

**Social Equity Council - Workforce Development Plan Criteria**

The Social Equity Council, supported by the Office of Workforce Strategy and the Governor’s Workforce Council, is responsible for ensuring applicants’ workforce development plans are both (i) focused on reinvesting or providing employment and training opportunities for individuals in disproportionately impacted areas and (ii) well organized to provide said opportunities. The below Workforce Development Plan Criteria are an important element of the overall licensing application for new Cannabis establishments in Connecticut. The Office of Workforce Strategy and the Workforce Development Committee of the Social Equity Council request that the components of the Workforce Development Plan Criteria are considered with fidelity as part of the larger licensing application. Applicants will be expected to meet all criteria to qualify for a license.

Question	Workforce Development Criteria
<p>Please stipulate what educational or workforce training programs you plan to leverage to train your workforce. Please outline what industry-recognized credentials will be earned by participants who complete this program.</p> <p>Please partner with a Connecticut, or nationally recognized, training provider to populate the associated budget template outlining the anticipated cost of administering a training program that meets the current hiring needs of your workforce.</p>	<p>We will require the utilization of CT-based, or nationally recognized, workforce training programs to administer the specific job training to be supported through SEC funding.</p> <p><b>Additionally, we will require that the workforce is recruited from training programs which will result in participants earning industry-recognized stackable credentials that will advance them along a career pathway.</b></p> <p><i>10 points</i></p>
<p>Please stipulate the anticipated demographics of your workforce and how the specific targeted populations of the Social Equity Council will be prioritized for training and employment opportunities.</p>	<p>We will evaluate the makeup of your workforce based on the following variables and anticipate a minimum of 51% of the individuals served to be:</p> <ul style="list-style-type: none"> <li>● focused on individuals who reside in Disproportionately Impacted Areas AND/OR</li> <li>● directly, historically, adversely impacted by the war on drugs (e.g., have been, or have a parent, child or spouse that have been arrested for, convicted of, or adjudicated delinquent for cannabis related offenses eligible for expungement) AND/OR</li> <li>● racial minorities or other underserved populations (e.g., incarcerated or re-entering individuals, low-income, people with disabilities, BIPOC+, etc.).</li> </ul> <p><i>25 points</i></p>

<p>Please outline the core partners that you will be working with when recruiting and training your future workforce and how those partners will deliver, at a minimum, comprehensive workforce services to every participant. Please clearly articulate who and how the following services will be provided: recruitment from underrepresented communities, technical skills training, professional skills training, supportive services (e.g., childcare, transportation, etc.), career coaching, industry-validated assessments, and immediately placing individuals in high-quality roles with long-term career pathways after completing the training program.</p> <p><i>If relevant, please provide letters of commitment from these service partners.</i></p>	<p>Businesses must ensure workforce training programs offer a robust suite of core services to every training participant. Core required services include, but are not limited to:</p> <ul style="list-style-type: none"> <li>● Recruitment</li> <li>● Basic skills or remedial skills training</li> <li>● Technical and professional skills training</li> <li>● Supportive services (e.g., childcare, transportation, etc.)</li> <li>● Job placement and case management support</li> <li>● Career coaching</li> <li>● Career assessments</li> </ul> <p><i>25 points</i></p>
<p>Please provide a plan for how your business will continuously reinvest in training and hiring new workers as well as retaining and upskilling your existing workers.</p> <p>Please lay out annual goals for metrics over the next five years, including but not limited to:</p> <ul style="list-style-type: none"> <li>● Job Creation</li> <li>● Maximum Attrition</li> <li>● Promotions</li> <li>● Wage Growth</li> </ul>	<p>Applicants must show proof that they plan to continuously invest in training and hiring new workers and upskilling existing workers with additional skills needed to advance their careers in the cannabis industry. Applicants will further be expected to submit annual reporting to measure performance against initial goals.</p> <p><i>15 points</i></p>
<p>Please outline the defined career pathways within your organization, the wages of each role along the pathway, and what the requirements and timelines are to enter into and progress along those pathways.</p>	<p>We expect businesses to define clear career pathways within the organization and work with employees to develop a career progression plan upon being hired, including providing any required services for workers to be able to progress along said plan (additional certifications, pay increases, etc.).</p> <p><i>15 points</i></p>
<p>Please outline the anticipated funding sources that your organization will use to invest in workforce training for prospective or current employees.</p>	<p>The Social Equity Council requires a clear understanding of what federal, state, and private investments will be leveraged to subsidize tuition and/or industry-recognized credential costs for prospective or current employees participating in cannabis or other workforce training programs.</p> <p><i>10 points</i></p>