for young people and immigrants
 - Bringing a two-generation lens to the work
 - Workforce is an important key to alleviating poverty
 - Focusing on the dignity of work
 - Coming to this work as a job seeker and the challenges of working in a position that is below a person's level of education and pay
 - Supporting young people with a criminal history to enter the workforce

- Seeking to build momentum for the committee focusing on refining short-term and long-term goals, especially concerning the recent significant workforce funding opportunities that CT has received.
- Action plan to be formulated at Sept. 19 meeting
- Refined the committee's participation list to focus on those members who regularly attend and participate in meetings (23 to 14 total members, including co-chairs)

- **Local Veteran Service Officers (VSO):** Reviewed current legal statutes related to role and expectations of the Local Veteran Service Representative (many positions are filled as a secondary role to another primary position the person holds in their town.) Most fall within the Human Services Departments. There are currently only four towns that have paid positions and the manner that each gets paid varies (stipend, contractor, and employment by the municipality)
- **Marketing:** Reviewed various Town landing pages for Veteran Services (these also vary by Town) working on developing a list of key topics that these landing pages should have with suggested hyperlinks that can be recommended to towns as a general standard to follow.
- Community Veteran Rep has completed surveys of various **OASIS** through various colleges in CT (Does a Center exist; How is it funded and sustained; Who provides support to the center (Focus on how these centers can assist with support to the veterans entering the workforce and supporting that pipeline to various key job sectors in CT (more work need in this area)
 - There is also a current statute that mandates these Centers be in place through the State Colleges in CTExpand collaboration with State Colleges that Veterans receive tuition as stance or Free Tuition with the various employment industries that have priority of higher Veterans.
- **Career Placements:** Committee looking at various job sectors and establishing key connections to look at how to streamline Veterans into key job market sectors in CT (**Sustainable Jobs**)

Working Groups

- Engagement with PWD/Benefits Cliffs
- Engagement with Employers
- Increase Remote Employment and skilled digital workers
- Better integrate AJCs
- “No Wrong Door”

Full Committee Meeting

- Meet monthly to work through information, debrief from working groups and implement strategies

Reentry Subcommittee Charter

Key Updates

- Communication with WTBY, NHVN, MDLSX chambers of commerce/ Sector partnerships for F2F meetings/forums/town halls
- Vocational Village via CT DOC/ OPM/ OWS
- Access to prison facilities and remote technology access (Career Resources/The WorkPlace CareerConneCT funding)
- Connecting with Paul Lavoie (CT Chief Manufacturing Officer)
- Secure funding/sponsorship to launch employer toolkit
- Vocational Village

DEIA Updates

Marketing “YOU” Campaign



Your next great opportunity is right around the corner



Get the support you need to level up to the career you want right here in CT



Get the career you want on your terms. CT has it all: IT, manufacturing, healthcare, and more

Getting Women Back To Work

- **AN ACT CONCERNING THE DEVELOPMENT AND IMPLEMENTATION OF A POST-COVID-19 WOMEN'S RETURN TO WORK ECONOMIC DEVELOPMENT PLAN.**
 - Understanding the Impact of COVID-19 on Women Returning to Work
 - Establish Partnerships across institutions of Higher education, nonprofit organizations, professional business and childcare providers, and transit to promote women's return to work initiatives
 - Business incentives to increase apprenticeship and internship opportunities for women



Why Add Accessibility to DEI

- On June 25, 2022, President Biden issued Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce (DEIA)
- The EO recognizes that as the nation's largest employer, the Federal Government must be a model of DEIA where all employees are treated with dignity and respect
- EO 14035 marks the first time that the term “accessibility” has been included along with “diversity, equity, and inclusion” to describe an initiative at the federal level for cultivating a workforce that reflects people’s different backgrounds, cultures, and experiences
- **Defining Accessibility**
 - The term “**accessibility**” is used **generically** (i.e., applicable to people with and without disabilities to mean the design of programs and services, and the design of buildings and information and communication technology, so that all people, including people with disabilities, can fully and independently use them)
 - The term “**accessibility**” is also used as a “**term of art**” applicable only to people with disabilities to describe the provision of reasonable accommodations that ensure effective and meaningful access to employment
 - Accessibility, as applicable to people with disabilities, also includes specific standards and guidelines governing the design, construction, use, and maintenance of facilities and information and communication technology

GWC/OWS Strategic Initiatives

Office of Workforce Strategy

EDA Good Jobs Challenge Grant Overview

Strengthening Sectoral Partnerships Initiative (SSPI)



High Level Talking Points 25 million Good Jobs Challenge Grant Application

Purpose of Connecticut's Good Job Challenge Application: *Aligned with the 3 grant requirements to support RSP model.*

- 1) To strengthen CT's 10 unique Regional Sector Partnerships (RSP) and the RSP network overall**
- 2) To train and place over 2,000 people**

Strengths of CT's Application:

- 1 State-wide Coordinated Application (Most states have multiple applications)
- **\$25.430** Million Application with matching funds of \$1.450 Million
 - Leveraging ARPA \$70 Million CareerConneCT & WIOA annual allocations of ~34 Million to scale programs & State Fund allocation of \$3 Million to Mfg. Pipeline Initiative
- Train and place over **2,000** people over 3 years in Manufacturing, Health Care, IT, and BioScience in addition to CareerConneCT
 - In addition to the ~5,000 people trained annually with the leveraged funds
- Targeting underserved, marginalized populations necessary to engage in the labor market to fill the labor shortage.
 - Leveraging the GWC **Diversity, Equity, and Inclusion Committee** with 70 Community Based Organizations serving in program and outreach design to address special needs
- Aligned with Governors Workforce Council Workforce Development Strategic Plan:
 - Business engagement through **Regional Sector Partnership to identify demand, inform curriculum, hire from programs**
 - **CT has established 4 mfg., 2 IT, 1 BioScience, and 3 healthcare RPS** in various stages of maturity, the oldest being 18 months and the newest in development / early launch.
- Short-term **Sector Based Training Programs** for specific **entry level skills** with CT State as primary program provider
 - Google & AWS Certificates, Welding, Machining, Design, Plastic Injection Molding, CNA, Pharmacy Tech, Process Sterilization Tech, Medical Assistant, etc
- Designed to address the **supply and demand workforce issues** with industry identifying demand and making commitments to hire program completers

Program Overview \$25 million Grant Application

The SSPI Grant Funds will be utilized to advance the *short-term sector workforce development training* initiatives identified by the *Regional Sector Partnerships*

- **Sector Training** and **Regional Sector Partnerships** (RSP) are 2 flagship initiatives of the Connecticut Governor's Workforce Council (GWC) Strategic Plan (as outlined in slide 3)
 - **RSPs** are coalitions of employers who define and champion an agenda for developing talent pipelines in target industries with support from a coordinated team of public partners in education, workforce development, and economic development, to collaboratively advance the industries' competitiveness.
 - **Sector Training** is short-term training programs designed specifically to upskill and reskill people in particularly historically underserved populations, areas, and communities – in quality, in-demand jobs on career pathways in three priority sectors: Manufacturing, Information Technology (IT), and Healthcare.

The state's ten RSPs are the organizing platform for Connecticut's SSPI, the goal of which is two-fold:

1) To strengthen unique RSPs in each region, and the RSP network overall

2) To train and place over 2,000 people

The GWC Strategic Plan Summary



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 (K- 12 to Post Secondary)
 - Dual Credit/Dual Enrollment
 - WBL (Business Leadership Partnership)
 - Career Exploration & Advising
 - Teacher Professional Development
- Adult Education

OWS will also act as the SSPI System Lead Entity.

- OWS will coordinate the system of RSPs across the state to ensure minimal duplication and maximum alignment with the Workforce Strategic Plan
- The GWC Diversity, Equity, and Inclusion (DEI) Committee, overseen by OWS, will ensure that all SSPI programming promotes equity, engages with community-based organizations (CBOs), and pursues specific equity hiring goals.

Regional Sector Partnerships are responsible for their unique programming and deliverables

EDA funds will leverage significant Connecticut investments and support all three RSP phases:

- 1) System development (statewide and regional capacity and systems)
- 2) Program design (employer engagement, curriculum development, training capacity)
- 3) Program implementation (recruitment, assessment, remediation, support services, training, and job placement)

About Regional Sector Partnerships

- Each RSP is convened by regional organization(s) that provide backbone support (also referred to as “conveners”).
- Prior to RSP development, these backbone organizations, along with the target industries, were selected via transparent, regionally-driven processes that engaged regional teams of partners across various systems in the decision-making process.
- This was essential to building buy-in and support for RSPs as “shared tables” at which public partners understand and respond to industry needs with a coordinated approach.
- Each regional team made decisions about which organization(s) were best positioned to serve as neutral conveners, working on behalf of the region and targeted industry.
- Depending on the region and industry, RSP conveners aptly represent a mix of workforce development, chamber of commerce, and economic development organizations, reflecting the cross-systems emphasis of Connecticut’s RSPs.
- Connecticut’s 10 RSPs have convened more than 250 stakeholders including: ~175 employers and ~90 other organizations

Labor Market Demand

Connecticut's RSPs currently target three critical industry sectors, the same sectors identified in the GWC Workforce Strategic Plan as projected to experience an annual statewide staffing shortage of 26,000+ qualified employees:

- Manufacturing (6,000)
- Healthcare (7,000),
- IT/Business Services (13,000).

Research affirms that if we are to meet the needs of our modernizing economy:

70% of Connecticut's working-age adults should have some form of postsecondary work credential by 2025

There are several [industry-specific] trends accelerating the need for reskilling and upskilling the workforce including:

- **Manufacturing** – an aging workforce and a historic increase in defense contracts
- **Healthcare** – a rapidly aging population and aggressive competition for both employees and patients
- **IT/Business** – emerging roles required to keep pace with business innovation, inability to retain college graduates in-state, and need for incumbent workers to enhance their digital skills consistent with evolving business services jobs.
- **The 38% of the state's households with income below what was needed to pay for basic necessities before the pandemic fared far worse in the pandemic than those of higher-income.**

Impacts of the Regional Workforce Training System

High-level proposed projects that will be undertaken in SSPI to simultaneously address local employers and job seekers' needs:

- **Solidify each RSP's role as a pillar of the regional workforce system.**
Deepen industry engagement, strengthen public partner teams, and position RSPs as the go-to forum via RSP websites & communications materials.
- **Understand critical occupations, skills, and high-demand credentials.**
Address disconnects between high-demand skills and available training by engaging employers, conducting skills gap analyses, and reviewing data to understand high-demand skills in their industry and thereafter build industry-driven pathways into employment.
- **Deeper engagement of community-based partners.**
SSPI funding will support regional teams in garnering support from partners underserved communities to ensure that workforce solutions promote equity and access for underserved and historically marginalized populations.
- **Promote careers in the industry.**
Increase awareness of career pathways and specifically market high-demand SSPI programs, with a focus on reaching historically marginalized populations to promote equity.
- **Provide demand-driven training.**
All system development and program design activities serve the purpose of informing the development and delivery of accessible, demand-driven training programs that prepare workers – including those with barriers to training and employment – for immediate, quality job opportunities on pathways to family-wage careers.

Leverage other initiatives

The SSPI will leverage the following OWS initiatives:

- **CareerConneCT** – OWS’s flagship initiative investing \$70M in federal ARPA funds to foster collaborative partnerships to deliver statewide, short-term, training solutions aimed at getting approximately 6,500 upskilled or reskilled
- **OWS State Bonding Priorities** – OWS was authorized \$40M in state bond funds during Connecticut’s 2021 legislative session. OWS plans to devote a portion of this funding to match SSPI investments by providing startup support for RSPs, expanding pre-hire job training programs, and providing funding for companies to invest in incumbent worker training.
- **GWC Diversity, Equity, and Inclusion (DEI) Committee** – Launched in October 2021 and consisting of representatives from over 70 workforce CBOs, the DEI Committee focuses on closing gaps, addressing barriers, providing tailored supports, and increasing workforce participation among the state’s most underserved populations
- **Workforce Innovation and Opportunity Act (WIOA) Funding** – Leverage \$34M of annual federal WIOA funding to ensure the American Job Center ecosystem provides job training, case management, recruitment, job placement, and career readiness support to individuals who qualify under WIOA specifications.
- **Eastern CT Manufacturing Pipeline Initiative (MPI)** – The SSPI will replicate and scale lessons learned from the Eastern CT MPI, which has earned national recognition as a workforce development model, including the 2020 National Association of Workforce Boards Chair’s Award for Outstanding Achievement in Partnership “for demonstrating the value of collaboration by working together to advance the future of workforce development” through: a) industry assessments to identify promising candidates; b) industry-designed and validated training curriculum; and c) alignment to the immediate hiring needs of employer partners.



OFFICE OF WORKFORCE STRATEGY
CONNECTICUT



CareerConneCT Overview

Program Overview

Focus

- CareerConneCT is Governor Lamont, our Legislators, and the Office of Workforce Strategy’s flagship initiative investing \$70M in federal ARPA funds to foster collaborative partnerships to deliver statewide, short-term, training solutions aimed at getting thousands of individuals back to work or upskilled onto high-quality career pathways. CareerConneCT targets those most affected by the pandemic and those who have been historically underrepresented in the workforce.
 - *The proposed workforce training programs must be tailored toward those most affected by the COVID-19 pandemic and increase workforce participation of historically marginalized and underserved populations⁽¹⁾*

Awards

Industry	\$	%
Other - Multiple Industries	\$12,630,291	21.0%
Healthcare	\$11,614,227	19.3%
Clean Energy / Infrastructure	\$10,420,000	17.4%
Manufacturing	\$10,008,401	16.7%
Information Technology	\$6,875,000	11.5%
CDL	\$4,500,000	7.5%
Bioscience	\$2,500,000	4.2%
Social / Human Services	\$1,493,969	2.5%
Total	\$60,041,887	100.0%

Applicant Type	\$	%
Non-Profit Training Provider	\$30,242,279	50.4%
Workforce Development Board	\$29,799,608	49.6%
Total	\$60,041,887	100.0%



(1) Additional detail will be provided through the guidance documents downloadable on the CareerConneCT website.

CareerConneCT Program Overview

Funding will support a state-wide, best practice, short-term workforce training systems approach including:

1. Job-seekers and students will apply through a single statewide recruitment portal.
2. OWS will market to underserved communities through a comprehensive marketing campaign.
3. Applicants will take 2 pre-assessments: a basic skills assessment and industry recognized assessment for skills, abilities, & interests indicating success in desired programs
4. Applicants with basic skills deficiency will be offered remediation or adult education programs based on need
5. Short-term certificate programs (4 to 16 weeks) are designed with employer input
6. Demand-driven training programs will be scheduled based on employers needs with commitments to hire program completers
7. Providers will deliver full supportive services as needed – Transportation, Childcare, Housing, Technology, etc.
8. Employability skills training will be embedded into all skills training programs
9. Program completers will earn an industry recognized credential and be placed in entry to mid level positions with career ladders for advancement
10. Participant outcomes will be tracked up to 12 quarters post-completion

CareerConneCT Targeted Program Participants

The goal is to allocate as much funding as possible to the 5 DEI populations with targeted programs that meet their specific needs:

BIPOC: IT, Construction, Green Energy, Healthcare, Manufacturing

People with Disabilities: Pre-requisite skills training prior to specific skills training, remote customer services, data management and internal supports in various industries

Re-Entry and Justice Involved: Healthcare, Manufacturing, IT, Construction, Green Energy, and CDL licenses

Youth: Defining career goals and aligning with employability and technical skills training including but not limited to, Digital life skills, Software Engineering, and web-development

Veterans: IT, Construction, Green Energy, Healthcare, Manufacturing

Refugee and Immigrant Women: Multiple Industries

This equity lens undergirds the entire program philosophy of CareerConneCT.

Manufacturing

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

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

Health Care

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

IT

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

These organizations alone represent hiring commitments of nearly 4,000 people

Branding Campaign

Branding



Marketing Campaign

CONFIDENCE



You know what it takes and you always make it work. CareerConneCT is the next step forward for a career that works for you.

SKILLS



CareerConneCT has the training and connections to access Connecticut's best jobs — for free! Visit careerconnect.org to learn more.

PROACTIVITY



When you find work that fuels you, it doesn't feel like work. Ready to get started? It's free and easy! Visit careerconnect.org today!

Closing and Next Steps
