

## 2012 Program Report Card Update: Jobs Funnel Program (Office of Workforce Competitiveness)

**Quality of Life Result:** All Connecticut working age residents have jobs that provide financial self-sufficiency.

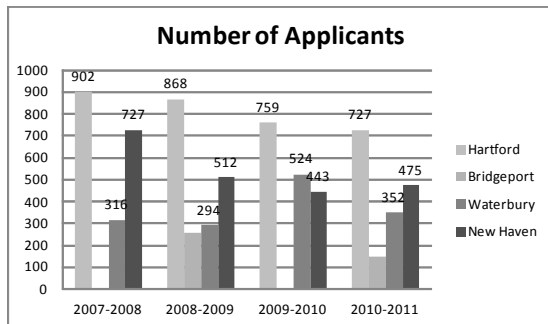
**Contribution to the Result:** The Jobs Funnels prepare qualified unemployed/under-employed adult residents of targeted communities for good-paying construction jobs and pathways to careers in the building trades leading to financial self-sufficiency.

<b>Planned FY11 Program Expenditures:</b>	State Funding: \$380,000	Federal Funding: \$1,642,030	Other Funding: \$762,569	Total: \$2,784,600
<b>Actual FY11 Program Expenditures:</b>	State Funding: \$368,585	Federal Funding: \$2,692,289	Other Funding: \$1,225,105	Total: \$4,285,980
<b>Estimated FY12 Program Expenditures:</b>	State Funding: \$555,000	Federal Funding: \$2,343,121	Other Funding: \$1,566,093	Total: \$4,464,214

**Partners:** Organized building trades, workforce investment boards, employers, community-based organizations, municipal governments, non-profit service providers, building contractors, private developers, community foundations, community colleges, CT Department of Labor, other state agencies

### How Much Did We Do?

**Performance Measure 1:** Number of applicants to the Jobs Funnel programs.



**Story behind the baseline:** The Jobs Funnels continue to serve individuals facing greater barriers to employability than participants in other workforce/training programs. The majority of applicants: are long-term un-/under-employed with limited work histories and incomes below the poverty level. They are often basic-skills deficient; are predominantly 25-35 year-old Black or Hispanic males; and are parents of young children. Many have had contact with the criminal justice system. The Funnels focus on individuals interested in construction careers. Assessment and screening, refer unprepared applicants are to alternative workforce options, including the *CTWorks One-Stop Career System*.

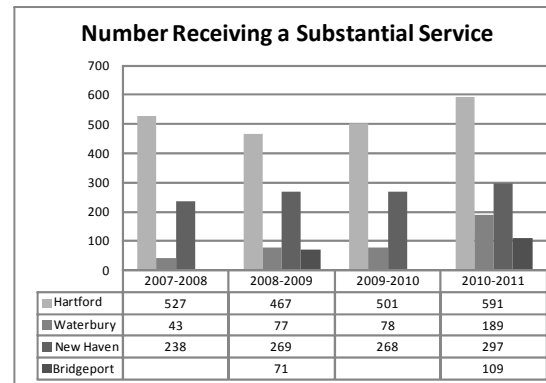
In FY11 the Hartford Funnel expanded to

include New Britain and Bristol, and the Bridgeport Funnel geared up for implementation following a year off in FY10. In FY12 the Eastern region will launch a Funnel. There is no clear trend given these changes.

**Trend:** ◀▶

### How Well Did We Do It?

**Performance Measure 2:** Number of Jobs Funnels participants receiving substantial services.

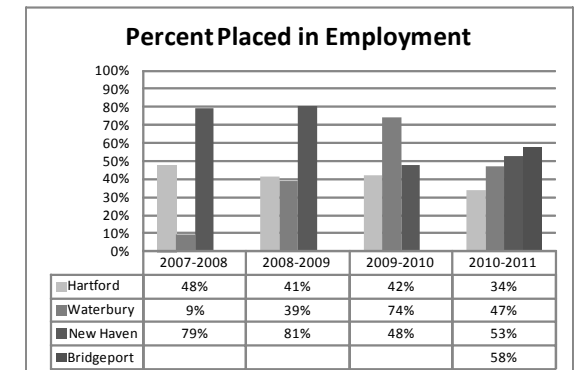


**Story behind the baseline:** The number and percentage of participants receiving substantial services increased significantly in the past year, in the aggregate statewide and at each of the Funnel sites. These increases suggest that the Funnels continue to improve the effectiveness of their targeted recruitment efforts.

Substantial services offered include: intensive case management; remedial math instruction; pre-employment life-skills workshops preparing candidates to find and keep jobs (e.g., math refresher, resume-writing, interviewing, team-building, money management, substance abuse awareness); short-term pre-employment training in various building trades skills; stipends, work gear and tools; job placement; and, ongoing, post-placement job retention support. Services are offered to participants based on their individual needs.

**Trend:** ▲

**Performance Measure 3:** Percent of Jobs Funnels participants receiving substantial services who are placed into employment.



**Story behind the baseline:** The job placement rate for Funnels participants who received substan-

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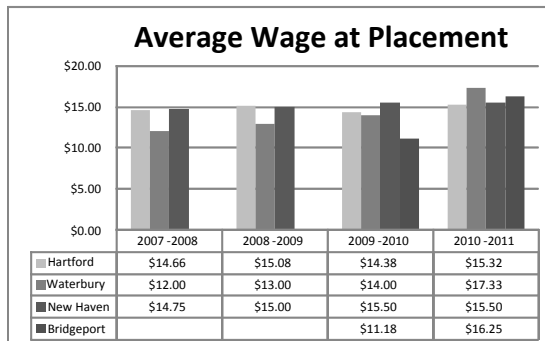
tial services varied by site but remained fairly constant for the entire program compared to prior years. The statewide aggregate placement rate of 43% was down slightly from the approximate rate of 50% experienced in recent years. However, that placement rate is a significant achievement in an economy where construction activity and construction employment opportunities have been in decline due to continuing difficulties in the state economy.

Key partners supporting efforts to place qualified participants into construction jobs remain a crucial feature of the Jobs Funnel model. The organized building trades are vital collaborators in each of the local sites, providing a mix of technical assistance, training, and access to apprenticeships and good jobs. Private developers and construction contractors play important roles in accessing job opportunities, helping to meet their own needs for qualified workers. Even in a difficult economy, some Funnel programs have improved placement, while others have declined slightly, presenting a mixed picture.

**Trend:** ◀▶

### Is Anyone Better Off?

**Performance Measure 4:** Average starting wage for Jobs Funnels participants who receive substantial services and are placed into employment.



**Story behind the baseline:** Average starting wages for Funnel participants appear to have continued a modest increase over prior years, likely reflecting an average increase in entry-level construction wages generally during this period. The Connecticut Employment and Training Commission's 2009 legislative report card used \$20,300 as the self-sufficiency/low-income annual wage threshold for a single individual in Connecticut, approximating \$10 an hour. Funnel participants' wages exceed that threshold. Reported hourly wages for Funnel participants (\$15.32 - \$17.33<sup>1</sup>) translate to approximately \$30,500 to \$34,500 annually, exceeding the self-sufficiency/low-income standard. Construction jobs pay better than most other jobs with comparable skill levels. Funnel participants placed in unionized jobs have higher wages than those in non-union construction and usually receive benefits.

**Trend:** ▲

### Proposed Actions to Turn the Curve:

OWC will convene and support a statewide working group comprising leaders of the local Jobs Funnels to collaborate on an ongoing basis to improve services and outcomes. The working group will focus on developing: improved/common data collection, tracking, and reporting practices; shared enhanced service strategies reflecting best practices; and common definitions and protocols.

Steering Committees for each of the Funnels will be strengthened to improve the quality of mutually beneficial partnerships and relationships critical to successful outcomes.

Efforts will be pursued to: promote use of project labor/community work agreements, enforcement of local hiring ordinances and use of first-source hiring

<sup>1</sup> Waterbury trained individuals in Asbestos Abatement certification and placed them in employment to fill a regional need. This field has a high wage rate at entrance of \$42.00 per hour. These placements increased the average wage for Waterbury overall.

agreements; expand remedial education options for participants; increase apprenticeship opportunities; increase training in "green skills" to improve participants' competitiveness; strengthen communications and relationships with developers and contractors responsible for hiring a construction workforce.

### Data Development Agenda:

An effective data development effort is crucial to the Funnels' ability to achieve better results, manage the diversified funding streams, and report more accurately on outcomes. The Jobs Funnels data development agenda in FY11-12 comprises three key elements:

1. Expanded use of the State's Unemployment Insurance wage records file (in partnership with CTDOL) to assess long-term financial impacts on participants placed in jobs, consistent with requirements of the Green Jobs Funnels Innovation grant.
2. The Funnel's will develop a set of common procedures to establish the use of UI wage records as a way to improve the consistency and accuracy of employment and wage information. Taking into consideration factors that affect wages such as, job classification union vs. non-union placements and, the seasonal nature of the industry
3. Collaboration among the various Funnels program sites (consistent with requirements of the Green Jobs Funnels Innovation grant) to standardize data collection and reporting standards and practices.

NOTE: State funds (\$368,585) in FY10-11 represent 8.5% of reported total funding (\$4,285,980) for the Jobs Funnels, down from a 15% average for the two prior years. State General Fund support remains modest. Federal ARRA grant funds increased, supplemented this year by a new USDOL Green Jobs Funnel Innovation grant. Funding by other contributors increased, unevenly, across the various local program sites.