

Connecticut's Competitive Future



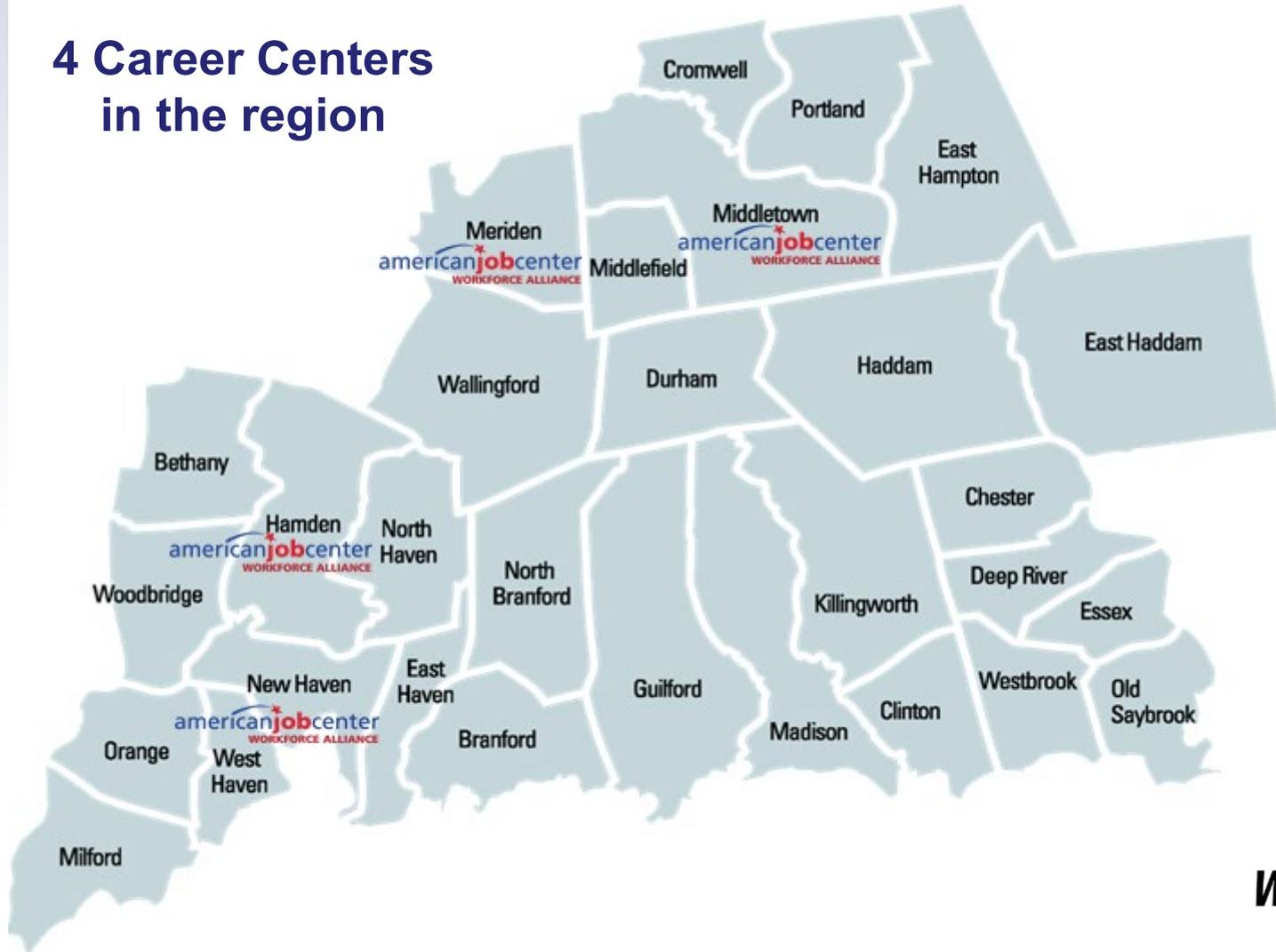


Workforce Alliance

Workforce Alliance is responsible for the design, oversight and accountability of workforce development policies and services in South Central Connecticut. We fund employment and training initiatives that prepare individuals for jobs and that assist employers with training needs and employee transition. With a majority of our board membership from local business and industry, the board works closely with business organizations, local elected officials, school districts and community leaders to enhance the productivity and competitiveness of South Central Connecticut's workforce.



4 Career Centers in the region





Program Outcomes FY 17/18

- **16,506 individuals**
 - received services received from our four American Job Centers (AJC) in FY 17-18
- **12,134 individuals**
 - utilized computer labs, resource rooms, job search, participated in employment related workshops and hiring events
- **4,372 customers**
 - received individualized job coaching, skill training, work experience and job placement services
- **611 youth (ages 14 to 21)**
 - participated in the summer jobs program
- **7,656 individuals**
 - who received services from our four AJCs and entered employment



Services to Employers

- Recruitment and screening of candidates
- Customized Hiring Events
- Hiring Incentives to offset on-the-job training costs
- Incumbent Worker Training
- Customized Training



Services to Employers

- In FY 17-18 served 37 North Haven Employers in a variety of sectors - some examples:
 - Ulbrich Stainless Steel
 - Edge technologies
 - Logisticare
 - Medtronic
 - Barnes & Nobel
 - Best Buy
 - No Haven Public Schools
 - Millwood, Inc



Projected Job Opportunities

South Central CT Workforce Region



- **Amazon** - sortation center in Wallingford - ongoing hiring needs to address seasonal demand - **100/week**
- **Amazon** - fulfillment/ distribution center in North Haven - opening Spring 2019 - potential **2,000 jobs**
- **“The Havens” project** - West Haven - estimated **1,200 jobs** in construction, retail/customer service, management, IT, finance and support



- **Masonicare** - Wallingford and other sites in state - average of **100-150 job** openings on any given day in all roles (health care and support)
- **FedEx** - Middletown - estimated **500 jobs** in transportation, logistics and support roles
- **CVS** - stores in region have substantial need to fill pharmacy technician positions - **200 jobs** statewide



- **Honeywell** - North Branford - undergoing major expansion - looking to add a shift - **300 jobs**
- **Stop and Shop** - 10 stores in the South Central region - over 200 openings, many in store support
- **Radio Frequency Systems** - Meriden - Verizon subcontractor - gearing up for 5G service - 200 openings to adapt and maintain cell towers in the region



- **Hospitality Industry** - several hotels planned or under construction in New Haven, East Haven, Branford, North Haven, West Haven and Hamden - potential **900 jobs** - front and back of the house - [17,000 openings statewide, CT Lodging Assoc]
- **Craft Beer/Breweries** - five new breweries slated to open in New Haven, plus expansion of two other regional breweries - potential for another **200 -300 jobs**



- **Transportation and Logistics** - Macy's, Amazon, FedEx, UPS, Bob's Warehouse - [Bob's offering a \$250 signing bonus]
- **Temp Agencies** - (specializing in logistics industry) CoWorx and Randstad each report over 50 distribution and logistics openings



- **Electric Boat** - Groton and New London - hired 10,000 new employees 2011 to 2017 - need **1,600 hires/year** just to maintain staffing levels - 34% retirement within next ten years – hires will increase significantly when Columbia Class sub building begins - **job orders through 2037**
- **Pratt and Whitney** - West Hartford and Middletown - **1,500 jobs** over next 5 years - **job orders through 2032**
- **Sikorsky** - Stratford - ongoing employment needs



Workforce Challenges

Outmigration

Occupational Skills Gap

Basic Skills Deficiencies

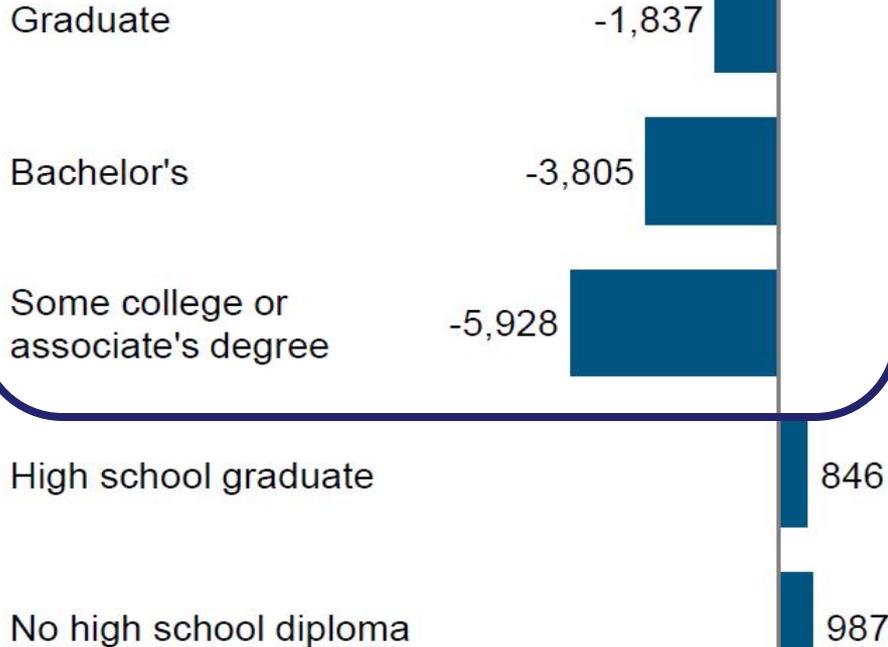
Transportation



Outmigration of Connecticut's Young and Educated

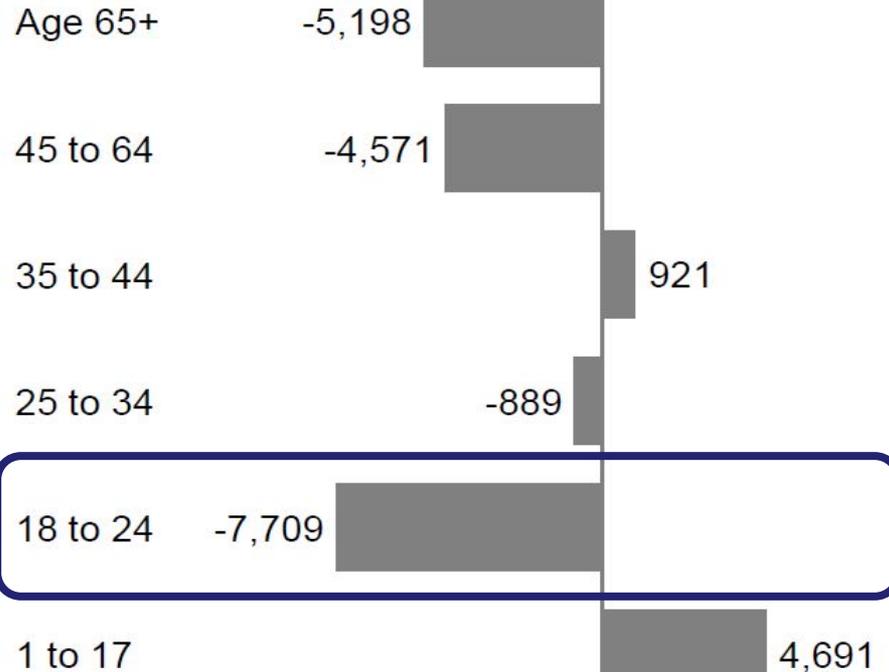
Net domestic migration by education, 2014

Population 25 years and older



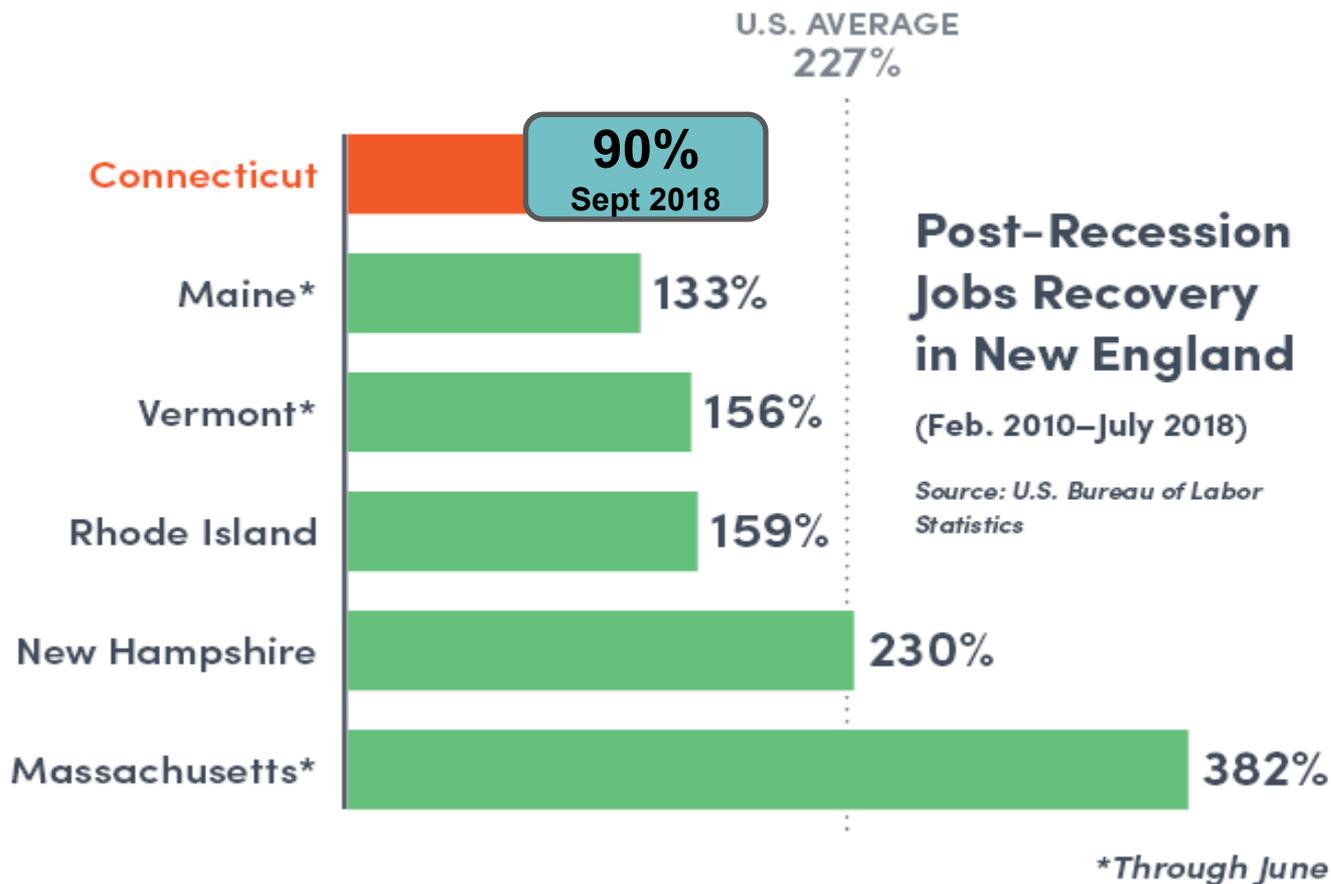
Net domestic migration by age, 2014

Population 1 year and older





CT's Job Recovery



Source: Bureau of Labor Statistics/CBIA



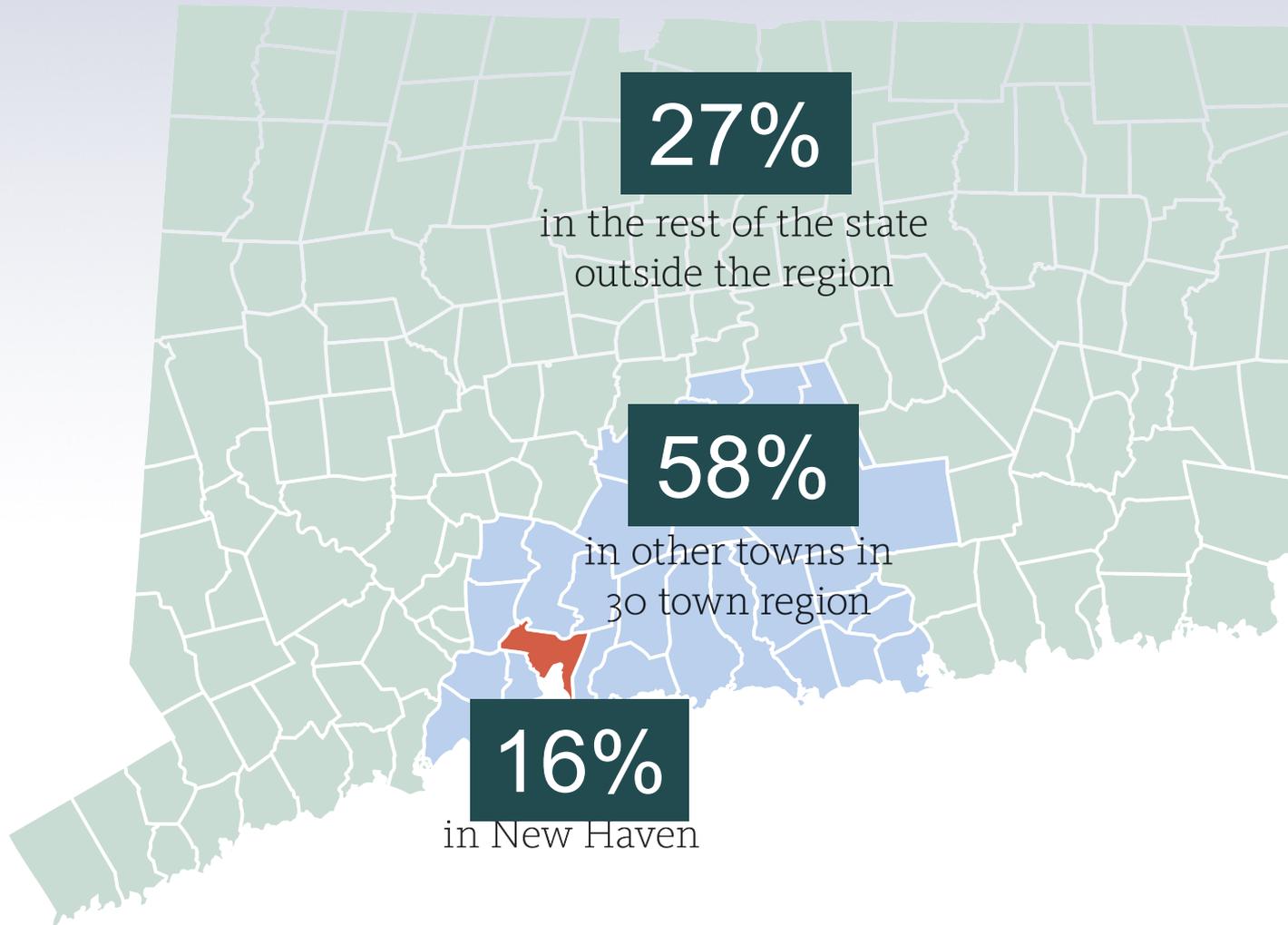
Basic Skills Deficiencies

% Testing Below Basic Skills*	Dislocated Workers	Adults	Jobs First Employment Services (TANF)
FYs 2005/2007 Sample Size = 4,382	62.0%	71.9%	89.1%
FY 2008/2009 Sample Size = 1,571	68.6%	81.2%	76.8%
FY 2009/2010 Sample Size = 1,437			
FY 2010/2011 Sample Size = 1,972	58.9%	75.1%	79.1%
FY 2012/2013 Sample Size = 1,275			
FY 2013/2014 Sample Size = 1,392	49.0%	67.0%	84.3%
FY 2016/2017 Sample Size = 1,480	65.4%	79.2%	93.5%
Total Sample Size = 13,509 over 12 years			

* Below 9th grade levels in reading, math or both



Workforce Alliance Job Placements FY 2017/2018





Workforce Alliance Job Placements FY 2017/2018





COG, Workforce Alliance & NAACP Transportation Study

84% of American Job Center registrants identify transportation as a barrier to work



10%

Unemployment Rate



35%

Unemployment Rate

Source: How Transportation Problems Keep People Out of the Workforce in Greater New Haven



CT Payroll Employment

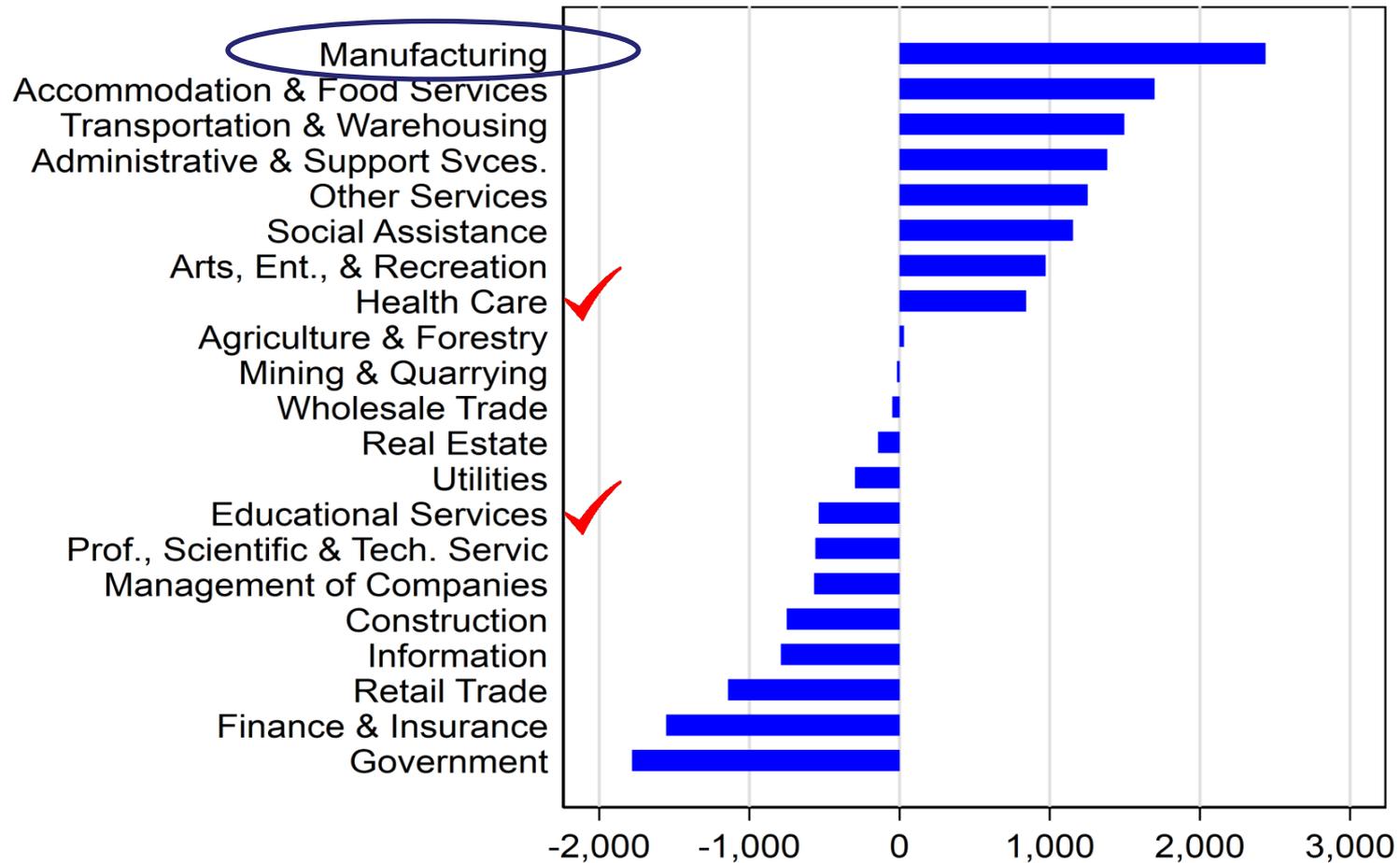


Source: CT Department of Labor





DOL Job Growth Summary



Source: CT Department of Labor



Manufacturing Workforce Challenges

CBIA - Demand for skilled manufacturing workers in 2018 is **13,601**

CT DOL - Connecticut will need **25,000** skilled manufacturing workers over the next five years



MANUFACTURING PIPELINE INITIATIVE



Manufacturing Pipeline Initiative

- 4-Year Initiative to place 10,000 people into jobs statewide
- Total Funds Available: \$50 million
- Pipelines will train qualified, entry-level workers for job placement with manufacturers and other sectors experiencing worker shortages
- Proposals must be submitted to the CT Dept. of Labor through a regional workforce board on behalf of a regional partnership



Manufacturing Pipeline Initiative

- Contains separate training programs for students in the 11th and 12th grades and adults (18+) who are not currently enrolled in school
- Training can vary between 5-26 weeks long and can options for certified pre-apprenticeship program recognized by the CT Dept of Labor
- Funds will be allocated based on the magnitude of the workforce needs within the region and relative to the needs of other regions in the state



Manufacturing Pipeline Outcomes

- **1,154** training graduates placed in employment over 2^{1/2} years
- Over **140** manufactures have hired program graduates
- **78%** of trainees had NO previous manufacturing experience
- Economic Impact: 1.55 multiplier for manufacturing jobs = **2,943** jobs in the region

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