

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 earn [80/100] points from the below criteria in order to qualify for a license.

Question	Workforce Development Criteria
<p>Please provide proof of household income and residency in line compliance with established Social Equity Criteria for the business applying.</p> <p><i>For further detail on acceptable forms of proof, please refer to [the SEC Outreach Committee Recommendations Form].</i></p> <p><i>For a map of the defined Disproportionately Impacted Areas please refer to this link.</i></p>	<p>The business applying for a license must be at least 65% owned and controlled by an individual (or individuals) who:</p> <p>Household Income</p> <ul style="list-style-type: none"> had an average household income of less than 300% of the state median household income over the three tax years immediately preceding the application, AND <p>Residency</p> <ul style="list-style-type: none"> was a resident of a Disproportionately Impacted Area for at least <u>five</u> out of the <u>ten</u> years preceding the Application Date, OR, no less than <u>nine</u> years prior to turning <u>eighteen</u>. <p><i>Requirement to qualify - no points</i></p>
<p>Please stipulate the geographic area(s) that you will base your business operations in.</p>	<p>We will give priority to applicants planning to open their businesses within Disproportionately Impacted Areas.</p> <p><i>10 points</i></p>
<p>Please stipulate what educational or workforce training programs you are recruiting your prospective workforce from.</p>	<p>We will require the utilization of CT-based workforce training programs to support the startup of new businesses by establishing a robust Cannabis workforce development pipeline.</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.</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 either:</p> <ul style="list-style-type: none"> • focused on individuals who reside in Disproportionately Impacted Areas AND / OR • 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 • racial minorities or other underserved populations (e.g., incarcerated or re-entering individuals, low-income, people with disabilities, BIPOC+, etc.). <p><i>20 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, core services to every participant.</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"> • Recruitment • Basic skills or remedial skills training • Technical and professional skills training • Supportive services (i.e., childcare, transportation etc.) • Job placement and case management support • Career assessments <p><i>15 points</i></p>
<p>Please provide a plan for how your business will continuously reinvest in hiring new workers as well as maintaining 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"> • Job Creation • Maximum Attrition • Promotions • Wage Growth 	<p>Applicants must show proof that they plan to continuously invest in 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 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>10 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 workforce training programs.</p> <p><i>10 points</i></p>
<p>Please outline how your organization will utilize internal and external funding to reinvest in and support communities that have been impacted by the prohibition of cannabis. This need not be limited to workforce development nor the cannabis industry but should be targeted towards Disproportionately Impacted Areas.</p>	<p>Applicants should continuously support communities that have been disproportionately impacted by the prohibition of Cannabis. This need not be limited to workforce development nor the cannabis industry, but should be targeted towards Disproportionately Impacted Areas (e.g., place based economic development, community revitalization projects, etc.)</p> <p><i>10 points</i></p>