

Growing the Economy:

Where Workforce Skills Meet Business Hiring Needs

IMA Hartford Chapter
Tuesday, March 15, 2022

Agenda

- The Great Resignation
- Connecticut's Workforce Development Ecosystem
- Shaping the Training Landscape
- Enhancing DEI
- Q&A

Introduction

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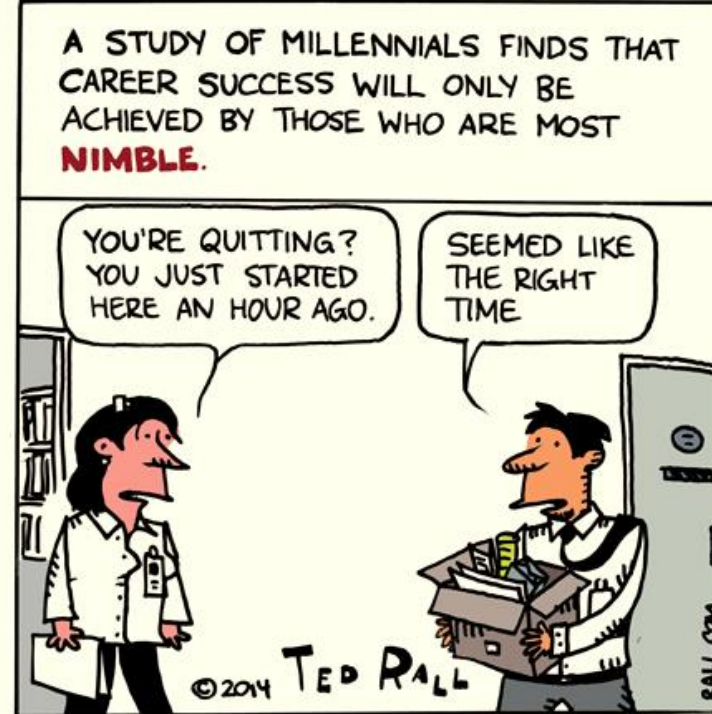
About Capital Workforce Partners

- Helping businesses **find**, **retain** and **grow** the most qualified talent
- Our Mission is to **leverage public and private resources** to produce **skilled workers** for a **competitive regional economy**
- The lead Regional Workforce Development Organization in each of the 37 cities and towns in North Central Connecticut to grow their business sectors and communities
- Successfully form partnerships between and among businesses, philanthropic organizations, and government to partner around workforce development strategies
- Provide certified training to participants and connecting them with the right employers to provide good, middle-skilled jobs that provide livable wages

About Capital Workforce Partners

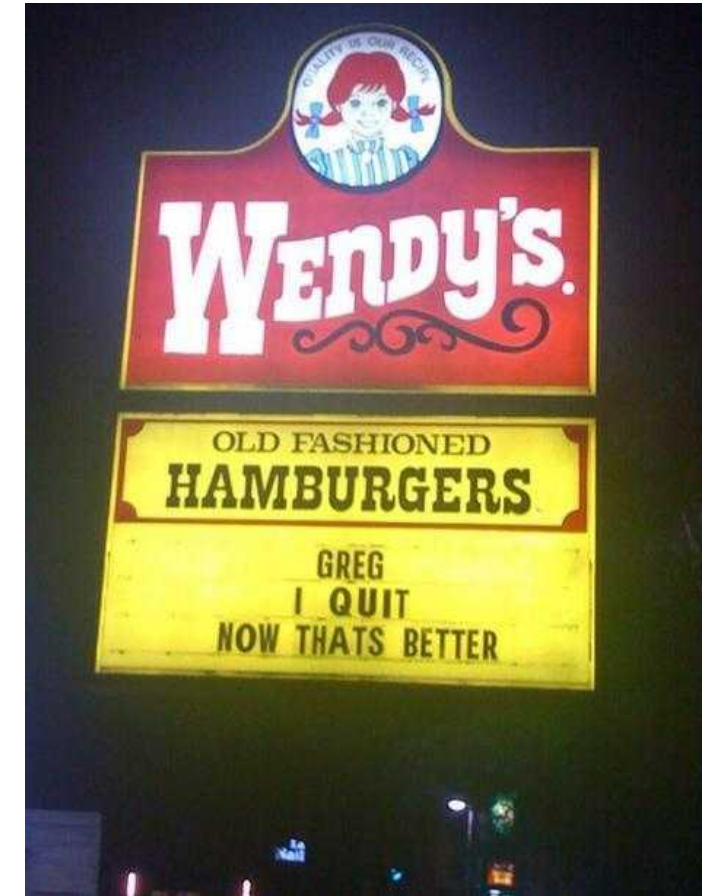
- Sector partnerships in Manufacturing, IT, Health Care, and Construction
- Collaborator with the Governor's Workforce Council and Office of Workforce Strategies
- Successfully supported 706 businesses in our region while investing \$1.4M in business hiring and training subsidies
- Through American Jobs Centers and partners, serve approximately 10,000 individuals
- Vital to the region's fiscal health and sustainability by helping participants gain employment, becoming new taxpayers, and enhancing the region's economy

The Great Resignation



The Great Resignation in America

- As of September 2021, a record-high 4.4 million workers voluntarily quit and moved on to better ones in the same or different industries
- 53% of unemployed workers who lost their jobs during the pandemic say they are not actively searching for work
- Between 2020 and 2021, mid-career employees (ages 30-45) had an average resignation rate increase of over 20% (highest demographic)
- The number of Americans over 65 is outpacing the number of Americans older than 16, shrinking the available workforce



US Bureau of Labor Statistics

The Great Resignation in Connecticut

- 53% of unemployed workers who lost their jobs during the pandemic say they are not actively searching for work
- Between 2020 and 2021, mid-career employees (ages 30-45) had an average resignation rate increase of over 20% (highest demographic)
- In a 2021 CBIA survey, CT employers report a lack of skilled applicants as the largest barrier to growth
- The number of Americans over 65 is outpacing the number of Americans older than 16, shrinking the available workforce

Connecticut Department of Labor (<https://www1.ctdol.state.ct.us/lmi/index2.asp>)
Connecticut Business and Industry Association (2021 Annual Manufacturing Report)

Connecticut's Workforce Ecosystem



Workforce Investment Boards

- Workforce Investment Boards (WIBs) identify the needs of the local job market, leverage resources, oversee American Job Centers, and direct workforce investment programs in their area
- Operate in close coordination with The Governor's Workforce Council and the CT Office of Workforce Strategy (OWS)
- Programs are informed through labor market data (LMI), regionalized to local economies
- Governed by a Board of Directors, mandated to have substantial local business representation; typically also comprises staff from state agencies, secondary & post-secondary education and elected officials

About American Job Centers

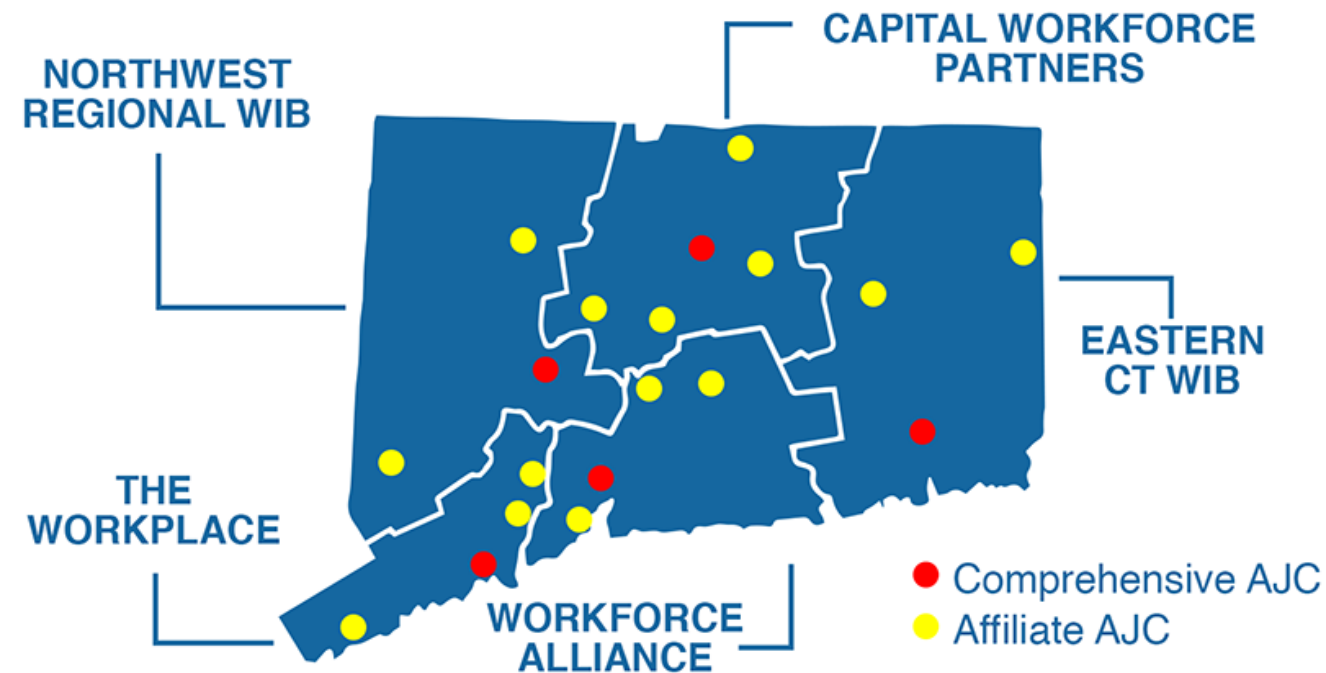
- American Job Centers (AJCs) provide free help to job seekers for a variety of career and employment-related needs
- Nearly 2,400 AJCs are located throughout the United States, 20 of which are in Connecticut
- Comprehensive Job Centers – larger, more universal offerings, increased Dept. of Labor presence
- Affiliate Job Centers – smaller, focus on individualized services, more locations



About American Job Centers

- ‘Universal’ services available through the Connecticut Dept. of Labor include employer recruitment events, workshops, access to assistive technology and assistance with unemployment
- Offer individualized services under the auspices of the Workforce Innovation and Opportunities Act (“WIOA”)
- WIOA services are designed to help job seekers access employment, education, training and supportive services
- Available to eligible dislocated workers, adults and youth in need of training or job search assistance and those with barriers to employment

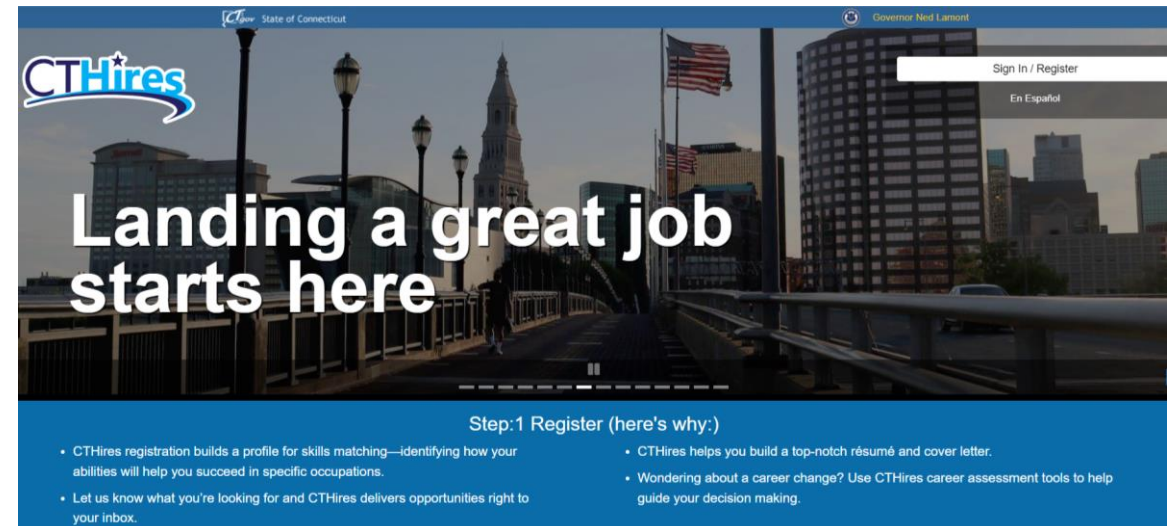
Workforce Investment Boards



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Workforce Alliance (South Central Region)	William P. Villano	(203) 624-1493
Eastern CT Workforce Investment Board	Mark Hill	(860) 859-4100
The WorkPlace, Inc. (Southwest Region)	Joseph M. Carbone	(203) 610-8500
Northwest Regional Workforce Investment Board, Inc.	Catherine Awwad	(203) 574-6971

CTHires

- The CT Dept. of Labor administers www.cthires.com, which is a no-cost job exchange available to all Connecticut businesses
- Employers may post job openings, search resumes and pursue the Veteran Medallion program
- Any job posting active on the site can be promoted via a CT Dept. of Labor email blast
- Employers may also schedule in-person or virtual recruitment events for posted jobs



A Responsive Network



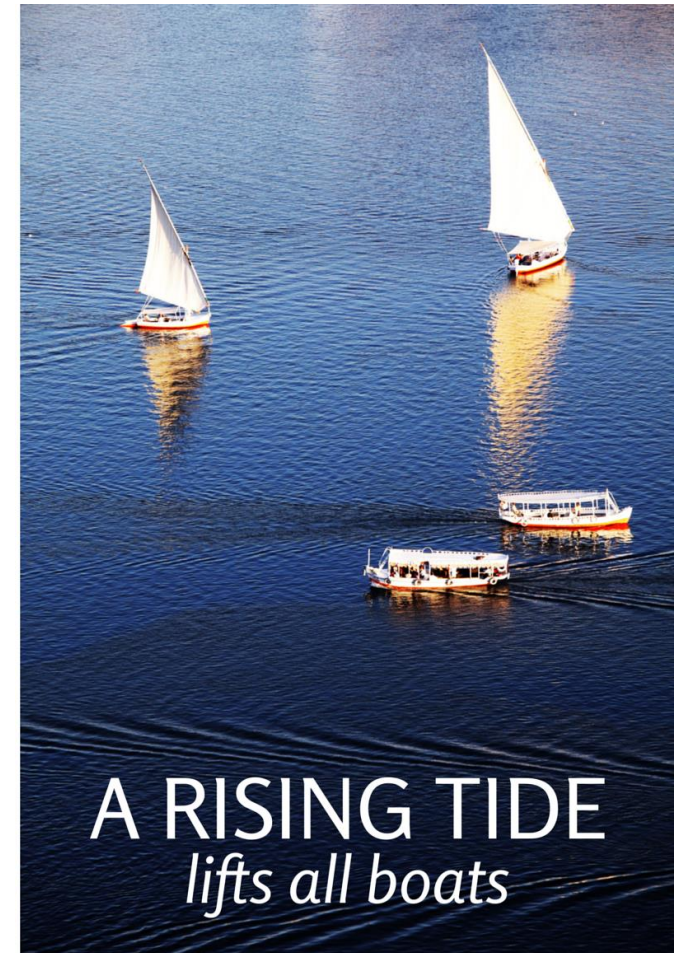
- Workforce Board staff will commonly source candidates directly through the American Job Centers, but also through a network of community partners
- These partners often comprise of community-based organizations, libraries and training partners
- Opportunities are also funneled through youth service providers

How Local Employers Shape the Workforce System



Regional Sector Partnerships

- Business that have common workforce needs work together to articulate career pathways and collaborate with training providers to create training programs that are aligned to these pathways.
- Workforce Boards support RSPs in high growth industries, such as manufacturing, healthcare, IT and transportation.
- Regional sector partnerships are employer-led; employers commit to hiring, trainers commit to industry-based curriculum.



AMEP – An RSP Case Study

- The Advanced Manufacturing Employer Partnership (AMEP) is an employer-led Workforce Solutions Collaborative Metro Hartford Industry Partnership focused on the workforce needs of advanced manufacturing.
- Convened by the Connecticut Center for Advanced Technology, AMEP directly interacts with local community colleges to assure curriculum meets member needs
- AMEP also has three work groups, each with a specific focus: training, job quality, and business growth – the effort is to build a road map in each of these areas



Additional Training Opportunities

- Incumbent worker training programs are available in select industries to reimburse employers who upskill their existing workers in industry-related trainings
- On-the-job training reimbursements are a common tool used to offset productivity costs that come with training staff new to an employer or industry
- We collaborate closely with the CT Department of Labor's Office of Apprenticeship to promote both union and non-union apprenticeship
- There are opportunities to propose expansion of "apprentice-able" trades
- Letters of support are a common means to highlight alignment and obtain investment

How Workforce Boards Support DEI



Partnership with State Agencies

- Staff at the Workforce Boards and American Job Centers frequently collaborate with state agencies, including:
 - CT Dept. of Aging and Disability Services
 - CT Bureau of Rehabilitative Services
 - CT Dept. of Developmental Services
 - CT Judicial Branch / Court Support Services Division
 - CT Department of Corrections
- In support of our customers / jobseekers, we leverage an integrated resource team (IRT) model to reduce silos and braid services
- In many cases, employers can take advantage of trial work periods / working interviews

Supporting Veteran Jobseekers

- Each comprehensive Job Center is staffed with a Veteran Representative (CT DOL)
- The HIRE Vets Medallion award is the only Federally-recognized program which acknowledges employers committed to recruiting, employing and training veterans
- This signals to veterans that an employer is committed to and supports our nation's heroes
- Jobs posted on www.cthires.com are visible only to veterans for the first 24 hours

Second Chance Hiring

- Individuals that obtain employment when released lower their recidivism risk by 68.5%
- The Certificate of Employability
 - For those who have a conviction but have demonstrated reduced risk for employers
 - A form of relief from the barriers or forfeitures to employment or the issuance of professional licenses as a result of a criminal conviction
 - Is awarded by a panel comprising staff from the Board of Pardons and Paroles and the CT Court Support Services Division of the Judicial Branch (CSSD)
- Increasingly, employers are more receptive to second chance hiring, especially in areas such as manufacturing, construction, logistics and transportation

Riggs, R. (2010). The PRI: employing the unemployable. *Dialectal Anthropology* , 34 (4), 579- 583.

Thank You!!

- Q & A



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