

ABSTRACT

1. **Lead Applicant Name:** Workforce Alliance, Inc. **Federal Tax ID #:** 06-1090440

2. **Lead Applicant City/State:** New Haven, CT

3. **Primary Partnership Entities:**

Workforce Investment System - Workforce Investment Boards: Workforce Alliance, Eastern CT Workforce Investment Board.

Training Provider(s): Housatonic Community College, Middlesex Community College, Gateway Community College, Quinebaug Valley Community College, Three Rivers Community College, Connecticut State University system, University of Connecticut, and the University of New Haven School of Engineering.

Employer Consortia/Business-Related Non-Profits: Greater New Haven Chamber of Commerce, Midstate Chamber of Commerce, Chamber of Commerce of Eastern CT, Middlesex Chamber of Commerce, Northeast CT Chamber of Commerce, Eastern Advanced Manufacturing Alliance, New Haven Manufacturer's Association.

Economic Development Organizations and Partners: REX Development (South Central CT), Southeast Connecticut Enterprise Region (seCter), Northeast CT Economic Alliance, Connecticut Innovation, Inc., ConnSTEP, University of Connecticut (Economic Development Office), and the CT Board of Regents.

4. **Areas Served by Grant: State:** Connecticut. **Counties: (South Central WIB)** New Haven, portions of Fairfield and Middlesex **(Eastern WIB)** Tolland, Windham, and New London.

Cities:(South Central WIB) Bethany, Branford, Chester, Clinton, Cromwell, Deep River, Durham, East Haddam, East Hampton, East Haven, Essex, Guilford, Haddam, Hamden, Killingworth, Madison, Meriden, Middlefield, Middletown, Milford, New Haven, North Branford, North Haven, Old Saybrook, Orange, Portland, Wallingford, West Haven, Westbrook, and Woodbridge **(Eastern WIB)** Ashford, Bozrah, Brooklyn, Canterbury, Chaplin, Colchester, Columbia, Coventry, East Lyme, Eastford, Franklin, Griswold, Groton, Hampton, Killingly, Lebanon, Ledyard, Lisbon, Lyme, Mansfield, Montville, New London, North Stonington, Norwich, Old Lyme, Plainfield, Pomfret, Preston, Putnam, Salem, Scotland, Sprague, Sterling, Stonington, Thompson, Union, Voluntown, Waterford, Willington, Windham, Woodstock.

5. **Total Funding Level Requested:** \$5,490,000 million

6. **Project Name:** *Connecticut Ready To Work Initiative*

7. **Summary of Program Activities and List of Credentials to be Awarded:** This Initiative builds on the strong partnership among the Workforce Investment Boards, Community Colleges, employer associations, and economic development agencies to address serious skill gaps facing growing sectors of the regional economy. In providing another effective tool in the economic developer's tool chest, the Initiative will support intensive regional job creation and retention initiatives while addressing the aspirations of the long-term unemployed.

This Initiative will provide training, supports, and job placement services to 567 long-term unemployed workers, with 482 (85%) projected to be placed in high growth, high skill occupations in the fields of Information Technology, Engineering and Advanced Manufacturing. At least 85% of the participants in the program will be long-term unemployed. The Initiative has set a special goal that at least 10% of participants will be veterans. Participants in this program must possess at least a high school diploma or GED and have relevant training and/or work experience in the targeted occupations. Associates degrees, bachelors degrees and post-secondary training will be required as determined by employers for each position. All

participants will be trained for and placed in high skilled positions that move employees along a defined career pathway in one of the targeted fields.

Initiative partners will recruit and support qualified long-term unemployed workers using innovative social media strategies and match them with appropriate training opportunities along three tracks: (1) direct placement after short term services like counseling and support services; (2) On The Job Training (OJT) placements with participating OJT employers seeking workers with their skills; and (3) participation in technical courses of study, predominantly at partner community colleges, leading to credentials and placement in the targeted sectors with high demand for skilled labor. A limited number of incumbent workers will be supported with Individualized Training Account vouchers to learn skills that will enable them to maintain their jobs or advance with their employers. In the OJT track, employers will hire the participants as full-time, regular employees and will provide them with an average of 14 weeks of training. Training will enhance the employee's skills to match the specific needs of the employer and will be customized for each employee according to an OJT contract developed by the employer, employee and Workforce Investment Board partner. In consideration of this training, the Initiative will reimburse the employer for 50%-75% of employee's wages during the training period, with the amount depending on the company size in accordance with USDOL guidelines. The Initiative will also provide support services as needed to employees to help them overcome barriers that might prevent successful completion of the OJT program. Needs-based payments will be available to a limited number of participants following track 3 (short-term formal education) who require them in order to remain enrolled and complete technical courses of study. Participants will also receive assistance with resume preparation and other job seeking needs through the Workforce Investment Boards' One Stop Career Centers.

Proposed outcomes include 567 served and 495 (87%) placed in employment as follows: 74 participants placed directly in jobs with 67 (90%) successfully placed; 385 participants enrolled in OJT placements, with 339 (88%) completing their training; 60 participants enrolling in community colleges and other institutions; and 48 incumbent workers participating in training, with 46 (96%) retaining their jobs or advancing in their places of employment. 102 participants across the three tracks and incumbent workers are projected to receive recognized credentials.

8. Populations to be Served: Long-term unemployed (85%) and other unemployed workers

9. Targeted H-1B Industry(s)/Occupations:

This initiative will target all H1-B occupations within the following SOC Code ranges:

Information Technology: 11-3021, 15-1011 through 15-1099, 17-2061

Engineering: 11-9041, 17-2011 through 17-3031

Manufacturing: 11-1021, 51-1011 through 51-9011

10. Required Employer Partner(s): New Haven Manufacturing Association, Eastern Advanced Manufacturing Alliance, the six regional Chambers of Commerce, and the over 100 employers who have committed to considering candidates from this initiative.

11. Additional Key Partner(s): See complete list under Item #3

12. Contact Information: William Villano, President and CEO, Workforce Alliance, 560 Ella T. Grasso Blvd., New Haven, CT 06519 203-867-4030, www.workforcealliance.biz