

Connecticut Department of Labor
Appropriations C&D Subcommittee Workgroup Responses
Monday, March 13, 2023

- Please provide a summary of programs that serve the veteran community. (Rep. Walker)

Jobs for Veterans State Grants (JVSG). Federal funding supports CTDOL's Disabled Veterans' Outreach Program (DVOP) specialists in the AJCs and Local Veterans' Employment Representative (LVER) staff.

- **DVOPs provide individualized career services to eligible veterans and eligible spouses** experiencing significant barriers to employment, as well as other authorized populations, and they perform outreach to enroll these individuals into the workforce system. Included among those served are the economically or educationally disadvantaged, veterans experiencing homelessness and vocational rehabilitation clients.
- **LVERs conduct outreach to employers** to advocate for the hiring of veterans and help employers fill their workforce needs with job-seeking veterans. They also work with businesses, contractors, and employer organizations to develop career opportunities for veterans.
- **In partnership with the Department of Defense and the Connecticut Military Department**, JVSG staff meet with military troops and their families, including returning troops from the CT National Guard and U.S. Armed Service Reserves, by participating in Yellow Ribbon Events and Soldier Readiness Program briefings to inform troops and their families about AJC services.
- **JVSG staff regularly collaborates with the following federally supported programs:**
 - The U.S. Department of Veterans Affairs Veteran Readiness and Employment (VR&E) program helps veterans who have a service-connected disability that limits their ability to work or prevents them from working. VR&E participants, who are referred to CTDOL's DVOPs, receive job training, education, employment accommodations, résumé help, and job-search coaching.
 - The Homeless Veterans' Reintegration Program (HVRP), an employment-focused grant program of the U.S. Dept. of Labor/Veterans' Employment and Training Service (DOL-VETS), provides services to assist in reintegrating homeless veterans into the labor force. HVRP participants are co-enrolled in Wagner-Peyser and JVSG.
 - Core services include outreach to homeless veterans, grantee partners and employers; case management; job-driven training and placement; and collaboration with partners to access supportive services and housing.
 - Connecticut's current grantees:
 - ✓ **Goodwill of Western and Northern Connecticut Inc.**, serving Fairfield County;
 - ✓ **Veterans Inc.** – serving Hartford, Litchfield, Middlesex, New Haven, New London, Tolland, and Windham counties
 - DOL-VETS' HIRE Vets Medallion Program recognizes employer efforts to recruit, employ, and retain veterans. Employer-applicants meeting established criteria receive a "HIRE Vets Medallion Award." CTDOL helps to promote the program to employers.
 - Since 2019, over 1,650 employers nationwide have earned a HIRE Vets Medallion Award.

Registered Apprenticeship/Military Training Evaluations. (Conn. Gen. Stat. section 31-22u) Any member of the armed forces or National Guard or any veteran, within two years of the veteran's discharge from the armed forces, may submit an application for military training evaluation to **CTDOL's Office of Apprenticeship Training** for:

- a determination on whether the applicant's military training may be substituted for all or part of the term of an apprenticeship program registered with the Labor Department for a specific trade, and
- a recommendation for review by the appropriate examining boards or a deduction from the hours of apprenticeship training required.

The Work Opportunity Tax Credit (WOTC) is a **federal tax credit for employers** that reduces a business's tax liability and is an incentive to hire individuals from certain targeted groups who face barriers to employment. CTDOL receives federal funding to administer the certification process. Among the WOTC targeted groups are:

- “qualified veteran,” - includes certain unemployed and disabled veterans and veterans who are members of families receiving Supplemental Nutrition Assistance Program (SNAP) benefits; and
- “vocational rehabilitation referral,” - person who is receiving or recently received rehabilitative services, which includes a program under the Department of Veteran Affairs.

Priority of Service in the American Job Centers. Other federally funded programs, such as Wagner-Peyser, WIOA Adult and Dislocated Worker, and Trade Adjustment Assistance, require the provision of priority of service, the right of veterans and eligible spouses (“covered persons”) to take precedence over a non-covered person in obtaining employment and training services for which they are otherwise eligible.

- if there is a waiting list for the formation of a training class, priority of service is intended to require a veteran or eligible spouse to go to the top of that list.

The Military to Machinists program (Conn. Gen. Stat. section 31-11ss) assists veterans living in southwest Connecticut in making the transition to careers in manufacturing, with connections made to education and training services and help with securing apprenticeship and/or employment with local manufacturing companies. (Administered by The WorkPlace.)

Platform to Employment (P2E) for Veterans (Conn. Gen. Stat. section 31-11tt) is a program of skills assessment, career readiness workshops and personal coaching to help veterans re-enter the workforce. P2E helps Connecticut veterans who have been out of work six months and have exhausted their unemployment benefits. (Administered by The WorkPlace.)

- Please provide an accounting of federal funds administered by the agency. (Sen. Osten)

Employment Security Division Executive Financial Summary				
Grant Name	Grant Number	Start Date	End Date	Award Amount
State Fiscal Year 2022				
Mixed Earners Unemployment Compensation (MEUC)				
First Week-Implementation 20-20	UI-34706-20-55-A-9	03/27/20	06/30/22	73,763.00
Total SFY22				73,763.00
State Fiscal Year 2023				
American Apprenticeship Initiative TRAINING AND EMPLOYMENT	AP-33479-19-60-A-9	07/01/19	06/30/23	1,067,532.70
CARES Act of 2020 Short-time Compensation ("STC")	UIPL No. 22-20	04/01/21	09/30/22	395,947.00
CARES Act of 2020 Short-time Compensation ("STC")	UIPL No. 22-20	04/01/21	09/30/22	791,895.00
Disabled Veterans' Outreach Program and Local Veterans' Employment Representative - JVSG	DV-35785-21-55-5-9	10/01/20	12/31/22	1,838,442.00
FEMA LWA	DHS-20-ONA-050-00-99	07/25/20	09/27/22	374,317,555.88
Pandemic Unemployment Assistance (PUA)				
PUA CARES - 2 UIPL 9-21				250,000.00
PUA CARES - 3 UIPL 14-21				100,000.00
PUA Change - 5 UIPL 16-20				100,000.00
PUA Change - 6 UIPL 16-20				369,960.00
PUA Change - 6 UIPL 16-20 Implementation				94,300.00
PUA-Fraud Prevention 28-20 Change 2				1,384,200.00
PUA-Implementation 16-20				1,235,439.00
PUA-Integrity 28-20				1,499,400.00
PUA-Integrity 28-20 Change 1				1,499,400.00
PUA Change 4 UIPL 28-20				969,404.00
PUA-Ongoing 16-20				10,420,460.00
Federal Pandemic Unemployment Compensation (FPUC)				
FPUC CARES - 2 UIPL 9-21	UI-34706-20-55-A-9	04/01/20	06/30/23	100,000.00
FPUC CARES - 3 UIPL 14-21				50,000.00
FPUC-Change 4 UIPL 28-20				1,225,900.00
FPUC-Implementation 15-20				227,960.00
FPUC-Ongoing 17-20				1,184,809.00
Pandemic Emergency Unemployment Compensation (PEUC)				
PEUC CARES - 2 UIPL 9-21	UI-34706-20-55-A-9	04/01/20	06/30/23	150,000.00
PEUC CARES - 3 UIPL 14-21				75,000.00
PEUC-Fraud Prevention 28-20 Change 2				264,600.00
PEUC-Implementation 17-20				447,036.00
PEUC-Change 4 UIPL 28-20				323,449.00
PEUC-Integrity 28-20				285,600.00
PEUC Change 4 UIPL 28-20				323,449.00
PEUC-Integrity 28-20 Change 1				285,600.00
PEUC-Ongoing 17-20				21,185,362.00
Mixed Earners Unemployment Compensation (MEUC)				
MEUC 2 - 14-21	UI-34706-20-55-A-9	04/01/20	06/30/23	50,000.00
MEUC Production				311,506.00
Mixed Earners UC (MEUC) 9-21				150,000.00
Labor Market Information	LM-34574-21-75-J-09	10/01/20	09/30/22	10,000.00
SBR - UI Mod. Feasibility Study	UI-31489-17-60-A-9	12/18/17	12/31/22	354,479.00
SBR-UI Mod. Consortia	UI-31492-17-60-A-9	12/18/17	12/31/22	7,396,080.00
Trade Adjustment Assistance TRA-ATAA	UI-37271-22-55-A-9	10/01/21	09/30/22	1,030,000.00
Unemployment Insurance	UI-34049-20-55-A-9	10/01/19	12/31/22	32,374,424.00
WIOA PY20 FY21	AA-34759-20-55-A-9	04/01/20	06/30/23	32,338,348.00
Work Opportunity Tax Credit Program (WOTC)	WT-37902-22-55-A-9	10/01/21	09/30/22	125,300.00
Total SFY23				496,602,837.58
State Fiscal Year 2024				
ARPA Fraud	UI-37055-21-55-A-9	09/01/21	08/31/23	2,456,000.00
Census of Fatal Occupational Injuries (CFOI)	OS-36190-22-75-J-09	10/01/22	09/30/23	31,000.00
Disabled Veterans' Outreach Program and Local Veterans' Employment Representative - JVSG	DV-37876-22-55-5-9	10/01/21	12/31/23	1,763,904.00
Employment Service/Wagner-Peyser Funded Activities	ES-33384-19-55-A-9	07/01/20	09/30/23	8,007,015.00
Fidelity Bonding Demonstration Grants	PE-33431-19-60-A-9	07/01/19	06/30/23	100,000.00
Foreign Labor Certification	FL-35987-21-55-A-9	10/01/20	09/30/23	279,264.00
Labor Market Information	LM-36124-22-75-J-09	10/01/21	09/30/23	1,393,642.00
Occupational Injuries and Illnesses (SOII)	OS-36190-22-75-J-09	10/01/22	09/30/23	169,625.00
OSHA 21D	CS-39018CS3-23-75-F-9	10/01/22	09/30/23	1,187,400.00
OSHA 23G	SP-39071SP3-23-55-F-9	10/01/22	09/30/23	783,000.00
Reemployment Services and Eligibility Assessment (RESEA)	UI-35935-21-60-A-9	01/01/21	09/30/23	2,727,625.00
Tiger Team & RSI	UI-38396-22-55-A-9	01/01/22	09/30/23	1,039,296.00
Trade Adjustment Assistance	TA-36042-21-55-A-9	10/01/20	09/30/23	4,609,448.00
Trade Adjustment Assistance TRA-ATAA	UI-39258-23-55-A-9	10/01/22	09/30/23	620,000.00
UI Equity Grant	UIPL No. 23-21	01/01/23	03/30/24	4,562,000.00
Unemployment Insurance	UI-35639-21-55-A-9	10/01/20	12/31/23	43,762,957.00
WIOA PY21 FY22	AA-36310-21-55-A-9	04/01/21	06/30/24	29,237,451.00
Total SFY24				102,729,627.00
State Fiscal Year 2025				
Disabled Veterans' Outreach Program and Local Veterans' Employment Representative - JVSG	DV-00053-23-55-5-9	10/01/22	12/31/24	1,778,463.00
DISASTER UNEMPLOYMENT ASSISTANCE DUA	UI-37955-22-55-A-9	10/01/21	12/31/24	211,140.00
Employment Service/Wagner-Peyser Funded Activities	ES-36745-21-55-A-9	07/01/21	09/30/24	7,845,316.00
Foreign Labor Certification	FL-38049-22-55-A-9	10/01/21	09/30/24	284,298.00
Labor Market Information	LM-38441-23-75-J-09	10/01/22	09/30/24	1,367,685.00
Reemployment Services and Eligibility Assessment (RESEA)	UI-37972-22-60-A-9	01/01/22	09/30/24	3,280,972.00
State Apprenticeship Expansion, Equity and Innovation (SAEEI)	AP-36520-21-60-A-9	07/01/21	06/30/25	10,000,000.00
Trade Adjustment Assistance	TA-38671-22-55-A-9	10/01/21	09/30/24	3,570,485.00
Unemployment Insurance	UI-37214-22-55-A-9	10/01/21	12/31/24	49,680,265.00
WIOA PY22 FY23	AA-38520-22-55-A-9	04/01/22	06/30/25	34,312,089.00
Work Opportunity Tax Credit Program (WOTC)	WT-39389-22-55-A-9	10/01/22	09/30/24	31,842.00
Total SFY25				112,362,555.00
State Fiscal Year 2026				
Employment Service/Wagner-Peyser Funded Activities	ES-38721-22-55-A-9	07/01/22	09/30/25	7,896,818.00
Unemployment Insurance	UI-39313-23-55-A-9	10/01/22	12/31/25	46,178,498.00
Total SFY26				54,075,316.00

- Wage & Workplace Standards Division information (Sen Kushner)
 - Please provide a staffing breakdown, including position titles

Staff Breakdown

Staffing as of March 3, 2023

1 Director of Wage and Workplace Standards
 1 Assistant Director of Wage Regulation
 2 Field Supervisor of Wage Regulation (1 vacancy)
 18 Wage Enforcement Agents (1 vacancy)
 5 Wage & Hour Investigator 2
 3 Wage & Hour Investigator 1 (1 vacancy)
 1 Administrative Assistant
 2 Secretary 2

- What are the funding sources?

Wage and Workplace Standards Staffing						
Funding	Position Title	2018	2019	2020	2021	2022
State General Fund	Administrative Assistant	1.00	1.00	1.00	1.00	1.00
State General Fund	Director Of Wage & Work Place Standards	1.00	1.00	1.00	1.00	1.00
State General Fund	Executive Assistant	1.00	0.25	-	-	-
State General Fund	Field Supervisor Of Wage Regulations	2.00	3.00	3.00	3.00	3.00
State General Fund	Secretary 2	2.00	2.00	2.00	2.00	2.00
State General Fund	Wage And Hour Investigator 2	0.40	1.00	1.00	1.75	2.00
State General Fund	Wage Enforcement Agent	17.75	17.40	14.00	15.50	17.50
State General Fund Total		25.15	25.65	22.00	24.25	26.50
Civil Penalty	Wage And Hour Investigator 1	1.00	1.00	1.00	1.00	0.50
Civil Penalty	Wage And Hour Investigator 2	3.60	2.60	2.25	3.00	3.00
Civil Penalty	Wage Enforcement Agent	3.25	2.75	5.75	3.75	2.00
Civil Penalty Total		7.85	6.35	9.00	7.75	5.50
Grand Total		33.00	32.00	31.00	32.00	32.00

- What is the current case backlog?

Current Case Backlog

- There are approximately 1,176 claims in various stages of investigation currently assigned to staff, which amounts to an average of 49 claims assigned to each wage agent or investigator.
 - Based on this workload and the current compliment of staff, we are unable to assign new claims for approximately 4-6 months.
 - WWSD has 791 wage and workplace standards claims pending assignment in our case management system.
 - This is an extraordinarily high number that has continued to surge over the last 12-15 months.
 - The number of pending claims on October 20, 2022 was 542, while that figure stood at 117 on October 21, 2020.
- Please provide “return on investment” metrics reported to DOL by third-party providers of workforce programs funded via the agency. (Rep. Dathan)

Federally funded Program:

- Workforce Innovation and Opportunity Act (WIOA) Title I provides federally funded employment and training activities to Adults, Dislocated Workers and Youth through CT’s 5 Regional Workforce Development boards.

Program Component	# served	EEQ2	EEQ4	Median	Earnings	Credential Rate	Measurable Skill Gain
WIOA Title I Adult services	2,068	71.5%	69.5%	\$5,300	70.5%	54%	
WIOA Title I DW services	2,192	78%	77%	\$8,800	70.5%	31%	
WIOA Title I Youth	783	78%	73%	\$3,200	72.5%	60%	

ARPA Funded Programs

- Platform to Employment (LTU/P2E Re-entry) Program - The Workplace ARPA ReEntry funding will be used to promote hiring of returning citizens determined eligible and to implement activities through which to respond to and reduce the negative economic impacts of the public health emergency, COVID19 pandemic. (ARPA funded P2E Re-Entry cumulative enrolled is 40 from 11/1/21 to present.)
- THE BRIDGE TO INDEPENDENCE & CAREER OPPORTUNITIES, CO. (TBICO) - To address the unemployed and underemployed adults with obstacles to securing and/or sustaining employment due to the negative impact of the pandemic. The job readiness training opportunities will be led by a newly hired Project Director that will provide pre-enrollment job readiness assessments, augment recruitment activities to maximize class enrollment and provide 1:1 appointments to set individualized employment goals. (Number of enrollees was 130.)
- Women's Mentoring Network Inc. - Education, Economic, Mobility & Empowerment Program (E to the 4th POWER) addresses the populations facing negative economic impacts of COVID-19 and assists the unemployed or underemployed (part-time workers) with 1:1 appointments, Women's Health Workshops, Strategic Life Skills Workshops, Women's Empowerment Hour, mentors that provide longer-term guidance on work goals, access to food pantry and access to donated clothing/business attire and household items. (Number of enrollees which was 177.)
- The Boys and Girls Club of Milford (BGCM) programming is implemented for youth who, along with their families and communities, have been adversely impacted by the COVID-19 pandemic. Activities are designed to respond to and reduce the negative economic impacts of the public health emergency, COVID19, which have disproportionately affected BGCM youth participants. BGCM utilizes Career Launch, as developed by Boys and Girls Clubs of America (BGCA). Career Launch is evidence-based programming for teens and is designed to be interactive and fun for teens. BGCM also offers the Money Matters Financial Literacy Program. Career Launch and Money Management programs are each offered over a ten-week period. (Boys and Girls Club of Milford served is 78)

- Seniors Job Bank (SJB) connects people over 50 looking for part-time and temporary work with businesses organizations and households seeking workers.

Processed 887 requests for workers, up from 783 in 2020. (There were over 1100 in 2019, before covid struck the economy.)

Helped find workers for 423 positions, in which 86 (of over 400) jobseekers in the registry expressed interest.

From January through July, 2022 handled approximately 225 job requests

- Bridgeport Occupational Industrial Centers - The Business Accelerator 2.0 program provides small, women-owned, and minority-owned businesses of Bridgeport facing negative impacts of COVID-19, the professional development and business leadership skills to help them recover, grow and sustain in an ever-changing business landscape.

Businesses contacted	45
Businesses enrolled	45
Initial Assessments Completed	45
Professional Services Provided	45

- The Mortgage Crisis Job Training Program began as a state-funded pilot project that will be enhanced with the use of the ARPA funds within this contract. ARPA funds are used specifically to assist those eligible homeowners who have been impacted by the economic downturns that began during the 2000s from which Connecticut has not fully recovered and which have been exacerbated during the public health emergency, the Covid-19 pandemic. (Number enrolled between 11/1/21 to present is 123.)
- YouthBuild-like – Contract under development

State General fund Pass-through Programs

- CT Youth Employment Program (CYEP) The goal of this program is to introduce youth to the world of work through paid summer and or year-round employment or work experience and supportive services. CYEP is intended to provide career development with exposure to mentoring, guidance, career awareness and exploration, job readiness and employment, and career pathways. Goals include career development, positive youth development and leadership skills development, job readiness, income enhancement and increased economic stability. (Total youth served is 2570)
- DCF-DOL Youth Employment and Training Collaboration (YETC) The goals of this program include engaging youth in a variety of education, work experience and workforce-related activities. (Total youth served is 179.)
- Manufacturing Pipeline Initiative (MPI) is a program administered by the Eastern Connecticut Workforce Investment Board (EWIB) that provides no-cost training to address the hiring needs of Electric Boat, members of the Eastern Advanced Manufacturing Alliance, and other supply chain manufacturers.

# Enrolled	483
# Enrolled in Training	449
# Enrolled in OJT	20
# Enrolled in Remediation	34
# Successfully Completed Training	314
# Entered Employment	504
# Assessed	1,007

- The STRIVE model is tailored to serve individuals in re-entry, non-custodial parents, veterans, and people with disabilities. The only absolute criterion is that participants express a willingness to follow program guidelines and rules as described during orientation. Program services include training, job placement, case management, and retention. (Total served is 26 and total placed in employment is 14.)
- Second Chance I-BEST program for returning citizens is coordinated by Capital Workforce Partners through its Jobs Funnel program in a cooperative approach including a team of training providers. All deliverables are provided to participants at no charge. Services include case management, job search and skill development, career counseling and exploration, occupational skills training, assistance applying for Board of Pardons and Paroles Pardons, customized workshops, e.x. “Expunging Your Record”, violence prevention, life skills training, assistance obtaining vital and identification documents, computer and financial literacy, and more. (Total served is 126)
- Opportunities for Long Term Unemployed (LTU) Program (aka.P2E) – Regular, Military to Machinists (M2M), Re-Entry, YouthBuild-like – LTU/P2E was established under Connecticut Public Act 15-244. Other provisions of the program are authorized by Public Act 19-129 for the Military to Machinists (M2M) and Veterans P2E components, or pilot programs.

Measures	Region 1	Region 2	Region 3	Region 4	Total
Started Career Readiness	16	15	23	0	54
Completed Career Readiness	13	14	21	0	48
Dropped During or Post Cohort Completion	3	1	2	0	6
Received Financial Assistance	16	15	23	0	54
Received Behavioral Health Counseling	16	15	23	0	54
Referred to Training	0	0	0	0	0
# Placed in Work Experience	4	6	5	0	15
% Placed in Work Experience	31%	43%	25%	0	32%
# Hired After Work Experience	4	6	5	0	15
# Participants Still Actively Seeking Employment	9	8	16	0	33
Entered Subsidized Employment	0	0	0	0	0
Entered Unsubsidized Employment	4	6	5	0	15
% Hired After Work Experience	100%	100%	100%	0	100%

Before COVID there were 4 regions that held in person classes in each:

- Bridgeport
- Hartford
- New Haven
- Waterbury

Participants attended class in the office closest to their residence. When participants were from the Norwich area P2E was held in a local library.

Post Covid all sessions are held on ZOOM. This allows them to serve people from any area in any region. Therefore, the 4 offices were renamed to the Regions.

- Bridgeport - Region 1
- Hartford – Region 2
- New Haven – Region 3
- Waterbury – Region 4

- Mortgage Crisis Job Training Program (MCJTP) was established by The WorkPlace, in partnership with Capital Workforce Partners/ North Central Region, to serve enrolled homeowners throughout the state. MCJTP specialists provide rapid, customized employment services, job training and job placement assistance to participants who are homeowners and are unemployed, underemployed or in need of a second job.

# Assessed for MC Program Eligibility	181
# Newly Enrolled MC Participants	82
# Received Training Scholarships	96
# Received Career Coaching	309
# Completed Training or Job Retraining	36
# Received Credit/Housing Counseling	113
# Received Financial Literacy Training	77
# Received Employment Services	294
# Job Placements Reported	9

- New Haven Works is a non-profit organization that provides employers with a trained and qualified workforce by connecting New Haven residents to good jobs. New Haven Works provides outreach/recruitment, assessment, case management, pre-employment (consisting of employment screenings, job matching, resume and interview preparation), job placement, and retention support services to New Haven residents, ensures that local employers have access to trained and qualified candidates, and serves as a resource to the workforce development community.

<u>PLAN OF SERVICE</u>	<u>Total</u>
Outreach - Number of Pre-Registrants	1081
Number at Orientation	323
Applicant Pool - "Referral-Ready"	152
Case Management	2440
Transportation Assistance	23
Pre-employment Screenings	233
Referral Activities	3307
Employers Receiving Referrals	59
New Employer Referral Relationships	26
Construction Pipeline Screening & Assessment	83
Construction "Referral-Ready"	13
Construction Placements	7
Job Placements	229
Retention (181 days)	178

- Jobs Funnels represents a joint, public-private effort to create career opportunities in construction, and other technical trades for CT residents. The Jobs Funnel has provided services, including outreach/recruitment, assessment, case management, pre-employment preparation (consisting of math remediation, life skills workshops, customized training, and/or pre-apprenticeship training), job placement, and retention support services.

NRWIB

JOBS FUNNEL PLAN OF SERVICE	Actual Goal	QTR 1 Goal	QTR 1 Actual	QTR2 Goal	QTR2 Actual	QTR3 Goal	QTR3 Actual	QTR4 Goal	QTR4 Actual	Actual Total
Outreach/Recruitment	132	23	9	24	11	40	58	45	37	115
Orientation	132	23	9	24	11	40	27	45	24	71
Completed Application	85	15	9	15	11	25	27	30	24	71
Assessment/Testing	60	15	0	15	4	15	21	15	6	31
Case Management	32	6	4	6	8	10	21	10	23	56
Pre-Employment Training	32	6	6	6	4	10	10	10	24	44
Placement	24	4	3	4	2	6	3	10	8	16
Retention	20	3	3	3	2	7	3	7	7	15

CWP

	7/1/2021 - 6/30/2022
Total Enrollments	123
> New enrollments	79
Total Training	91
Total Credentials	51
> Individual credentials (many people earned more than 1)	144
Total Employments	81

- Occupational Industrial Centers (OICs) of Connecticut are responsible for serving individuals with significant barriers to employment including ex-offenders, at-risk youth, homeless, victims of domestic violence and others who live at or just above the poverty level. Participants have been identified as unemployed or under-employed. In addition to training and prevocational skills, the OIC plays an integral role in addressing individual all-around needs of the populations they serve. This may include counseling, training, life skills, and wellness programs. Locations: Bridgeport, New Britain, New Haven, New London, Waterbury

5-year funding history

SFY 2019 - \$475,000.00

SFY 2020 - \$475,000.00

SFY 2021 - \$475,000.00

SFY 2022 - \$475,000.00

SFY 2023 - \$475,331.00

Total program participants **379**

Completed Program Objective **337**

Failed to complete training **9**

Entered Full-time Employment **75**

Entered Part-time Employment **46**

Entered Apprenticeship **10**

Full-time Student **1**

Entered the Military **0**

Entered other Program **6**

- [Cradle To Career](#) Cradle to Career Coalition includes four partnerships that are part of the national StriveTogether movement; Bridgeport Prospers, Norwalk ACTS, Stamford Cradle to Career, and Waterbury Bridge to Success. Strive Together partners with nearly 70 communities across the country to advance equity so local success stories can become the reality for every child, everywhere. Together, we transform failing systems with a collaborative improvement methodology and a proven, data-driven framework for change. We work to close disparity gaps in education, housing and so much more. The Strive Together Cradle to Career Network impacts the lives of more than 11 million youth — more than half of whom are children of color — across 30 states and Washington, D.C. The four partnerships in Connecticut work across sectors in the cities of Bridgeport, Norwalk, Stamford, and Waterbury to improve outcomes for approximately 15% of youth in the state.

Date	Event	Total Served
	September 2021 Norwalk ACTS Quarterly Convening	79
10/22/21	SEH Initiative Convening	100
11/16/21	SEH Initiative Convening	43
12/14/21	December Norwalk ACTS Quarterly Convening	80
1/19/22	How are Our Families Doing?	
1/20/22	Norwalk ACTS Virtual Legislative Breakfast	46
1/25/22 (Day and Evening Versions)	Understanding Norwalk's Local Education Budget & ESSER Funding	36
1/27-1/28 2/3-4/22	School Climate/Restorative Practices Training	
1/28/22	SEH Initiative Convening	41
2/19/22	February 2022 Youth Town Hall	26
3/15/22	Norwalk ACTS March 2022 Quarterly Convening	80
3/16/22	March 2022 Youth Town Hall	71
4/6-4/8/22	Restorative Practices Advanced Training	
4/13/22	April 2022 Youth Town Hall	5
5/11/22	LGBTQ+ 101 Workshop	17
5/11/22	May 2022 Youth Town Hall	18
5/13/22	Question, Persuade, Refer (QPR) Suicide Gatekeeper Training	15
5/14/22	Gizmo's Pawesome Guide to Mental Health Read Aloud	12
5/20/22	NorWALK for Mental Health	200
5/27/22	Nutrition and its benefits to Mental Health with Dr. Vaughn Bowman, ND	15
6/14/22	Norwalk ACTS June Quarterly Convening	106

- [Jobs First Employment Services \(JFES\)](#) program assists participants in becoming competitive workers in the ever-changing employment environment. We provide comprehensive, integrated employment services that enable program participants to become and remain independent of cash assistance by preparing them for the next step in their continuum of lifelong learning. (There were 2535 participants served and 750 employed while participating

- Opportunities for Long Term Unemployed questions (Dathan) [Please see response below.](#)
 - Please provide an illustration of the disbursement process with regard to the Platform to Employment program, including timeline for when funds are requested and provided
 - Please provide analysis of historical program lapses, including causes
- Please provide a breakdown of the Apprenticeship Program, including locations, number of employers, number of apprentices. (Sen. Hartley)
 - [Locations](#) – All employer/program locations are listed within the attachment titled “SponsorByTrade”
 - [Number of employers](#) - CTDOL/OAT currently has 1751 active employer programs that have 1 or more apprentice(s)
 - [Number of apprentices](#) - CTDOL/OAT currently has 6513 active apprentices registered in trades listed within the attachment titled “qselrptApprenticeshipCouncil”
- Please provide a summary of the Opportunity Industrial Centers, including 5-year funding history, mission statement, performance metrics, and locations. (Sen. Hartley) [Please see response above to similar question.](#)
- Please provide a breakdown of Workforce Innovation and Opportunity Act funding by Workforce Development Board. (Sen. Hartley)

WDB	Adult	Youth	Dislocated Worker	Total
Southwest	\$1,873,165	\$1,960,659	\$1,693,353	\$5,527,177
North Central	\$2,465,063	\$2,544,588	\$2,413,741	\$7,423,392
South Central	\$1,646,743	\$1,951,611	\$1,658,969	\$5,257,323
Eastern	\$1,024,234	\$1,404,222	\$1,021,681	\$3,450,137
Northwest	\$1,450,259	\$1,425,791	\$1,272,685	\$4,148,735
TOTAL	\$8,459,464	\$9,286,871	\$8,060,429	\$25,806,764

- Please provide a copy of the Memorandum Of Understanding regarding the Office of Workforce Strategy when it is available. (Sen. Hartley)

[Conversations have just begun. Commissioner Bartolomeo and Chief Workforce Officer Vallieres have asked our legal staff to begin meeting together and with OPM determine the necessary terms of a future MOU.](#)

- Please provide details on the Connecticut Youth Employment Program, including the programmatic impact of the proposed \$10 million increase in funding and whether any of those funds would be carried forward from FY 24 into FY 25. (Rep. Nuccio)

[Carryforward authority is proposed by the Governor for SFY24 funds with the following language - DOL CT Youth Employment Program – For FY 2024, \\$10 million is appropriated to the Department of Labor for the CT Youth Employment Program which supports job opportunities and work experiences for economically disadvantaged youth from ages 14-21. This section allows the balance of this funding from FY 2024 to be carried forward into FY 2025. Based on results from SFY22 and projections from the 5 Regional Workforce Development Boards for use of the SFY24 funding, an estimated 6300 participants may be served during SFY24 as compared to the last completed SFY22 data of 2570 participants.](#)

- **Why was funding for the Manufacturing Pipeline Initiative reduced in the Governor’s proposed budget? Are there any related/corresponding changes to the Office of Workforce Strategy? (Rep. Nuccio)**

It is our understanding that the SFY23 budget adjustment contained a one-time addition of \$1.4M. The SFY24 and SFY25 Governor’s Budget brings this funding back to baseline of the original SFY 22 and SFY23 biennial budget.

We defer to the Office of Workforce Strategy regarding related/corresponding changes to OWS.

- **Why was the Veterans’ Opportunity Pilot eliminated in the Governor’s proposed budget? (Rep. Nuccio)**

The Veterans’ Opportunity Pilot (VOP) was a state funded pilot program for homeless veterans, or those at risk of becoming homeless, to provide job search assistance, referral information and other supportive services. The state funding supported 2 - 6 CTDOL staff to do this external outreach and community-based visiting, an atypical service delivery model for our agency. This “pilot” lasted for almost six years and was substantially duplicative of our federally funded programming.

At the same time state funding supported the VOP, CTDOL had/has Disabled Veterans’ Outreach Program (DVOP) specialists employed under the federally funded Jobs for Veterans State Grants (JVSG) program and based out of the five regional, comprehensive American Job Centers (AJCs). DVOPs perform outreach to identify and assist homeless veterans, offer case management, provide referrals to housing and other supportive services, and administer employment services as appropriate. The DVOPs also partner with other programs that assist homeless veterans, such as the U.S. Department of Labor’s Homeless Veterans’ Reintegration Program (HVRP), which requires the co-enrollment of HVRP participants in Wagner-Peyser/JVSG or other workforce programs such as WIOA Adult, and the U.S. Department of Veterans Affairs’ Supportive Services for Veterans Families (SSVF) program. In many instances, VOP staff referred their veterans to the DVOPs for additional support and engagement with the AJC system.

Due to the pandemic, CTDOL suspended operation of VOP in March 2020; in-person outreach was no longer possible, and the two staffers were needed to support the agency’s Unemployment Insurance (UI) operations on a full-time basis. We discontinued charging to the state grant and the positions have remained vacant as we continue all-hands-on-deck to work through pandemic-volume claim activity in multiple UI units. CTDOL remains committed to providing reemployment services to Connecticut’s homeless veterans and continues to do so within our service delivery model and with adequate federal funding.

- **What is the outstanding loan balance of the Unemployment Insurance (UI) Trust Fund and when will it be paid off? (Rep. Nuccio)**

As of Monday, March 13, 2023, the Loan Balance is \$160,341,380

Below is the most recently updated Trust Fund loan analysis, revised as of 2/8/23. The Trust Fund remains at a zero balance as we borrow each week to pay benefits, so as not to accrue additional interest. Therefore, the loan amount changes weekly.

Amount borrowed: \$1.109 B		2/8/2023
Current loan balance: \$116.5 M	State Distributed \$155M of ARPA Funds February 2022(\$125M to TF and \$30M to Interest)	
Amount repaid to Fed Loan \$992.5 M	State Distributed \$40M of ARPA Funds July 2022(To TF)	
Current trust fund balance: \$0	State pays '22 thru '26 Interest if applicable, Remaining to Trust Fund(TF)	
	\$30M to Interest \$165M to TF	
	Employer Cost	State Cost
September 2022 Interest		\$6.8M
September 2023 Interest		\$1.4M
September 2024 Interest		\$500K
September 2025 Interest		
September 2026 Interest		
September 2027 Interest		
September 2028 Interest		
		\$30M
	Note: original allotment was \$30M for interest and new scenerio is \$8.7M. As such \$21.3M can be deposited into TF before the end of 2026	
2023 FUTA Credit Reduction	\$30M	
2024 FUTA Credit Reduction		
2025 FUTA Credit Reduction		
2026 FUTA Credit Reduction		
2027 FUTA Credit Reduction		
2028 FUTA Credit Reduction		
Subtotal	\$30M	
Deposit to Trust Fund in Feb'22 & Jul'22		\$165M
Totals	\$30M	\$195M
	No Balance on Nov 9, 2023 -No FUTA Tax Reduction due in '24	
	Loan Paid in May '24 and no longer need to borrow going forward	
	No 2024, 2025 and 2026 FUTA Credit Reduction, \$60M, \$90M and \$170M respectively	
	<p>Our projections are based on the following assumptions:</p> <p>Loan and Interest Balance Actual balances as of 2/8/2023</p> <p>Deposit of ARPA Funds \$125M deposited into Trust Fund on 2/28/2022 \$40M deposited into Trust Fund on 7/1/2022</p> <p>Weekly Benefit Payments -1Q23 thru 4Q23 of \$13M, \$8M, \$10M and \$13M per week respectively -1Q24 thru 4Q24 of \$15M, \$13M, \$10M and \$10M per week respectively -1Q25 thru 4Q25 of \$12M, \$9M, \$9M and \$9M per week respectively</p> <p>Revenues - 4Q22 \$70M. - 1Q23 thru 4Q23 of \$370M, \$120M, \$105M and \$65M respectively. (Reduced to offset the reduction in rates by 0.2% due to PA 22-118) - 1Q24 and 4Q27 of \$415M, \$207M, \$124M and \$83M respectively. This accounts for the increase in revenue due to PA 21-200 -Receipt of FUTA Tax Credits for 2023 of \$30M</p> <p>Federal Interest Rate -All calculations based upon federal interest rate for CY 2023 of 1.6776% as we are unable to predict future years' rates. Found at https://fiscaldata.treasury.gov/datasets/unemployment-trust-fund-yields/unemployment-trust-fund-quarterly-yields</p>	

It is important to note that the latest forecasted benefit payment numbers assume an uptick in claims consistent with an economic “slowdown”, although **not** a severe and prolonged recession. If the economy takes a turn for the worse, we will need to revisit these projections.

Based upon the most up-to-date projections, the Trust Fund loan will be paid in May '24 and we will no longer need to borrow going forward. As such, and new with this analysis, we do NOT expect there will be a FUTA Credit Reduction (meaning FUTA increase) for employers on their 2023 FUTA Tax Return.

It is expected that the Trust Fund **may** reach the current solvency target of \$1.7B of reserves in 2029 or 2030. (Please note that the solvency target may change annually as it is based upon Total Wages per calendar, previously calculated at \$1.4 Billion in reserves.)

- What is the need for the proposed \$5 million in ARPA funding for temporary UI staff included in the Governor’s proposed budget? (Rep. Nuccio)

The funding will be used to address as many of the highest demand, public-facing UI work streams as possible.

To the greatest extent possible, the funding will be used to continue the services currently supported by permanent CTDOL staff. Then our first priority is to maintain the Consumer Contact Center which has supported

claimants by handling 2.7 million calls and cases since its inception in July of 2020 and is staffed with 65 permanent staff and 50+ temporary staff as we adjust to seasonal demands. We would also like continue to bolster the Integrity Unit's detection and prevention of criminal/imposter claims and protection of the employer-subsidized UI Trust Fund, the Adjudications Unit's effort to reduce the backlog of over 11,000 cases, and to assist the Appeals Units' with the issuance of almost 19,000 decisions.

We are working very closely with OPM to monitor the federal UI funding that Connecticut receives to administer this federal program. The funding is based upon a federal reimbursement model (base, above base, and other grants) which has been extremely volatile and unpredictable, often materializing at less than 100% of what the state should earn. Within the past year alone, the Department was forced to absorb a 10% reduction in the Base grant which was followed by a reduction in the Above Base funding by 50 cents on the dollar.

- Please provide information on the reductions to YouthBuild, Veterans' Opportunity Pilot, and Opportunities for Long Term Unemployed proposed in the Governor's budget, including program measures. (Rep. Porter) (Veterans' Opportunity Pilot – see above)

State funded Long Term Unemployed (LTU) also commonly referred to as Platform To Employment (P2E)

Contract Year	Contract Start Date	Contract End Date	Contract Executed Date	Contract Total	Total Enrolled	Lapses
SFY 18	11/1/2017	6/30/2018	3/16/2018	\$1,249,720.00	Not available	\$485,691.00 (39%)
SFY 19	7/1/2018	6/30/2019	8/29/2018	\$1,666,294.00	278	\$128,666.84 (8%)
SFY 20	7/1/2019	6/30/2020	11/16/2019	\$2,855,055.00	54	\$407,393.51 (14%)
SFY 21	7/1/2020	6/30/2021	9/29/2020	\$2,885,208.00	26	\$318,105.91 (11%)
SFY22	7/1/2021	6/30/2022	9/30/2021	\$3,661,967.00	54	\$583,437.64 (16%)
SFY23	7/1/2022	6/30/2023	11/2/2022**	\$4,376,017.00	Not available	(Active contract, expenditures in invoice section below)

** Originally contracted 11/2/2022. Modification in progress to separate out YouthBuild – like funding.

LTU Budget and Invoice Breakdown for SFY22:

SFY 22 P2E Regular	\$2,461,946.00	
SFY 22 P2E ReEntry	\$ 896,913.00	
SFY 22 M2M*	\$ 303,108.00	*Military to Machinists
LTU components total:	\$3,661,967.00	

LTU Budget and Invoice Breakdown for SFY23

SFY23 23DOL4486LTU

Budget by component:

SFY 23 P2E Regular (incl. Vets)	\$2,574,472.07
SFY 23 P2E ReEntry	\$ 906,504.25
SFY 23 M2M	\$ 145,040.68
Total LTU Components:	\$3,626,017.00
Addition of Youthbuild-like:	\$ 750,000.00
Contract Total	\$4,376,017.00

Note: LTU is targeted toward individuals who have collected UI benefits for longer than 26 weeks.

Headcount questions:

1. What is the authorized headcount, the funded headcount and the filled headcount for your area?

STAFF COUNT

819 per CTDOL current employee payroll data

Based on Pay January 2023 Staffing					
Fund	ESII	Regular	Temporary	Vacant	Grand Total
General Fund	1	207	12	8	228
UI Contact Center - GF (\$25 mil)	58	97			155
CSR - Contact Center (\$2.3 mil)	1	46			47
Employment Security Administration	35	260	7	35	337
Special Non-Appropriated Funds		1			1
*Other Fund/SID Restricted State Accounts		47	2	2	51
Grand Total	95	658	21	45	819

ESII = Employment Security Intermittent Interviewer = temporary staff hired since pandemic

Temporary = Temporary Retiree Callback

Employment Security Administration = Federally Funded

Special Non-Appr This is Fund 12034 and SID: 40221: Apprenticeship CT Initiative

Other Funds

ARPA Unemployment Support 22

Wage & Workplace 5

Apprenticeship Fees 3

PFMLA 3

OCE Admin 14

Occupational Health Clinics 1

OMP Research Position 1

2. If there is change in headcount (either up or down) please provide an explanation of the change.

The Governor's Budget Proposal removes federally funded positions from the position count to reflect only state funded positions in the state budget. This is the historical way positions have been presented in the budget documents.

- a. If there is a positive change in headcount, please explain why these positions are needed
- b. If these adds are legislatively driven, what piece of legislation is driving the increase?

3. Are there any vacant positions in your headcount?

VACANCIES 45 per CTDOL - UKG

(Note: most expected to be filled by internal candidates and won't result in an increase in total staffing.)

Location	Job Class Title
Montville AJC	LD Associate Community Services Representative
Waterbury AJC	LD Unit Director
Mediation	Administrative Assistant (Confidential)
Mediation	Secretary 2 (Confidential) (2 positions)
Wage & Workplace	Wage Enforcement Agent
Labor Relations	Durational Assistant Labor Relations Agent End date 6/30/2023
Labor Relations	Assistant Labor Relations Agent
BPCU	LD Community Services Representative (3 positions)
SOS	LD Operations Coordinator (3 positions)
Waterbury Appls	Secretary 1 (2 positions)
Business Mgt	Accountant
UI Integrity	LD PSC
UI Integrity	2 LD ACSR
Hamden AJC	2 LD CSR
UI Integrity	LD Ops Coordinator
Waterbury AJC	LD CSR
UI Integrity	LD CSR UI
Waterbury AJC	LD ACSR
UI Tax	Accounting Careers Trainee (6 positions)
Business Mgt	Associate Accountant
Wage & Workplace	Wage & Hour Investigator 1
Business Engagement	LD Business Services Specialist (3 positions)
Referee Administration	Administrative Assistant
Middletown Appeals	Secretary 2
Performance & Accountability	LD Associate Community Services Representative
Hamden AJC	LD Associate Community Services Representative
Legal	LD Programs & Services Coordinator
Adjudications	LD Operations Coordinator (2 positions)
Middletown Appeals	ES Principal Appeals Referee

- a. If yes, how are they budgeted into your plan? (as a full year FTE or partial? Are they fulltime or part time?) **Fulltime FTE**
 - b. What is the anticipated start date of your vacancies? Are they staggered throughout the year, or all anticipated to start on July 1? **Vacancies represent a current snapshot, they don't have a start date. Hirings will be staggered over the next several months.**
4. How many vacancies did you have at year end on 06/30? **There were 5 durational positions and 16 permanent positions vacant on 6/30/22 and filled in July 2022.**
- a. How many vacancies did you have throughout the year last fiscal year? **335 (including temporary employees)**
 - b. How many new hires did you have in the same time period? **219 (not including Temporary Worker Retirees)**
5. What is the average cost of an FTE for your area? **\$78,310**
6. What is the average fringe cost of an FTE in the comptrollers area?
Fringe benefits costs are based on the retirement plan in which each employee is enrolled. Average rates, as a percentage of payroll, for FY 2023 are as follows:

	Retirement Plans				
	SERS Reg	SERS HD	ARP	Judges	TRS
SERS Regular	67.40%	n/a	n/a	n/a	n/a
SERS HD	n/a	91.49%	n/a	n/a	n/a
ARP	n/a	n/a	14.60%	n/a	n/a
Judges	n/a	n/a	n/a	111.34%	n/a
TRS	n/a	n/a	n/a	n/a	38.89%
Unemployment Comp	0.18%	0.18%	0.18%	0.18%	0.18%
Group Life	0.23%	0.23%	0.23%	0.23%	0.23%
Social Security FICA	6.20%	6.20%	6.20%	6.20%	6.20%
Social Security Medicare	1.45%	1.45%	1.45%	1.45%	1.45%
Active Health	<u>22.00%</u>	<u>22.00%</u>	<u>22.00%</u>	<u>22.00%</u>	<u>22.00%</u>
TOTAL FRINGE RATE	97.46%	121.55%	44.66%	141.40%	68.95%

Lapse Questions:

1. Were there any lapsing accounts on 06/30? (**We understand this to mean 6/30/22**)
 - a. If yes, what were the accounts
 - b. If yes, what was the lapse balance?
 - c. If yes, what drove the lapse? What spending didn't occur that was planned to occur?

Department of Labor Lapsed Funding 06/30/2022

Fund	SID	Description	Appropriation Budget	FY 21 Carryforward	Total End of Year Expenditures	FY22 Lapse	Percent Expended	Notes
12007	12045	Occupational Health Clinics	\$ 691,585.00	\$ -	\$ 677,159.15	\$ 14,425.85	98%	State actual expenditures less than budgeted
11000	12108	Jobs Funnel Projects	700,000.00	-	675,403.63	24,596.37	96%	State actual expenditures less than budgeted
11000	12205	CT's Youth Employment Program	5,000,905.00	-	4,632,312.94	368,592.06	93%	State actual expenditures less than budgeted
11000	12212	Jobs First Employment Services	12,566,193.00	1,627,611.39	12,444,980.03	1,748,824.36	88%	Carryforward funding was anticipated to be needed once pandemic ended and clients reentered the JFES program. This never materialized.
12003	12232	Opportunity Industrial Centers	475,011.00	-	458,309.65	16,701.35	96%	State actual expenditures less than budgeted
11000	12425	STRIVE	76,125.00	-	73,449.40	2,675.61	96%	State actual expenditures less than budgeted
12003	12471	Customized Services	950,467.00	-	917,070.04	33,396.96	96%	State actual expenditures less than budgeted
11000	12575	Opportunity-Long Term Unemploy	3,854,702.00	-	3,135,819.17	718,882.83	81%	The lapse is related to the long term unemployed decreasing, due to the low unemployment rate.
11000	12576	Veterans' Opportunity Pilot	245,047.00	-	-	245,047.00	0%	Due to the pandemic, CTDOJ suspended operation of VOP in March 2020 and the two staffers were indefinitely reassigned to support the agency's UI operations on a full-time basis.
11000	12582	Second Chance Initiative	311,829.00	-	300,869.57	10,959.43	96%	State actual expenditures less than budgeted
11000	12583	Cradle to Career	100,000.00	-	96,486.23	3,513.77	96%	State actual expenditures less than budgeted
11000	12586	New Haven Jobs Funnel	350,000.00	-	337,701.81	12,298.19	96%	State actual expenditures less than budgeted
11000	12596	Healthcare Apprenticeship Init	500,000.00	-	-	500,000.00	0%	Program never started
11000	12597	Manufacturing Pipeline Initiat	2,004,181.00	-	1,963,926.55	40,254.45	98%	State actual expenditures less than budgeted

2. If there is a lapsing balance (we assume this to mean 6/30/23), do you anticipate it carrying forward?
 - a. If yes, how do you propose to use that lapse?
 - b. Will it be for one-time expenses?
 - i. If so, what are those one-time expenses?
 - c. If ongoing expense is that expense built into this budget in FY 25?

The Governor's proposed FY 2024-2025 budget does not rely on any carryforwards of these FY 2023 appropriations to fund ongoing operations.

APRA

1. Did you receive any ARPA funding in your department? Yes
 - a. If yes, have you assumed the programs/staffing established with the ARPA funding is now in your General Fund budget as an ongoing expense? No
 - i. If not all, how much?
 - b. Are there still ARPA funds included in this budget? No
 - i. If yes, how much of this budget is continuation of ARPA funding?
 - ii. How much ARPA do you still have in the budget that may need to be picked up as ongoing expenses in out years? This is a policy decision to be addressed by the Governor and Legislature as part of a future budget.

General Questions: Danté, Daryle, and Mark

1. Is there anything you would change about this budget? We support the Governor's Proposed Budget.
2. Is there anything you would add to this budget? This is a policy decision to be addressed by the Governor and Legislature
3. Is there anything you would remove from this budget? This is a policy decision to be addressed by the Governor and Legislature
4. Is there any legislation that was passed you feel you are not adequately prepared to enforce?
 - a. If so, what would we need to change to make it administer-able?

Enhanced Wage Records PA 21-22 JSS (HB 1202 Sec. 270)
Delay of effective date to 2026