



STATE OF CONNECTICUT

GOVERNOR NED LAMONT

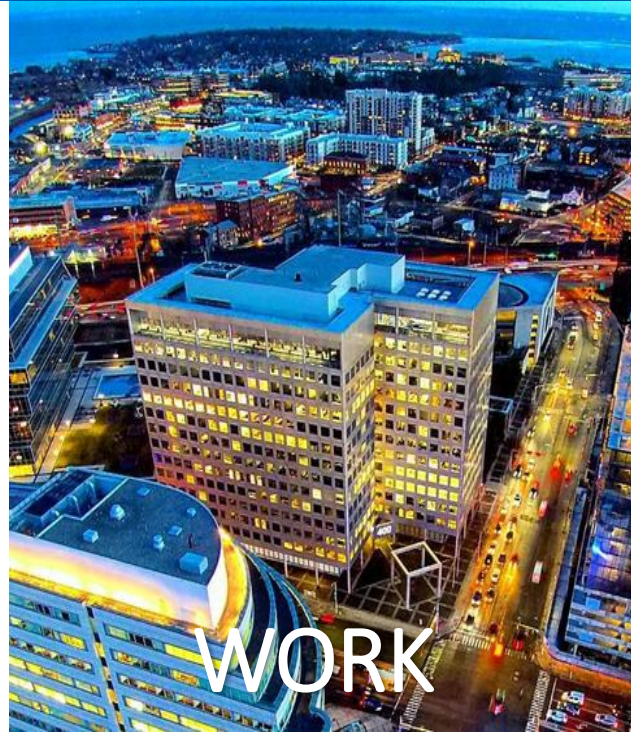
The Governor's Workforce Council

Thursday, November 21st, 2019





LIVE



WORK



PLAY

Connecticut

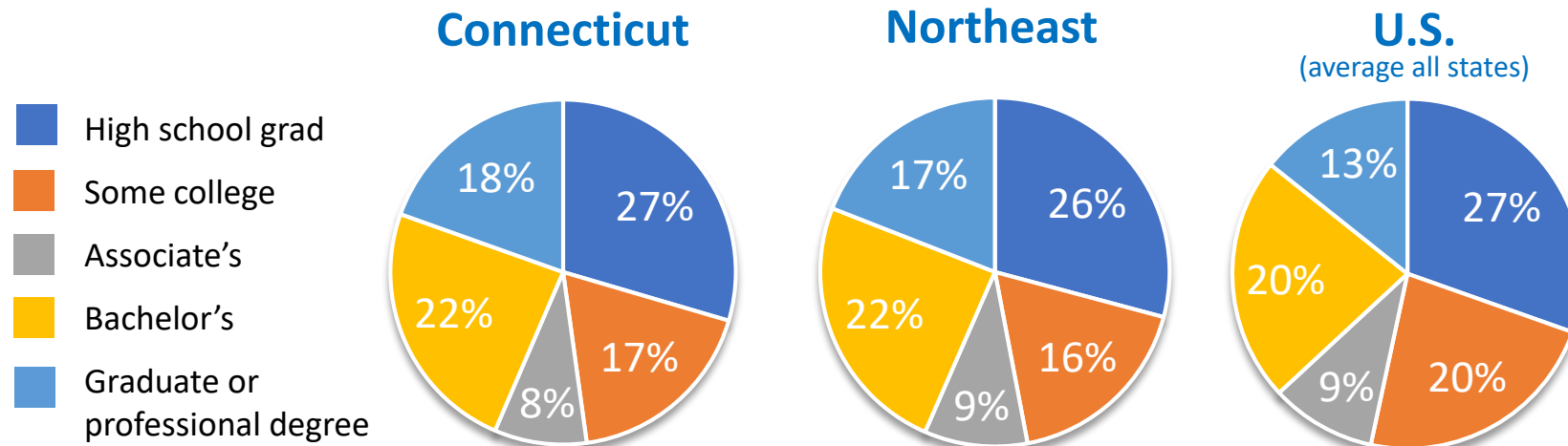
November 21, 2019

- ✓ CT workforce snapshot
- ✓ How to measure success
- ✓ DECD & CERC partnership
- ✓ Current economic development strategy
- ✓ Workforce successes and challenges

Workforce snapshot: educational attainment



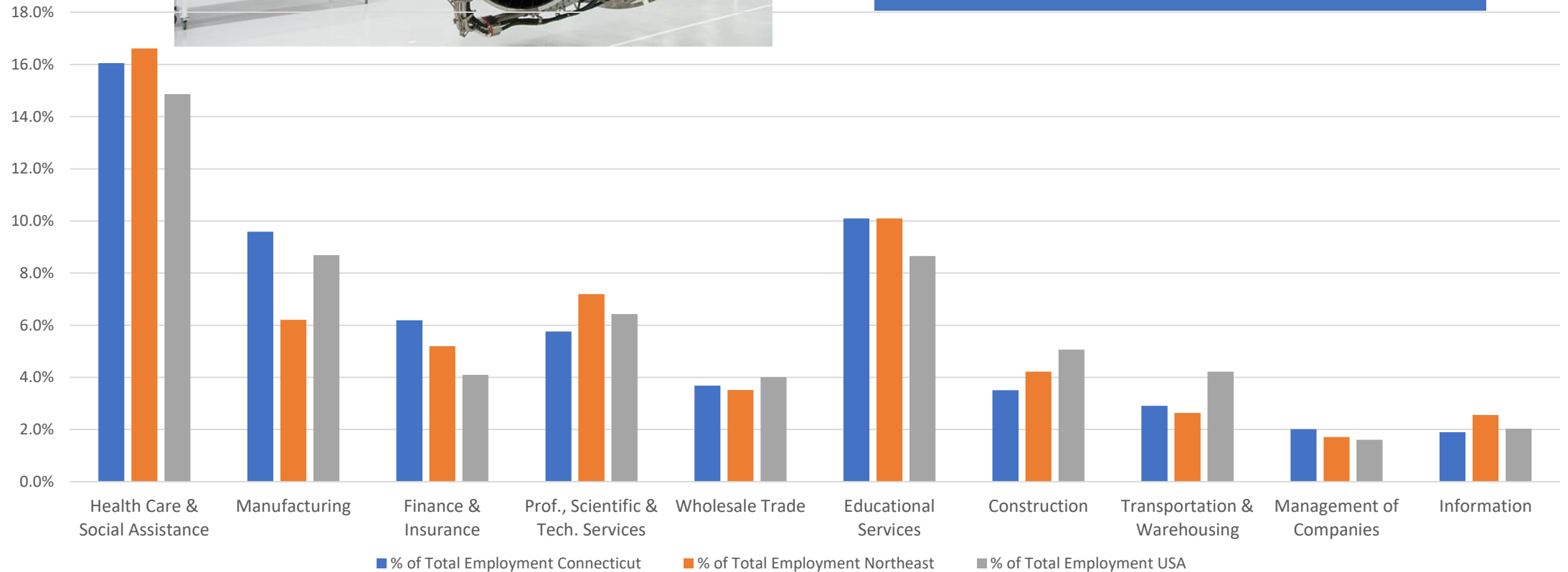
40% of Connecticut workers have a bachelor's degree or higher



Source: U.S. Census Bureau



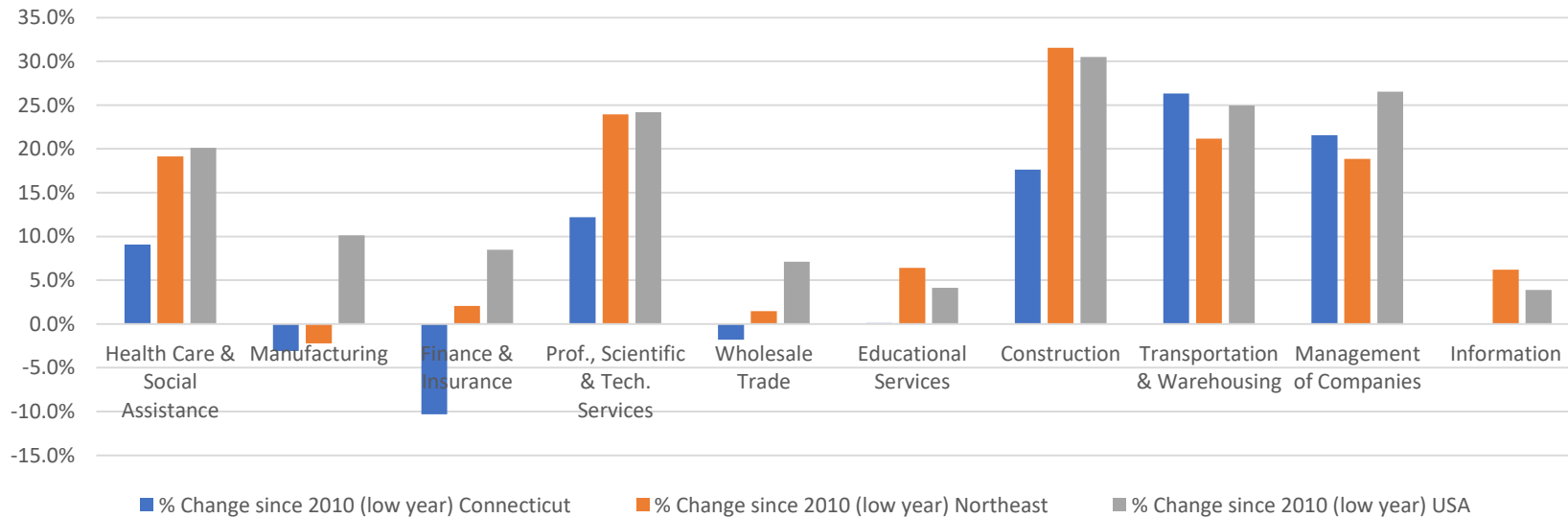
Connecticut has a higher concentration of workers in the finance & insurance and manufacturing industries than the Northeast and U.S.



Workforce snapshot: % change since 2010



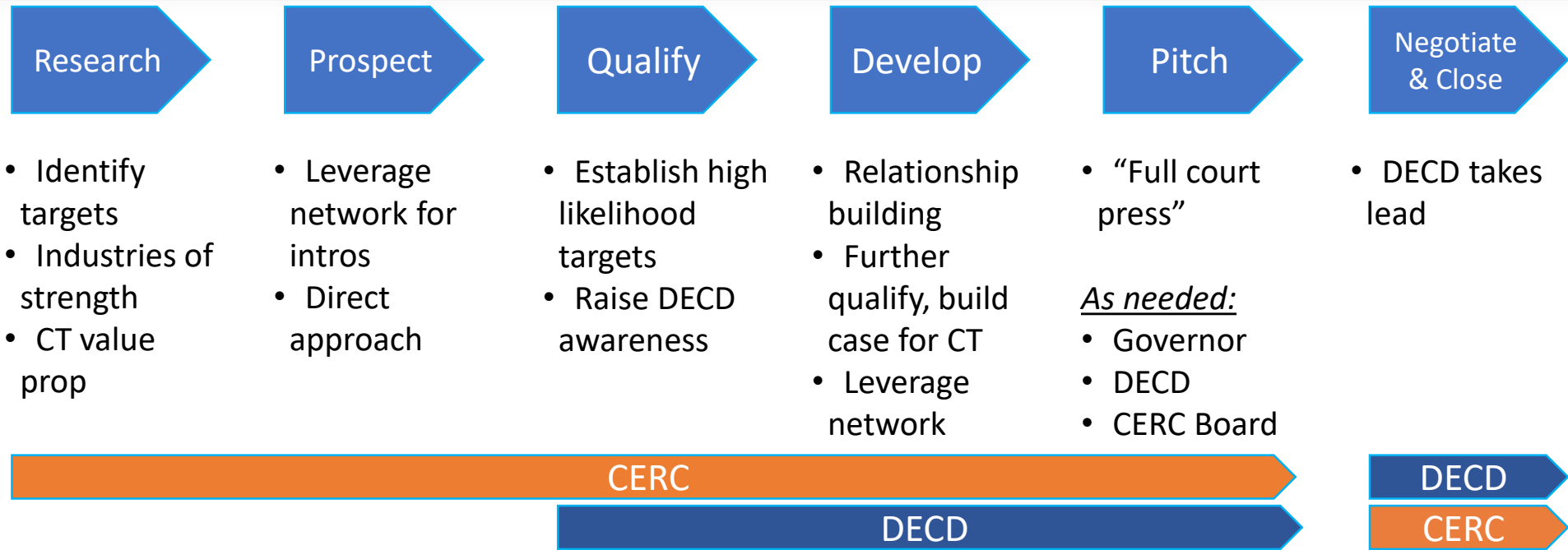
Since 2010, Employment in Connecticut's finance & insurance industry is down 10% while its manufacturing industry is down 3%





What will success look like in the year 2025?

- Access to talent will **not** be a constraint in Connecticut with regards to growing a business
- Connecticut to have the most desirable workforce relative to neighbors and economic peers



How will CERC and DECD interact with GWC

- Execution and implementation partner
- Provide support with research and analysis
- Targeted workforce incentives as part of developing a highly skilled workforce
- Help inform on industry challenges and trends

CERC, with input from a broad array of stakeholders, is currently developing a comprehensive, long-term economic development strategy for Connecticut that will include:

- An in-depth examination of Connecticut's strengths to market and weaknesses to address
- Data driven with specific metrics and targeted outcomes
- A prioritization of initiatives and an action-based plan for implementation
- An overarching goal of long-term job and inclusive economic growth



Realizing smaller manufacturers need incumbent worker training, the ACM has taken the lead on providing upskilling opportunities to its members.

In 2018:

- Companies participating: 22
- Attendees: 160
- Number of Courses: 36
- Training Hours: 3058
- Cost: \$50,655

CT Tech Talent Fund

Holberton



**TECH
TALENT**
SOUTH



**GENERAL
ASSEMBLY**



Reconciling projected CT technology talent with projected CT technology jobs

Source: Comprehensive Study on Technology Talent in CT (P20 WIN)

	Replacement of Current Jobs in 2022	New Jobs by 2022	Percent of Jobs Requiring Associate's or Bachelor's Degree	Jobs Available for CT's College Graduates	Number of CT Graduates by 2018-2022	Percent of Jobs Filled by CT Graduates
Computer Science	21,133	6,552	59%	16,334	5,793	35%
Engineering	23,574	4,345	49%	13,681	9,878	72%
Biological sciences	7,261	2,525	44%	4,306	9,054	210%
Math and statistics	3,046	1,200	39%	1,656	2,349	142%
Physical sciences	5,619	1,345	44%	3,064	1,987	65%

The Challenge We Face

Managing Growth In A Tightening Labor Market



The EWIB & EAMA Response

Manufacturing Pipeline Innovative

Governor's Workforce Council – November 21, 2019

John Beauregard & Kelli-Maire Vallieres, PhD



What Is The Eastern CT Manufacturing Pipeline Initiative (MPI)?

- A proactive, results-driven education and training program to meet the urgent and on-going hiring needs of Electric Boat, its supply chain, and the Eastern Advanced Manufacturing Alliance (EAMA)
- A strategic collaboration and alignment of 30 partner organizations to design and implement manufacturing-related workforce development programs that meet regional demand



Eastern CT's Workforce Development Principles In A Tight Labor Market

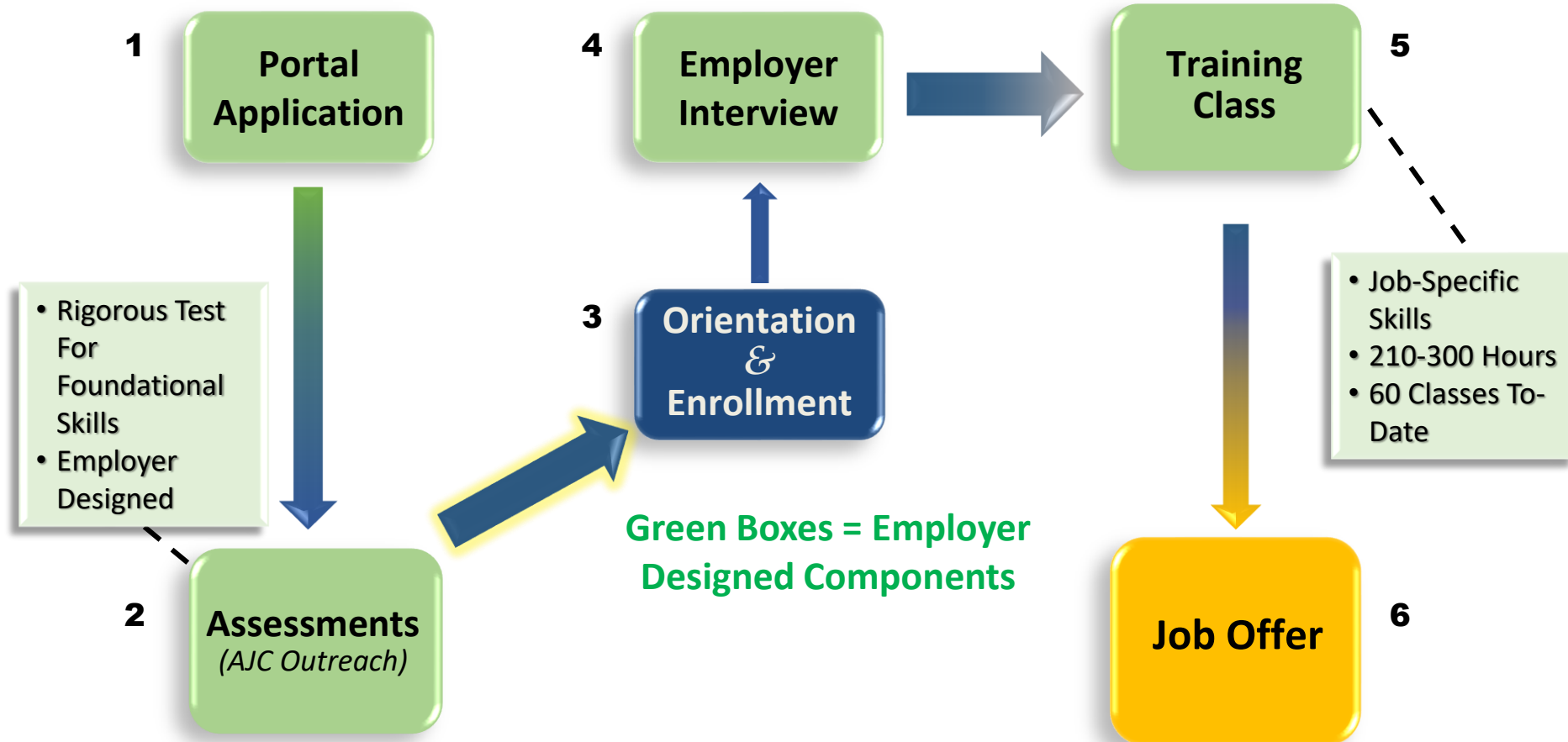
A. In a tight labor market . . .

- . . . Fewer workers have relevant skills and experience, so . . .

B. . . talent acquisition strategies must:

- Utilize enrollment procedures that invite massive participation
- Ensure employer involvement in developing a Screening/Assessment Tool
- Identify transferable skills in jobseekers with no formal experience
- Engage Employers to guide training curriculum to raise the skills baseline of “green” workers
- Emphasize career pathways *(Create partnership with CT Apprenticeship office)*
- ***MOST IMPORTANTLY*** . . . Overhaul traditional job search process

A Pipeline Candidate's Experience



Program Participants are assigned a case manager to evaluate needs, provide wrap around support services, and stipends for expenses such as, gas, childcare, safety shoes, tools, etc. to ensure completion. WIOA and philanthropist funds are leverage in addition to MPI funding.

Example Of EB/EWIB Commitment & Coordination

Opportunity Details:

Overview:

GENERAL DYNAMICS
Electric Boat

General Dynamics is the world's foremost designer and builder of nuclear submarines, the most complex

Required:

- **Six (6) months experience in manual and/or semi-automatic welding processes or are currently participating in the Eastern Workforce Investment Board Welding Program is required.**

disabled status, or genetic information.

Job Description:

Welding at Electric Boat is performed on a wide variety of materials, using an ever growing number of welding processes. Qualification is required for each process, as welders participate in continuous training in new and traditional welding processes using both conventional and state of the art equipment. Welding personnel are required to interpret welding procedures and policies and the ability to interpret structural drawings.

Education/ Experience:

Required:

- Six (6) months experience in manual and/or semi-automatic welding processes or are currently participating in the Eastern Workforce Investment Board Welding Program is required.

Preferred:

- High School diploma or equivalent preferred.
- Additional preference given for Vocational, Technical and Community Colleges or Apprentice programs, Military Shipbuilding, manufacturing and automotive experience preferred.
- Ability to interpret welding and shipyard procedures, structural drawings, technical manuals, test documents and diagrams is desired.
- Candidates who have successfully completed the CT Department of Labor Eastern Workforce Investment Board Training Program are preferred.
- Knowledge and experience in Pipe Welding is preferred.

Physical Qualifications:

Climbing, Color Vision, Crawling, Kneeling, Light Lifting, Medium Lifting, Pulling, Pushing, Reaching, Stooping, Twisting


MPI Impact In The Region

Jobseekers

Job Placements & Skills

1,512
Job Placements

>95%
Placement Rate



1. Possess job skills in immediate demand
2. Earn credentials (*pre-apprenticeship*)
3. Solution to unemployment and underemployment
4. Placement in good jobs on career pathways

Employers

*A High Volume Of
Assessed, Trained Workers*

↓50% NEW HIRE
TRAINING TIME
+
↓50% ATTRITION
RATE



**MILLIONS OF \$\$\$
IN SAVINGS
ANNUALLY**

1. Involvement in assessment & curriculum design
2. Training cohorts timed to meet hiring schedule
3. Scalable to meet high-volume hiring needs
4. Reduced hiring & training cost
5. Increased retention & productivity

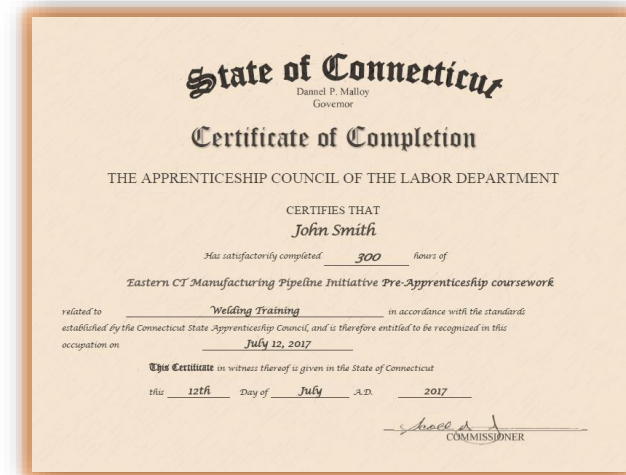
Expanding & Scaling The Pipeline

Pre-Apprenticeship: Strengthening Pathways

Advanced Manufacturing is a path to growth-oriented careers that are hands-on and high tech.

Pathway to further Education:

- **850+** Pre-Apprenticeship Certificates Issued to 5 disciplines:
 - Machinist
 - Intro. To Mfg.
 - Welding
 - Pipefitter
 - Design
- Related Instruction for Apprenticeship
- Certificate Programs at Community Colleges
- Associate Degree Programs
- Articulated Baccalaureate Degrees



Expanding & Scaling The Pipeline

CT Legislators Recognize Success of MPI

- 50 million in bond funding allocated
- 5 million distributed
- Line item allocation in state budget for continued funding for EWIB MPI

Successful Expansion in Collaboration with Workforce Alliance

- Curriculum tailored to meet the regional manufacturing needs
- Funding for consulting and sharing developed resources
 - Portal & Participant Data Base
 - Curriculum
 - Process of Working with Stakeholders
 - New Program Development: Introduction to Plastics
 - Collaboration between TRCC, MxCC, EWIB, WA, Vinal Technical High School, and Industry Partners



MPI Results

Reskilling the Under and Unemployed

- Developing new Taxpayers in living wage careers with opportunity for advancement
- 3,855+ Direct and Indirect Jobs

Industry Partner Investment

- In-kind services to develop MPI program:
 - Portal application
 - Assessments
 - Demand Data
 - Curriculum
 - Content Experts to Instruct in programs
 - Hiring Commitments

State of CT Return On Investment

- **~ 120 Million in Annual Wages**
- **State of CT Taxpayers break even 2 years after investment**
- **Compounding tax generates a \$35 million ROI on a \$10 million investment**

Connecticut's Workforce Development System

**Kurt Westby
Commissioner
Department of Labor**

Workforce Innovation and Opportunity Act (WIOA)

- Title I services for Adults, Dislocated Workers and Youth
- Wagner-Peyser Labor Exchange
- Trade Adjustment Allowance - TAA
- Unemployment Compensation – UI
- Jobs For Veterans Grant – JVSG
- TANF - Jobs First Employment Services (JFES)
- Job Corps
- Apprenticeships

Who are the players?

- CTDOL – Administers or coordinates majority of required partner programs outlined in WIOA
- Workforce Development Boards
- State Dept. of Education
- Department of Social Services
- Department of Economic and Community Development
- Department of Aging and Disability Services
- Department of Mental Health and Addiction Services
- Department of Correction

American Job Centers

- Main infrastructure of the workforce system
- Primary location for access to programs and services for jobseekers and employers
- 20 AJCs - comprised of comprehensive and affiliate sites
- Comprehensive centers offer access to full array of partner programs
- Affiliates offer WIOA Title I services and access to other required partner programs

Workforce Development Boards

- Develop workforce development goals, objectives and strategies to be implemented in each geographical region
- Ensure that jobseekers have access to array of services to meet employers' demand for qualified candidates
- Touch every education level from secondary to post-secondary
- Administer pipeline programs providing specifically-trained workers directly to employers

Workforce Development Boards

- Capital Workforce Partners in Hartford
- Northwest Regional Workforce Investment Board in Waterbury
- Workforce Alliance in New Haven
- Eastern CT Workforce Investment Board in Franklin
- The Workplace Inc. in Bridgeport

Impact and Outcomes

- Achieving measurable success through CTHires, ETPL and P20 WIN
- Creating career pathways for any jobseeker
- Providing employers with assistance in hiring qualified candidates that meet their skills requirements
- Growing programs that train and place registered apprentices and pre-apprentices

Governor's Workforce Council

Office of Early Childhood



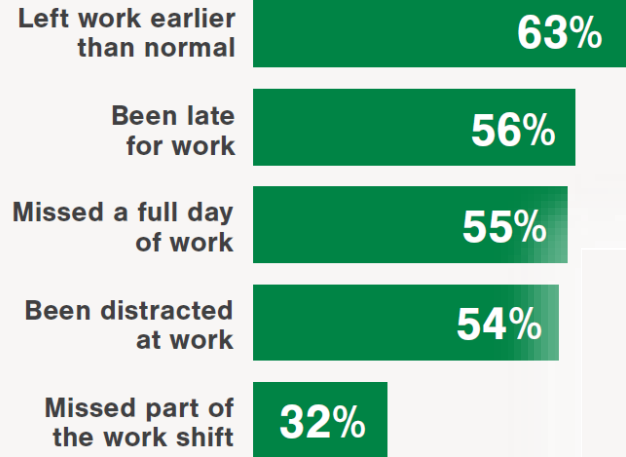
November 21, 2019
Christopher Lyddy



The Snow Day

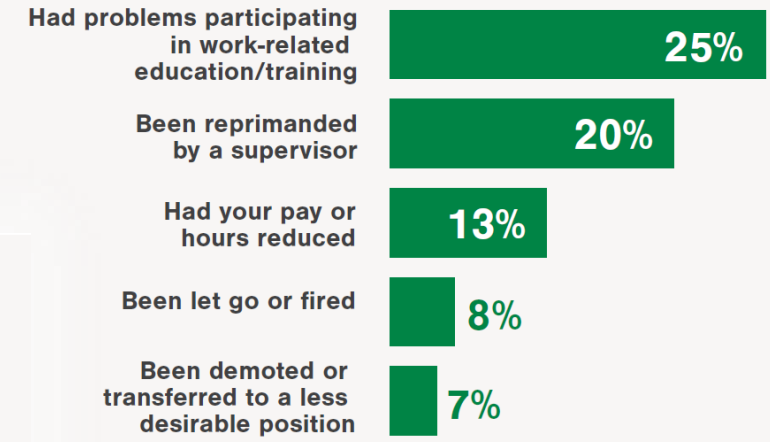
Time and effort at work

As a result of child care problems have you ever:



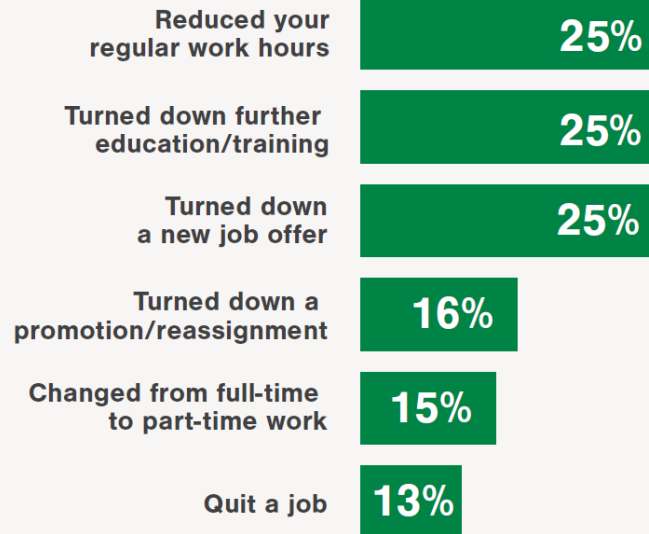
Productivity and performance at work

As a result of child care problems have you ever:



Career pathways

As a result of child care problems have you ever:



The current child care system does not meet the needs of parents or employers.




IMPACT

“The top-line findings of a new study examining the economic impacts of the nation’s child care crisis on working parents, employers, and taxpayers describe the consequences.

The verdict: an annual economic cost of \$57 billion in lost earnings, productivity, and revenue.”

*Ready Nation
Council for a Strong America (2019)*





OVERVIEW

- ❑ Moving from *Supportive Services* to *Critical Workforce Supports and Infrastructure*
- ❑ Aligning childcare with the current and future workforce
- ❑ A Whole Family, 2 Generational Approach
- ❑ Affordability, Availability, High Quality



PILOTS & PARTNERSHIPS

- > University of Connecticut
- > Connecticut State College and University System Pilot
- > Bristol Manufacturing Pilot
- > Promoting Adult Education
- > Whole Family Approach to Jobs





“Aside from a few rarely recalled historical instances, no one has fully taken responsibility to ensure that there is an adequate supply of early child care that, first and foremost meets the needs of working parents in the United States.”

*Sarah Savage
Federal Reserve Bank of Boston (2019)*

Governor's Workforce Council Meeting



Welcome to UConn

A large crowd of people is gathered on a lawn at night, illuminated by warm lights. In the background, a large, multi-story brick building with a prominent entrance and a clock tower is visible. The scene is set against a dark blue night sky.

32,000+

Students enrolled across 6 campuses

138,000

Alumni living in Connecticut

77%

Of our undergraduate students are from Connecticut

14 Schools & Colleges

Offering 8 undergraduate (116 majors),
17 graduate degrees (88 fields of study)
& 6 professional degrees

UConn's New Strategic Priorities



Double federal research in the next decade

Expand UConn's role in Connecticut's economy through research, innovation and workforce development

Assure all students have life transformative experiences connecting what they learn in the classroom to real world experiential activities like internships and community projects

UConn's Workforce Contributions

UConn

**51 % of
Engineers in
Connecticut are
from UConn**

STEM
Undergraduate
degrees increased
by **32 %** since
FY13

STEM
Graduate degrees
increased by **21 %**
since FY13

Engineering
Enrollment
increased by
66 % to **3,305**



Of recent graduates, who
are Connecticut natives, live
and work here



- UConn produces a solid return on the State's \$2.9 Billion investment by contributing \$5.3 billion annually to its \$274 billion economy



- Average salary is \$51,000 at 2 years after graduation

What More Can We Do Together?

Develop sustainable framework for coordinating stakeholders in
CT's Integrated Workforce Development System

Why?

Industry needs diversified skill sets – from the welder who codes to bachelor's and Ph.D. degrees

Need different approaches to workforce development that leaves no demographic behind

What?

Identify market sectors of focus

Coordinate primary, secondary, vocational, and higher education

Create pipelines and pathways to success

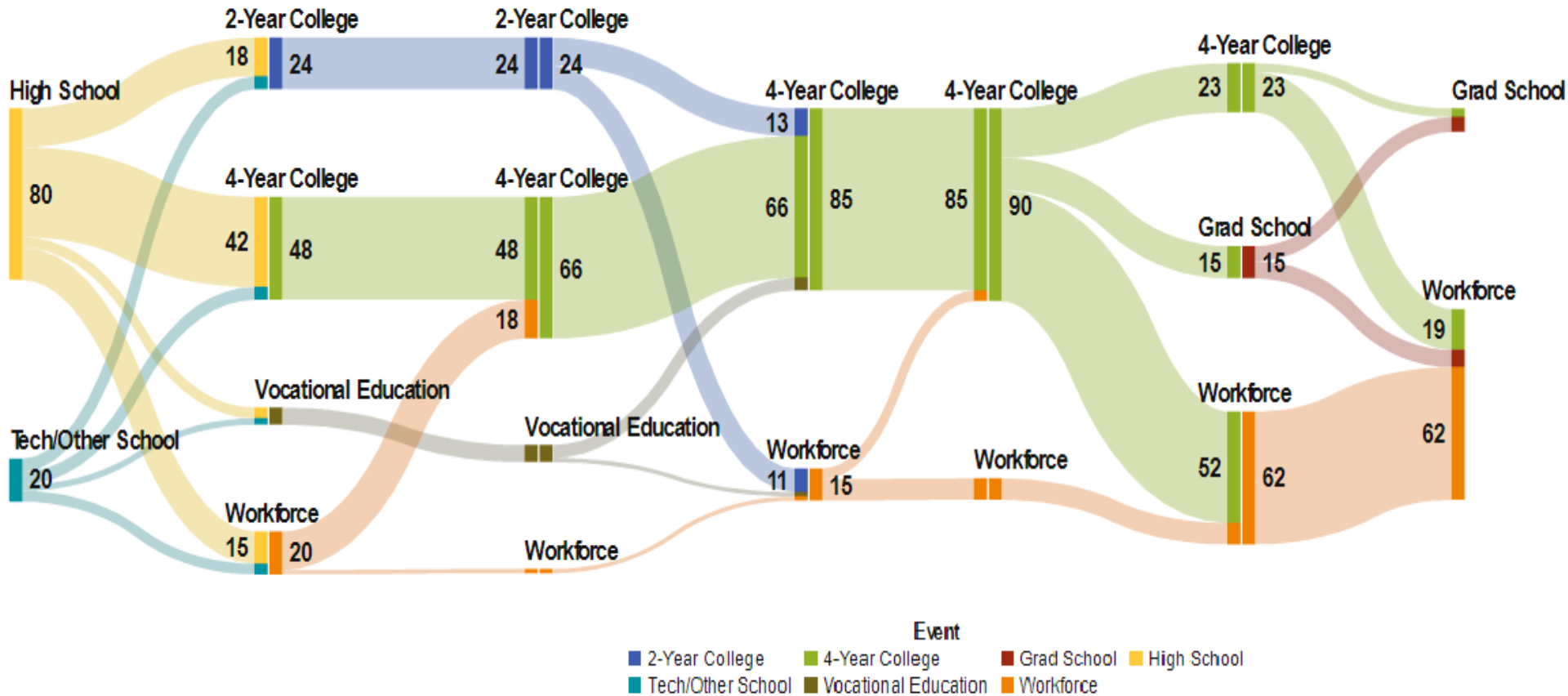
How?

Convene presidents to craft strategy for way forward

Convene chief academic officers, market sector subject matter experts to develop approach & plan

Many Pipelines to Success

Student Life Cycle



*Tech/Other School Includes Technical School and Other School

*Workforce Includes Workforce, Military, Volunteer and Unemployed/Not In School

Other Areas of Possible Collaboration



- Outreach to high schools to ensure students know what options are available?
- Develop state-wide data base to make sure students know about internships and employment opportunities?
- Other ideas?

Data & Performance Management

Scott Gaul, Chief Performance Officer, Office of Policy & Management

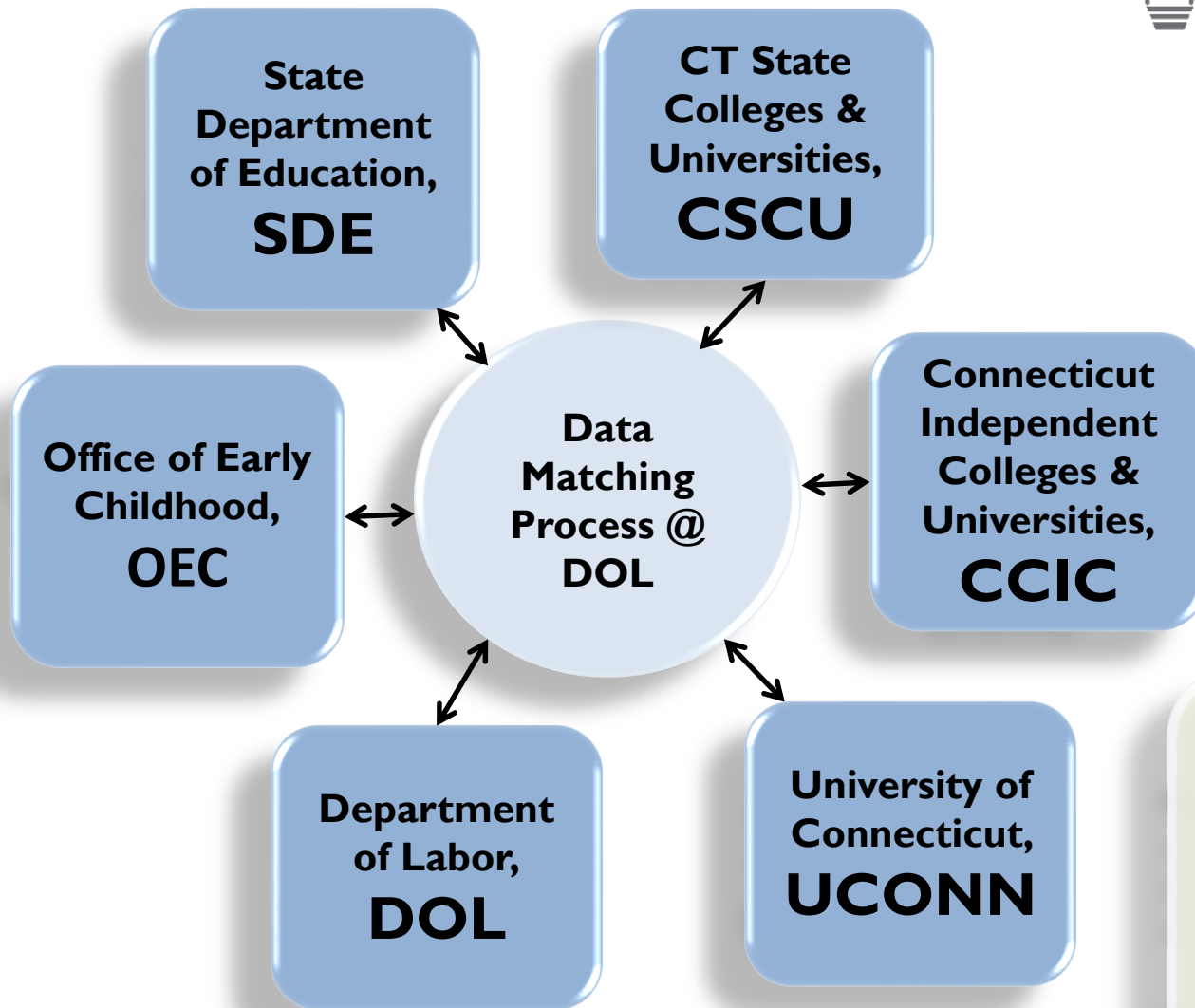
Jan Kiehne, P20 WIN Program Manager, Connecticut State Colleges and Universities



51% of CT public high school seniors *did not* graduate college within six years.

28% of high school graduates that *did not* attend college earn a living wage after six years.

46% of CT public HS graduates from 2012 needed *remedial courses* in math and/or English at CSCU institutions.



Potential additions

- Dept. of Social Services
- Dept. of Children & Families
- Connecticut Coalition to End Homelessness
- Dept. of Correction

Samples of current and completed work

Yale: How has the
Preschool
Development
Grant impacted
lives of CT
children?

UConn:
Effect of
Career and
Technical
Education

*Georgetown
University:*
Value of sub-
baccalaureate
credentials

Urban Institute:
Best practices
for presenting
CT earnings
data



Tech Talent
Report

Enrollment,
remediation
& credits
attained of
HS graduates
by HS and
district

Employment
outcomes of
HS graduates
with and
without PS
experience

Wage &
employment
outcomes by
program for multi
years of graduates

What is college & career
readiness in Connecticut? How
can data improve placement?



Ongoing activities to improve data

- Federal application to enhance P20-WIN
- Active outreach to additional state agencies to join P20-WIN
- Cross-agency participation (workforce, early childhood, OPM) in national technical assistance on data sharing
- Reports due January 2020 on:
 - 1) legal barriers to cross-agency data sharing and
 - 2) data infrastructure and performance measures for family economic success ('2-Gen')