Welcome to the

CEDAS Academy Economic Development Strategy Tapas Webinar Series



ED Strategy Series is a web-based educational learning series developed by UConn Extension in collaboration with the Connecticut Economic Development Association and the Connecticut Economic Resource Center.



EXTENSION





Advancing the Practice of Economic Development in Connecticut



Connecticut Economic
Development Association, is a notfor-profit organization committed to
advancing the practice of economic
development within the state of
Connecticut. CEDAS encourages
communication among its members
by providing a forum for discussion
and information exchange.

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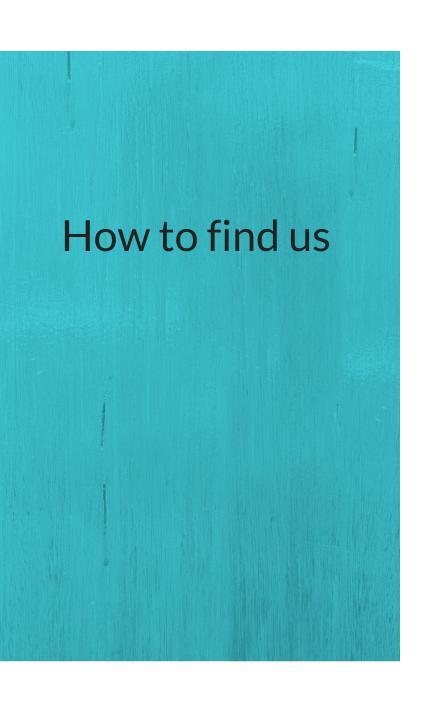
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Register at: www.cedas.org

Thursday April 13, 2017 11am - 12 pm ACTIVATING THIRD PLACES: MAKER AND CO-WORKING SPACES

- SPEAKERS SPARK Makerspace, New London Hannah Gant Founding Member
- BHive: Bridgeport Marcella Kovak- Co owner of Founder / Partner at The Bananaland Co-Founder / Partner at B:Hive Bridgeport

Innovations in Workforce Development

A CEDAS Academy Webinar February 16 | 11:00 a.m. - 12:00 p.m. ET

Hosted by Laura Brown, UConn-Extension Program in Community & Economic Development, and Rebecca Nolan President, CEDAS. This webinar is free and offered as a cooperative program of CEDAS and the University of Connecticut-Extension Program in Community & Economic Development.







Today's Presentation

This webinar is part of our TAPAS Series and we hope this presentation gives you a "taste" of:

- What's happening in Connecticut's labor market
- Collaborative and innovative strategies for workforce development through local examples
- How workforce development can grow collaboration and support businesses in your region

Our Presenters



Patrick Flaherty is Assistant Director of Research and Information at the Connecticut Department of Labor. Prior to his promotion to Assistant Director he was an economist in the Office of Research where his responsibilities included occupational projections and long-term industry projections. He received his Bachelors Degree in Social Studies from Harvard University and his Masters Degree in Economics from the University of Connecticut. Patrick's research interests focus on displaced workers and human capital development. He has authored several manuscripts for the Office of Research, has given many talks and presentations to business and jobseeker groups.



Adrienne Farrar Houël is President and CEO of Greater Bridgeport Community Enterprises, Inc. (GBCE), a 501(c)(3) nonprofit community development corporation founded in 2006. GBCE, with its management team, develops green nonprofit enterprises to create jobs for disadvantaged area residents; assists small and minority businesses to develop green products and programs; researches trends in green business development; has trained and placed low and moderate- income residents in green jobs; and advocates for more green jobs in the Bridgeport area and throughout the State of Connecticut.



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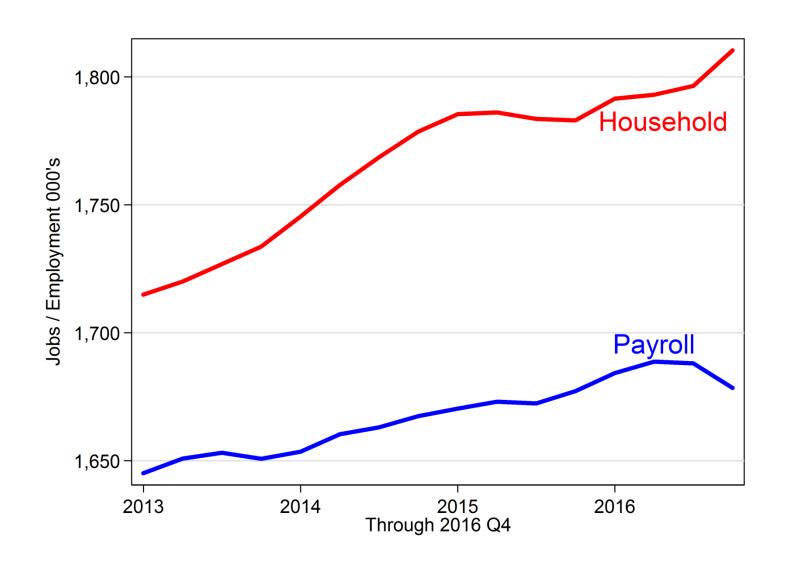


Partner of the American Job Center Network

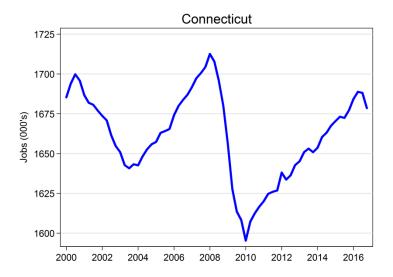
Overview of the Workforce in Connecticut

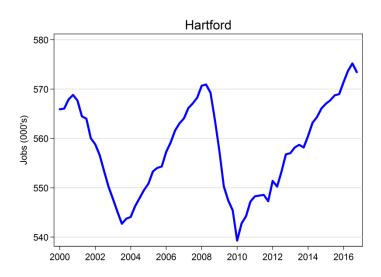
Patrick J. Flaherty
Assistant Director of Research and Information
Connecticut Department of Labor
February 16, 2017

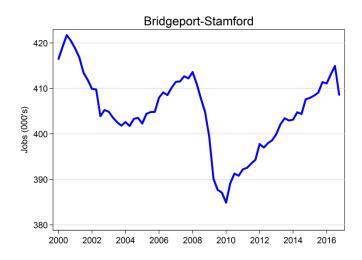
Connecticut Employment Measures

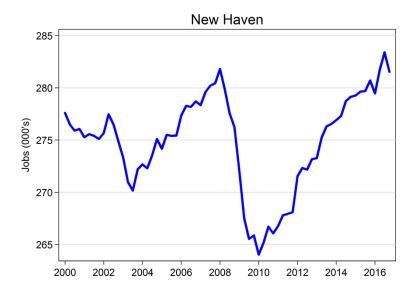


Jobs by Labor Market Area

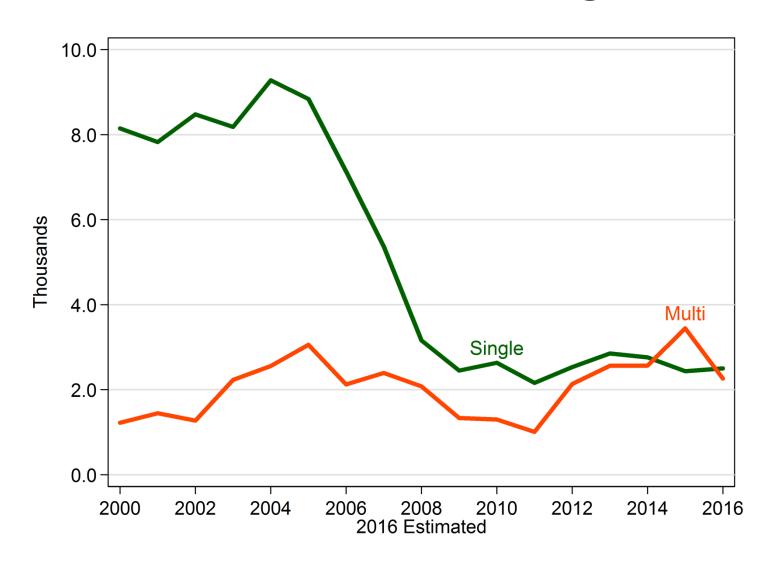






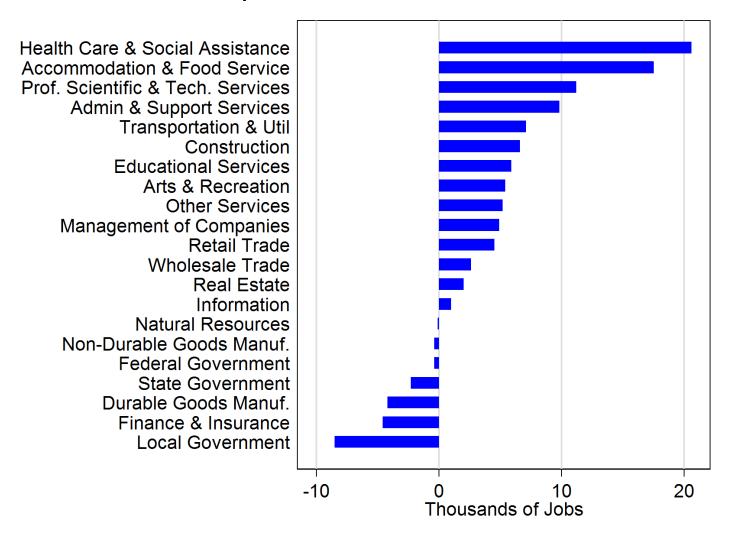


Connecticut Annual Housing Permits



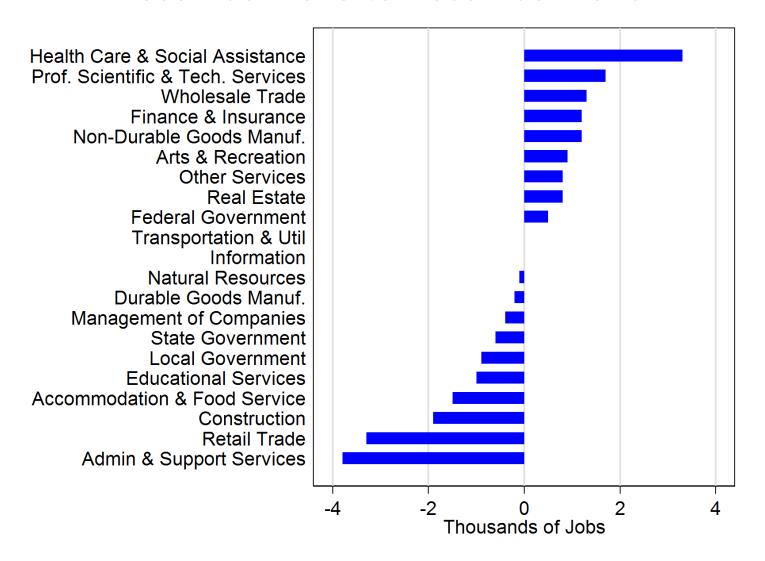
Employment Change During the Recovery

February 2010 to December 2016



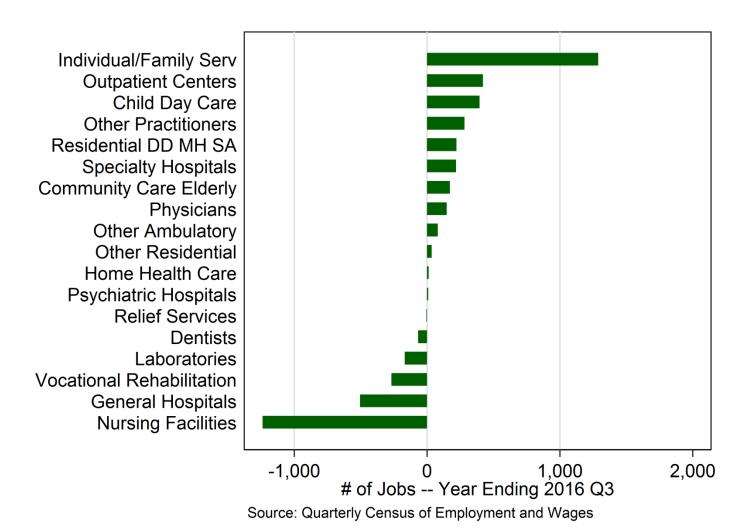
Employment Change Last Year

December 2015 to December 2016

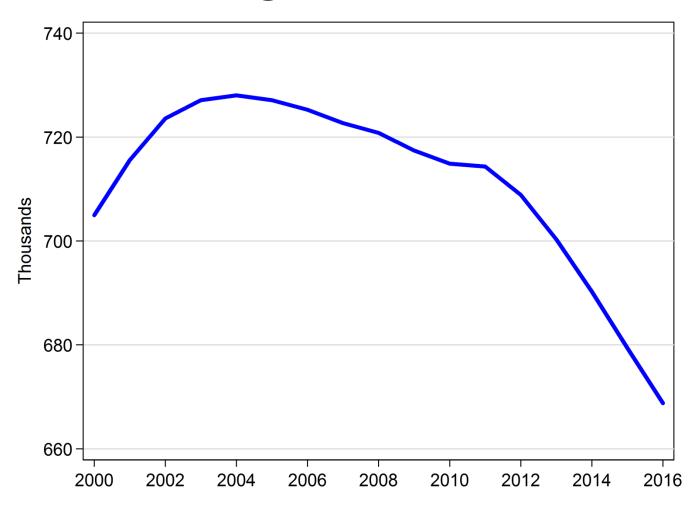


Employment Change Last Year

Health Care and Social Assistance

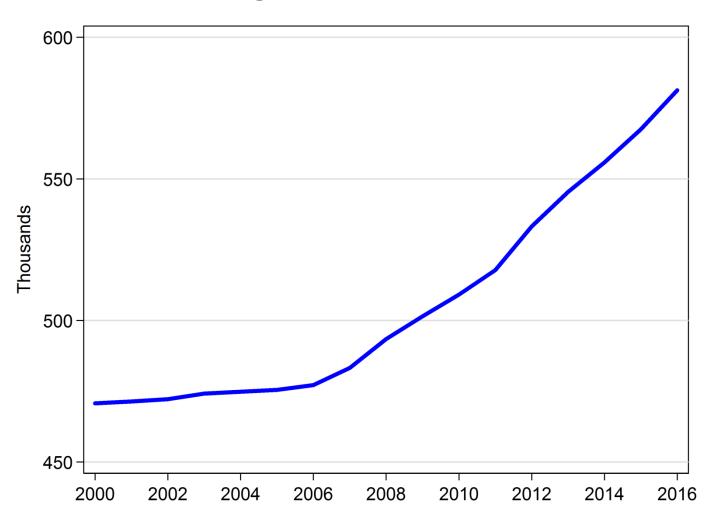


Connecticut Population Age 5 to 19

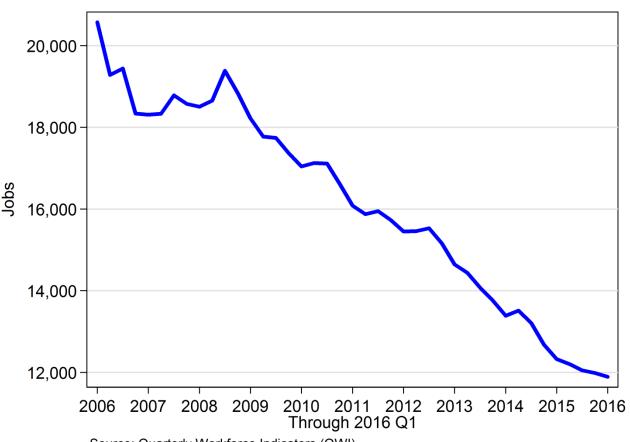


Connecticut Population

Age 65 and Over

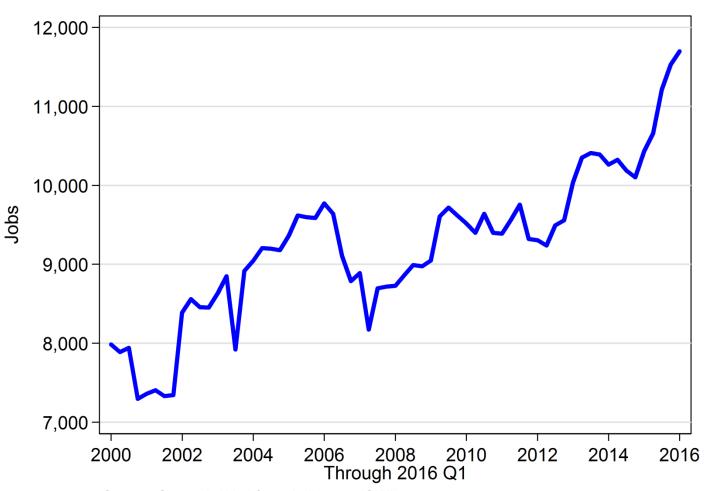


Connecticut Employment Gambling Industries



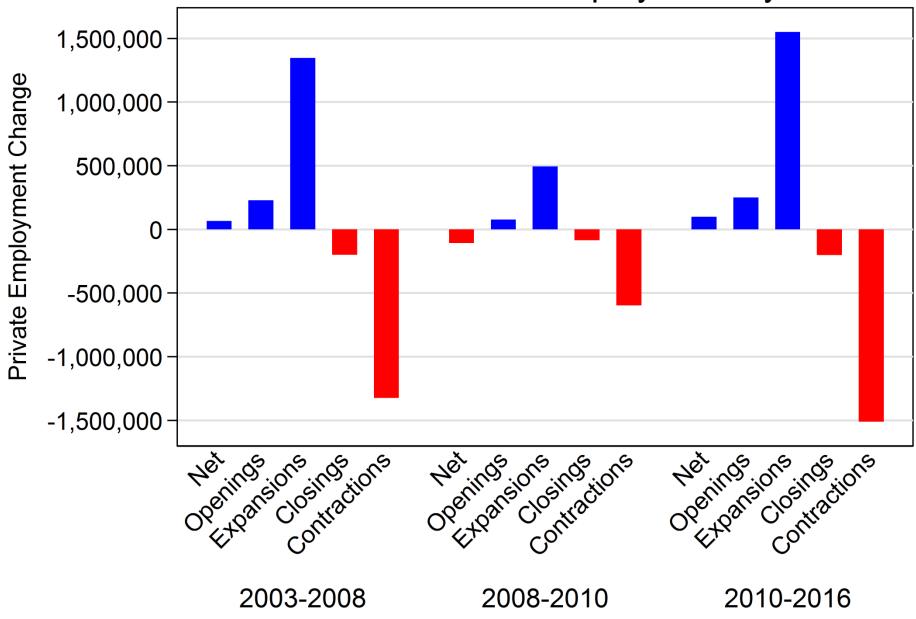
Source: Quarterly Workforce Indicators (QWI)

Connecticut Employment Ship and Boatbuilding

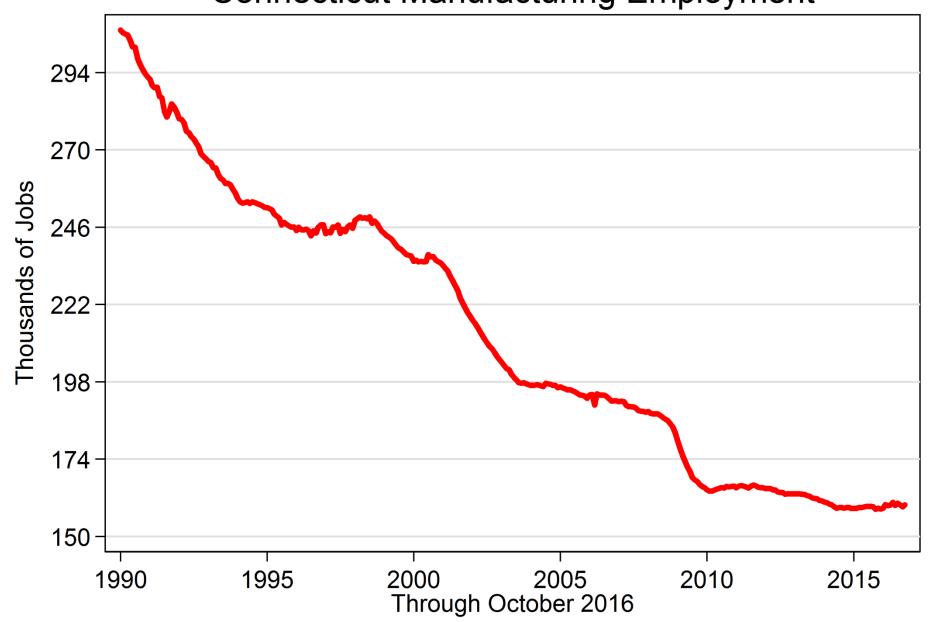


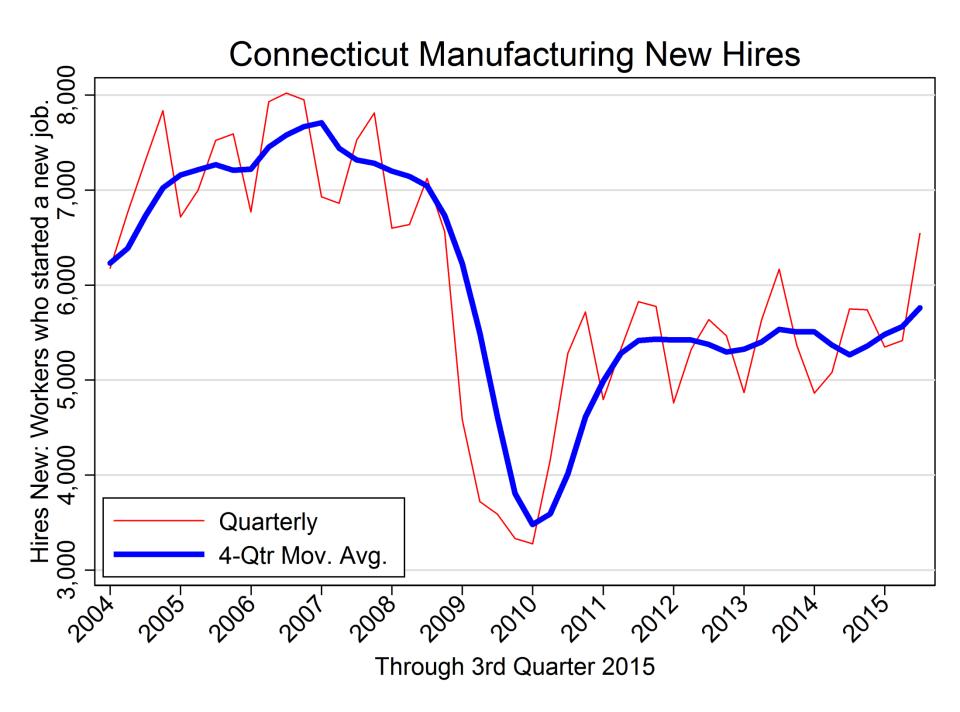
Source: Quarterly Workforce Indicators (QWI)



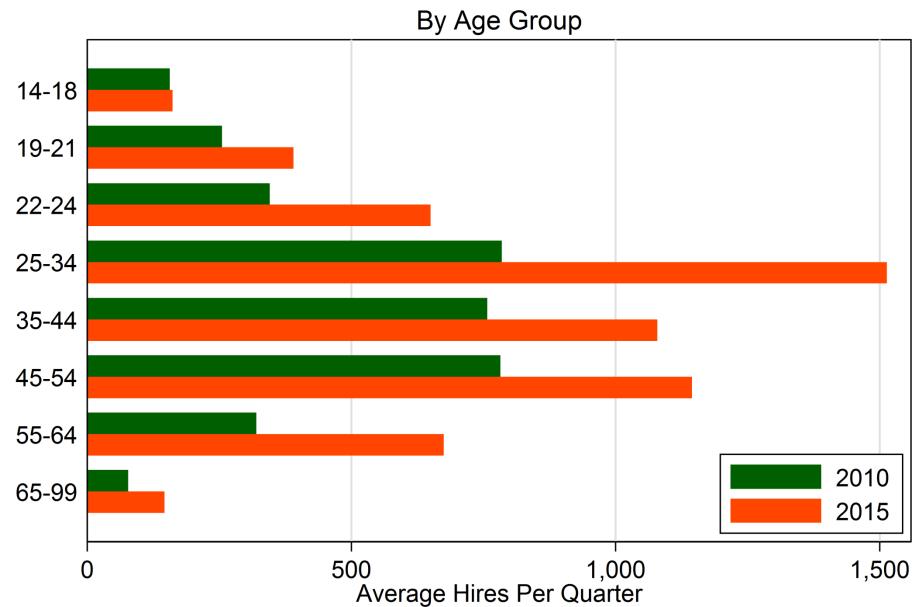


Connecticut Manufacturing Employment

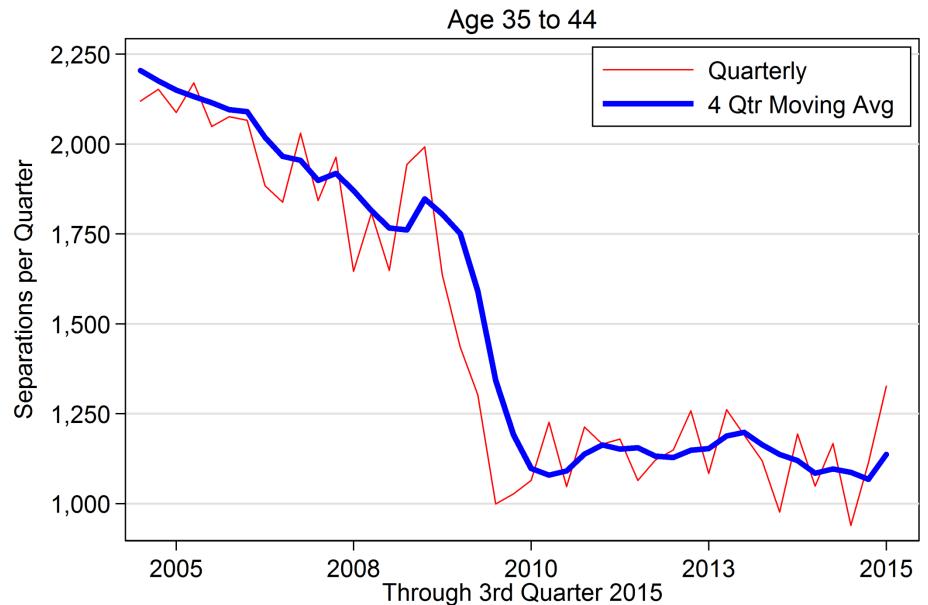




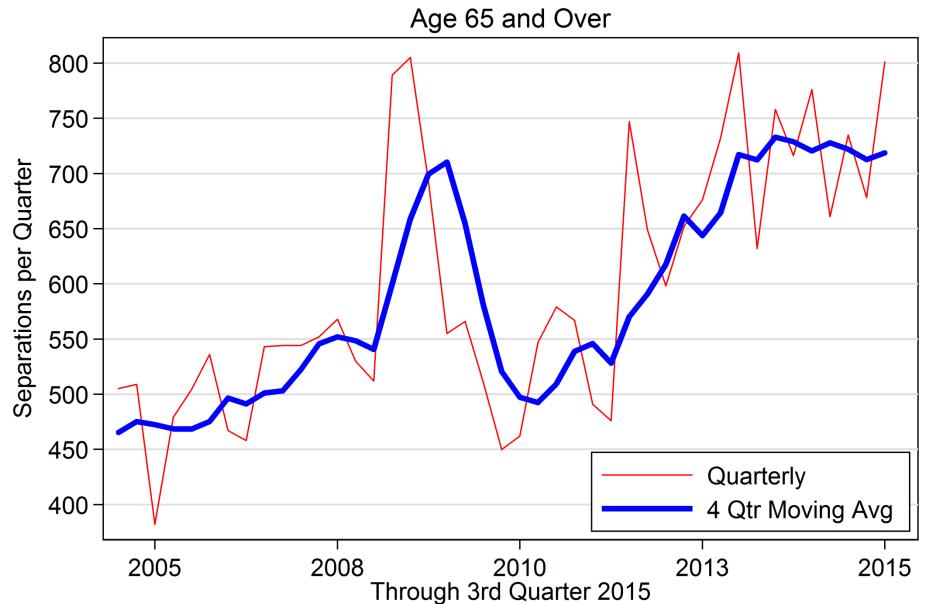
Connecticut Manufacturing New Hires



Connecticut Manufacturing Separations



Connecticut Manufacturing Separations



Thank You!

Patrick J. Flaherty

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www.facebook.com/CTLMI

@DOL_Research on Twitter

Greater Bridgeport Community Enterprises: a community development corporation

"Keeping communities green, clean and working!"

CEDAS Academy Economic Development Strategy Tapas Webinar Series: 02/16/17 Innovation in Workforce Development!





OUR MISSION = JOBS THROUGH SUSTAINABILITY



Our mission is to create jobs, expand businesses and provide training in the growing green economy so families throughout the region can achieve economic self-sufficiency while creating more sustainable communities

Our Mission is to partner with companies, municipalities, organizations and institutions to increase their recycling rates, green and clean neighborhoods and empower communities and individuals economically through job creation



TRIPLE BOTTOM LINE: Sustainability

- Employment & Family Economic Stability
- Economic development & Context:
 - NeighborhoodCityState
 - Reinvestment
- Environmentally Responsible Recycling:
 Significant reduction of waste stream



WHAT WE ARE DOING:

- Creating jobs in sustainable economy
- •Taking nuisance materials out of the waste stream
- Being responsible stewards of the environment
- •Helping those in need find entry level jobs with transferable skills
- Stimulating the local economy





SETTING THE CONTEXT: City

- City of Bridgeport:
 - Bgreen 2020 program: 2008
 - Goals, Programs



- Creation of Eco Technology Park
 - Creation & preservation of 1,000 green jobs
 - Increased tax base by \$30M



SETTING THE CONTEXT: City

- Public/ Private cooperation: City, BRBC
- 25 industrial/commercial businesses and projects
 - 5 major enterprises involved in renewable energy generation
 - Resiliency Planning and Projects infrastructure investments (heating loop, micro grid, grey water treatment, solar panel farm, anaerobic digesters)
- Turnaround: Image change decline to progress



SETTING THE CONTEXT: State

- State of Connecticut: Governor's Working Group on Modernizing Recycling (2012 Review)
 - Solid Waste Management Plan
 - Waste Composition and Characterization Study
 - Reuse, Recycling Hierarchy confirmed
 - Growing the Recycling Economy: More Jobs,
 Less Pollution



SETTING THE CONTEXT: State

- Recycle CT Council: funding projects that promote and make possible increased recycling rates through innovative processes. Aim is to double CT recycling rates by 2024
- US recycling and re-manufacturing activities provide more than 1Million manufacturing jobs and more than \$100Billion in revenue yearly
- The CT economy benefits from recycling and remanufacturing business activities to the tune of \$700 Million annually

DEVELOPING THE PROGRAM

- Choosing the business: green and sustainable, community need & relevance
- Kinds of jobs: can't be exported, supported by local communities, entry-level with growth possibilities, training opportunities leading to higher qualifications and employability
- Opportunity through Partnership: SVDP
- Lead Time: Permitting through state and city
- Practical stuff: space, personnel, financing



WE HIRE & TRAIN:

- Inner City, Second Chance Community
- Unemployed with barriers
- Low-moderate income
- Single parents
- Over 18, including troubled youth
- Housing Authority residents
- Veterans with challenges





WORKERS LEARN VALUABLE, TRANFERRABLE SKILLS

- Forklift driving
- Warehouse organization & safety
- Materials handling
- Baling
- Customer Service
- Life Skills



PROCESS: Mattress Deconstruction









OUR CUSTOMERS: In/Out

- Incentives = Corporate & Government Policies
 - Transfer Stations: Legislative Intent
 - Universities
 - Hospitals, Clinics, L/T Care Facilities, Retirement
 Communities
 - Mattress Retailers
 - Hotels
 - General Public
- Commodities Markets



PARK CITY GOALS

- Create green collar jobs by helping Bridgeport expand its green economy
 - Recycle 100,000 mattresses/year
 - Create 20 direct jobs: done!
 - Create secondary jobs through transportation and after-markets; 5 more expected this year
 - Provide job training and support for workers without marketable skills
 - Reduce municipal waste disposal costs



LESSONS LEARNED

- Need for Adequate Equity Investment
 - Challenges
 - Surprises

- Choose partners wisely and slowly
- Apply best business practices
- Provide adequate support for workers with barriers to employment

WHERE WE ARE TODAY

- 65,000 mattresses and box springs recycled since May 2015; 1,350 tons of material diverted from the waste stream!
- Geographical outreach area extended from Fairfield County to include New Haven, Litchfield and parts of Hartford Counties
- Monthly volume grown to 6,000 units
- Increased Productivity: upgrading all equipment with support of partners



WHERE WE ARE TODAY: The Best Part

- Created 20 jobs: balers, shearers, deconstructors, truck drivers and helpers, receivers and dock hands, office staff.
- 15 are from the Second Chance community
- We are parents to 52 children (& a couple of grand-children!)
- We bring \$400,000 annually to our families and communities to re-invest in local goods and services

WHY IS THIS INNOVATIVE?

- Combines best business principles with social good; social impact venture
- Operates in the growing sustainable economy better guaranteeing success in job creation and business expansion
- Creates partnerships beneficial to participating communities: public, private, cross-sector
- They can't take it away!!! Local base
- Encourages and sustains manufacturing & commercial innovation; feeds on itself





PARTNERS



- St. Vincent de Paul of Lane Co. OR: Cascade Alliance/Robert Wood Johnson Foundation
- City of Bridgeport
- Bridgeport Regional Business Council
- State of CT: DEEP, DECD, DOL/The WorkPlace









Eastern CT Workforce Investment Board

"How A Community Banded Together To Build A Manufacturing Talent Pipeline"

February 16, 2017

Eastern CT Workforce Investment Board

 Oversees regional network of workforce-related programs, including operations of four American Job Centers

Service Area: 41 towns

Labor Force: 226,000

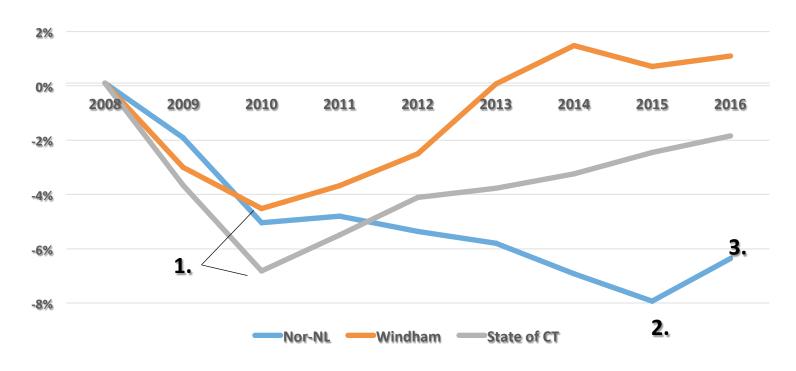
- Oversees funding and policy development under federal Workforce Innovation \mathcal{E} Opportunity Act (WIOA)
- National recognition for innovative approaches; crosssector coalitions



Eastern CT Economic Review

"Nationally Unique Employment Circumstances"

- 1. Economic recovery began in 2010 for both the state and Windham County
- 2. Recovery in NL County was five years delayed (2015)
- 3. Since 2015, NL County growth is faster than other regions

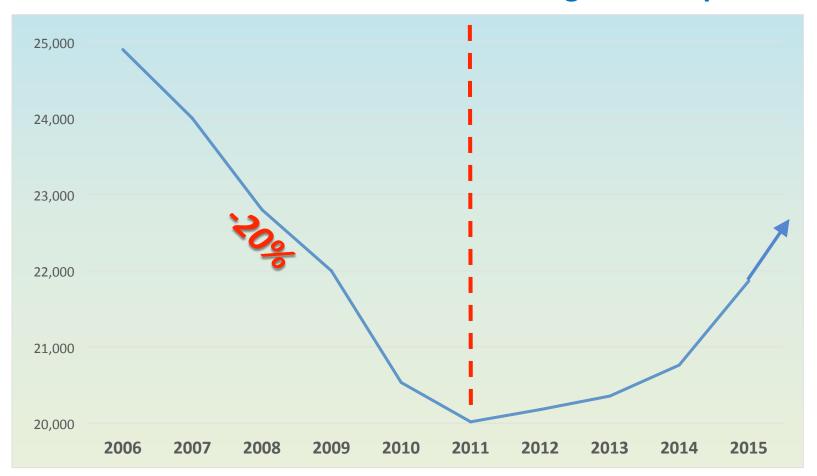




Eastern CT Economic Review

Regional Mfg. Has Led The Recovery

The Need to Recreate the Manufacturing Talent Pipeline



Eastern CT Manufacturing Talent Pipeline

Workforce Development Strategy

- Workforce programs targeted to manufacturing
- Board governance (community engagement)
- Funding (Aggressive National Pursuit)
- Program purpose: align workforce skills to employer needs
- Re-build training infrastructure (equipment, facilities, instructors)

Eastern CT Manufacturing Talent Pipeline

Stakeholders

A multi-organization consortium led by the Eastern CT Workforce Investment Board (*EWIB*) to ensure <u>efficient coordination</u> during the execution of regional Manufacturing workforce development programs. Membership includes:

Area Councils of Government	Area Chamber of Commerce	Collins & Jewell
CT Dept. of Econ/Comm. Dev.	CT Department of Labor	CTDOL Apprenticeship
CTDOL Veterans	CT Technical High School System	Eastern Advanced Mfg. Alliance
Eastern CT Legislators	Employment & Training Institute	Federal Delegation Staff
General Dynamics/Electric Boat	Local Elected Officials	PlasPak
Quinebaug Valley Community College	Sound Manufacturing	SE/ CT Organized Labor
SE/CT Enterprise Region	Three Rivers Community College	WIF Evaluator (Public Policy Assoc.)
Westminster Tool	Workforce Development Solutions	Xuare

The E/CT Manufacturing Pipeline

The Art of Inclusiveness Accommodates Each Stage of the Career Pathway

High School

College/Older Youth Adult Career Advancement

Adult Career Changer

- ✓ Technical School Graduates
- ✓ Summer/In School Youth
- ✓ Early College Opportunity
- Advanced Manufacturing Centers
- CT Advanced Manufacturing Institute (CAMI)

- ✓ Incumbent Worker Training
- ✓ Apprenticeships

- ✓ Veterans
- Hiring Incentives Program:
 - CT Jobs Bill
 - Heavy
 Investment In
 OJT
- Employer Demanddriven Training

E/CT Manufacturing Pipeline Adult Career Changer Program Evolution

Hiring Incentive Programs

CT Jobs Bill

Federal
On-the-Job
Training (OJT)
Grants

Build Jobseeker Skills Tied to Employer Need

Employer
DemandDriven
Training

- Wage subsidy for six months plus training \$\$
- 2. Financial incentives to the employer to hire the unemployed
- 3. Creation of Advanced Manufacturing Centers

- 1. On-site training at employer location
- Partial wage reimbursement to the employer for training cost
- 3. \$6M in competitive grants
- 4. Hundreds of long-term unemployed placed into employment

- 1. Align jobseeker skills to employer
- 2. Leverage colleges & technical high schools to organize training, facilities, instructors and equipment
- 3. Employer soliciting the public workforce system for talent \mathcal{E} skills

Employer Demand-Driven Training

Funding: Workforce Innovation Fund (WIF)

1) Award: \$6M from U.S. Dept. of Labor



- 2) Concept: Short-term, customizable skills training classes for both the unemployed and underemployed
- 3) Commitment: 425 Job Placements (450 Trainees)
- 4) Timeline: April 1, 2016 March 31, 2019
- 5) Curriculum: Employer & Academia designed





Get Trained!
Eastern CT Manufacturing Pipeline
Get a Job!



american**job**center

Q Search... HOW CAN WE HELP YOU? METRIX ONLINE LEARNING JOB SEEKER SERVICES EMPLOYERS SERVICES YOUTH SERVICES







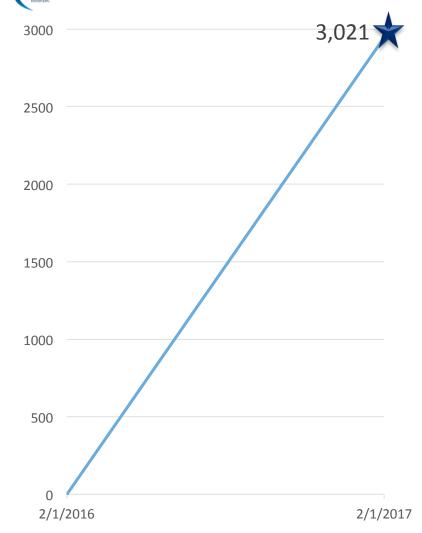
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Manufacturing Pipeline Update

Jobseekers & Training Provider Responses



		<u>2016-2017</u>												
Class	Provider	A	М	J	J	A	ς	0	N	D	J	F	М	A
OSM#1	TRCC													
Intro to MFG. #1	QVCC													
OSM #2	TRCC													
Intro to MFG. #2	QVCC													
OSM#3	TRCC													
Intro to MFG. #3	QVCC													
Welders #1	TRCC													
Intro to MFG. #4	TRCC							10/31 - 12/6						
Intro to MFG. #5	QVCC							10/	/31 - 12	/21				
Welders #2	TRCC							11/29 - 2/10						
Intro to MFG. #6	QVCC								1/11 - 3/2		2	8		

Employer Demand-Driven Training

Program Results (2/13/17)

- Program Registrants: 3,021
- Training & Employment:
 - > 10 classes completed (Community College & Industry instruction at Technical High School Facilities)
 - > **132** class graduates
 - > 92% job placement rate
 - > Great response from participants, instructors, employers
- Third Party Evaluation Throughout



Manufacturing Pipeline Update Employers Response

Opportunity Details:

Overview:

GENERAL DYNAMICS Electric Boat

General Dynamics is the world's foremost designer and builder of nuclear submarines, the most complex machines made by man. The company's industry leadership extends back over a century to 1899 when it produced the U.S. Navy's first commissioned undersea warship. Today, Electric Boat prides itself on being the premier shipbuilding company in the industry. We develop and apply state of the art technology to the design and construction of nuclear powered submarines. With a team of highly skilled and dedicated employees, we have successfully taken submarine technology to a new level.

General Dynamics Electric Boat is an Equal Employment Opportunity (EEO) employer. It is the policy of the Company to provide equal employment opportunities to all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, transgender status, national origin, age, protected veteran or 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

Manufacturing Pipeline

Community Response



October 25, 2016

'Manufacturing pipeline' at Grasso tops expectations, officials say

By BRIAN HALLENBECK

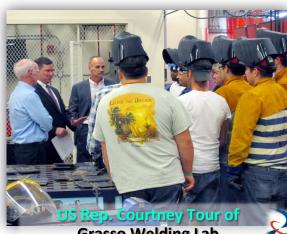
already secured employment, he'll start "giving something method by the Boat hack" to the program next



Check Presentation



Check Presentation



Grasso Welding Lab

Our Presenters



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Questions for our presenters? What sparked your interest in today's presentation? What resources or innovations would you like to share?

Workforce Development - Resources and Links

- Connecticut Labor Market Information Print and electronic resources for assessing the state's needs for skilled workers, economic development, education and training planning, and guiding career choices. http://www.facebook.com/ctlmi or http://www1.ctdol.state.ct.us/lmi/
- Greater Bridgeport Community Enterprises Creating jobs, by creating and expanding Green businesses and provide training in the growing green economy so families throughout the region can achieve economic self-sufficiency while creating more sustainable communitieshttps://greenteambpt.com/
- Eastern Connecticut Manufacturing Pipeline A program funded by the US Department of Labor-Workforce Innovation Fund in partnership with the CT Department of Labor and the Eastern CT Workforce Investment Board http://www.ewib.org/pipeline
- Connecticut Business and Industry Association Classroom resource, programs, partners, research https://www.cbia.com/resources/category/workforce-development/programs
- List of regional workforce development boards- https://www.ctdol.state.ct.us/rwdb/dir-rwdb.htmCT Department of Labor Labor Market Data http://www1.ctdol.state.ct.us/lmi/index.asp
- Workforce Development Acronyms https://www1.ctdol.state.ct.us/lmi/acronyms.asp



Register at: www.cedas.org

Thursday April 13, 201711:00 am - 12:00 pm Activating Third Places: Maker and Co-working Spaces

Thursday June 1, 2017 11:00 am - 12:00 pm Community Driven Business Retention & Expansion Programs

Thursday August 10, 2017 - 11:00 am - 12:00 pm Entrepreneurship: Creating a Culture of Innovation



Thank you!

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