

Being administrative purposes only (APO) allows the OWS to coordinate across agencies.

Proposed Responsibility

- Present a state workforce strategy to the Governor for approval.
- Coordinate the workforce development activities of all state agencies in furtherance of the goals and outcomes of such state workforce strategy.
- Chair the Governor's Workforce Cabinet, which will consist of agencies involved in workforce development activities.

Success Story

- The OWS supported the development of the strategic plan by coordinating with commissioners across several agencies, such as DOL, SDE, DHMAS, OPM, DAS, OEC, OHE, DECD, DSS, ADS, DOC, and DCF, to develop strategies and recommendations that are in the GWC strategic plan.
- The OWS also coordinated across industry partners, WDBs, CAAs, and educational institutions (e.g., CSCU, UCONN, CCIC) to inform the additional recommendations highlighted in the plan.

APO Importance

- In order for new inter-agency programs and strategies to be developed, commissioners must be involved, but bandwidth is often a key constraint.
- A unit within an agency does not have the same flexibility to work directly with commissioners to quickly coordinate workforce development programs across agencies.
- Having the flexibility to coordinate and integrate across agencies has been a key success factor for the OWS thus far.

Being administrative purposes only (APO) allows the OWS to effectively manage projects.

Proposed Responsibility

- Provide staff to the Governor's Workforce Council.
- Coordinate all necessary support that other state agencies can make available as needed by the Governor's Workforce Council.

Success Story

- The OWS has coordinated the launch of working groups for each of the 19 strategic initiatives in the GWC plan.
- The OWS has designed and implemented a governance structure to manage and monitor progress across these initiatives.
- This governance structure requires the OWS to coordinate the participation of over 400 volunteers across state government, WDBs, educational institutions, CAAs and other community organizations, and national partners such as National Association of Governors to work on these initiatives.

APO Importance

- Existing as an APO allows the OWS to coordinate across state agencies, companies, educational institutions, WDBs, and community action agencies to ensure the 19 GWC strategic plan initiatives are being implemented successfully and with fidelity.

Being administrative purposes only (APO) allows the OWS to optimize costs.

Proposed Responsibility

- The OWS has a proposed budget of ~\$1M to be spent on four staff, supporting the work of the GWC, and coordinating workforce efforts

Success Story

- The OWS is currently leveraging the administrative staff of DECD so that their budget can be leveraged solely on coordinating workforce programs across the state and helping implement the 19 initiatives in the GWC strategic plan.

APO Importance

- An APO grants OWS the flexibility to not hire any administrative, legal, finance, HR, or other back-office staff support, so a team structure can be maintained that allows the OWS to focus on workforce development policy, strategy, and coordination.

Being administrative purposes only (APO) allows the OWS to inform state and federal policy.

Proposed Responsibility

- Be the liaison between the Governor, the GWC, and any local, regional, state or federal organizations and entities with respect to workforce development policy, strategy, and coordination.

Success Story

- The OWS supported the Office of the Governor in the development of S.B. 881 by collaborating across state agencies, educational institutions, industry partners, community organizations, and external stakeholders to design policy proposals to supplement the GWC strategic plan initiatives.
- The OWS has met with Congressman Himes and members of Senator Murphy's and Blumenthal's offices to inform them of the workforce development needs in CT.

APO Importance

- The APO grants the OWS flexibility to partner with the Governor's Office to respond quickly to requests for information coming from Connecticut's federal delegation. As workforce is being prioritized by the Biden Administration, this connection point is critical.

Governor's Workforce Council Strategic Plan Overview



Business Leadership

- Regional Sector Partnerships
- Credential Registry Systems
- Skills-Based Hiring & Training Systems
- Retain College Graduates
- Workforce Development Board Alignment



Career & Education Building

- Career Pathways & Accelerating Postsecondary Access
- Sector-based Training
- Work-Based Learning
- Academic & Career Advising
- Improving Teacher & Student Preparedness
- Adult Education



Equity & Access

- Expand Capacity of Child Care System
- Reduce Transportation Barriers
- Expand Access to Behavioral Health Services
- Reduce the Adverse Effects of Benefits Cliffs
- Cross Barrier Solutions



Data & Accountability

- Online Workforce Development Services
- Data & Performance Management Tools
- Integrated Data System



Workforce Equity Committee

Focused on equity and access for Underserved & Special Populations

One of the goals of the OWS is to support workers and to build an equitable workforce.

- **Community engagement:** The OWS is committed to partnering with workforce development boards, community organizations, educators, and businesses to break down barriers to sustained participation in the workforce.
- **High-quality jobs:** The OWS is focused on partnering with workforce development boards, community organizations, and businesses to assess the needs of the economy, develop training programs aligned to occupations that provide family-sustaining wages, and move residents out of poverty or minimum wage work and into stable career pathways.
- **Union representation:** Executive leadership from 32BJ SEIU and AFL-CIO sit on the Governor's Workforce Council.
- **Talent development:** The role of the OWS is to connect all employers, including union employers, with skilled workers. The OWS will partner with union representation to ensure that training programs exist that are aligned to industries including, but not limited to, construction and the trades, transportation, manufacturing, and healthcare.
- **Equity and diversity:** The OWS and the GWC are establishing the Workforce Equity Committee that will consist of key community members and will ensure equity and diversity are embedded into the work of the GWC.

The OWS coordinates programs across the different stakeholders in the GWC.

Companies

- Cindi Bigelow, Bigelow Tea, CEO
- Marna Borgstrom, Yale New Haven Hospital, CEO
- Jeff Flaks, Hartford Healthcare, CEO
- Kevin Graney, General Dynamics Electric Boat, CEO
- Margaret Keane, Synchrony Financial, CEO
- Ravi Kumar, Infosys, President
- Jim Loree, Stanley Black + Decker, CEO
- David O'Neill, Indeed, Chief Operating Officer
- Judy Marks, Otis Elevator, President and CEO
- Alan Schnitzer, Travelers, CEO (TBC)
- Erika Smith, ReNetx, CEO
- Bob Lord, IBM, Chief Digital Officer (TBC)

Educators

- Dr. Ruth Levy, Bozrah School District, Superintendent
- Judy Olian, Quinnipiac University, President
- Peter Salovey, Yale University, President
- Leslie Torres-Rodriguez, Hartford Public Schools, Superintendent

Union Representation

- Sal Luciano, CT AFL-CIO, President
- Rochelle Palache, 32BJ SEIU, District Director and VP

Community Organizations

- Monette Ferguson, Alliance for Community Empowerment, Executive Director
- Jay Williams, Hartford Foundation for Public Giving, President

CT Legislature

- Representative Toni Walker, House District 93
- Senator Tony Hwang, Senate District 28

Ex-Officios

- Beth Bye, Department of Early Childhood, Commissioner
- Susan Bysiewicz, Lieutenant Governor
- Colin Cooper, Department of Economic and Community Development, Chief Manufacturing Officer
- Miriam Delphin-Rittmon, Department of Mental Health and Addiction Services, Commissioner
- Peter Denious, AdvanceCT, President and CEO
- Vanessa Dorantes, Department of Children and Families, Commissioner
- Katie Dykes, Department of Energy and Environmental Protection, Commissioner
- Jane Gates, Connecticut State Colleges & Universities, Interim President
- Deidre Gifford, Department of Social Services, Commissioner
- Thomas Katsouleas, President University of Connecticut
- Timothy Larson, Office of Higher Education, Executive Director
- David Lehman, Department of Economic and Community Development, Commissioner, & Senior Economic Advisor to the Governor
- Melissa McCaw, Office of Policy and Management, Secretary
- Amy Porter, Department of Aging and Disability Services, Commissioner
- Angel Quiros, Department of Corrections, Commissioner
- Charlene M. Russell-Tucker, State Department of Education, Acting Commissioner
- Jordan Scheff, Department of Developmental Services, Commissioner
- Kurt Westby, Department of Labor, Commissioner
- Jennifer Widness, Connecticut Conference of Independent Colleges, President
- Jeffrey Wihbey, Connecticut Technical High School System, Superintendent