

STATE OF CONNECTICUT

BY HIS EXCELLENCY

NED LAMONT

EXECUTIVE ORDER NO. 4

CONNECTICUT  
SECRETARY OF THE STATE  
2019 OCT 29 P 3:33

**WHEREAS**, the State's workforce development system is made up of workforce training providers, educational institutions, economic development and human services agencies, labor unions, private employers, state and local governments, and other partners, all working together to serve students, job seekers, those currently employed, and employers; and

**WHEREAS**, the State of Connecticut is, thanks to the efforts of those partners, a leader in workforce development; and

**WHEREAS**, high-quality workforce development opportunities are increasingly essential to maintaining our residents' world-class quality of life, ensuring their access to good jobs at good wages, supporting our strategic industry clusters, investing in and retaining our young entrepreneurs, and creating vibrant cities and towns where talented employees want to work, play, raise families, and contribute to their communities; and

**WHEREAS**, according to the Center on Education and the Workforce at Georgetown University, since the 2008 recession, 99% of new jobs have required some postsecondary education, and, therefore, those with a high school diploma or less have been disadvantaged; and

**WHEREAS**, according to the McKinsey Global Institute, individuals without postsecondary credentials are four times more likely to be employed in highly automatable jobs than workers with a bachelor's degree or higher, and that members of racial minorities have a significantly higher probability that some or all of their current job functions will be automated; and

**WHEREAS**, a successful workforce development system depends upon collaboration, alignment, innovation, equity, performance accountability, and access to sufficient information and data, and a commitment to eliminating administrative and statutory barriers to success wherever possible; and

**WHEREAS**, the State of Connecticut can improve outcomes for our state's workers, students, and businesses by creating a comprehensive vision and strategy for growing our economy through innovative, accessible, and easily navigable workforce programs;

**NOW, THEREFORE, I, NED LAMONT**, Governor of the State of Connecticut, by virtue of the power and authority vested in me by the Connecticut Constitution and by the statutes of the State of Connecticut, do hereby **ORDER AND DIRECT**:

1. The Connecticut Employment and Training Commission (CETC), established pursuant to Section 31-3h of the Connecticut General Statutes, shall also be known as the **Governor's Workforce Council**.
2. The Governor's Workforce Council, through its chair, shall serve as the principal advisor to the Governor on workforce development issues and coordinate the efforts of all state agencies and other entities in promoting workforce development throughout the state.
3. In addition to the responsibilities of the CETC enumerated in federal and state law, the Governor's Workforce Council shall convene stakeholders, including businesses, state agencies, quasi-public and independent entities, boards, councils, and commissions, public and private education and training institutions, workforce development boards, non-profit institutions, labor unions, and the State's Chief Manufacturing Officer, to:
  - a. Develop a sustainable framework for coordination among all stakeholders in the state's workforce development system, and report no later than January 1, 2020, and each year thereafter to the Governor and General Assembly about workforce coordination efforts and on how to further improve such coordination;
  - b. Support state agencies and municipalities in their efforts to recruit businesses to Connecticut, such as by facilitating new pathways and programs to create the necessary supply of workers;
  - c. Develop recommendations on potential state and federal statutory reforms to support the continuous improvement of workforce development services;
  - d. In compliance with the Workforce Innovation and Opportunity Act, recommend an updated state plan for workforce development, which plan shall be submitted to the United States Department of Labor in March 2020, and review and recommend changes to regional workforce development plans consistent with such state workforce development plan; and
  - e. Study the future of work and the resulting implications for Connecticut's workforce needs and opportunities and report on its findings to the Governor and General Assembly by January 1, 2022.
4. The Governor's Workforce Council shall review the state's workforce development system and report to the Governor and the General Assembly by January 1, 2021. The report shall identify the workforce needs in Connecticut and recommend ways to:
  - a. Emphasize data-driven outcomes, consistently measure outcomes across different programs and agencies, and improve labor market and programmatic data systems across state agencies;
  - b. Reduce the cost of education and training borne by individuals;
  - c. Improve the use of funds and resources under applicable state and federal programs;
  - d. Reduce barriers to higher education and quality workforce training with an emphasis on two-generational and whole-family approaches, including through wraparound services, mentoring, and career navigation and coaching;
  - e. Assist industry and labor in ongoing efforts to close racial and gender gaps in healthcare, education, building trades, STEM, and other fields;

- f. Improve opportunities for work-based, credit-bearing and non-credit bearing learning such as internships, apprenticeships and project-based learning with workplace application. Increase access to portable and transferable dual-credit coursework in high schools;
  - g. Strengthen the bridge from high school into post-secondary training and education;
  - h. Increase emphasis on career readiness in our public schools and universities by strengthening and supporting teaching of essential employability skills and habits of mind for the 21<sup>st</sup> century workplace, such as teamwork, professionalism, adaptability, complex problem-solving, situational awareness, cultural competencies, and resilience;
  - i. Emphasize lifelong learning and provide opportunities for up-skilling to workers throughout their careers;
  - j. Support businesses in shifting from degree-based hiring requirements to a skills-based focus because skill-based hiring can address inequities and improve job matching;
  - k. Remove barriers for employers to engage as partners in the creation of a talent pipeline they need to be successful, such as train-to-hire and up-skilling initiatives for incumbent workers;
  - l. Increase the speed of developing new courses and programs at state universities and colleges and other related educational institutions or workforce training providers in order to meet the needs of employers and to improve the labor market outcomes of graduates;
  - m. Bring transparency to the credentials conferred by public higher education institutions by translating credentials wherever possible to the skills and competencies developed to attain those credentials;
  - n. Improve and standardize processes for enrollment, transfer, and credit for prior learning between and among training providers and educational institutions;
  - o. Retain skilled individuals within Connecticut; and
  - p. Introduce and mainstream best practices from academic research and from other cities, states, regions, and countries.
5. State agencies shall assist the Governor's Workforce Council as it conducts its review and makes its recommendations, including by providing it with all relevant information and data about agencies' workforce development programs and services, funding streams for these programs and services, and the outcomes of those programs and services. State agencies shall enact appropriate data-sharing agreements with one another and with the Governor's Workforce Council to facilitate such analysis.
  6. Recommendations from the Governor's Workforce Council shall integrate public contributions, include all regions of the state, and focus on providing workforce opportunities for all of Connecticut's workers, and, therefore, incorporate strategies to provide opportunities for people of any age, ancestry, gender, race, religion, sexual orientation, or gender identity or expression, as well as to justice-involved persons, individuals with disabilities, military service members and veterans, immigrants and refugees.

This Order shall take effect immediately.

Dated at Waterbury, Connecticut, this 29<sup>th</sup> day of October, 2019.



Ned Lamont  
Governor

By His Excellency's Order



Denise W. Merrill  
Secretary of the State

