

Submission Requirements:

Action 1.5.2 Promote Sustainable Workforce Development

Establish or support a sustainable job training partnership, for example, in sustainable construction and demolition, energy efficiency audits and retrofits, recycling systems, sustainable facilities management, sustainable landscaping, custodial operations, public works management or ecotourism. If possible, align your job training with the areas identified in the sustainable jobs and workforce capacity assessment. Adopt measures that directly support racial employment equity and prioritize or set aspirational goals for the inclusion of marginalized and disadvantaged groups, including low-income individuals and those facing high barriers to employment, such as at-risk youth and the formerly incarcerated.

1. Who lives and works in your community?

Waterbury is Connecticut's fifth largest city. According to the 2010 Census, Waterbury's population stood at 110,366. Today, Waterbury has an estimated population is 107,568 people. Waterbury is a proud city of diverse cultures and traditions represented throughout the community. In 2019, the Greater Waterbury Health Partnership published a 2019-2020 Community Wellbeing Profile. In its findings, it states that Waterbury is the urban core of the region, and is more racially diverse than the surrounding towns. Over one-third of the residents in the region live in Waterbury. These residents are younger (26% under 18) and more racially diverse than the inner and outer ring towns. It was reported that people of color were 61% of the population (37% Hispanic, 18% Black non-Hispanic, 6% other races). The median age in Waterbury is 35 years.

Incomes were reported stagnant in the Urban Core, as compared to the neighboring towns. Residents in the Urban Core make on average less than 50% of the median incomes of residents in the inner and outer ring towns. For this equity toolkit, the City of Waterbury also utilized data from its 2019 "Connecticut CERC Town Profile", produced by Connecticut Data Collaborative. According to report, from 2013-2017 the City has a poverty rate of 24.03%. It is also stated in the report; from 2013-2017, 7.5% of woman and 7.4% males were disengaged youth. In regards to the labor force, 3,350 residents were unemployed, bringing the unemployment rate to 6.6%. According to the Northwest Regional Workforce Workforce Innovation and Opportunity Act (WIOA) State Plan, the region's economy generates over \$29 billion a year with employment concentrated within four industries: Health Care and Social Assistance, Retail Trade, Government, and Manufacturing. Together, these industries account for a little over half of the total employment in the region. In the environmental scan, Manufacturing accounted for nearly 12% of the region's economy. Health Care and Social Assistance, which employs 18% of workers, had the second largest GRP, following Manufacturing. Together these two industries accounted for over a quarter of the employment in the region. The NRWIB offers many programs in the industries, and others, that The City encourages its residents to take advantage of.

Waterbury, CT - US Census – Estimated Population July 1, 2019: 107,568

Race and Hispanic Origin

White alone 61.1%

Black or African American alone 20.9%

American Indian and Alaska Native alone 0.2%

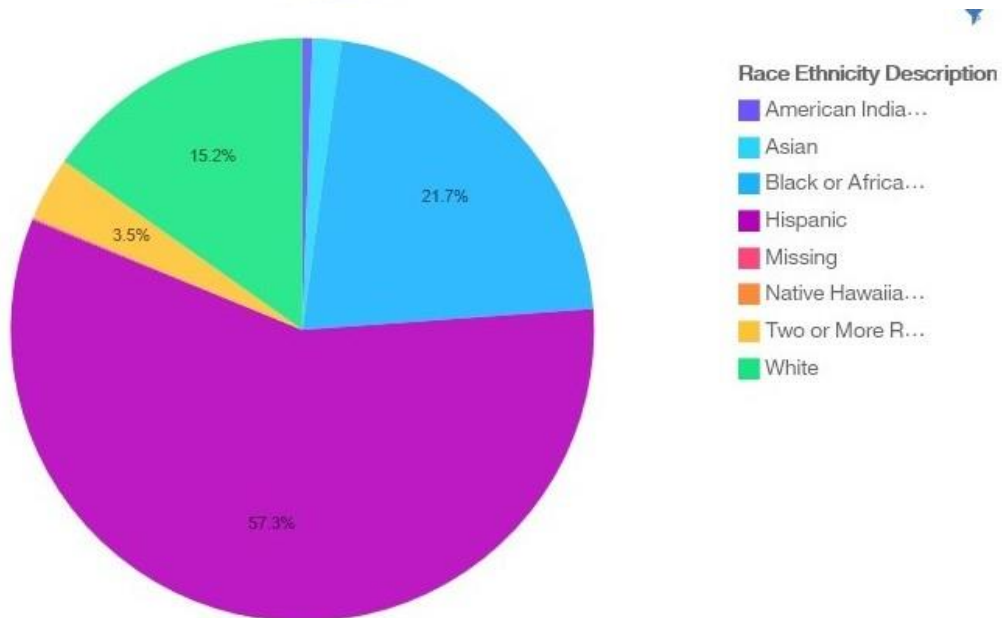
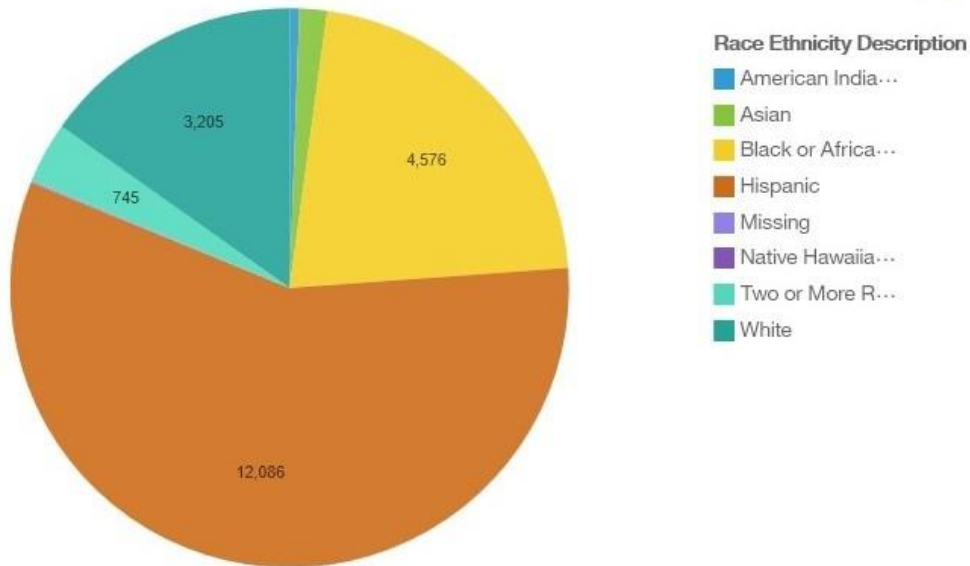
Asian alone 2.4%

Native Hawaiian and Other Pacific Islander alone 0.0%

Two or More Races 4.8%

Hispanic or Latino 36.8%

White alone, not Hispanic or Latino 37.9%



2. How did you connect with each other?

The City has found the equity toolkit to be a great asset to our sustainable efforts. It has allowed us to be open-minded and consider all things encompassing regarding equity in the forms of access to services, programs, and information. Unfortunately, we as a nation have been experiencing unprecedented times because of the COVID-19 Pandemic. This barrier posed an even greater challenge to our sustainability team when completing this project. We wanted to assure that the City's sustainable efforts were all inclusive and reflective of our diverse communities. Our intention were to find the best way to reach everyone, while respecting social distancing guidelines during the midst of the COVID-19 outbreak.

The City chose to engage with the community digitally and virtually. As a result, we identified a wide array of community stakeholders. This included previous participants in the City's Multicultural Gathering event and cultural Mayor of the day celebrations, Bridge to Success, and City employees. We initially reached out with phone calls to establish lasting relationships. Our team called all individuals, stressing the importance of sustainability, and discuss whether a survey would be the best way to involve the audience. Then after the "Waterbury sustainable survey" was created to gather, pressing issues communities may be facing or would like to see improved. It gave examples of the eight categories of sustainability, allowing participants to select what they would most like to see improved in the City, and provided opportunity for an open-ended response. There is an optional question, which regards ethnicity, its purpose was to help gauge whether the survey reached a diverse audience and allowed fair opportunity for input. The goal was to have the survey results produce sustainable actions that can be implemented to improve the quality of life for residents, while strengthening the City's Sustainable CT application.

The relationships built by the initial phone calls, allowed us to utilize the community stakeholders to distribute the created survey amongst groups that are not typically represented in community decision making. Our team also shared the survey with all City employees, and further advertised it on various social media platforms. Although the survey remains open, we analyzed our data after a month of collecting responses. The survey results were shared with organizations such as Waterbury's Neighborhood Housing Council and Bridge to Success. Our team was able to attend the Neighborhood Housing Council monthly meeting, in person to discuss the outcomes of the survey. This meeting is organized for representatives to voice their neighborhoods concerns. We used this opportunity to create a relationship, with individuals who will be a part of future efforts. The consensus was the want to see the City thrive in all sectors. Our team thereafter promoted advertisement of our project, to all those individuals as well.

3.) What Emerged from your dialogue?

The survey, which supplemented an in person dialogue, provided residents the freedom to be expressive and specific in their open-ended responses. There was also the option to leave an email address should they want to participate in future dialogues. The analyzed results from both questions were utilized in the selection process to decide which Sustainable CT action the City would choose to apply to the equity toolkit. The survey had a turnout of 234 responses. Results of the quantified percentages for selected sustainable categories are summarized on Page 2 of the

Sustainable Survey Results Report. From this data, it was concluded that the sustainable sectors residents were most concerned with involved transportation systems, the local economy, and access to art and culture. Surprisingly, when analyzing the open-ended responses common themes emerged. These responses gave further insight into what specific projects residents were interested in and this data is located on page 3 of the Sustainable Survey Results Report. Top concerns, as determined by the open-ended responses, involved an increase in alternative commuting and foot traffic, access to job training programs and support for local businesses, and having more cultural events.

The collected data and deliberate and conscious consideration of the COVID-19 Pandemic restrictions and social distancing, led the City to conduct an effort as an adjunct to action 1.5.2. “Establish or support a sustainable job training partnership.” The COVID-19 pandemic has had many impacts on the State. Not only has it displaced many workers worldwide, but it has also brought to light the inequities that persist in regards to the digital divide in the school systems, and further the outlets used for the distribution of information regarding programs and services. The City in partnership with the Northwest Regional Workforce Investment Board (NRWIB) chose to address residents’ concerns regarding access to job trainings, in order to produce a sustainable workforce during an economic downturn, and utilize new outlets to share City programs and incentives with the hope of addressing existing inequities.

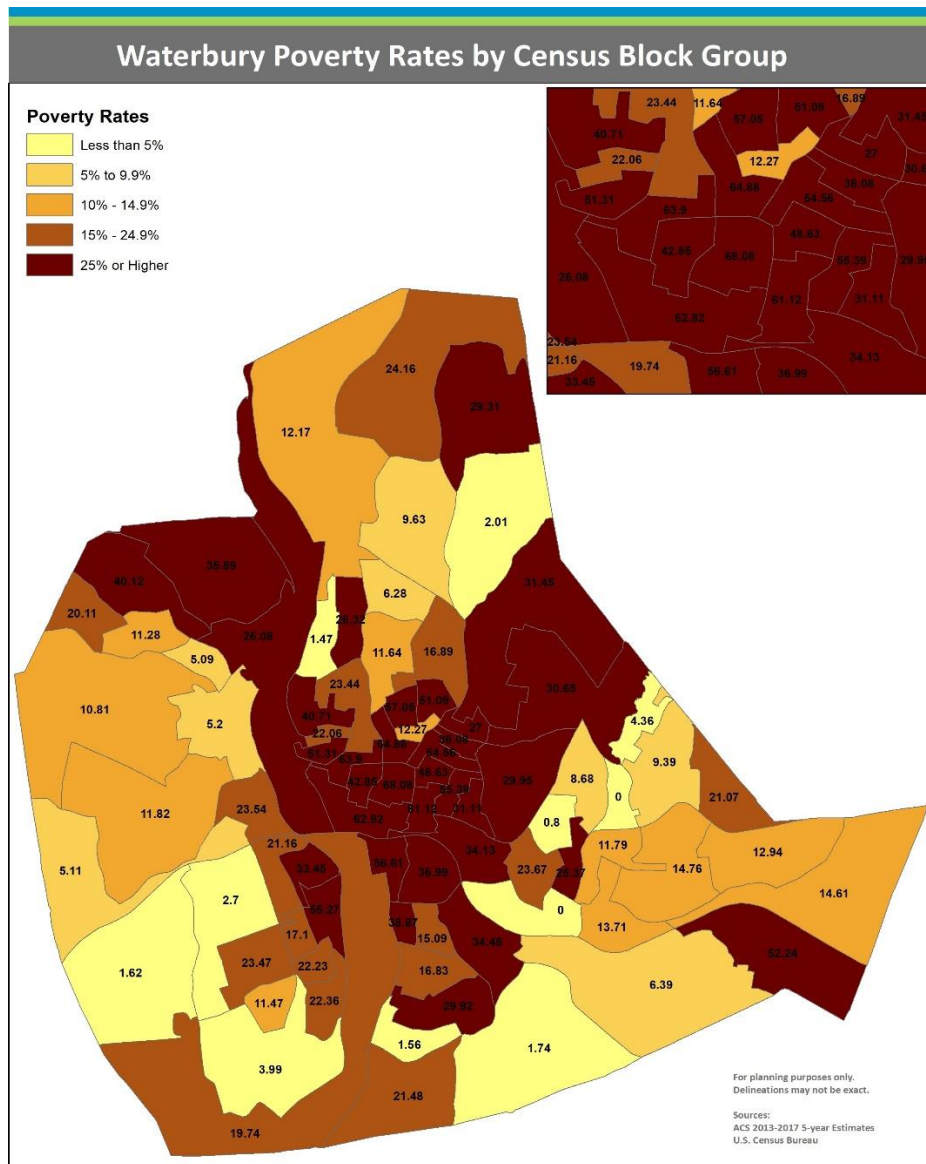
The NRWIB, located in the City, offers many job training programs and career skills to residents. Many of these programs address marginalized and disadvantaged groups, including low-income individuals and those facing high barriers to employment, such as at-risk youth and the formerly incarcerated. In the Local WIOA Plan, a comprehensive four year plan, the NRWIB included Strategy 2.3 “Establish mechanisms for regular communication and collaboration around career and supportive services”. As a result, the director of the Northwest Regional Workforce Board and the City planned to host a workshop, which will become a part of a series, in which residents will have access to information regarding existing programs and have direct access to the director for questions, comments and concerns.

4.) What Was the Result of Your Collaboration?

During these challenging times, the City of Waterbury has been actively engaging to find ways to support residents and preserve their quality of life. We understand that many individuals currently face job insecurity. Common themes that appeared in the open-ended responses involved concerns with employers hiring local, having access to training opportunities and building career skills. There is a lack in access to information for the residents. Therefore, we felt there was no better time to educate our residents on the job and training opportunities that exist.

We decided to host an in person meeting, so those who lack a computer or internet access could still have the ability to participate. We initially planned to host the employment and training opportunity session July 22nd from 5pm-6pm. After some deliberation, we decided that it would be more advantageous to host multiple job and training information sessions in order to

provide residents more than one opportunity to access the information. In order to remain safe, we had to cap each session at 25 participants, therefore hosting multiple sessions also allowed for more accessibility in this sense. As a result, we decided to host our first session on Monday July 20th from 4pm-5pm, and offer a second session from 5pm-6pm. The decision to host the sessions at the local Police Activity League, located on 64 Division Street, was based off the 2020 “Waterbury Poverty Rates by Census Block Group” data provided by the Naugatuck Valley Council of Governments (NVCOG) in the map below. The location is central to some of the areas that are densely populated with high concentrations of poverty. The PAL also offered ample spacing to allow for adherence to social distancing.



Once the location was set, we reached back out to all of the community stakeholders we previously spoke with, including those who left their emails in the survey, to advertise the event. When speaking with the Neighborhood Council, they disclose that our previous modes of advertising was not reaching them, therefore we began to utilize new strategies to advertise the

training sessions. In an effort to meet the people where they are, we connected with our local CT Transit to display flyers on the public transportation. We also provided flyers to local marts and essential shopping spaces. On the evening of the sessions, the director of The Northwest Regional Workforce Board distributed folders to participants, which included extensive informational materials about current opportunities. Some of the documents can be viewed at the end of this report. At the conclusion of each session, the Director left time for open commentary and held conversations with individuals to further assist them.

5.) How Will You Refine, Revisit, and Improve?

After completing our first equity project, our team realized that addressing inequalities is a conscious effort that takes deliberate effort. The experience has broadened our perspective when it comes to the growth of a more inclusive community. Great ideas would constantly arise, and those same ideas would expose different barriers to a resident's quality of life. For example, one woman could not attend the training opportunity because she had three kids and her babysitter cancelled. This allowed us to acknowledge that the lack of childcare, and computer or internet access, constitute as barriers in addition to transportation, and language. It can be a challenge to assure one's living situation does not impede his/her access to amenities. One of the major challenges, as previously mentioned, was getting the word out about both the survey and the event. We had consider other outlets to use for advertising, such as public transportation and popular local essential shops.

We wanted to use this initial workshop as a trial to refine and improve our efforts for future events. We hope things will begin to return to normal, allowing us to find more ways to engage the community. Many residents called the during the workshop, asking if they can still attend, but they never did. Moving forward our team would like to open up this workshop to more attendees by broadening the span of our advertising to various age groups, and utilizing different public spaces in the City. Hosting the meeting at different locations, times, and days would give residents an opportunity to fit the workshops into their schedule. It can also help address the transportation barrier, allowing residents to attend the closest workshop. In addition, we are also considering zoom meetings, and recordings that residents can access from home. This would allow adherence to social distancing guidelines, while providing flexibility for all residents that could not participate due to transportation, time restraints or COVID related concerns. The sustainability team would like to develop a way to gauge the effectiveness of our efforts. In the conducted workshop, we were unable to obtain emails to send out a follow up survey. Although we had conversations post workshop, in the future we would like a better way. A potential post survey would allow participants to be a part of the decision making process, for they can offer ideas to improve the workshops.

The City has developed new skills and perception while working through this toolkit. This process and the SCT equity classrooms have both been powerful learning experiences. They have given the City a new lens to utilize when considering programs and projects going forward.

NRWIB Employment & Training Opportunities

Presented by:
Catherine Awwad
Executive Director
Northwest Regional Workforce
Investment Board

Monday July 20th
Two Sessions Available:
Session 1: 4pm-5pm
Session 2: 5pm-6pm
***Available in English & Spanish**

Waterbury Police Activity League
64 Division St, Waterbury, CT 06704
PAL gymnasium

- YouthBuild Waterbury
- TeachHires
- Health Profession Opportunity Grant
- Manufacturing Your Future (ACI)
- Future Bankers
- Waterbury Construction Careers Initiative
- Home Works

RSVP at: 203-574-6712 or dblanchard@waterburyct.org

*Sessions are first come first serve. There will be a cap at 25 participants per session.



**FREE
ENTRY**

Masks are
required. But
can be provided
upon request.

Oportunidades de Empleo y Capacitación de NRWIB

Presentado por:
Catherine Awwad
Director Ejecutivo
Fuerza de trabajo regional del noroeste
Consejo de Inversiones

Lunes 20 de julio
Dos sesiones disponibles:
Sesión 1: 4pm-5pm
Sesión 2: 5pm-6pm
*Disponible en inglés y español

Liga de Actividades Policiales de
Waterbury
64 División St, Waterbury, CT 06704
Gimnasio PAL

- YouthBuild Waterbury
- TeachHires
- Beca de Oportunidades para la Profesión de la Salud
- Fabricación de su futuro (ACI)
- Futuros banqueros
- Iniciativa de Carreras de Construcción de Waterbury
- Home Works

RSVP en: 203-574-6712 or dblanchard@waterburyct.org

*Las sesiones son por orden de llegada. Habrá un límite a 25 participantes por sesión.



**Gratis
Entrada**
Se requieren
máscaras. Pero se
puede
proporcionar bajo
petición.



Visit us on social media:

 @nrwib_ct |  www.facebook.com/nrwib |  @nrwib

NRWIB Employment and Training Opportunities

YouthBuild Waterbury- Don't let the name fool you, this is a nationally recognized program for youth AND young adults. The objective is to provide low-income young people the opportunity to learn construction skills through building affordable housing for homeless and low-income people in their neighborhoods and other community assets such as schools, playgrounds, and community centers. For unemployed young people who left high school without a diploma, YouthBuild Waterbury is an opportunity to reclaim their educations, gain the skills they need for employment, and become leaders in their communities. ***Eligibility at a glance: must be between the ages of 17 - 24, in need of a H.S. Diploma or GED, have an interest in construction and a willingness to commit to the program.***

TechHires- Information Technology careers cross every industry sector. The goal of this program is to train unemployed and out-of-school youth and young adults (ages 17-29) and upgrade skills of current workers for jobs in the Information Technology Industry including software development, information system management, and computer programming.

Health Profession Opportunity Grant- this program provides opportunities for eligible participants to enter and advance along a variety of careers in the healthcare field. Patient Care Technician, Phlebotomy Technician, Emergency Medical Technician, Certified Nurse's Aide, Pharmacy Technician, Personal Fitness Trainer and Health Information Management are among the certifications one can attain through this program. There are also funds available to address childcare costs, transportation and other barriers to employment / training.

Manufacturing Your Future (ACI)- This credential-based program provides short-term training in the field of manufacturing which can lead to high-paying jobs. Training programs available include (but are not limited to): Introduction to Manufacturing, Introduction to Machinist, Fundamentals of Manufacturing Technology, Engineering Drawing Specifications and Manufacturing Process/Precision Machining.

Future Bankers- this program is designed to motivate and tap into the talent of interested students to provide them a clear and promising career path in the financial services industry. It is a collaborative effort of the Center for Financial Training, area public schools, and local financial services institutions.

Waterbury Construction Careers Initiative- strives to provide local residents who have interest in pursuing career opportunities in the construction building trades. The program brings together community-based organizations, direct-services providers such as the American Job Center in Waterbury, the local school system, the building trades and other community groups to achieve specific goals. Plumbing, Electrical, Carpentry, HVAC and other skilled trades all have openings.

Home Works- this program is designed to address the issue of homelessness in Waterbury, and the surrounding region, by helping homeless individuals achieve economic self-sufficiency. Having a home increases a person's chances to succeed in school, job-related training and to eventually advance in their careers; this opportunity provides individuals and their families the platform they need to pursue economic opportunities. NRWIB attempts to assist in this effort by providing short-term rental subsidy assistance to people experiencing homelessness who are willing to increase income primarily through employment. Participants are assigned a dedicated Career Navigator who will help them follow an Housing Employment and Learning Plan geared toward gaining/maintaining employment; increasing savings; sustaining a fair market rental unit; and transitioning to affordable housing

Other programming is available to eligible participants allowing access to many other training and employment opportunities including: Transportation & Logistics, Retail Trade, CDL Licensing, and MANY more. Please register at www.cthires.com.

For more information, email info@nrwib.org or call 203-574-6971 ext. 451.



**NORTHWEST REGIONAL
WORKFORCE INVESTMENT BOARD**

FIRST JOB | NEXT JOB | BEST JOB

249 Thomaston Avenue, Waterbury, CT 06702

EMPLOYMENT & TRAINING OPPORTUNITIES

WHO ARE WE?
The NRWIB provides training for workers in high demand labor markets to support the economic growth of such business in our region.

WHY ARE WE?
The NRWIB seeks to train and connect qualified job seekers with local employers.

WHERE ARE WE?
Follow us on social media:
Instagram: @nrwib_ct
Twitter: @nrwib
Facebook: www.facebook.com/nrwib
On the web: www.nrwib.org

WHEN ARE WE?
RIGHT NOW!

MY CAREER

- ☒ Goal
- ☒ Plan
- ☒ Action

CURRENT PROGRAMS



CULINARY CLASS SUMMER 2018

- Don't start a job, BEGIN A CAREER!
- The pandemic has opened opportunities in certain industries
- Check out online learning opportunities via METRIX-ct.metrixlearning.com

YOU DON'T NEED A NEW DAY TO START OVER, YOU ONLY NEED A NEW MINDSET.

There are several trainings available in the healthcare field:

- Emergency Medical Technician
- Certified Nurse's Aide
- Patient Care Technician
- Pharmacy Technician
- And MANY more!

HEALTHCARE

Potential Job Opportunities available with local employers!



Trinity Health
Of New England



There are several trainings available in these fields including:

- Advanced Customer Service and Sales
- Forklift Operator
- CDL
- And MANY more!

RETAIL, WAREHOUSING & LOGISTICS

Potential Job Opportunities available with local employers!





CVS
pharmacy

There are several trainings available in the manufacturing field including:

- CNC Machine Operator
- Metal and Plastics Worker
- Davenport Operator
- And MANY more!

MANUFACTURING

Trainings are offered through the following local institutions!



MASC



GREAT EDUCATION
FOR REAL CAREERS

www.180skills.com

TechHire ITXpress is a program geared toward youth and young adults ages 17 through 29, with training opportunities available in:

- Help Desk
- Cyber Security
- Web Design

And more!

INFORMATION TECHNOLOGY

There are also training / employment opportunities in the IT field through our WIOA program.





This program is designed to motivate and tap into the talent of high-achieving students, providing them a clear and promising career path in the financial services industry.

FUTURE BANKERS

Can you tell me about the Future Bankers Program you are participating in?

The mission of YouthBuild Waterbury is to cultivate collaborative learning communities in which every student has the right to an authentic education plays a meaningful role in creating positive social change, and becomes an active participant in working towards just conditions for all.



Eligibility at a glance: must be between the ages of 17 - 24, in need of a H.S. Diploma or GED, have an interest in construction and a willingness to commit to the program.

YOUTHBUILD WATERBURY




This program offers residents a host of preemployment trainings & workshops including:


- Apprenticeship training available for Plumbing, HVAC & Sheet Metal including job placement opportunity
- OSHA & OSHA Hazwoper certification
- Lead & Asbestos Abatement Licensing

Requirements for Enrollment:

- High School diploma
- CT Driver's license & reliable transportation
- Commitment to complete program

WATERBURY CONSTRUCTION CAREERS INITIATIVE





HOME WORKS & CT RECOVERS

Our "Home Works" program is designed to help address the issue of economic insecurity, lack of employment opportunities, and homelessness in Waterbury. The goal of the program is to provide employment services that will assist homeless individuals/families or those at risk of becoming homeless, achieve jobs, housing, and economic self-sufficiency. The HomeWorks Program provides an innovative approach that affords individuals and their families the platform they need to pursue economic independence.

CT RECOVERS is focused on serving those who find themselves unemployed either directly or indirectly from the opioid crisis. If you are well into your recovery and passionate about making a difference for others in recovery, consider a career as a Peer Recovery Coach.





NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD
1807 JEROME AVE. SUITE 200
PORTLAND, ME 04106

IS PROUD TO ANNOUNCE THE LAUNCH OF OUR NEW APP

MANUFACTURE YOUR FUTURE

Don't start another job, Start a journey!
A CAREER PATH JOURNEY.
Check out NRWIB's new APP!
Manufacture your future
getcareerpath.com/nrwib



AVAILABLE SOON IN GOOGLE PLAY AND IOS APP STORE
FOR MORE INFORMATION, EMAIL: info@nrwib.org



NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD
1807 JEROME AVE. SUITE 200
PORTLAND, ME 04106

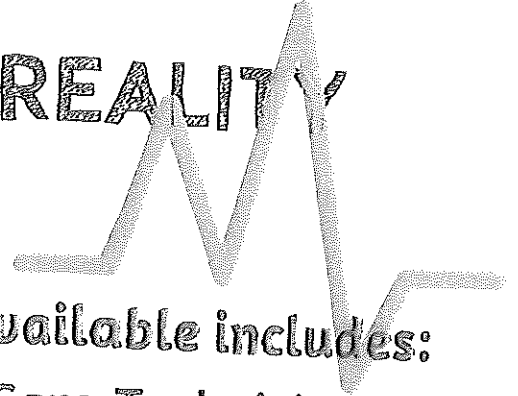
Enclosed you will find material
regarding programs and opportunities
made available by the Northwest
Regional Workforce Investment
Board.

We encourage you to visit our website
for a comprehensive overview of
existing services:

WWW.NRWIB.ORG



Turn your dream of a career in healthcare into a REALITY



Training available includes:

- Patient Care Technician
- Emergency Medical Technician
- Certified Nurse's Aide
- Phlebotomy Technician
- Medical Administrative Assistant
- Pharmacy Technician

Assistance is available for
childcare arrangements,
transportation and
training-related clothing

To be eligible you must:

- Meet low income guidelines
- Pass drug screen/background check
- Pass CASAS math and reading exams

Orientation sessions are held on the first and third
Tuesday of every month in Waterbury. Torrington
sessions are held on the first Thursday of every month.

Must call ahead of time to register.

203-574-6971 ext. 435



This document was supported by Grant [90FX0041] from the Administration for Children and Families, US Department of Health and Human Services (HHS). Its contents are solely the responsibility of the authors and do not necessarily represent the views of HHS.

HPOG is a study funded by the federal government which is being conducted to determine how these training opportunities help people improve their skills and find better jobs. During the study, all new eligible applicants will be selected by lottery to participate in these training opportunities. Not all eligible applicants will be selected to participate in these opportunities.