2022 Issues Conference

HELP WANTED: CONNECTICUT'S LABOR SHORTAGES AND WORKFORCE DEVELOPMENT STRATEGIES

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Connecticut's Labor Shortages and Workforce Development

- The labor force has changed significantly since 2020

- The U.S. Chamber of Commerce states that businesses added 3.8 million jobs in 2021, but workforce participation remains below pre-pandemic levels

- As of October 31, 2022, CT has 86 unemployed workers for every 100 open jobs

NOW HIRING

Unemployment

How does CT's unemployment rate compare to the national unemployment rate?

Source: CT DOL

October	Unemployment Rate (%)	
2019	3.5	3.6
2020	8.1	6.9
2021	5.4	4.6
2022	4.3	3.7

Connecticut's Labor Market

92,723

Total job postings in the state

- Health Care
- Retail
- Manufacturing

Industry sectors with the most job postings

- Registered nurses
- Retail Salespersons
- Manufacturing sales representatives

Occupations with the most job postings

Source: CT DOL
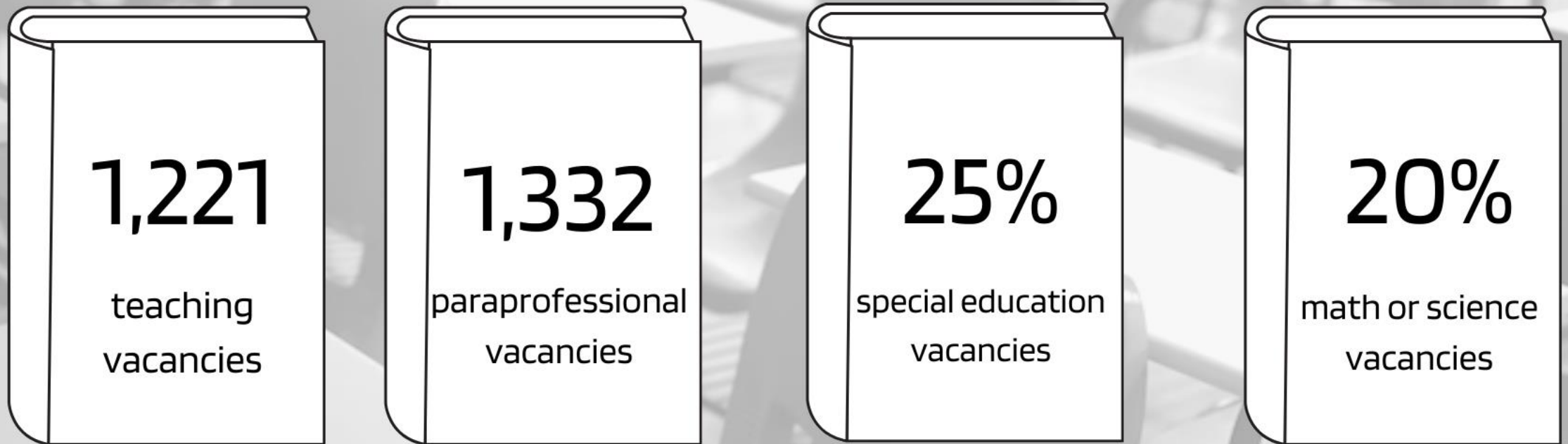
Focus on Three Sectors

Education

Health Care

Manufacturing

Education

According to a State Department of Education (SDE) staffing survey conducted in August of 2022:

1,221 teaching vacancies

1,332 paraprofessional vacancies

25% special education vacancies

20% math or science vacancies

Source: SDE

What is currently being done?

- Substitute teacher certificates and durational shortage work permits (CGS § 10-145 and Conn. Agencies Regs. § 10-145d-420)
- Teacher certification reciprocity program and emergency certificates
- School mental health professional grant programs (PA 22-80, § 4 & 5; PA 22-47, § 13)

- Alliance District Teacher Subsidy Loan Program (PA 21- 62)
- Minority Teacher Incentive Program (CGS §§ 10a-168a and 10a-168b)

Health Care

Connecticut health care systems are facing a shortage in providers due to various reasons.

13%
Bureau of Labor Statistics (BLS) projected growth in healthcare occupations from 2021-2031

16%
The percent of CT's labor sector the healthcare workforce accounts for

1,900
The number of nurses CT graduates annually, according to the CHA

80,000
Number of qualified nursing school applicants turned away from degree programs in 2020

Source: BLS, CHA, and CT DOL

What is currently being done?

- CT Health Horizons

- Health Care Career Training Initiative (SA 22-9)

- Physician recruitment working group (PA 22-81, § 29)

- Child and adolescent psychiatrist working group (PA 22-47, § 68)

- Office of Workforce Strategy health care career training intiative (SA 22-9)

- Health care provider loan reimbursement program (PA 22-119, § 79)

- Expansion of DPH's Student Loan Repayment Program (PA 22-119, § 231)

- Child and adolescent psychiatrist grant program (PA 22-47, § 38)

- Need-based assistance for certain licensure applications (PA 22-47, § 6)

Manufacturing

According to the CBIA, CT's manufacturing sector has recovered 93% of the 11,500 jobs lost to pandemic-related restrictions. However out of the manufacturers and others surveyed:

87%
report difficulty finding and retaining employees

44%
say lack of skilled applicants is greatest obstacle to growth

35%
report state's high cost of living as top concern for their employees

22%
making greatest investment in employee retention

Source: CBIA

What is currently being done?

- CareerConneCT

- Office of Workforce Strategy

- Eastern CT Manufacturing Pipeline

- Pipeline for Connecticut's Future Program (PA 22-81, § 5 and PA 22-125)

- Dual credit/dual enrollment

- Manufacturing Apprenticeship Tax Credit (Conn. Agencies Regs. 12-217g-a to 12-217g-8)

Office of Workforce Strategy

PA 21-2 established the Office of Workforce Strategy (OWS) as a replacement to the Office of Workforce Competitiveness.

- Division of the CT Department of Economic and Community Development that serves as the administrative staff to the Governor's Workforce Council (GWC).

- Offering strategic planning consistent with the priorities of the GWC

Source: CT OWS

Potential 2023 Legislation

- Student loan forgiveness or repayment programs

- Teacher certification law review recommendations

- Wages and benefits for childcare workers

- Population-specific workforce development initiatives

- Assistance to businesses impacted by the pandemic

Thank you!

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