

# Social Equity Council - Workforce Development Scoring Rubric <sup>(1)</sup>

Criteria	Not Demonstrated	Below Expectations	Meets Expectations	Exceeds Expectations
<p><b>1. Please stipulate what educational or workforce training programs you are planning on leveraging to train your workforce. Please outline what industry-recognized credentials will be earned by participants who complete this program.</b></p> <p><b>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.</b></p>	Will recruit from general population and ; has no plan to recruit its workforce from training programs	Will recruit some of its workforce from CT State or nationally recognized workforce development training programs and; has no plan to recruit its workforce from training programs which result in industry recognized credentials with skills and stackable capabilities along career pathways.	Will recruit a majority of its workforce from Connecticut based or nationally recognized workforce development; Has some plans to recruit its workforce from training programs which result in industry recognized stackable credentials that will advance them along a career pathway	Will recruit from solely Connecticut based or nationally recognized workforce development training programs; Has clear plans to recruit its workforce from training programs which result in industry recognized stackable credentials that will advance them along a career pathway
	<i>0 points</i>	<i>3 points</i>	<i>7 points</i>	<i>10 points</i>
<p><b>2. 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. Please see the associated Social Equity Council Workforce Development Plan for additional detail on the anticipated demographics.</b></p>	No plans to focus recruitment on the targeted populations outlined by the Social Equity Council in its Workforce Development Plan	Mentions goals to recruit some of its workforce from those populations detailed in the Workforce Development plan, but makes no mention of targeting individuals who reside in Disproportionately Impacted Area; Additionally, does not outline a clear plan to execute on said goals	Mentions goals to recruit a majority of its workforce from the targeted populations outlined by the Social Equity Council, including individuals specifically from Disproportionately Impacted Areas, but outlines no clear plans to execute on said goals	Outlines clear plans to recruit a majority of its workforce from the targeted populations outlined by the Social Equity Council, with a particular focus on individuals from Disproportionately Impacted Areas
	<i>0 points</i>	<i>8 points</i>	<i>18 points</i>	<i>25 points</i>

<p><b>3. 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 will the following services 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.</b></p> <p><i>If relevant, please provide letters of commitment from these service partners.</i></p>	<p>No plans to ensure partners deliver core services to every participant as outlined by the Social Equity Council</p>	<p>Mentions core partners to deliver some but not all core services to participants as outlined by the Social Equity Council and includes no letters of support corroborating referenced partnerships</p>	<p>Mentions core partners to deliver all core services to participants as outlined by the Social Equity Council and lacks letters of support corroborating some or all the referenced partnerships</p>	<p>Mentions core partners to deliver all core services to participants as outlined by the Social Equity Council and includes letters of support corroborating all referenced partnerships</p>
	<p>0 points</p>	<p>8 points</p>	<p>18 points</p>	<p>25 points</p>
<p><b>4. 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.</b></p> <p><i>Please lay out annual goals for metrics over the next five years, including but not limited to:</i></p> <ul style="list-style-type: none"> <li>● Job Creation</li> <li>● Maximum Attrition</li> <li>● Promotions</li> <li>● Wage Growth</li> </ul>	<p>Provides no plan to continuously reinvest in hiring new workers as well as maintaining and upskilling existing workers;</p> <p>Does not lay out corresponding annual goals for metrics such as those outlined by the Social Equity Council over the next five years or demonstrate the capacity to track and report on goals</p>	<p>Provides some plans to continuously reinvest in hiring new workers or maintaining and upskilling existing workers (but not both);</p> <p>Does not lay out corresponding annual goals for metrics such as those outlined by the Social Equity Council over the next five years or demonstrate the capacity to track and report on goals</p>	<p>Provides plans to continuously reinvest in hiring new workers as well as maintaining and upskilling existing workers;</p> <p>Does not lay out corresponding annual goals for metrics such as those outlined by the Social Equity Council over the next five years or demonstrate the capacity to track and report on goals</p>	<p>Provides plans to continuously reinvest in hiring new workers as well as maintaining and upskilling existing workers;</p> <p>Additionally lays out corresponding annual goals for metrics such as those outlined by the Social Equity Council over the next five years and demonstrates the capacity to track and report on said goals</p>
	<p>0 points</p>	<p>5 points</p>	<p>10 points</p>	<p>15 points</p>

<b>5. 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.</b>	No defined career pathways within the organization to work with employees to develop a career progression plan upon being hired	Somewhat defined pathways within the organization to work with employees to develop a career progression plan upon being hired, but no plan to provide any required services for workers to be able to progress along said plan	Clearly defined career pathways within the organization to work with employees to develop a career progression plan upon being hired, but no plan to provide any required services for workers to be able to progress along said plan	Clearly defined career pathways within the organization to work with employees to develop a career progression plan upon being hired, including a plan to provide any required services for workers to be able to progress along said plan (additional certifications, pay increases, etc.).
	<i>0 points</i>	<i>5 points</i>	<i>10 points</i>	<i>15 points</i>
<b>6. Please outline the anticipated funding sources that your organization will use to invest in workforce training for prospective or current employees.</b>	No mention of anticipated federal, state or private funding sources to be leveraged used to invest in workforce training for prospective or current employees.	Some mention of anticipated federal, state or private funding sources to be leveraged but no clear articulation of how said funding sources will be used to invest in workforce training for prospective or current employees.	Clear articulation of anticipated federal, state or private funding sources to be leveraged but somewhat lack of an understanding as to how said funds will be used to invest in workforce training for prospective or current employees.	Clear articulation of anticipated federal, state or private funding sources to be leveraged as well as a clear understanding of how said funds will be used to invest in workforce training for prospective or current employees (to subsidize tuition, wrap-around services etc.).
	<i>0 points</i>	<i>3 points</i>	<i>7 points</i>	<i>10 points</i>