



INVESTMENTS AT WORK.

WORKFORCE SOLUTIONS
COLLABORATIVE
OF METRO HARTFORD



CELEBRATING 15 YEARS

A Letter from the Workforce Solutions Collaborative Director

Workforce Solutions Collaborative of Metro Hartford celebrates 15 years of deep work in the innovation of workforce development. We are a funders' collaborative dedicated to addressing the needs of employers - to hire skilled workers, and job seekers - to have access to rewarding careers.

We do this by:

- Creating space at the table for our community members, designing solutions with them, rather than for them.
- Building industry-specific Regional Sector Partnerships that convene like-minded employers in pursuit of common strategic workforce goals.
- Leveraging our resources by partnering with intermediaries who operate at the front lines of workforce service allowing us to achieve the highest impact.
- Piloting innovative models that improve outcomes for frontline workers through initiatives addressing enhanced orientations, mentoring, quality supervision, desirable benefits, and opportunities to advance.

Since its inception, Workforce Solutions has proudly received national recognition for our successful partnerships. They range from the 2013 National Fund for Workforce Solutions Chairman's Award for an exemplary Collaborative, to White House citations for our Enhanced CNA program, and more recently invitations to our employer champions to join expert panels at the National Fund for Workforce Solutions' SHIFT national conference.

Our recent achievements have seen our participation in Job Quality initiatives guided by the National Fund for Workforce Solutions with funding from the Gates and Walmart Foundations. The most important of these successes include the rebirth of our Transportation, Distribution and Logistics (TDL) employer partnership, now thriving in the wave of exponential growth of the sector in our region, and the Human Centered Design initiative currently underway, with leadership from the National Fund for Workforce Solutions. The initiative is supported by a generous grant from the Weinberg Foundation to five National Fund for Workforce Solutions members around the nation.

This work would not be possible without the many people and partner organizations who share our vision and passion for the mission. It is all driven by hundreds of employers in our region who are members of the Regional Sector Partnerships in healthcare, manufacturing, transportation, distribution and logistics. We are grateful for their contributions as volunteers to the many committees and work groups, and for their guidance in shaping the workforce needs of the future, resulting in a stronger community.

The Collaborative is and belongs to the many members of the workforce ecosystem in our region, and I think we all have cause to rejoice and be proud of the many accomplishments we have collectively achieved during these past fifteen years, while looking forward to many more.

Enrique E. Juncadella
Director, Workforce Solutions Collaborative of Metro Hartford

A qualified, economically self-sufficient workforce

In 2008, with the development of a shared vision to advance both local industry and career pathways for workers, Workforce Solutions Collaborative of Metro Hartford was established.

Since then, we have aligned resources and created innovative solutions to meet the needs of more than 300 employers and thousands of jobseekers and workers across four industry sector partnerships: energy/utilities, health care, manufacturing and transportation/distribution/logistics.

Together, we're building a more competitive workforce.

A SYSTEM FOR ADVANCEMENT

Workforce Solutions Collaborative of Metro Hartford has developed into a nationally recognized partnership. Together with local stakeholders, we have developed innovative programming to ensure opportunities are available for low-wage workers and jobseekers in the Enfield and Hartford labor markets. The collaborative utilizes a dual-customer approach to address the talent needs of regional employers and career prospects of lower-skilled, lower-income adults. This has included a focus on ensuring young adults are successful in manufacturing where an aging population and increased hiring have created new opportunities.

Currently, we are piloting a strategy that provides onsite support for new employees from a Workforce Solutions Career Navigator. The navigator helps employees mitigate employment barriers like transportation, child care and financial stress. By connecting employees to community resources, we anticipate a reduction in turnover.



A PARTNERSHIP that promotes a competitive workforce

Job Seekers

524

awarded industry-recognized credentials

364

obtained new employment

Incumbent Workers

1,156

completed occupational skills training

872

awarded industry-recognized credentials



2007

National Fund for Workforce Solutions and United Way of America (now United Way Worldwide) partnership established.

2008

Workforce Solutions Collaborative of Metro Hartford founded.



2009

The Advanced Manufacturing Advisory Partnership is formed. This partnership will evolve to become the Advanced Manufacturing Employers Partnership.

2010

Workforce Solutions launched The Energy/Utilities Workforce Partnership and Capital Area Healthcare Partnership (CAHP, formally known as Metro Hartford Alliance for Careers in Healthcare - MACH).

2011

The Energy/Utilities Workforce partnership created a "first of its kind" contextualized, blended developmental education for careers in energy/utilities.

2012

Workforce Solutions received \$30,000 as part of Boeing on-the-job training program.





A DIVERSE, FLEXIBLE FUNDING POOL AND ALIGNED RESOURCES

Since its inception, Workforce Solutions has raised more than \$10.4M from regional funders like Hartford Foundation for Public Giving as well as national funders including The Boeing Company, The Prudential Foundation, The National Fund for Workforce Solutions, JPMorgan Chase & Co and the federal Social Innovation Fund.

Additionally, Workforce Solutions has leveraged more than \$2.8M from public and private partners, including State of Connecticut Office for Workforce Competitiveness, U.S. Department of Labor, H-1B Technical Skills Training grants, Incumbent Worker Training Funds and employers.



2013

National Fund presented Workforce Solutions with the Chairman's Award for an Exemplary Collaborative at its national conference.

2013

Workforce Solutions was selected as one of three regional collaboratives to receive the Youth/Industry Partnership Initiative (YIPI) award.



2014

The White House cited MACH's Enhanced Certified Nurse Assistant (CNA) program as a national model that addressed employer demand for a more prepared, better-trained CNA.

2015

Employers recognized by the National Fund as Young Adult Employer Champions: Carey Manufacturing/Floyd Manufacturing and Mallory Industries.

2016

Employers recognized by the National Fund as Young Adult Employer Champions: ACMT and Okay Industries.

2016

With the support of the Walmart Foundation, Workforce Solutions launched program to increase the participation of women in manufacturing and transportation.



THANK YOU TO OUR PARTNERS

for your ongoing contributions to our shared vision

Investors

- American Savings Foundation*
- Connecticut Department of Labor*
- Hartford Foundation for Public Giving*
- Liberty Bank Foundation*
- National Fund for Workforce Solutions*
- Prudential Foundation*
- JPMorgan Chase & Co*
- Community Foundation of Greater New Britain*
- United Way of Central and Northeastern Connecticut*
- Bank of America*

*Current investor

Workforce Employer Partnership Intermediaries

- Capital Workforce Partners*
- Connecticut Business and Industry Association Education and Workforce Partnership
- Connecticut Center for Advanced Technology*
- Connecticut Women's Education and Legal Fund

*Current intermediaries

Strategic Advisory Committee Members

- Capital Workforce Partners
- Capitol Region Council of Governments
- City of Hartford
- City of New Britain
- Connecticut Association for Human Services
- Connecticut Business and Industry Association Education and Workforce Partnership - Ready CT
- Connecticut Center for Advanced Technology
- Connecticut Department of Labor
- Connecticut Employment & Training Commission
- Connecticut State Colleges & Universities
- Hartford Opportunity Youth Collaborative
- Metro Hartford Alliance
- United Way of Central and Northeastern Connecticut
- United Way of Connecticut

2019 to Today

- Engaging female participants to enter careers in manufacturing with Deloitte/United Way Worldwide funding support - the work continues!
- Successful Early Job Quality initiatives through National Fund for Workforce Solutions with support from the Bill and Melinda Gates Foundation initiative
- Financial Wellness campaigns in concert with United Way's Economic Mobility Team
- Collaboration with Hartford Working Cities and Generation Work to support career Navigators and Hartford Workforce Leadership Academy
- Re-launched Transportation, Distribution and Logistics as our newest employer partnership with National Fund for Workforce Solutions/Walmart Foundation support under Activating Employers in Service Sector Program for job quality
- AMEP: Recruiting 40 people of color, including young adults, into high paying entry-level jobs at Pratt & Whitney
- CAHP: Career Advancement, training of incumbent workers and mentoring pilot projects - ongoing
- Job navigators added to our AMEP and CAHP employer partnerships in support of participants and their success



2017

Employers recognized by the National Fund as Young Adult Employer Champions: TRUMPF Inc. and Wepco Plastics Inc.

2017

Hosted National Fund for Workforce Solutions' Young Adult Convening.



2018

Better Skills/Better Jobs Initiative launched, funded by The National Fund for Workforce Solutions.

2018

Connecticut Center for Advanced Technology launched a pilot project to connect Greater Hartford residents with jobs at Pratt & Whitney.

With a foundation of strong relationships and innovation, Workforce Solutions continues to pursue system-wide impact. For information about how to get involved, contact **Enrique Juncadella, Director, Workforce Solutions** at 860-493-1130 or ejuncadella@unitedwayinc.org.

EMPLOYER CHAMPIONS



It's an honor to partner with Workforce Solutions on strategies and implementations that impact our region. The fact that these efforts have been nationally recognized highlights that these are best-in-class solutions that will help many people.

CHARLES DANIELS, AMEP



For more information about employer partnerships, visit the Workforce Solutions Collaborative's website at unitedwayinc.org/workforce-solutions.

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