

NORTH CENTRAL CT

LONG TERM WORKFORCE RECOVERY

CAPITAL WORKFORCE PARTNERS

September 2020

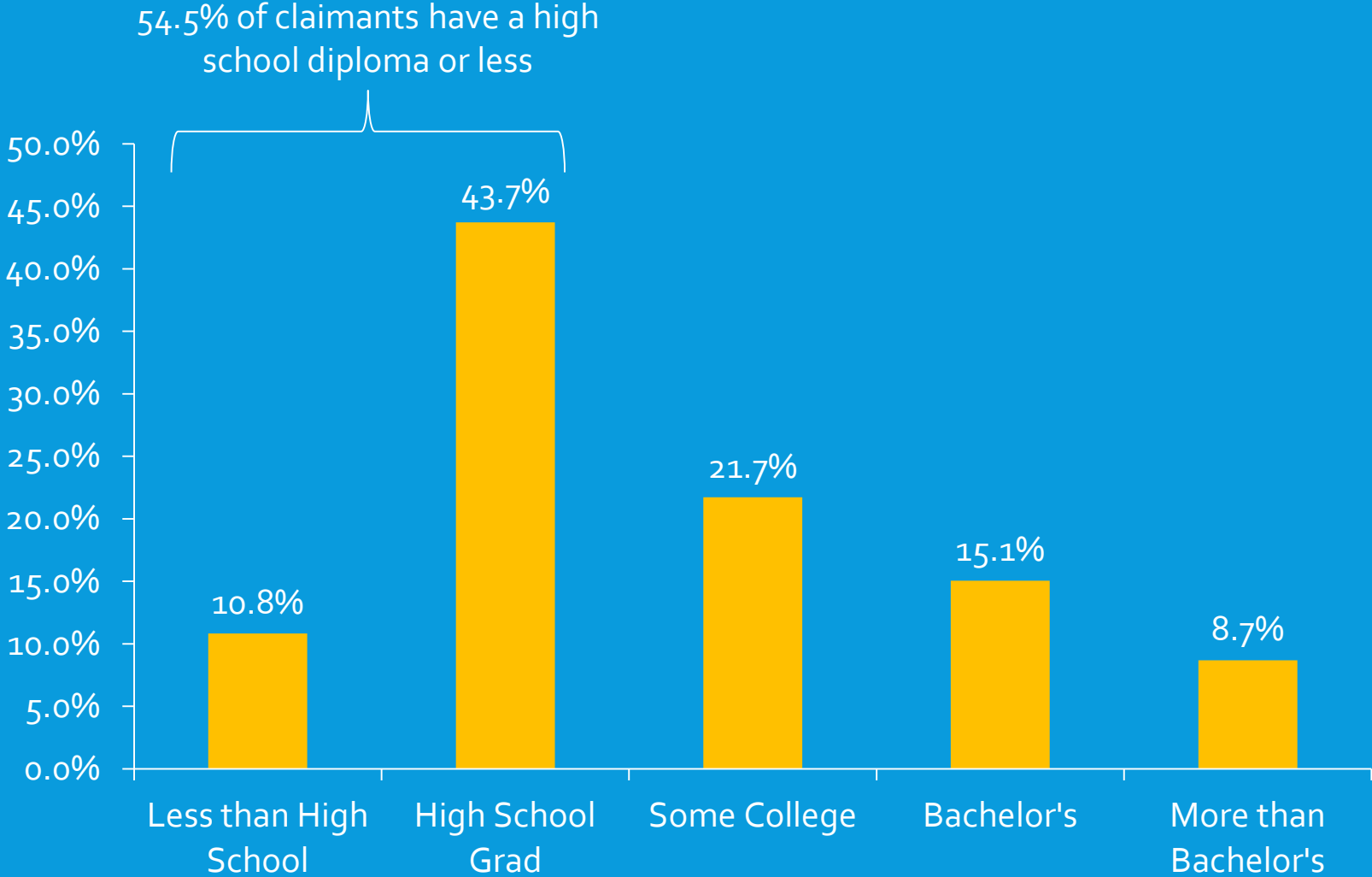
TRAINING NEEDS

- Hardest Hit Sectors: Retail Trade, Healthcare & Social Assistance, Accommodation & Food Service
- Lowest earners are most affected by COVID-19 and comprise most UI claimants, while the highest earners have been least affected
- Individuals earning less than \$35,000 comprise **64%** of claimants; and those earning less than \$75,000 comprise **90%** of claimants
- Lowest earners are overrepresented among UI Claimants
- HS Diploma holders are the most overrepresented group among UI Continued Claims, followed by those with Some College education

These findings collectively indicate that the **most vulnerable populations have been the most directly impacted by COVID-19**

PROCESSED INITIAL CLAIMS BY EDUCATION NORTH CENTRAL CONNECTICUT

3/15/20 – 6/21/20



HARTFORD COUNTY: IN-DEMAND OCCUPATIONS

UNIQUE ACTIVE JOB POSTINGS: JULY 19-AUGUST 17

Occupation	Latest 30 Days	30 Days % Change	Latest 90 Days	90 Days % Change	Median Hourly Earnings
Registered Nurses	1,731	0.3%	3,052	(4.6%)	\$38.01
Heavy and Tractor-Trailer Truck Drivers	1,713	(11.0%)	3,066	26.3%	\$22.50
Software Developers, Applications	1,355	3.6%	2,217	10.2%	\$45.08
First-Line Supervisors of Retail Sales Workers	978	24.9%	1,341	13.6%	\$22.68
Retail Salespersons	942	21.5%	1,339	(6.2%)	\$12.10
Computer Occupations, All Other	858	6.3%	1,360	(3.5%)	\$45.47
Accountants and Auditors	710	5.8%	1,012	(12.8%)	\$34.92
Customer Service Representatives	673	17.9%	1,054	(0.9%)	\$17.43
Stock Clerks and Order Fillers	572	21.2%	848	45.5%	\$12.35
Childcare Workers	537	64.2%	771	27.2%	\$11.62
Computer Systems Analysts	507	12.4%	756	(12.2%)	\$42.73
Financial Managers	489	8.4%	727	(0.8%)	\$66.30
Computer User Support Specialists	459	15.0%	690	5.2%	\$26.65
Management Analysts	455	2.0%	761	(11.9%)	\$43.16
First-Line Supervisors of Office and Admin. Support Workers	410	9.0%	701	2.8%	\$29.22
Light Truck or Delivery Services Drivers	403	21.4%	557	3.9%	\$16.03
Family and General Practitioners	394	1.0%	625	28.3%	\$96.32
Industrial Engineers	390	5.1%	539	(17.7%)	\$42.11

SOURCE: Economic Modeling Specialists International (EMSI) Hartford County Job Postings Table

IMPLICATIONS

- Hardest hit sectors: Retail, Accommodation & Food Services, Healthcare (certain occupations)
- Manufacturing has shown comparatively modest decreases in employment without current signs of hiring recovery
- More rapid recovery among middle-skilled occupations is occurring in some Healthcare positions and the IT, Transportation, & Logistics sectors
- Individuals with High school degree or less and the lowest earners have been the most impacted
- Communities of color have been disproportionately impacted
- Large population of returning citizens needing re-entry supports
- Significant number of individuals with multiple barriers to education and employment
- Many graduating high school seniors have a need for additional postsecondary bridging supports
- Significant need for high-quality virtual tools and training options along with technology supports
- Need for longer-term training options/employment pathways with supportive services
- Need for greater attention to innovative career pathways in community health & public service for Opportunity Youth and other underserved populations

CWP COVID-19 RECOVERY INITIATIVES

COVID-19 Near-Term Recovery

- Adapted American Job Center Virtual Services
- CARES- Workforce Training Innovation Fund (WTIF)
- Dislocated Worker Grant
- Dislocated Worker Disaster Relief Program
- CARES Act Youth Employment Program (CAYEP)

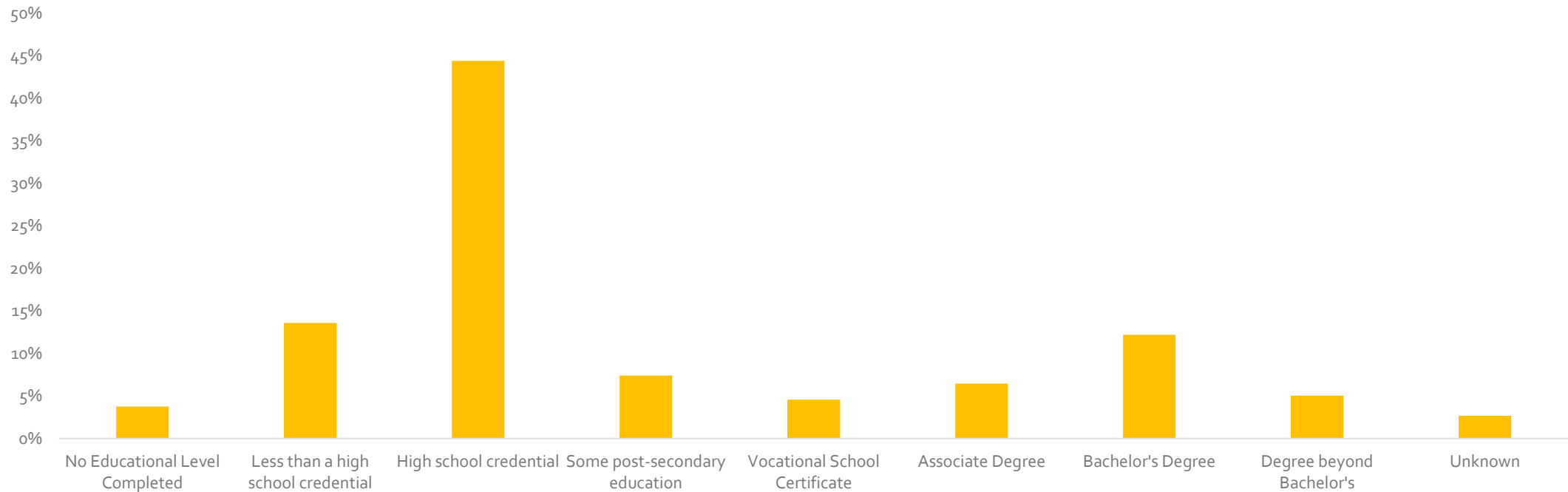
Long Term Recovery

- Apprenticeship Connecticut Initiative (ACI)
- Sector-Based Strategies (Pre-Apprenticeships, Registered Apprenticeships, Dual Track, WBL)

WORKFORCE SOLUTIONS: AMERICAN JOB CENTERS

The American Job Center (AJC) system has a record of service delivery to underserved populations with many clients holding at most a high school credential.

N. Central AJC System Clients by Education Level, FY 19



CARES-WTIF PROPOSAL SUMMARY

Proposal Impact:

- **408** individuals statewide (with **358** in N. Central Region) to be trained and placed in employment—including **40** OJT Placements
- Total Program Budget: **\$3.7 million**
- **Wraparound Supports** for Participants including Weekly Stipends, Basic Needs Assistance, Childcare, Training Gear, and Job Placement Supports

Program Design:

In the North Central Region:

- **13** training program options among **9** training provider partners
- Targeted Sectors: **Healthcare, IT/Business Services, Financial, Construction, Manufacturing, and Transportation**
- Training comprises short-term (4-14 week) **occupational training** along with a **professional skills** component

Program Parameters:

- All funds must be expended by **December 31, 2020**
- Target populations include: **Workers dislocated as a result of COVID-19** and **Opportunity Youth** with emphasis on underserved populations including persons of color

CARES ACT SUPPORTIVE SERVICES AND CHILDCARE

Supportive Services

- CWP in partnership with the CT Workforce Development Council (CWDC) will facilitate the provision of **\$500,000 in basic needs supports to WTIF program participants** in the North Central region.
- These include targeted resources to address critical barriers to successful program completion and participant wellbeing, including access to childcare; reliable transportation; access to technology and internet; drug and alcohol addiction; homelessness; and exhausted UI compensation.

Childcare

- CWP will also partner with the CT Office of Early Childhood (OEC) to **augment supportive services relating to childcare**, through the OEC's WTIF proposal in support of family childcare providers. This proposal aims to provide **750 additional childcare slots for trainees across the state** and will further support family childcare providers through subsidized slots for trainees and small grants to family childcare providers. This proposal will benefit both providers and trainees with a potential statewide impact to **1,275 low-income CT families**.

CWP DISLOCATED WORKER DISASTER RELIEF PROGRAM

Proposal Impact:

- **30** Dislocated Workers
- Total Proposal Funding: **\$450,000**

Program Design:

- Participants are engaging in **self-directed training** related to COVID safety and state guidelines with **placement into a 6-month temporary position**. Placements will prioritize roles with healthcare employers and partnering municipalities.
- Occupations that are prioritized include, but are not limited to, COVID testing and registration associates, community health workers, and sanitation workers.
- Additionally, several municipalities are serving as worksites for temporary positions to conduct cleaning and sanitation work and promote COVID-19 community supportive services such as promoting social distance navigation in public spaces, technical assistance to employers to meet CDC guidelines.

CARES ACT YOUTH EMPLOYMENT PROGRAM (CAYEP)

Proposal Impact:

- **24** Youth
- Total Proposal Funding: **\$400,000**
- Three-component approach:
 - Work opportunities
 - Professional Skills Training
 - Post-Program WIOA Youth Referrals

Program Design:

- Youth placements in **community health and public service employment opportunities connected to COVID-19 recovery** while also facilitating community health career pathways education (supported through referrals to credential-based training at local community colleges).
- Youth completion of **Career Labs Professional Skills training** virtual 40-hour module
- **Work opportunities are at health organizations** such as Community Health Center, Central AHEC Inc., UCONN Health, Wheeler Clinic, and Inter-Community Health.
- Other opportunities for community health and public service employment related to the COVID-19 response at municipal Public Health Departments and other public/nonprofit venues will be facilitated for youth as applicable.

APPRENTICESHIP CT INITIATIVE (ACI)

- **\$2.2 million** award from CT DOL
- Short-term, 5-26-week Pre-Apprenticeship and credential-based programs at local Community Colleges, Goodwin University, local High Schools, and Labor Partners
- Training for **474** individuals over 4 years in the Manufacturing, Healthcare, and Construction sectors
 - Manufacturing: 150 Youth and 140 Adults/OY
 - Healthcare: 124 Adults/OY
 - Construction: 60 Adults/OY
- Year 1 (7/1/20-6/30/21): training for **230** individuals
 - Manufacturing: **80** Youth and **70** Adults/OY
 - Healthcare: **50** Adults/OY
 - Construction: **30** Adults/OY