

SOUTHWEST CONNECTICUT WORKFORCE INVESTMENT BOARD

Appendices

**Prepared for
2016-2020 Local Plan**



**350 Fairfield Avenue
Suite 302
Bridgeport, CT 06604
Phone: 203-610-8500
www.workplace.org**

SWCT Workforce Development Area
Chief Elected Officials

NAME	TITLE	TOWN OF	ADDRESS 1	ADDRESS 2	BUSINESS NUMBER	E-MAIL ADDRESS
THE HONORABLE DAVID T. CASSETTI	MAYOR	ANSONIA	253 MAIN STREET	ANSONIA CT 06401	(203) 736-5900	dcassetti@ansoniacct.org
THE HONORABLE CHRISTOPHER BIELIK	FIRST SELECTMAN	BEACON FALLS	10 MAPLE AVENUE	BEACON FALLS CT 06403	(203) 729-4340	cbielik@townofbeaconfalls.com
THE HONORABLE JOSEPH GANIM	MAYOR	BRIDGEPORT	45 LYON TERRACE	BRIDGEPORT CT 06604	(203) 576-7201	mayor@bridgeportct.gov
THE HONORABLE JAYME J. STEVENSON	FIRST SELECTMAN	DARIEN	2 RENSHAW ROAD ROOM 202	DARIEN CT 06820	(203) 656-7338	jstevenson@darienct.gov
THE HONORABLE ANITA DUGATTO	MAYOR	DERBY	1 ELIZABETH STREET	DERBY CT 06418	(203) 734-1450	adugatto@derbyct.gov
THE HONORABLE ADAM W. DUNSBY	FIRST SELECTMAN	EASTON	225 CENTER ROAD	EASTON CT 06612	(203) 268-6291	adunsby@eastonct.gov
THE HONORABLE MICHAEL C. TETREAU	FIRST SELECTMAN	FAIRFIELD	725 OLD POST ROAD	FAIRFIELD CT 06824	(203) 256-3030	mtetreau@town.fairfield.ct.us
THE HONORABLE PETER J. TESEI	FIRST SELECTMAN	GREENWICH	101 FIELD POINT ROAD	GREENWICH CT 06830-2540	(203) 622-7710	ptesei@greenwichct.org
THE HONORABLE STEPHEN VAVREK	FIRST SELECTMAN	MONROE	7 FAN HILL ROAD	MONROE CT 06468	(203) 452-2821	svavrek@monroect.org
THE HONORABLE ROBERT E. MALLOZZI, III	FIRST SELECTMAN	NEW CANAAN	77 MAIN STREET	NEW CANAAN CT 06840	(203) 594-3000	Robert.Mallozzi@newcanaanct.gov
THE HONORABLE HARRY RILLING	MAYOR	NORWALK	125 EAST AVENUE	NORWALK CT 06856-5125	(203) 854-7701	HRilling@norwalkct.org
THE HONORABLE GEORGE R. TEMPLE	FIRST SELECTMAN	OXFORD	486 OXFORD ROAD	OXFORD CT 06478	(203) 888-2543	firstselectman@oxford-ct.gov
THE HONORABLE JULIA PEMBERTON	FIRST SELECTMAN	REDDING	ROUTE 107 100 HILL ROAD	REDDING CT 06875-1028	(203) 938-2002	jpemberton@townofreddingct.org

THE HONORABLE W. KURT MILLER	FIRST SELECTMAN	SEYMOUR	ONE FIRST STREET	SEYMOUR CT 06483	(203) 888-2511	kmiller@seymourct.org
THE HONORABLE MARK A. LAURETTI	MAYOR	SHELTON	54 HILL STREET-	SHELTON CT 06484	(203) 924-1555	shelton01@cityofshelton.org
THE HONORABLE DAVID MARTIN	MAYOR	STAMFORD	888 WASHINGTON BOULEVARD 10th FL.	P O BOX 10152	(203) 977-4150	dmartin@ci.stamford.ct.us
THE HONORABLE TIMOTHY M HERBST	FIRST SELECTMAN	TRUMBULL	5866 MAIN STREET	TRUMBULL CT 06611	(203) 452-5005	firstselectman@trumbull-ct.gov
THE HONORABLE NINA DANIEL	FIRST SELECTMAN	WESTON	56 NORFIELD ROAD	P O BOX 1007	(203) 222-2656	ndaniel@westonct.gov
THE HONORABLE JIM MARPE	FIRST SELECTMAN	WESTPORT	110 MYRTLE AVENUE	P O BOX 549	(203) 341-1111	jmarpe@westportct.gov
THE HONORABLE LYNNE VANDERSLICE	FIRST SELECTMAN	WILTON	238 DANBURY ROAD	WILTON CT 06897	(203) 563-0100	lynne.vanderslice@wiltonct.org

Original Date of Enactment: April 2000

AMENDMENT ONE: March 2003 (Remove City of Milford; Add Town of Beacon Falls)

AMENDMENT TWO: May 2015 (Remove WIA references; Add WIOA compliant language)

LOCAL CHIEF ELECTED OFFICIALS AGREEMENT
BRIDGEPORT-NORWALK-STAMFORD-VALLEY
WORKFORCE DEVELOPMENT AREA

WHEREAS, The Workforce Investment and Opportunity Act of 2014 (Public Law 113-128) (“WIOA”) will supersede the Workforce Investment Act (“WIA”) on July 1, 2015; and

WHEREAS, the Chief Elected Officials (“CEOs”) of the twenty (20) municipalities within the Bridgeport-Norwalk-Stamford-Valley Service Delivery Area established under JTPA (the “SDA”) desire to define the understanding among them under the WIOA, as amended from time to time and the regulations promulgated thereunder and consistent with An Act Modifying Laws Governing the State’s Regional Workforce Development Boards (Connecticut General Statutes Sections 33-3j through 31-r inclusive) (the “Act”):

Service Delivery Area (SDA) MUNICIPALITIES-

City of Stamford	Town of Stratford	City of Derby
City of Norwalk	Town of Monroe	Town of Seymour
City of Bridgeport	Town of Easton	Town of Oxford
Town of Wilton	Town of Greenwich	City of Milford
Town of Darien	Town of Westport	Town of New Canaan
City of Ansonia	Town of Fairfield	Town of Trumbull
Town of Weston	City of Shelton	

WHEREAS, the municipalities of the SDA comprise four Service Areas (“Sa’s”) as follows:

- Bridgeport SA: Bridgeport, Stratford, Fairfield, Easton, Trumbull, Monroe
- Norwalk SA: Norwalk, Weston, Westport, Wilton
- Stamford SA: Stamford, Greenwich, Darien, New Canaan
- Valley SA: Ansonia, Seymour, Oxford, Derby, Shelton, Beacon Falls

WHEREAS, the CEOs requested that the Governor of the State of Connecticut (the “Governor”) designate the SDA as the Local Workforce Development Area (the “LWDA”) and the Governor has designated the former SDA and the former Local Workforce Investment Area as the LWDA; and

WHEREAS, the CEOs have designated the: The WorkPlace as the Local Workforce Development Board, and which Board is herein referred to as the WorkPlace Board; and

WHEREAS, the CEOs will request that the Governor certify that the CEOs have complied with the requirements of WIOA with respect to their appointments of members to the Workforce Development Board; and

WHEREAS, grants and/or contracts from the United States Department of Labor to the State of Connecticut and the Connecticut Department of Labor or other agencies assigned under WIOA, as amended from time to time and regulations promulgated thereunder are available to the parties hereto to finance, in whole

or in part workforce development activities that increase the employment, retention and earnings of participants, and increase occupational skill attainment by participants, which will improve the quality of the workforce, reduce welfare dependency and enhance the productivity and competitiveness of the Nation's economy.

WHEREAS, the CEOs desire to maintain the existence of the Consortium of municipalities formerly of the SDA formed by their Memorandum of Agreement effective July 1, 1985 under JTPA, (the "Memorandum") as the municipalities of the LWDA consistent with WIOA, the Act, local ordinances, bylaws, etc.

NOW THEREFORE, in consideration of the mutual promises and undertakings herein contained and for other good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties hereto agree and covenant as follows:

1. DURATION:

This Agreement shall be in effect until WIOA expires by operation of law or is repealed by an Act of Congress. This agreement shall then automatically renew upon the implementation of any superseding legislation.

2. THE CONSORTIUM:

A. PURPOSE:

The purpose of the Consortium shall be to exercise the powers, functions and responsibilities vested in the CEOs under WIOA and in the Consortium by the terms of this Agreement and WIOA.

B. POWERS, FUNCTIONS AND OBLIGATIONS:

- 1) Select the Mayor of the City of Bridgeport as the Chairperson of the Consortium;
- 2) Appoint members to The WorkPlace Board in accordance with criteria established by the State of Connecticut and WIOA and as set forth in this Agreement;
- 3) Consult with the Governor of the State of Connecticut, or designee, regarding the statewide allocation of funds under WIOA;
- 4) Approve the budget developed by The WorkPlace Board to fund WIOA related activities;
- 5) Designate the City of Bridgeport as the local grant recipient and fiscal agent to assist The WorkPlace, as sub recipient, in the administration of funds under WIOA;
- 6) Nominate candidates for appointment by The WorkPlace to the Youth Council, as applicable;
- 7) Enter into an agreement or agreements with The WorkPlace with respect to shared powers, functions and obligations, as applicable;
- 8) Accept liability for the misuse of grant funds according to the terms set out in Section 8, General Provisions, Paragraph A. It is recognized that any delegation by the Consortium of any of its power or authority does not relieve the members of the Consortium of their ultimate responsibility for use of such funds according to the

General Provisions, Paragraph A, Liability. However, in the event that the Consortium should reach an agreement with the Governor under which the Governor agrees to act as the local grant recipient for the LWDA and to accept and bear liability for the misuse of grant funds allocated to the LWDA, the municipalities of the Consortium shall not bear such liability. The Consortium reserves the right to review, evaluate, concur with or reject any plan, proposal or request for WIOA funding;

- 9) Establish an Executive Committee of the Consortium and other committees as appropriate. The Chairperson of the Consortium (Mayor of the City of Bridgeport) will serve as the Executive Committee Chair;
- 10) Delegate such functions and responsibilities to the Consortium Executive Committee as the Consortium deems appropriate for effective administration. All powers not expressly delegated are reserved by the Consortium.
- 11) Such other functions as the Consortium may deem appropriate for the exercise of the Consortium's powers and in the discharge of the Consortium's duties and responsibilities under WIOA, the Act, Federal and State regulations, State and local law, Local Plans as modified from time to time, and agreements between the CEOs and the WorkPlace and between the CEOs and other entities in connection with WIOA and this Agreement.
- 12) The Consortium will meet, at a minimum, annually.
- 13) Special meetings of the Consortium may be called by the Chairperson of the Consortium or any four members.

C. QUORUM:

A quorum for the transaction of Consortium business shall consist of six (6) CEOs. Three (3) of the four (4) SAs shall be represented, including at least two (2) of the CEO's of the following municipalities: Ansonia, Bridgeport, Norwalk, Stamford ("Lead Mayors"). The conduct of business will require a majority of the quorum. Voting may be accomplished through electronic participation by means of a conference telephone or similar communications equipment affording all persons participating in the meeting the ability to hear each other. Participation in the meeting by means of electronic equipment shall constitute presence in person at such meeting.

3. THE EXECUTIVE COMMITTEE

A) COMPOSITION

- 1) The Executive Committee will consist of eleven (11) members chosen by and from among the CEOs of the Consortium. There shall be at least two (2) members from each SA, one of which shall be its Lead Mayor. The remaining three (3) slots will be appointed from among all the CEOs of the Consortium.
- 2) The CEOs of the following municipalities presently constitute the Executive Committee: Ansonia, Beacon Falls, Bridgeport, Darien, Fairfield, Greenwich, Norwalk, Shelton, Stamford, Trumbull, Westport. The composition of the Executive Committee shall be reviewed biennially on the anniversary date of the ratification of this Agreement by the majority of the Consortium for adjustments in membership.

- 3) The Consortium chairperson (Mayor of the City of Bridgeport) will coordinate Executive Committee activities and act as the authorized representative of the CEOs of the LWDA. The Chairperson shall have the authority on behalf of the CEOs to sign the Local Plan and any modifications thereof, contracts and agreements between the Consortium and The WorkPlace, contracts and agreements, and other documents as required pursuant to WIOA and/or the Act,
- 4) Vacancies on the Executive Committee shall be filled by the CEOs of the LWDA

B. POWERS, FUNCTIONS AND OBLIGATIONS

The Executive Committee, in accordance with the terms of this Agreement and on behalf of the Consortium, shall have the following functions, powers and responsibilities:

- 1) In partnership with The WorkPlace, develop and submit the comprehensive four-year plan required by the WIOA and subsequent modifications thereto for submission to the Governor, the Department of Labor and/or other governmental organizations for funding;
- 2) In partnership with The WorkPlace exercise oversight over local programs of youth activities, local employment and training activities and the local one- stop delivery system authorized by WIOA;
- 3) Together with The WorkPlace negotiate and reach agreement with the Connecticut Department of Labor on local performance measures;
- 4) Authorize The WorkPlace Board to designate or certify the One Stop operator and to terminate for cause the eligibility of such operator;
- 5) Authorize The WorkPlace to develop and enter into the memorandum of understanding with One-Stop/ American Job Center partners;
- 6) Act on behalf of the Consortium between meetings of the Consortium and as the Consortium may from time to time assign the Executive Committee for the effective exercise of the Consortium's powers, functions and responsibilities.
- 7) The Executive Committee will meet, at a minimum, annually.
- 8) Special meetings of the Executive Committee may be called by the Chairperson or any three members.

C) QUORUM

A quorum for the transaction of Executive Committee business shall consist of six (6) CEOs. Three (3) of the four (4) SAs shall be represented, including at least two (2) of the CEO's of the following municipalities: Ansonia, Bridgeport, Norwalk, Stamford ("Lead Mayors"). The conduct of business will require a majority of the quorum. Voting may be accomplished through electronic participation by means of a conference telephone or similar communications equipment affording all persons participating in the meeting

the ability to hear each other. Participation in the meeting by means of electronic equipment shall constitute presence in person at such meeting.

4. DESIGNATED ALTERNATES

A CEO may designate an alternate to attend meetings of the entire Consortium or of the Executive Committee. Such alternate may participate in discussions, but may not be counted for purposes of establishing a quorum and may not vote.

5. THE WORKFORCE INVESTMENT BOARD:THE WORKPLACE

A. SIZE AND MEMBERSHIP

Business Representatives:

- 1) The majority of members must be business representatives, divided equally among the four SAs;
- 2) The size and membership of the Board will comply with applicable provisions of WIOA, Federal and State statutes and regulations, and local law

Non-Business Representatives

- 1) Non-business representatives shall be divided equally among the four SAs;
- 2) The size and membership of the Board will comply with applicable provisions of WIOA, Federal and State statutes and regulations, and local law.

B. NOMINATION PROCESS

The CEOs will solicit nominations for Business and Non-Business representatives from appropriate organizations and agencies as described in the process. The WorkPlace will notify all CEO's of vacancies on the WorkPlace Board. The WorkPlace will assist the CEOs to allocate the categories for Non-Business appointments and to satisfy the requirements of WIOA.

Business Representatives

- 1) Business representatives must be owners, chief executive officers, chief operating officers, small business or other individuals with optimum policymaking or hiring authority and represent businesses with employment , opportunities that reflect the employment opportunities of the LWDA;
- 2) The Business Council of Fairfield County, the Greater Norwalk Chamber of Commerce, the Greater Bridgeport Regional Business Council and the Valley Chamber of Commerce shall be the lead local business organizations for coordinating and submitting business nominations to the CEOs for final appointment;
- 3) The CEOs may contact other local chambers of commerce and trade associations to advise them that they may submit nominations to the lead local business organizations;

Non-Business Representatives

1. Representatives of educational entities, including Community Colleges, will be selected from among individuals nominated by state, regional or local educational agencies, institutions, or organizations representing such local educational entities;
2. Nominations for representatives of labor organizations shall be solicited from local labor federations;
3. CEOs may solicit nominations for representatives of community-based organizations, giving special consideration to organizations representing youth (including out of school youth), individuals with disabilities, and veterans;
4. CEOs may solicit nominations for representatives of economic development agencies, giving special consideration to private sector economic development entities;
5. Unsolicited nominations may also be considered.

6. APPOINTMENTS

A. APPOINTMENTS

- 1) Appointments of Business and Non-Business members to The WorkPlace Board shall be made in writing by the CEO making the appointment;
- 2) Appointments shall be made for staggered terms as provided in the bylaws of The WorkPlace;
- 3) Any vacancy in the membership of The WorkPlace Board occurring before the expiration of the member's term shall be filled in the same manner as the original appointment. Any member so appointed shall serve for the remainder of the unexpired term.

B. DOCUMENTATION

All documentation concerning nominations, recommendations and other matters related to the appointment of members to The WorkPlace Board shall be maintained by The WorkPlace. This information shall be available to the Governor or his representative to ensure compliance with Section 107(b) of WIOA.

7. YOUTH COUNCIL

A Youth Council may be established as a subgroup of The WorkPlace Board.

A. APPOINTMENT

If applicable, Youth Council members shall be appointed by The WorkPlace Board in cooperation with the CEO's.

B. MEMBERSHIP

- 1) WorkPlace Board members;
- 2) Representatives of public housing authorities;

- 3) Parents of eligible youth;
- 4) Individuals including former participants, representatives of organizations with experience relating to youth activities;
- 5) Representatives of Job Corp, as appropriate;
- 6) Other individuals as agreed to by the Board Chair of The Workplace and the CEOs

8. GENERAL PROVISIONS

A. LIABILITY

Liability for any misuse of grant funds is hereby assumed by each municipality that executes this Agreement by and through its Chief Elected Official. This assumption of liability shall be allocated among such municipalities in proportion to the municipality's share of the total benefits and services received from the use of federal grant funds allocated to the LWDA pursuant to the Workforce Opportunity and Investment Act during the fiscal year when the misuse of such grant funds occurred.

The proportionate share of each municipality shall be determined by calculating the total of the amount of grant funds plus the value of in-kind services and benefits directly received by each municipality and dividing that amount by the total amount of all grant funds received by the LWDA pursuant to the Workforce Opportunity and Investment Act during the fiscal period in which the event giving rise to liability occurred.

Notwithstanding the foregoing, in the event that the Consortium should reach an agreement with the Governor under which the Governor agrees to act as the local grant recipient for the LWDA and to accept and bear liability for the misuse of grant funds allocated to the LWDA, the municipalities of the Consortium shall not bear such liability.

B. INSURANCE

Insurance shall be purchased by The WorkPlace as available, reasonable, and necessary to indemnify the parties to this Agreement from any liability which may attach due to the operation of the Workforce Opportunity and Investment Act.

C. MODIFICATIONS

Modifications to this Agreement may be made by a two-thirds (2/3) affirmative vote of the CEO signatories of this Agreement, or their successors by voice vote or by ballot. Ballots can be mailed, emailed or faxed as such the signatures will be deemed originals. Any modifications shall take effect when two-thirds (2/3) of the CEOs indicate his/her approval by signature.

D. AUTHORITY

Each party's signatory to this Agreement attests that it is the CEO of a unit of general local government and is authorized under applicable State and local law to enter into this Agreement and agrees to all of the provisions of this Agreement

E. COUNTERPART SIGNATURE PAGES

The parties hereto agree that there may be individual signatory pages for each CEO to execute to signify his/her approval and those copies of such executed individual signatory pages shall be deemed original counterparts.

F. FREEDOM OF INFORMATION ACT


All matters relating to the subject matter of this Agreement shall be subject to State Freedom of Information requirements.

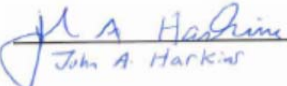
G. EFFECTIVE DATE


This agreement shall be effective from the date that a majority of the CEOs sign the agreement provided, however, that the effective date shall be no later than July 1, 2015.


SIGNATORY PAGE

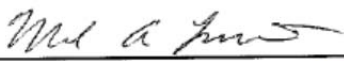
In WITNESS WHEREOF, the Chief Elected Officials of the Bridgeport-Norwalk-Stamford-Valley Workforce Development Area have executed this Amended Agreement on the date or dates set forth on this signatory page.



James Marpe
First Selectman of Westport
5-6-15
Date



John A. Harkins
Mayor of Stratford
5-12-15
Date


Stephen Vavrek
First Selectman of Monroe
5-7-15
Date



Bill Finch
Mayor of Bridgeport
5-8-15
Date



Mark A. Lauretti
Mayor of Shelton
5-12-15
Date

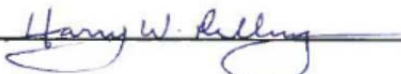

David Martin
Mayor of Stamford
5-6-15
Date



Jayme Stevenson
First Selectman of Darien
5-19-15
Date

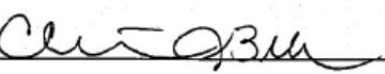

David Casseti
Mayor of Ansonia
5-14-15
Date

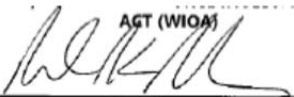

Michael Tetreau
First Selectman of Fairfield
5-7-15
Date



Adam Dunsby
First Selectman of Easton
5-13-15
Date

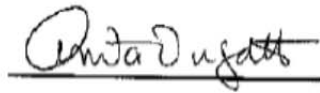

Harry Rilling
Major of Norwalk
5-8-15
Date


Gayle M. Weinstein
First Selectwoman of Weston
5-13-15
Date


Christopher Bielik
First Selectman of Beacon Falls
5-20-15
Date


AGT (WIGAM)
Kurt W. Miller
First Selectman of Seymour
5-20-15
Date

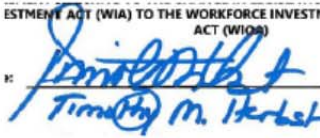

William Brennan
First Selectman of Wilton
5-14-15
Date



Anita Dugatto
Mayor of Derby

5-15-15
Date

ESTIMATED ACT (WIA) TO THE WORKFORCE INVESTMENT
ACT (WIOB)


Timothy M. Herbst

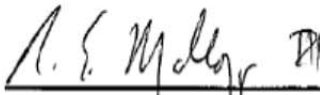
Timothy M. Herbst
First Selectman of Trumbull

5-6-15
Date



George Temple
First Selectman of Oxford

5-21-15
Date



Robert Mallozzi
First Selectman of New Canaan

5-21-15
Date



Peter Tesei
First Selectman of Greenwich

5-22-15
Date

BOARD OF DIRECTORS OF THE WORKPLACE**Bailey, Leon (Chair)**

HR Consultant, Community Foundation for
Greater New Haven, New Haven

Bentley, Larry

Consultant, Patriot National Bank, Westport

Bogen, Arthur

President, Down to Earth, LLC, Milford

Broadie, Paul

President, Housatonic Community College,
Bridgeport

Byers, George Lee

Executive Director, Park City Communities,
Bridgeport

Condlin, John P.

President, Stamford Chamber of Commerce,
Stamford

Davidoff, Denise Taft (Vice Chair)

Marketing and Management Consultant,
Bridgeport

Falcon, Clodomiro

President & CEO, La Guia Hispana, Stratford

Feldman, Garry

President & Co-Founder, U.S. Computer
Connections LLC, Stamford

Ferris, Michael

Vocational Rehabilitation Counselor, BESB,
Windsor

Fuda, Victor

Director, State of Connecticut, Department of
Labor – Bridgeport & Stamford, Bridgeport

Giegengack, Teresa

Assistant Director, Client Services, Fairfield Senior
Center, Fairfield

Gold, Andrew

Executive Director for Global Benefits Planning,
Pitney Bowes, Inc., Stamford

Gold, Lindy Lee

Senior Regional Manager, State of Connecticut
DECD, Hartford

Grabinski, Joseph

Chief Union Environment Health & Safety
Steward, Sikorsky Aircraft, Stratford

Grant, Herbert A.

President/CEO, DMG & Associates, Norwalk

Hoekenga, Craig

Chief Executive Officer, Microboard Processing,
Seymour

Holcomb, Doug

Chief Executive Officer, Greater Bridgeport
Transit, Bridgeport

Iannucci, Richard

Commander, Port 5 Naval Veterans, Bridgeport

LaBella, Michael

Regional Vice President, TD Bank, Westport

Law, Curtis

Executive Director, Norwalk Housing Authority,
Norwalk

Levinson, David

President, Norwalk Community College, Norwalk

Loeser, John

Program Director, IBM, Weston

Lohr, Jim

Deputy Director, Carpenters Labor Management
Program, Fairfield

Lugo, Henry

Vice President & Manager, Mortgage
Development, People's Bank, Bridgeport

Mancini, Sabrina

Education Consultant, CT ST Dept of Ed - Bureau
of Health/Nutrition, Family Services & Adult
Education, Middletown

Marasco, Reina

Director, Valley Regional Adult Education, Shelton

Marchione, Kathleen

District Director - Western Region, Bureau of
Rehabilitation Services, Bridgeport

McSpedon, Matthew

Senior Vice President, New England Middle
Market Banking, JP Morgan Chase, Shelton

Morgan, David

President & CEO, TEAM, Inc., Derby

Napolitano, Marc

Executive Director, UBS Investment Bank,
Stamford

Oddo, Jim

VP, Talent Acquisition & Development, Frontier
Communications, Stamford

Oppel, Win

President, AD-MERICA, Shelton

Ortega, Frank

Senior Vice President, Assistant Area Director,
Citibank, Stratford

Pivrotto, Diane

Senior Vice President of Human Resources,
United Illuminating, New Haven

Samper-Horak, Catalina

Executive Director, Neighbors Link, Stamford

Sharma, Poonan

Grants & Contracts Manager, CT Department of
Social Services, Bridgeport

Sheahan, Margaret

Law Officer, Mitchell & Sheahan, P.C., Stratford

Silverstone, Bruce

VP for Corporate Affairs, Aquarion, Bridgeport

Sportini, Thomas

Training Director, IBEW Local Union 488, Monroe

Valiante, Chet

Publisher, The Hour, Norwalk

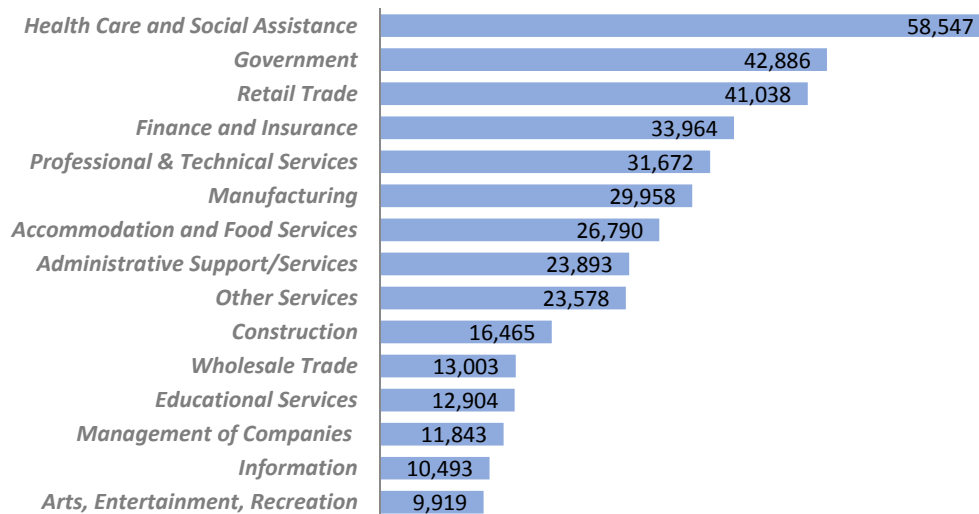
Wilkinson, Thomas A.

Executive Vice President, Local 371 United Food
& Commercial Workers International Union,
Westport

Wong, Lana

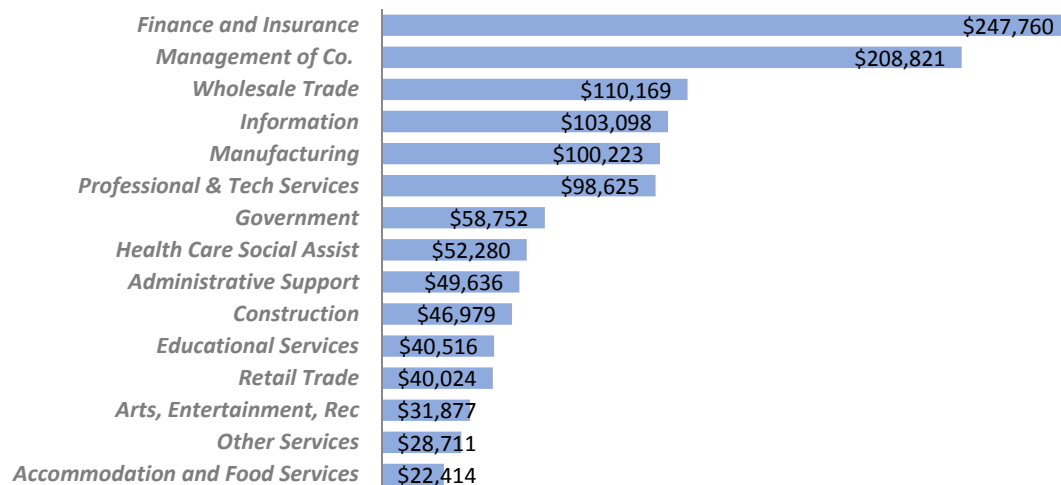
Registered Representative, New England
Financial, Milford

SECTOR BY JOBS, 2014: SOUTHWEST CONNECTICUT



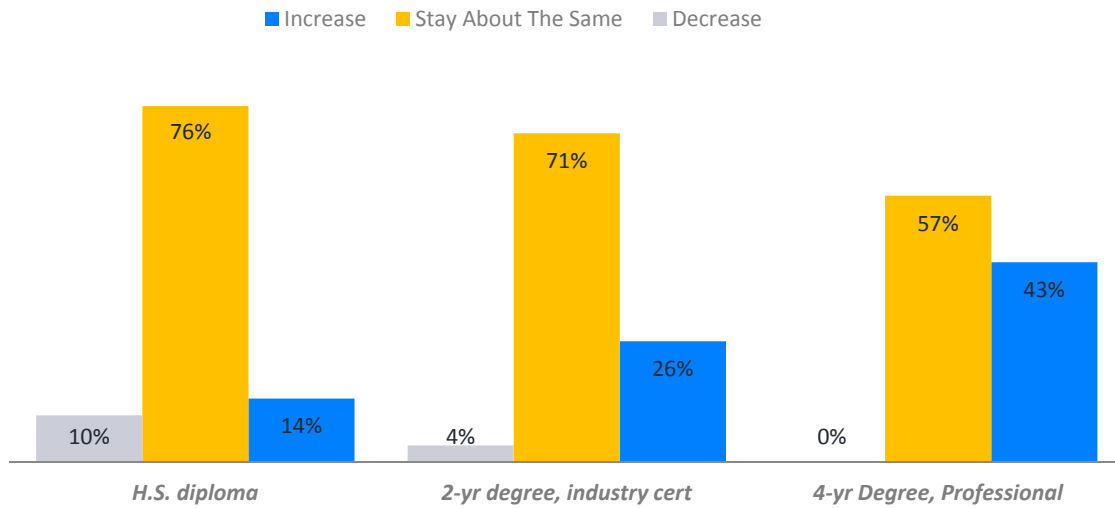
Source: U.S. Bureau of Labor Statistics (BLS), Quarterly Census of Employment and Wages (QCEW) Employees, Non-QCEW Employees & Self-Employed - EMSI 2014.4 Class of Worker.

SECTOR BY AVERAGE WAGE, 2014: SOUTHWEST CONNECTICUT



Source: U.S. Bureau of Labor Statistics (BLS), Quarterly Census of Employment and Wages (QCEW) Employees, Non-QCEW Employees & Self-Employed - EMSI 2014.4 Class of Worker.

**CHANGE IN EMPLOYEE DEMAND BY EDUCATION OVER NEXT 3 YEARS, 2015
SOUTHWEST CONNECTICUT BUSINESS WORKFORCE SURVEY**



Source: Southwest Connecticut Business Workforce Survey 2015, N=129.

KEY WEALTH PRODUCING INDUSTRIES

KEY OCCUPATIONAL GROUPS IN DEMAND

HEALTH CARE

Health Care Practitioners and Technicians

Health Care Support Workers

PROFESSIONAL AND TECHNICAL SERVICES

Computer and IT Workers

Secretaries and Administrative Assistants

FINANCIAL SERVICES

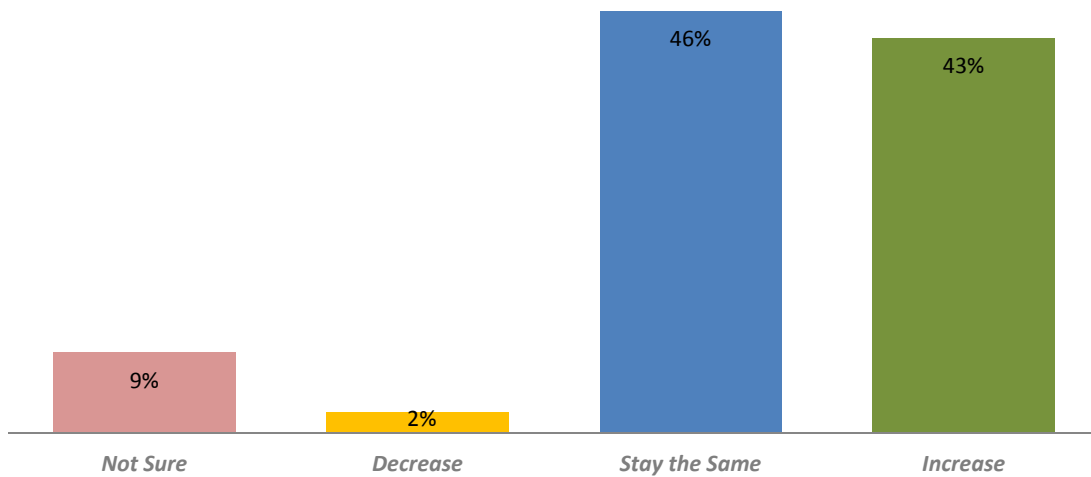
Financial and Auditing Clerks

MANUFACTURING

Skilled Production and Maintenance Workers

ATTACHMENT I

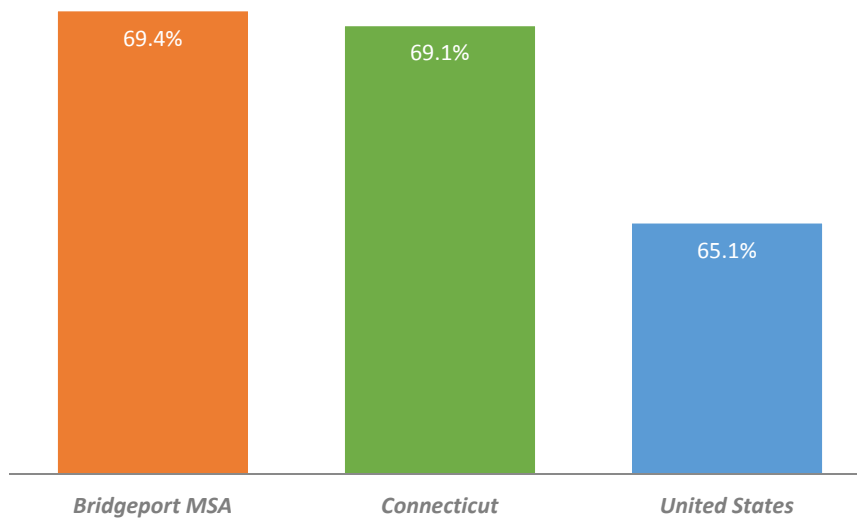
EXPECTED INCREASE IN PART-TIME WORKERS IN NEXT 3 YEARS, 2015 SOUTHWEST CONNECTICUT BUSINESS WORKFORCE SURVEY



Source: Southwest Connecticut Business Workforce Survey 2015, N=137.

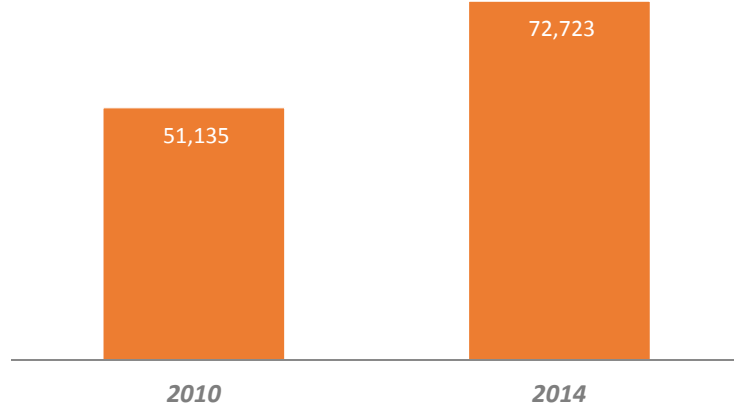
ATTACHMENT J

LABOR FORCE PARTICIPATION RATE, 2013



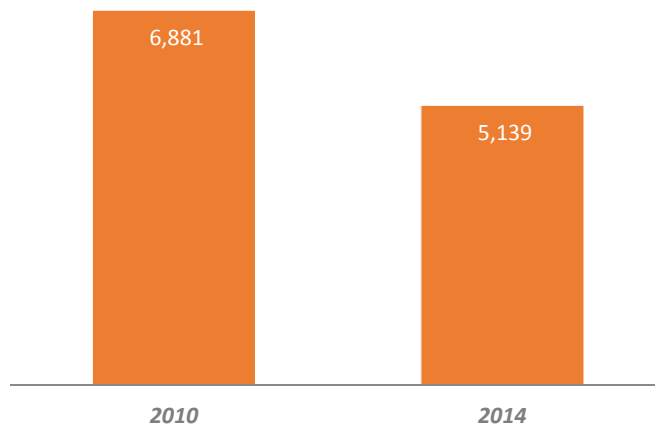
Source: U.S. Census, 2009-2013 American Community Survey 5-Year Estimates. Data on estimates of labor force participation are only available at the MSA level.

**SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM (SNAP) IN SOUTHWEST CONNECTICUT,
2010 & 2014**



Source: Connecticut Department of Labor, Office of Research, from Connecticut Department of Social Services data, 2014.

TEMPORARY FAMILY ASSISTANCE IN SOUTHWEST CONNECTICUT, 2010 & 2014



Source: Connecticut Department of Labor, Office of Research, from Connecticut Department of Social Services data, 2014.

Connecticut Department of Social Services Addendum

Non-Custodial Parents – Non-custodial parents are individuals who do not have custody of their child (ren), yet still have an obligation to provide necessary supports. Non-custodial parents are identified by the CTDSS Child Support division in partnership with the Judicial Support Enforcement Services Division. Together, both units will assist parents in securing financial and medical support for their children by providing quality services and information in a courteous, efficient, and effective manner. Non-custodial parents, in order to achieve economic stability, need education, employment services and various supports like affordable housing, transportation, nutritional assistance and child care to insure the well-being of their children. Annually, approximately 60,000 cases with court-ordered support are monitored. The two units are responsible for court enforcement and assist both parents with court modification process and collect about \$300 million in child support. Child support represents 45% of their family income. In addition, 188,000 children live in such families with 60% of parents receiving TANF or were former TANF recipients. In addition, 29% live below the federal poverty level.

TANF – in addition to the overarching goals for Connecticut’s workforce system, the following goals are specific to the TANF and the JFES program:

TANF

Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

Prevent and reduce the incidence of out-of-wedlock pregnancies and establish annual numerical goals for preventing and reducing the incidence of these pregnancies.

Encourage the formation and maintenance of two-parent families.

JFES

1. Enable participants, through employment, to become independent from cash assistance by the end of the 21-month time limit established by state law;
2. Enable participants who become independent from cash assistance to remain employed and independent of cash assistance; and
3. Ensure that federally-established TANF Work Participation rates are met through employment of participants and engagement of participants in other allowable TANF work activities based on the regional and individual assessments of participants’ needs.

TANF/JFES –

Connecticut’s Temporary Assistance for Needy Families (TANF)/Jobs First Employment Services (JFES) program is co-administered by the CTDSS and CTDOL. TANF/JFES provides assistance to needy families and pregnant women meeting eligibility criteria in all political subdivisions of the state. Assistance for basic needs is provided to needy families through the Temporary Family Assistance (TFA) component administered by CTDSS and the Jobs First Employment Services (JFES) program is administered by CTDOL in partnership with the Workforce Development Boards (WDBs). The ultimate goal of Connecticut’s TANF/JFES program is to provide assistance to needy families to enable them to move out of poverty and into self-sufficiency.

The TANF/JFES program is a time limited assistance program based on the assumption that welfare should be a temporary program of assistance and it is better to work than to be on welfare. Recipients are

encouraged to assume personal responsibility for their economic self-sufficiency. Unless they meet exemption criteria, adults are required to seek and retain employment if it is available. Recipients unable to secure employment without intervention from the state will receive services, including education and training that will assist them in becoming employed. Applicants must attend the initial employment services assessment intake session for further employment assessment/plan development before TFA benefits are granted.

The TFA program attempts to direct participants to employment sufficient to move them off assistance within twenty-one months. The program contains many features that support this objective. The asset limit is \$3,000 so families may set aside money for emergencies. Families are allowed to own a reliable car to seek employment, to travel to and from work, or to transport a handicapped family member. To be excluded, the family's equity in the vehicle must not exceed \$9,500 or the vehicle must be used to transport a handicapped family member. Earned income of recipients is totally excluded up to the Federal Poverty Level (FPL). Once earnings reach the FPL, the family becomes ineligible for assistance. Up to \$50 per month of current child support is passed through to the family each month and excluded as income. Child care and transportation benefits are provided in order to enable individuals to prepare for, obtain and retain employment.

If a family member refuses to participate in Employment Services activities, the family is penalized through grant reduction. If the family has made a good faith effort to comply with the employment activities but still has income below the payment standard at the end of twenty-one months of assistance, a six-month extension of benefits may be given. Extensions may also be given to families who have encountered circumstances beyond their control such as domestic violence. To qualify for an extension the family's income cannot exceed the payment standard corresponding to the size of the family.

Following are the array of available Work Related Activities for TANF recipients:

1. Unsubsidized Employment
2. Subsidized Private Sector Employment
3. Subsidized Public Sector Employment
4. On-the-Job Training
5. Job Search and Job Readiness Assistance
6. Work Experience
7. Community Service Programs
8. Vocational Educational Training Not to Exceed 12 Months
9. Child Care for an Individual Participating in a Community Service Program
10. Job Skills Training Directly Related to Employment
11. Education Directly Related to Employment
12. Satisfactory Attendance at Secondary School or in a GED program

SNAP E&T –

In addition to the overarching goals for Connecticut's workforce system, the SNAP E&T program's primary goal is to assist SNAP E&T participants with work-related activities that will lead to paid employment. SNAP E&T is a voluntary, skills based program with a focus on vocational training. Successful students gain skills needed to find employment or improve employment in the current job market. The resulting outcome is increased self-sufficiency and decreased dependence on public assistance.

SNAP Employment and Training is administered by the CT Department of Social Services (CTDSS). The primary goal is to assist SNAP E&T participants with work-related activities that will lead to paid

employment. Short term vocational programs are job focused and employer driven. The SNAP E&T Program is currently in transition. As a way to better serve low income SNAP recipients, all future partnerships will operate under a 50% reimbursement model. This allows CTDSS to use federal funds to leverage nonfederal funds already being invested in employment activities

The components of Connecticut's SNAP E&T program are currently delivered through six nonprofit organizations, four community colleges, and one private college. Expansion efforts are underway. FNS approval will be sought before the department adds additional SNAP E&T 50% reimbursement partners. Our current 50% partners are Capital Community College (CCC) located in Hartford, Gateway Community College (GCC) located in New Haven, Asnuntuck

Community College (ACC) located in Enfield, Goodwin College located in East Hartford, Opportunities Industrialization Center (OIC) located in New London, and Northwestern Connecticut Community College (NCCC) in Winsted. Our 100% contractors are Community Renewal Team (CRT) located in Hartford, The Kennedy Center located in Waterbury, Eastern Connecticut Workforce Investment Board in Franklin, Career Resources in Bridgeport, and Workforce Alliance in New Haven.

Case management activities include conducting assessments; developing employment plans; making referrals as appropriate to education, vocational training and community service; conducting or making referrals to structured job search training; and career placement. Case management services can also include referrals for support services such as child care, transportation and other services required to enable the participant to remain engaged in his or her activity.

Our current contractors provide case management services that are unique to their SNAP participants and above and beyond what they provide to their other non-SNAP clients. A key piece of their case management is ensuring that the SNAP recipients comply with all SNAP requirements, such as completing the recertification process by reminding them that they will not be eligible to participate in SNAP E&T if they fail to meet all of the SNAP requirements.

For participants who already have skills that are marketable in the current economy, the first component will be structured job search training. For participants without marketable skills, the first component will be vocational/occupational skills training, educational programs, or self-initiated workfare.

Community Services Block Grant (CSBG)

CTDSS administers the CSBG federal block grant (approx. \$8M annually) with assistance from the CT community action agency network. The purpose of CSBG is the reduction of poverty, revitalization of low-income communities, and empowerment of low-income families and individuals to become fully self-sufficient.

CSBG can provide an array of services - employment work supports, child and family development, community empowerment, independent living. CSBG has identified the following national performance indicators for states to follow: # persons employed; # maintain job for at least 90 days; # achieve a "living" wage; # receive employment supports such as skills/competencies; completion of ABE/GED;

Child Support

CTDSS administers the statewide child support program. The goals of the child support programs are to assist families in reaching independence through increased financial and medical support, establish paternity for children born out of wedlock, and connect non-custodial parents with the Fatherhood Initiative.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE WORKPLACE
AND THE
CONNECTICUT DEPARTMENT OF LABOR**

In accordance with Title I, Section 121 (c) of the Workforce Innovation and Opportunity Act the local board, with the agreement of the chief elected officials, *shall develop and enter into a memorandum of understanding (between the local board and the one-stop partners) concerning the operation of the one-stop delivery system in five regional areas.*

Pursuant to the above, this MOU shall contain provisions describing the following:

- a. The services to be provided through the one stop/ American Job Center (AJC) delivery system, including the manner in which the services will be coordinated and delivered through such system;
- b. How the costs of such services and the operating costs of such system will be apportioned; and
- c. The methods of referral of individuals between the one-stop/AJC operator and the CTDOL for appropriate services and activities.

This MOU will serve as a framework of agreed upon terms. Specific local/regional program operation, the delivery of employment related workshops, referral processes and business service delivery may vary depending on the local/regional area and shall be specified as addendums to this MOU when applicable.

I. Purpose of MOU

The purpose of this MOU is to articulate the roles and responsibilities of each Party in the operation of the One Stop/AJC service delivery system in the State of Connecticut. Each Party is committed to promoting a seamless operation, enhancing access to program services and the long-term employment outcomes for both job seekers and employers.

This MOU provides a foundation for assuring alignment and coordination of policies and operations across programs, in support of a responsive delivery system that meets Connecticut's workforce development needs and the employment and training needs of all working-aged youth and adults in the state.

Programs and services will be coordinated and integrated where feasible by jointly serving common customers, supporting interagency in-service training and providing information and services that most directly meet the customer's needs.

II. Parties to the MOU

This Memorandum of Understanding (MOU) is between the following Workforce Development Board

- Capital Workforce Partners, One Union Place, Hartford, Connecticut
- Workforce Alliance, 560 Ella T. Grasso Blvd., New Haven, Connecticut
- The WorkPlace, 350 Fairfield Avenue, Bridgeport, Connecticut
- Northwest Regional Workforce Investment Board, 249 Thomaston Avenue, Waterbury, Connecticut
- Eastern Connecticut Workforce Investment Board, 108 New Park Avenue, Franklin, Connecticut

(herein referred to as "WDB") and the Connecticut Department of Labor (herein referred to as "CTDOL" or "the Partner"), 200 Folly Brook Boulevard, Wethersfield, Connecticut (herein referred to as "the Parties").

The parties to this MOU represent the following programs: WIOA Title III Wagner-Peyser Act Employment Services; WIOA Title I – Adult, Youth, Dislocated Worker; Trade Adjustment Assistance; Veterans’ Employment and Training Service; Migrant and Seasonal Farmworkers; Unemployment Insurance; Jobs First Employment Services, and Apprenticeship.

III. Duration of Agreement

This MOU is effective for the period March 21, 2016 through June 30, 2019. Pursuant to the aforementioned legislation, the MOU shall be reviewed not less than once every 3-year period. The first date of renewal shall be July 1, 2019. The MOU shall automatically renew on July 1st of subsequent years.

IV. Coordination Service Delivery Activities

In order to eliminate duplication of services, the parties to this MOU agree to coordinate the delivery of services and activities to:

- Jointly promote the coordinated delivery of services through program integration, when feasible and joint planning at the state and local level.
- Coordinate resources and programs to ensure a streamlined and efficient workforce development system.
- Promote information sharing and coordination of activities to improve the performance of the One Stop/AJC system in part through the use of data access agreements.
- Promote the development and implementation of a more unified system of measuring program performance and accountability.

V. Services available through the One-Stop/AJC System

Parties agree to coordinate services in the implementation of a workforce development system that:

- Is committed to a customer focused comprehensive delivery system.
- Ensures the needs of adults, youth, and dislocated workers, and individuals with barriers to employment, including individuals with disabilities, are addressed, including access to technology and materials, are made available through the One-Stop/AJC system.
- Works towards aligning intake, case management and job placement services in an effort to maximize efficiencies and effectiveness.
- Develops collaborative relationships with the network of other agencies and partners in the local/regional area.

Access to the following services will be made available through the AJC/One Stop system by the responsible party(ies) listed.

Career Services as described in WIOA Sec. 134(c)(2) is available to **Adults, and Dislocated Workers** through the One Stop/AJC delivery system or through referrals or contracts for services.

CAREER SERVICES	Responsible Party
Outreach, intake (which may include profiling), and orientation to the services available through the One-Stop delivery system	CTDOL & WDB
Initial assessment of skill levels (including literacy, numeracy and English language proficiency), aptitudes, abilities (and skill gaps), and supportive service	CTDOL & WDB

needs	
Labor exchange service, job search and placement assistance and Career counseling, including the provision of information on in demand industry sectors and occupations; and the provision of information on non-traditional employment	CTDOL & WDB
Provision of referrals to and coordination of activities with other programs and services, including programs and services within the one-stop delivery system, and in appropriate cases, other workforce development programs.	CTDOL & WDB
Provision of workforce and labor market employment statistics information, including the provision of accurate information relating to local, regional, and national labor market areas, including: job vacancy listings in such labor market areas; information on job skills necessary to obtain the jobs described in the job vacancy listings; and information relating to local occupations in demand and the earnings, skills requirements and opportunities for advancement for such occupations.	CTDOL & WDB
Provision of program performance and cost information on eligible providers of training services.	CTDOL & WDB
Information on the performance of the local area and the One-Stop delivery system in a format that is usable and understandable to One-Stop/AJC customers	CTDOL & WDB
Information on the availability of, and referral to, supportive services in the local area, including child care & transportation, and referral to such services needed in a format that is usable by and understandable to one stop/AJC customers	CTDOL & WDB
Assistance in establishing eligibility for programs of financial aid assistance for other training and education programs available in local area	CTDOL & WDB
Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers	CTDOL & WDB
Development of an individual employment plan, to identify the employment goals and career pathways to attain career objectives	CTDOL & WDB
Group counseling	CTDOL & WDB
Individual Counseling	CTDOL & WDB
Career planning	CTDOL & WDB
Short term pre-vocational services	CTDOL & WDB
Workforce preparation activities	CTDOL & WDB
Determine Adult eligibility to receive assistance under Title I of WIOA	WDB
Determine Dislocated Worker eligibility and refer to WIOA Title I services	CTDOL
Information on and assistance filing UI claims	CTDOL
Follow-up services (including workplace counseling) for 12 months for individuals participating in Title I funded activities who are placed unsubsidized employment	WDB
Referral to Financial literacy services	WDB
Internships and work experience	WDB
Out-of-area job search assistance and relocation assistance	CTDOL & WDB
English language acquisition	WDB

Training Services: WDB will ensure access to training as described in WIOA Sec. 134 (d) for Adults and Dislocated Workers and may include the following:

TRAINING SERVICES	Responsible Party
Occupational skills training, including training for non-traditional employment	WDB
On-the-job training, Customized and Incumbent Worker Training	WDB
Incumbent Worker Training in accordance with subsection (d)(4)	WDB
Programs that combine workplace training with related instruction, which may include cooperative education programs	WDB
Training programs operated by the private sector	WDB
Skill upgrading and retraining	WDB
Entrepreneurial training	WDB
Transitional jobs in accordance with sub-section (d)(5)	WDB
Job readiness training provided in combination with services described in any of clauses (i) through (viii)	WDB
Adult Education and Literacy activities including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with any of the above training services except transitional jobs and job readiness training	WDB
Customized training conducted with a commitment by an employer or employer group to employ an individual upon successful completion of the training	WDB

Worker Profiling and Reemployment Services (WPRS), also referred to as Enhanced Reemployment Services as described in Public Law 103-152 on November 24, 2013 for **UI claimants** who are likely to exhaust regular unemployment compensation and who will need job search services to successfully transition to new employment may include the following:

WORKER Profiling and REEMPLOYMENT SERVICES (WPRS/ERS)	Responsible Party
Enhanced Re-employment Services Orientation Workshop	CTDOL
Conduct an Assessment Interview	CTDOL
Develop Individual Service Plan (ISP) for Job Search Planning	CTDOL
Provide Workforce Information Services	CTDOL
Provide Career Guidance	CTDOL
Track Service Attendance to ensure claimant compliance with ISP	CTDOL

Reemployment Services as described in 20 CFR §617.21 – **Trade Adjustment Assistance (TAA)** for Workers

The following services will be coordinated with WDB as needed:

REEMPLOYMENT SERVICES	Responsible Party
Employment registration. To ensure, so far as practical, that individuals are placed in jobs which utilize their highest skills and that applicants qualified for job openings are appropriately referred, applications for registration shall be taken on adversely affected workers who apply for reemployment services.	CTDOL
Employment counseling. When local job opportunities are not readily available, counseling shall be used to assist individuals to gain a better understanding of themselves in relation to the labor market so that they can more realistically	CTDOL

choose or change an occupation or make a suitable job adjustment	
Vocational testing. Testing shall be used to determine which individual skills or potentials can be developed by appropriate training.	CTDOL
Job search allowances. The individual, if eligible, shall be provided job search allowances to defray the cost of seeking employment outside of the commuting area.	CTDOL
Relocation allowances. The individual, if eligible, shall be provided relocation allowances to defray the cost of moving to a new job outside of the commuting area.	CTDOL
Job Development. A State agency shall develop jobs for individuals by soliciting job interviews from public or private employers and shall work with potential employers to customize or restructure particular jobs to meet individual needs	CTDOL
Supportive services. Supportive services shall be provided so individuals can obtain or retain employment or participate in employment and training programs leading to eventual placement in permanent employment. Such services may include work orientation, basic education, communication skills, child care, and any other services necessary to prepare an individual for full employment in accordance with the individual's capabilities and employment opportunities.	CTDOL & WDB
Self-directed job search. Self-directed job search programs shall be initiated to assist individuals in developing skills and techniques for finding a job.	CTDOL & WDB

Training Services as described in 20 CFR §617.21 – **Trade Adjustment Assistance (TAA)** for Workers

TRAINING SERVICES	Responsible Party
On-the-job training (OJT): OJT is training, in the public or private sector, and may be provided to an individual who meets the conditions for approval of training, and who has been hired by the employer, while the individual is engaged in productive work which provides knowledge or skills essential to the full and adequate performance of the job.	CTDOL
Classroom training: This training activity is any training of the type normally conducted in a classroom setting, including vocational education, and may be provided to individuals when the conditions for approval of training are met, to impart technical skills and information required to perform a specific job or group of jobs. This can also include online training.	CTDOL
Remedial Education: Training designed to enhance the employability of individuals by upgrading basic skills, through the provision of courses such as remedial education or English-as-a-second-language, shall be considered as remedial education approvable if the criteria for approval of training are met.	CTDOL

Unemployment Insurance Services for prospective and current claimants

UNEMPLOYMENT INSURANCE SERVICES	Responsible Party
Implementation of the provisions of the Workforce Innovation and Opportunity Act (WIOA) related to UI programs.	CTDOL
Provide in-person UI assistance (dedicated area) in the American Job Centers.	CTDOL
Provide UI assistance in the American Job Centers using a dedicated phone line which prioritize calls to the front of the line to our trained UI Call Center staff.	CTDOL
Referring UI claimants for training, education resources and all other programs	CTDOL

provided by DOL Employment Services and partner staff. Therefore, increasing reemployment of UI claimants and providing employers with skilled workers matching the labor market needs.	
Expose claimants to other UI programs offered by DOL. These include Short-Term Compensation/Shared Work, military and federal civilians programs to veterans, Reemployment Eligibility Assistance, Enhanced Reemployment Services, Rapid Responses, etc.	CTDOL
Improve efficiencies in the UI process by answering in-person customer questions/inquiries in lieu of long wait times with the Tele-benefits line. Inquiries include: assistance in filing appeals, on-line account assistance, provide UI status letters, identity verification, address changes, processing continued UI claims, and providing desk aids for web assistance.	CTDOL
Provide UI assistance including new claims taking for individuals with special needs.	CTDOL

UI Reemployment Services and Eligibility Assessments (RESEA)- replacing the UI Reemployment and Eligibility Assessment (REA) grants- serving **UI claimants** as described in Unemployment Insurance Program Letters 13-15 and 20-15.

REEMPLOYMENT & ELIGIBILITY ASSESSMENT SERVICES	Responsible Party
Unemployment Insurance (UI) eligibility assessment and referral to adjudication, as appropriate, if an issue or potential issue is identified.	CTDOL
Requirement for the claimant to report to an American Job Center.	CTDOL
The provision of labor market and career information that addresses the claimant's specific needs.	CTDOL
Registration with the state's job bank.	CTDOL
Orientation to AJC services	CTDOL
Development or revision of an individual reemployment plan that includes work search activities, accessing services provided through an AJC or using self- service tools, and/or approved training to which the claimant acknowledges agreement.	CTDOL
Referral to at least one reemployment service and/or referral to training if appropriate to the individual's needs.	CTDOL

Labor Exchange Services (90%) as described in the **Wagner-Peyser Act** of 1933, as amended by WIOA is available to job seekers through the One Stop/AJC delivery system.

LABOR EXCHANGE SERVICES (90% Funds)	Responsible Party
Counseling	CTDOL
Testing	CTDOL
Occupational and Labor Market Information	CTDOL
Assessment	CTDOL
Referral to employers	CTDOL
Recruitment services and special technical services for employers	CTDOL
Evaluation of programs	CTDOL
Develop linkages between services funded under this Act and related Federal or State legislation, including the provision of labor exchange services at educational sites.	CTDOL
Provide services for workers who have received notice of permanent layoff or impending layoff, or workers in occupations which are experiencing limited	CTDOL

demand due to technological change, impact of imports, or plant closures.	
Develop and provide labor market and occupational information	CTDOL
Administer the work test for the State unemployment compensation system including making eligibility assessments and providing job finding and placement services for unemployment insurance claimants.	CTDOL
Provide unemployment insurance claimants with referrals to, and application assistance for, training and education resources and programs, including Federal Pell Grants under subpart I of part A of title IV of the Higher Education Act of 1965 (20 U.S.C. 1070a et seq.), educational assistance under chapter 30 of title 38, United States Code (commonly referred to as the Montgomery GI Bill), and chapter 33 of that title (Post- 9/11 Veterans Educational Assistance), student assistance under title IV of the Higher Education Act of 1965 (20 U.S.C 1070 et. Seq.), State student higher education assistance, and training and education programs provided under titles I and II of the WIOA, and title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.).	CTDOL
Develop a management information system and compile and analyze reports in coordination with WDB where allowable.	CTDOL & WDB

Labor Exchange Services (10%) as described in the **Wagner-Peyser Act** of 1933, as amended by WIOA is available to job seekers through the One Stop/AJC delivery system.

LABOR EXCHANGE SERVICES (10% Funds)	Responsible Party
Performance incentives for public employment service offices and programs, consistent with the performance accountability measures that are based on indicators described in section 116 (b)(2)(A)(i) of the WIOA	CTDOL
Service for groups with special needs, carried out pursuant to joint agreements between the employment service offices and the appropriate local workforce development board and chief elected official or officials or other public agencies or private nonprofit organizations.	CTDOL
The extra cost of exemplary models for delivering services of the types described under labor exchange services (90%) and models for enhancing professional development and career advancement opportunities of State agency staff, as described in section 3(c)(4)	CTDOL

VI. Employment Related Workshops

The Parties agree to work together to ensure the delivery of relevant employment related workshops, eliminate unnecessary content duplication, increase efficiency and reduce any perceived confusion among customers. Each local/regional area will determine which Party will be responsible for workshop delivery based on needs, location, and resources (human and fiscal). CTDOL will deliver a minimum of three (3) core workshops per month within the six comprehensive American Job Centers. Workshops such as Resume Basics, Job Search Strategies and Techniques, and Interviewing Skills will be provided by CTDOL. Additional workshops, specific to each WDB region, are specified in attached addendum.

VII. Referral Arrangements

In order to provide seamless delivery of services to customers, the Parties agree to the following referral principles:

- Each party will have information and receive training about the services of all partner agencies within the One Stop/AJC.

- Customers accessing services through the AJC will receive assistance in determining which of the partner agencies may have services the customer needs.
- When one of the partner agencies learns that a customer could benefit from the services of another of the partner agencies, that agency will provide to the customer a referral to the other agency.

The Parties will ensure that staff makes appropriate referrals depending on each customer’s individual needs, eligibility requirements, and other support services. Referrals will be made to partners/outside agencies based on intake and assessment and a determination of appropriateness.

VIII. Employer Services

All employers in the workforce development area will receive consistent, quality services through One Stop/AJC staff. Parties will work together to ensure coordination of employer services, recruitment activities, applicant screenings and marketing of job opportunities. Employers will be strongly encouraged to conduct recruitments at the One Stop/ AJC facilities. Any WIOA and JFES funded staff working with employers must post job openings in the state job bank. Federal and state contractors who are required to post jobs in the state job bank will be advised of their legal obligations.

Recruitment and other business services on behalf of employers, including small employers, under the **Wagner-Peyser Act** of 1933, as amended by WIOA **and under a variety of State laws**. These services shall include the following:

RECRUITMENT AND OTHER BUSINESS SERVICES	Responsible Party
Business needs assessments	CTDOL
Funding for employment and training programs e.g., Manufacturing Innovation Fund, contingent upon fund availability.	CTDOL
All Job postings identified by CTDOL or WIOA or JFES funded partner staff must be entered into CTHIRES	CTDOL
All CTDOL and WIOA and JFES funded partner staff must enter business services and activities into CTHIRES	CTDOL
Information on training programs	CTDOL
Information on apprenticeships	CTDOL
Skills Assessment	CTDOL
Screened referrals	CTDOL
Referral to employer hiring incentive programs and downsizing programs (WOTC, WtW tax credits, bonding, Shared Work, Step Up)	CTDOL
Access to state job bank	CTDOL
Provision of labor law information	CTDOL
Provision of UI information	CTDOL
Provision of Labor Market Information	CTDOL
Development of job descriptions	CTDOL

Business Services as described in WIOA Sec. 134(d)(1)(ix) for **Adults and Dislocated Workers** may include the following.

BUSINESS SERVICES	Responsible Party
Develop and implement industry sector strategies (including strategies involving industry partnerships, regional skills alliances, industry skill panels, and sectoral skills partnerships)	CTDOL & WDB
Develop and deliver innovative workforce investment services and strategies	CTDOL & WDB

for area employers, which may include career pathways, skills upgrading, skill standard development and certification for recognized post-secondary credential or other employer use, apprenticeship, and other effective initiatives for meeting the workforce investment needs of area employers and workers.	
Assistance to area employers in managing reduction in force in coordination with rapid response activities provided under subsection (a)(2)(A) and with strategies for the aversion of layoffs, which strategies may include early identification of firms at risk of layoffs, use and feasibility studies to assess the needs of options for at-risk firms, and the delivery of employment and training activities to address risk factors.	CTDOL & WDB
Coordinate marketing of business and worker services offered under this title to area employers	CTDOL & WDB
Coordinate marketing of apprenticeship training	CTDOL & WDB

IX. Cost Allocation and Resource Sharing Methodology

CTDOL agrees to fund infrastructure costs based on the proportionate share of use by CTDOL staff consistent with each program’s Federal authorizing statute(s) and agreements and other applicable legal requirements, including Federal cost principals that require costs that are allowable, reasonable, necessary and allocable as outlined in TEGL 3-15, UIPL 20-15, and any other federal guidance pertaining to cost allocation and resource sharing.

X. Confidentiality of Information

To safeguard information, the Parties agree:

- Their employees and agents are required to follow all applicable laws, regulations, policies and separate data sharing agreements, if applicable, as they apply to confidentiality of information with respect to any use or disclosure of program and/or customer specific information.
- Access to program/customer specific information is restricted only to authorized personnel and to agents of the parties, with prior authorization of the data owner.

XI. Severability

If any part of this MOU is found to be null and void, or is otherwise stricken, the rest of this MOU shall remain in full force and effect, until renegotiated or rewritten.


XII. Modification/Termination

This MOU and addendums, if applicable, constitutes the entire agreement between the parties hereto and will become effective upon its execution by the Parties. This MOU may be modified, altered, revised, by mutual written consent of the Parties through a written amendment signed and dated by the Parties. Submission of a revised MOU does not necessarily require a modification to the local plan.

Either party to this MOU may terminate participation in this MOU by giving not less than thirty (30) calendar days' prior written notice of intent to terminate to the other party.

XIII. Signatures

For the Connecticut Department of Labor:



Scott D. Jackson
Commissioner of Labor



Date

For the Workforce Development Board:



Joseph M. Carbone
President/CEO

March 21, 2016

Date

Addendum

WDB is in the process of negotiating terms of our local agreement. This addendum will be finalized no later than June 30, 2016.

ADDENDUM TO
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE WORKPLACE
AND THE
CONNECTICUT DEPARTMENT OF LABOR
Southwest Region

This addendum will serve to articulate specific CTDOL Wagner - Peysner /WIOA services, in addition to those noted in the Master MOU, for the Southwest Workforce Development Board Region of Connecticut.

There is one (1) comprehensive office in the Southwest Workforce Development Board Region:

- **Bridgeport American Job Center**
2 Lafayette Square, Bridgeport, CT

There are three (3) satellite offices in the Southwest Workforce Development Board Region:

- **Ansonia American Job Center**
4 Fourth Street, Ansonia, CT
- **Derby American Job Center**
101 Elizabeth Street, Derby, CT
- **Stamford American Job Center**
141 Franklin Street, Stamford, CT

The **Connecticut Department of Labor in the Southwest Region** agrees to provide the following services in the **BRIDGEPORT Comprehensive site only**:

STAFFING:

- The CT Department of Labor (CTDOL) will dedicate 1 FTE to the front desk in the Bridgeport site and 1 FTE to the Bridgeport site Career Center.
- CTDOL will have dedicated Veterans staff to provide access to Veterans services.
- CTDOL will have two (2) dedicated Business Services staff.

Note: The AJC Operator will dedicate 1 FTE to the front desk in Bridgeport, Ansonia, Derby and Stamford and 1 FTE to the Bridgeport Career Center and staff is available to assist customers in the Career Center in Ansonia, Derby and Stamford offices.

CAREER SERVICES

1. CTDOL staff will provide Certification of Dislocated Workers for the SW Region (**AP 15-05, Dec. 15, 2015**); Satellite AJC Offices will fax in the dislocated certification paperwork via CTDOL's secure line. CTDOL Bridgeport staff will conduct eligibility and return the documentation to the Bridgeport AJC operator WIOA staff.
2. CTDOL staff will provide labor exchange services; job search assistance, resume assistance, workshop presentation, career counseling and career planning where appropriate; Will coordinate delivery of "satellite services" (Derby/Ansonia & Stamford) with AJC Operator based on availability of operational resources.

3. CTDOL will provide and maintain equipment, phones and IT support in Bridgeport Career Center. Additional services and supplies provided by partners as part of cost sharing.
4. CTDOL staff will assist in greeting of customers upon entry in gaining appropriate services-staff at reception desk.
5. CTDOL staff will provide career counseling, assessment (ETA, USDOL resources/tools, Myers- Briggs, COP System, SDS), development of an employability plan for Wagner - Peyser/ TAA selected applicants;
6. CTDOL staff will refer TAA participants to WIOA for co-enrollment (AP 15-03, Sept. 29, 2015);

WORKSHOPS:

As noted in the Master MOU, CTDOL will provide the following workshops, at a minimum of once per month for each workshop noted:

- Résumé Basics, Job Search Strategies and Techniques & Interviewing Skills.

*Based on availability of resources and demand, CTDOL may offer additional workshops / topics such as:

- LinkedIn Part 1: Get Connected
- LinkedIn Part 2: Networking Strategies
- Internet Job Search
- Putting the Bars Behind You
- 10 Things Every Jobseeker Should Know
- Over 40 and Looking for Work
- You Do Have Experience

CTDOL will collaborate with partner staff to identify other employment related workshop / seminar topics which would assist our customers with their employment and training needs.

BUSINESS SERVICES:

1. CTDOL Business Services staff and Veteran staff will participate with the SW Business Services Team
2. CTDOL will provide / make available office space (Bridgeport AJC) to business customers for onsite recruitment, interviewing & testing; will coordinate and communicate recruitments with AJC partners (WorkPlace, Inc. & One Stop Operator) for satellite locations (Ansonia, Derby, Stamford).
3. AJC Operator WIOA and JFES staff will refer employers seeking to recruit in Bridgeport AJC to CTDOL, BSU to coordinate and will communicate recruitments scheduled in Derby, Stamford locations to CTDOL, BSU.

SATELLITE OFFICES

CT DOL agrees to the following as it relates to the satellite offices:

Veteran staff will provide services on scheduled basis at outstation locations at the AJC satellite offices in Ansonia, Derby and Stamford.

Workshops:

CT Department of Labor will also provide the core workshops in the satellite offices (Ansonia, Derby and Stamford).

Stamford: Up to 4 workshops monthly (1 per week) followed by one on one appointment's
Ansonia: Up to 2 workshops monthly followed by one on one appointment's
Derby: Up to 2 workshops monthly followed by one on one appointment's

*Access to the workshop space in the satellite offices need to be requested and coordinated through AJC Operator staff.

FACILITY:

Hours of Operations:

The Bridgeport American Job Center will operate from 8:30 am to 4:30 PM Monday through Friday.

Weather related closings and holidays:

The AJC Operator will follow the CT Department of Labor's holiday schedule and weather related closings. AJC Operator may have additional holidays/closings/early dismissals at their discretion. AJC Operator will notify CTDOL Bridgeport Regional Director of any additional closings or early dismissals at least one week before such event.

MODIFICATION /REVIEW

The term of this addendum coincides with the Master MOU. This addendum shall be reviewed on a yearly basis. The initial review will take place no later than June 30th, 2017.

Victor J. Fuda, Reg. Job Center Director
CT Dept. of Labor, Bridgeport

Joseph M. Carbone
President/CEO – The WorkPlace

**MEMORANDUM OF UNDERSTANDING
BETWEEN
WorkPlace
AND THE
CONNECTICUT STATE DEPARTMENT OF EDUCATION (SDE)**

In accordance with Title I, Section 121 (c) of the Workforce Innovation and Opportunity Act the local board, with the agreement of the chief elected officials, *shall develop and enter into a memorandum of understanding (between the local board and the one-stop partners) concerning the operation of the one-stop delivery system in five regional areas.*

Pursuant to the above, this MOU shall contain provisions describing the following:

- a. The services to be provided through the One-Stop/American Job Center (AJC) delivery system, including the manner in which the services will be coordinated and delivered through such system;
- b. How the costs of such services and the operating costs of such system will be apportioned; and
- c. The methods of referral of individuals between the One-Stop/AJC operator and SDE for appropriate services and activities.

This MOU will serve as a framework of agreed upon terms. Specific local/regional program operation, the referral processes and business service delivery may vary depending on the local/regional area and shall be specified as addendums to this MOU when applicable.

I. Purpose of MOU

The purpose of this MOU is to articulate the roles and responsibilities of each Party in the creation of a seamless customer-focused service delivery network that integrates service delivery across programs, enhances access to services and improves long-term employment outcomes for individuals receiving assistance.

This MOU provides a foundation for assuring alignment and coordination of policies and operations across programs, supporting a responsive service delivery system, enhancing access to program services that meet the workforce development needs of adults and lead to long-term employment outcomes.

Programs and services will be coordinated and integrated where feasible by jointly serving common customers, supporting interagency in-service training and providing information and services that most directly meet the customer's needs.

II. Parties to the MOU

This Memorandum of Understanding (MOU) is between the following Workforce Development Board

- Capital Workforce Partners, One Union Place, Hartford, Connecticut
- Workforce Alliance, 560 Ella T. Grasso Blvd., New Haven, Connecticut
- The WorkPlace, 350 Fairfield Avenue, Bridgeport, Connecticut
- Northwest Regional Workforce Investment Board, 249 Thomaston Avenue, Waterbury, Connecticut
- Eastern Connecticut Workforce Investment Board, 108 New Park Avenue, Franklin, Connecticut

(herein referred to as "WDB") and the Connecticut State Department of Education (herein referred to as "SDE" or "the Partner"), 165 Capitol Avenue, Hartford, Connecticut (herein referred to as "the Parties").

The parties to this MOU represent the following programs: WIOA Title I – Adult, Youth, Dislocated Worker; WIOA Title II – Adult Education and Literacy; and Carl D. Perkins Technical Education Act.

III. Duration of Agreement

This MOU is effective for the period June 1, 2016 through June 30, 2019. Pursuant to the aforementioned legislation, the MOU shall be reviewed not less than once every 3-year period. The first date of renewal shall be July 1, 2019. The MOU shall automatically renew on July 1st of subsequent years.

IV. Coordination Service Delivery Activities

In order to eliminate duplication of services, the parties to this MOU agree to coordinate the delivery of services and activities to:

- Jointly promote the coordinated delivery of services through program integration, when feasible and joint planning at the state and local level.
- Coordinate resources and programs to ensure a streamlined and efficient workforce development system.
- Promote direct access to services through real-time technology.
- Promote information sharing and coordination of activities to improve the performance of the One-Stop/AJC system in part through the use of data access agreements.
- Promote the development and implementation of a more unified system of measuring program performance and accountability.

V. Services available through the One-Stop/AJC System

Parties agree to coordinate services in the implementation of a workforce development system that:

- Is committed to a customer focused comprehensive delivery system.
- Ensures the needs of adults, youth, and dislocated workers, and individuals with barriers to employment, including individuals with disabilities, are addressed through the One-Stop/AJC system.
- Works towards aligning intake, case management and job placement services in an effort to maximize efficiencies and effectiveness.
- Develops collaborative relationships with the network of other agencies and partners in the local/regional area.

Access to the following services will be made available through the One-Stop/AJC system by the responsible party(ies) listed. When SDE contracts with an education provider to deliver services described in this MOU, SDE will direct the contractor(s) to comply with the applicable terms of the MOU for service delivery coordination.

I. Description of Services	Responsible Party
Conduct initial assessment of skill levels, career interests, aptitudes, abilities and characteristics of AJC customers to determine their eligibility for adult education and/or career services.	WDB & SDE
Provide updated information to the Partner concerning new programs, initiatives, and grants.	WDB & SDE
Deliver services to applicants and eligible individuals based on the specific policies that govern each party.	WDB & SDE
Provide information and data, if available, with respect to this MOU.	WDB & SDE

Provide Adult Education and Literacy services under WIOA Title II that: (1) assist adults to become literate and obtain the knowledge and skills necessary for employment and economic self-sufficiency; (2) assist adults who are parents or family members to obtain the education and skills that (A) are necessary to becoming full partners in the educational development of their children; and (B) lead to sustainable improvements in the economic opportunities for their family; (3) assist adults in attaining a secondary school diploma and in the transition to postsecondary education and training, including through career pathways; and (4) assist immigrants and other individuals who are English language learners in (A) improving their (i) reading, writing, speaking, and comprehension skills in English; and (ii) mathematics skills; and (B) acquiring an understanding of the American system of Government, individual freedom, and the responsibilities of citizenship.	SDE
Provide College and Career Pathways programs under the Carl D. Perkins Career and Technical Education Act, and align such programs with the occupational and industry demands described in the WDB's local WIOA Plan.	SDE
Assess and refer adult education students in need of career services to the AJC center(s) for employment opportunities consistent with their unique strengths, priorities, concerns, abilities, capabilities, interests and informed choice.	SDE
Supply copies of the Connecticut Competency System (CCS) instruments and forms as needed, and provide new CCS Assessment Administration and Security Agreements for signature by the WDB Chief Executive.	SDE
Provide performance and cost information data on local adult education programs funded by state and federal resources for access at and through the AJC system to assist customers in making appropriate educational decisions.	SDE
Provide data on the number of customers attending Partner funded activities in the region. The data should include numbers enrolled, completing and attaining a high school diploma or its equivalent or post-secondary certificate or credential.	SDE
Provide information necessary for the monitoring of AJC activities by the WDB. Provide its organizational chart, Equal Employment Opportunity and complaint procedures.	SDE
Provide an up to date directory of adult education and career training programs funded by the Partner under WIOA Title II and Carl D. Perkins Career and Technical Education Act to AJC partners and staff.	SDE
Provide information from the directory of Partner-funded adult education and career training programs and services to AJC customers.	WDB
Assess and refer AJC job-seeker customers in need of adult education services to the Partner.	WDB
Ensure that AJC staff coordinate with the Partner on services for individuals without a high school diploma or GED, who lack basic skills, or who have limited English proficiency, as appropriate.	WDB
Provide basic career services, including orientation, job search assistance, information on and referral to support services, labor market information, and employment related workshops.	WDB
Provide individualized career services to dislocated workers and low income individuals with barriers to employment, including comprehensive and specialized assessments, development of an individual employment plan, career counseling, short-term pre-vocational and workforce preparation activities, internships and work experiences.	WDB
Provide WIOA Title I-funded training services to eligible individuals, primarily	WDB

through Individual Training Accounts.	
Assist Partner with procurement of WIOA Title II services, including establishment of priorities in accordance with the local WIOA Plan.	WDB

VI. Referral Arrangements

In order to provide seamless delivery of services to customers, the Parties agree to the following referral principles:

- Each party will have information and receive training about the services of all partner agencies within the One-Stop/AJC.
- Customers accessing services through the One-Stop/AJC will receive assistance in determining which of the partner agencies may have services the customer needs.
- When one of the partner agencies learns that a customer could benefit from the services of another of the partner agencies, that agency will provide to the customer a referral to the other agency.

The Parties will ensure that staff makes appropriate referrals depending on each customer's individual needs, eligibility requirements, and other support services. Referrals will be made to partners/outside agencies based on intake and assessment and a determination of appropriateness. Detailed referral procedures will be described in the local/regional Addendum.

V. Cost Allocation and Resource Sharing Methodology

SDE agrees to fund infrastructure costs based on the proportionate share of use by SDE and/or its contracted provider staff consistent with each program's Federal authorizing statute(s) and agreements and other applicable legal requirements, including Federal cost principals that require costs that are allowable, reasonable, necessary and allocable as outlined in TEGL 3-15, and any other federal guidance pertaining to cost allocation and resource sharing.

VI. Confidentiality of Information

To safeguard information, the Parties agree:

- Their employees and agents are required to follow all applicable laws, regulations, policies and separate data sharing agreements, if applicable, as they apply to confidentiality of information with respect to any use or disclosure of program and/or customer specific information.
- Access to program/customer specific information is restricted only to authorized personnel and to agents of the parties, with prior authorization of the data owner.

VII. Equal Opportunity and Access to Services

The One-Stop/AJC system provides equal access to all job-seekers. The Parties agree:

- The partners in the One-Stop/AJC system are committed to, and will promote, non-discrimination, equal opportunity and equal access to services.
- The Parties will implement grievance procedures to ensure enforcement of non-discrimination and equal opportunity provisions within the One-Stop/AJC system.
- One-Stop/AJC system services, including materials, technology and facilities, will be accessible to individuals with barriers to employment, including individuals with disabilities.

- Individuals with barriers to employment will be given priority for individualized services in accordance with WIOA Section 121(c)(2)(A)(iv).
- The Parties commit to comply with the Americans with Disability Act Amendment of 2008.
- The Parties commit to promote capacity building and professional development for staff in order to increase awareness and understanding of serving individuals with barriers to employment and individuals with disabilities.

VIII. Severability

If any part of this MOU is found to be null and void, or is otherwise stricken, the rest of this MOU shall remain in full force and effect, until renegotiated or rewritten.

XI. Modification/Termination

This MOU and addendums, if applicable, constitutes the entire agreement between the parties hereto and will become effective upon its execution by the Parties. This MOU may be modified, altered, revised, by mutual written consent of the Parties through a written amendment signed and dated by the Parties. Submission of a revised MOU does not necessarily require a modification to the local plan.

Either party to this MOU may terminate participation in this MOU by giving not less than thirty (30) calendar days' prior written notice of intent to terminate to the other party.

X. Signatures

For the Connecticut State Department of Education:

Commissioner of SDE

Date

For the Workforce Development Board:

President or Executive Director

Date

Board Chair

Date

Chief Elected Official

Date

Addendum

WDB is in the process of negotiating terms of our local agreement. This addendum will be finalized no later than July 30, 2016.

DRAFT

**MEMORANDUM OF UNDERSTANDING
BETWEEN
WorkPlace
AND THE
CONNECTICUT DEPARTMENT OF REHABILITATION SERVICES**

In accordance with Title I, Section 121 (c) of the Workforce Innovation and Opportunity Act the local board, with the agreement of the chief elected officials, *shall develop and enter into a memorandum of understanding (between the local board and the one-stop partners) concerning the operation of the one-stop delivery system in five regional areas.*

Pursuant to the above, this MOU shall contain provisions describing the following:

- a. The services to be provided through the one stop/ American Job Center (AJC) delivery system, including the manner in which the services will be coordinated and delivered through such system;
- b. How the costs of such services and the operating costs of such system will be apportioned; and
- c. The methods of referral of individuals between the one-stop/AJC operator and the CTDORS for appropriate services and activities.

This MOU will serve as a framework of agreed upon terms. Specific local/regional program operation, the referral processes and business service delivery may vary depending on the local/regional area and shall be specified as addendums to this MOU when applicable.

I. Purpose of MOU

The purpose of this MOU is to articulate the roles and responsibilities of each Party in the creation of a seamless customer-focused service delivery network that integrates service delivery across programs, enhances access to services and improves long-term employment outcomes for individuals receiving assistance.

This MOU provides a foundation for assuring alignment and coordination of policies and operations across programs, in support of promoting a seamless operation, enhancing access to program services and the long-term employment outcomes for individuals with disabilities so that those individuals may prepare for and engage in competitive integrated employment consistent with their unique strengths, priorities, concerns, abilities, capabilities, interests and informed choice.

Programs and services will be coordinated and integrated where feasible by jointly serving common customers, supporting interagency in-service training and providing information and services that most directly meet the customer's needs.

II. Parties to the MOU

This Memorandum of Understanding (MOU) is between the following Workforce Development Board

- Capital Workforce Partners, One Union Place, Hartford, Connecticut
- Workforce Alliance, 560 Ella T. Grasso Blvd., New Haven, Connecticut
- The WorkPlace, 350 Fairfield Avenue, Bridgeport, Connecticut
- Northwest Regional Workforce Investment Board, 249 Thomaston Avenue, Waterbury, Connecticut
- Eastern Connecticut Workforce Investment Board, 108 New Park Avenue, Franklin, Connecticut

(herein referred to as “WDB”) and the Connecticut Department of Rehabilitation Services (herein referred to as “CTDORS” or “the Partner”), 55 Farmington Ave, Hartford, Connecticut (herein referred to as “the Parties”).

The parties to this MOU represent the following programs: WIOA Title I – Adult, Youth, Dislocated Worker; Jobs First Employment Services; and WIOA Title I- Amendments to the Rehabilitation Act of 1973.

III. Duration of Agreement

This MOU is effective for the period June 1, 2016 through June 30, 2019. Pursuant to the aforementioned legislation, the MOU shall be reviewed not less than once every 3-year period. The first date of renewal shall be July 1, 2019. The MOU shall automatically renew on July 1st of subsequent years.

IV. Coordination Service Delivery Activities

In order to eliminate duplication of services, the parties to this MOU agree to coordinate the delivery of services and activities to:

- Jointly promote the coordinated delivery of services through program integration, when feasible and joint planning at the state and local level.
- Coordinate resources and programs to ensure a streamlined and efficient workforce development system.
- Promote information sharing and coordination of activities to improve the performance of the One Stop/AJC system in part through the use of data access agreements.
- Promote the development and implementation of a more unified system of measuring program performance and accountability.

V. Services available through the One-Stop/AJC System

Parties agree to coordinate services in the implementation of a workforce development system that:

- Is committed to a customer focused comprehensive delivery system.
- Ensures the needs of adults, youth, and dislocated workers, and individuals with barriers to employment, including individuals with disabilities, are addressed, including access to technology and materials, are made available through the One-Stop/AJC system.
- Works towards aligning intake, case management and job placement services in an effort to maximize efficiencies and effectiveness.
- Develops collaborative relationships with the network of other agencies and partners in the local/regional area.

Access to the following services will be made available through the AJC/One Stop system by the responsible party(ies) listed.

I. Description of Services	Responsible Party
Provide consultation services to the One Stop service region including disability awareness, employer accommodations under the Americans with Disabilities Act (ADA) and guidance on the use of assistive technology that is available at the One Stop/AJC centers for individuals that require alternate modes of communication.	DORS
Assess and refer individuals with disabilities to the One Stop/AJC center(s) for competitive integrated employment opportunities consistent with their unique strengths, priorities, concerns, abilities, capabilities, interests and informed choice.	DORS

Serve as a resource of One Stop/AJC customers with disabilities requesting information and will assist with referral and application for vocational rehabilitation services.	DORS
Responsible for making timely vocational rehabilitation eligibility decisions based on established federal guidelines (within 60 days of application).	DORS
Provide guidance to the One Stop/AJC staff and customers on disability-related resources, agencies and activities that will help facilitate the transition to competitive employment.	DORS
Provide information sessions at the One Stop/AJC center(s) based on demand and resources in order to familiarize One Stop/AJC customers with DORS services.	DORS
Partner with the One Stop/AJC center(s) to provide career information and competitive integrated employment activities for youth with disabilities.	DORS
Ensure that the One Stop/AJC staff complete training provided by the partner in order to ensure awareness and sensitivity related to serving individuals with disabilities.	WDB
Consult with partner to improve access to services for individuals with disabilities, including youth with disabilities.	WDB
Ensure that One Stop/AJC staff coordinate services for individuals with disabilities as appropriate, with Partner.	WDB
Make Basic Career Services available to Partner referrals including the opportunity to participate in job-driven training and pursue high quality employment outcomes.	WDB
Make disability resources and information available to employers including information received from Partner's Employment Division.	WDB
Provide updated information to the Partner concerning new programs, initiatives, and grants.	WDB
Include Partner in outreach initiatives to under-served groups.	WDB
Determine eligibility for their respective programs	WDB & DORS
Deliver services to applicants and eligible individuals based on the specific policies that govern each entity	WDB & DORS
Provide information and data, if available, with respect to this MOU	WDB & DORS

II. Employment Related Workshops

The Parties agree to work together to ensure the delivery of relevant employment related workshops, eliminate unnecessary content duplication, increase efficiency and reduce any perceived confusion among customers. Each local/regional area will determine which Party will be responsible for workshop delivery based on needs, location, and resources (human and fiscal).

III. Referral Arrangements

In order to provide seamless delivery of services to customers, the Parties agree to the following referral principles:

- Each party will have information and receive training about the services of all partner agencies within the One Stop/AJC.
- Customers accessing services through the AJC will receive assistance in determining which of the partner agencies may have services the customer needs.

- When one of the partner agencies learns that a customer could benefit from the services of another of the partner agencies, that agency will provide to the customer a referral to the other agency.

The Parties will ensure that staff makes appropriate referrals depending on each customer’s individual needs, eligibility requirements, and other support services. Referrals will be made to partners/outside agencies based on intake and assessment and a determination of appropriateness.

IV. Employer Services

All employers in the workforce development area will receive consistent, quality services through One Stop/AJC staff. Parties will work together to ensure coordination of employer services, recruitment activities, applicant screenings and marketing of job opportunities. Employers will be strongly encouraged to conduct recruitments at the One Stop/ AJC facilities.

Recruitment and other business services on behalf of employers, including small employers, under the Rehabilitation Act of 1973, as amended by WIOA and under a variety of State laws. These services shall include the following:

RECRUITMENT AND OTHER BUSINESS SERVICES	Responsible Party
Conduct Business needs assessments	WDB & DORS
Funding for employment and training programs contingent upon fund availability.	WDB & DORS
Information on training programs	WDB & DORS
Coordinate marketing of apprenticeship training	WDB & DORS
Match customers to integrated employment opportunities consistent with their unique strengths, priorities, concerns, abilities, capabilities, interests and informed choice	WDB & DORS
Coordinate marketing of business and worker services offered under this title to area employers	WDB & DORS
Referral to employer hiring incentive programs	WDB & DORS

V. Cost Allocation and Resource Sharing Methodology

CTDORS agrees to fund infrastructure costs based on the proportionate share of use by CTDORS staff consistent with each program’s Federal authorizing statute(s) and agreements and other applicable legal requirements, including Federal cost principals that require costs that are allowable, reasonable, necessary and allocable as outlined in TEGL 3-15, and any other federal guidance pertaining to cost allocation and resource sharing.

VI. Confidentiality of Information

To safeguard information, the Parties agree:

- Their employees and agents are required to follow all applicable laws, regulations, policies and separate data sharing agreements, if applicable, as they apply to confidentiality of information with respect to any use or disclosure of program and/or customer specific information.
- Access to program/customer specific information is restricted only to authorized personnel and to agents of the parties, with prior authorization of the data owner.

VII. Severability

If any part of this MOU is found to be null and void, or is otherwise stricken, the rest of this MOU shall remain in full force and effect, until renegotiated or rewritten.

VIII. Modification/Termination

This MOU and addendums, if applicable, constitutes the entire agreement between the parties hereto and will become effective upon its execution by the Parties. This MOU may be modified, altered, revised, by mutual written consent of the Parties through a written amendment signed and dated by the Parties. Submission of a revised MOU does not necessarily require a modification to the local plan.

Either party to this MOU may terminate participation in this MOU by giving not less than thirty (30) calendar days' prior written notice of intent to terminate to the other party.

IX. Signatures

For the Connecticut Department of Rehabilitation Services:

Commissioner of DORS

Date

For the Workforce Development Board:

President or Executive Director

Date

Board Chair

Date

Chief Elected Official

Date

Addendum

WDB is in the process of negotiating terms of our local agreement. This addendum will be finalized no later than June 30, 2016.

DRAFT

**MEMORANDUM OF UNDERSTANDING
BETWEEN
WorkPlace
AND THE
CONNECTICUT STATE DEPARTMENT OF SOCIAL SERVICES**

In accordance with Title I, Section 121 (c) of the Workforce Innovation and Opportunity Act the local board, with the agreement of the chief elected officials, *shall develop and enter into a memorandum of understanding (between the local board and the one-stop partners) concerning the operation of the one-stop delivery system in five regional areas.*

Pursuant to the above, this MOU shall contain provisions describing the following:

- a. The services to be provided through the one stop/American Job Center (AJC) delivery system, including the manner in which the services will be coordinated and delivered through such system;
- b. How the costs of such services and the operating costs of such system will be apportioned; and
- c. The methods of referral of individuals between the one-stop/AJC operator and the CT State Department of Social Services for appropriate services and activities.

This MOU will serve as a framework of agreed upon terms. Specific local/regional program operation, the delivery of employment related workshops, referral processes and business service delivery may vary depending on the local/regional area and shall be specified as addendums to this MOU when applicable.

I. Purpose of MOU

The purpose of this MOU is to articulate the roles and responsibilities of each Party in the operation of the One Stop/AJC service delivery system in the State of Connecticut. Each Party is committed to promoting a seamless operation, enhancing access to program services and the long-term employment outcomes for both job seekers and employers.

This MOU provides a foundation for assuring alignment and coordination of policies and operations across programs, in support of a responsive delivery system that meets Connecticut's workforce development needs and the employment and training needs of all working-aged youth and adults in the state.

Programs and services will be coordinated and integrated where feasible by jointly serving common customers, supporting interagency in-service training and providing information and services that most directly meet the customer's needs.

II. Parties to the MOU

This Memorandum of Understanding (MOU) is between the following Workforce Development Board

- Capital Workforce Partners, One Union Place, Hartford, Connecticut
- Workforce Alliance, 560 Ella T. Grasso Blvd., New Haven, Connecticut
- The WorkPlace, 350 Fairfield Avenue, Bridgeport, Connecticut
- Northwest Regional Workforce Investment Board, 249 Thomaston Avenue, Waterbury, Connecticut
- Eastern Connecticut Workforce Investment Board, 108 New Park Avenue, Franklin, Connecticut

(herein referred to as “WDB”) and the Connecticut State Department of Social Services (herein referred to as “CT DSS” or “the Partner”), 55 Farmington Avenue, Hartford Connecticut 06105 (herein referred to as “the Parties”).

The parties to this MOU represent the following programs: WIOA Title I – Adult, Youth, Dislocated Worker; Temporary Assistance for Needy Families; Community Services Block Grant; and Supplemental Nutrition Assistance Program (SNAP).

III. Duration of Agreement

This MOU is effective for the period July 1, 2016 through June 30, 2019. Pursuant to the aforementioned legislation, the MOU shall be reviewed not less than once every 3-year period. The first date of renewal shall be July 1, 2019. The MOU shall automatically renew on July 1st of subsequent years.

IV. Coordination Service Delivery Activities

In order to eliminate duplication of services, the parties to this MOU agree to coordinate the delivery of services and activities by:

- Jointly promoting the coordinated delivery of services through program integration, when feasible and joint planning at the state and local level.
- Coordinate resources and programs to ensure a streamlined and efficient workforce development system.
- Promote direct access to services through real-time technology.
- Promote information sharing and coordination of activities to improve the performance of the One Stop/AJC system in part through the use of data access agreements.
- Promote the development and implementation of a more unified system of measuring program performance and accountability.

V. Services available through the One-Stop/AJC System

Parties agree to coordinate services in the implementation of a workforce development system that:

- Is committed to a customer focused comprehensive delivery system.
- Ensures the needs of adults, youth, and dislocated workers, and individuals with barriers to employment, including individuals with disabilities, are addressed, including access to technology and materials, are made available through the One-Stop/AJC system.
- Works towards aligning intake, case management and job placement services in an effort to maximize efficiencies and effectiveness.
- Develops collaborative relationships with the network of other agencies and partners in the local/regional area.

Access to the following services are made available through the AJC/One Stop system by the responsible party(ies) listed.

Career Services as described in WIOA Sec. 134(c)(2) is available to **Adults, and Dislocated Workers** through the One Stop/AJC delivery system or through referrals or contracts for services. In Connecticut the primary partners delivering these Career Services are the CT Department of Labor and the Workforce Development Boards.

Training Services: Workforce Development Boards will ensure access to training as described in WIOA Sec. 134 (d). Training services may include: Referral to occupational skills training; referral to On-the-job and customized training; skill upgrading and retraining; entrepreneurial training; job readiness training; Adult Education and Literacy activities provided in combination with the above listed services; and Customized training conducted with a commitment by an employer to employ upon successful completion of training.

VI. Services Available Through DSS

The Department of Social Services provides access to the following programs and services either directly or through regionally contracted providers:

Temporary Assistance for Needy Families – time limited funding for families in need including funding the Department of Labor for Jobs First Employment Services (JFES);

TANF – in addition to the overarching goals for Connecticut’s workforce system, the following goals are specific to the TANF and the JFES program:

TANF

Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

End the dependence of needy parents on government benefits by promoting job preparation, work and marriage. Prevent and reduce the incidence of out-of-wedlock pregnancies and establish annual numerical goals for preventing and reducing the incidence of these pregnancies.

Encourage the formation and maintenance of two-parent families.

JFES

1. Enable participants, through employment, to become independent from cash assistance by the end of the 21-month time limit established by state law;
2. Enable participants who become independent from cash assistance to remain employed and independent of cash assistance; and
3. Ensure that federally-established TANF Work Participation rates are met through employment of participants and engagement of participants in other allowable TANF work activities based on the regional and individual assessments of participants’ needs.

TANF/JFES

Connecticut’s Temporary Assistance for Needy Families (TANF)/Jobs First Employment Services (JFES) program is co-administered by the CT DSS and CT DOL. TANF/JFES provides assistance to needy families and pregnant women meeting eligibility criteria in all political subdivisions of the state. Assistance for basic needs is provided to needy families through the Temporary Family Assistance (TFA) component administered by CT DSS and the Jobs First Employment Services (JFES) program is administered by CT DOL in partnership with the Workforce Development Boards (WDBs). The ultimate goal of Connecticut’s TANF/JFES program is to provide assistance to needy families to enable them to move out of poverty and into self-sufficiency.

The TANF/JFES program is a time limited assistance program based on the assumption that welfare should be a temporary program of assistance and it is better to work than to be on welfare. Recipients are encouraged to assume personal responsibility for their economic self-sufficiency. Unless they meet exemption criteria, adults are required to seek and retain employment if it is available. Recipients unable to secure employment without intervention from the state will receive services, including education and training that will assist them in becoming employed. Applicants must attend the initial employment services assessment intake session for further employment assessment/plan development before TFA benefits are granted.

Following are the array of available Work Related Activities for TANF recipients:

1. Unsubsidized Employment
2. Subsidized Private Sector Employment
3. Subsidized Public Sector Employment
4. On-the-Job Training
5. Job Search and Job Readiness Assistance
6. Work Experience
7. Community Service Programs
8. Vocational Educational Training Not to Exceed 12 Months
9. Child Care for an Individual Participating in a Community Service Program
10. Job Skills Training Directly Related to Employment
11. Education Directly Related to Employment
12. Satisfactory Attendance at Secondary School or in a GED program

Supplemental Nutrition Assistance Program (SNAP), commonly known as Food Stamps includes an employment component. The SNAP E&T program's primary goal is to assist SNAP E&T participants with work-related activities that will lead to paid employment. SNAP E&T is a voluntary, skills based program with a focus on vocational training. Successful students gain skills needed to find employment or improve employment in the current job market. The resulting outcome is increased self-sufficiency and decreased dependence on public assistance.

Community Services Block Grants held regionally by the entities identified in the regional/local Addendum to this MOU. CT DSS administers the CSBG federal block grant with assistance from the CT community action agency network. The purpose of CSBG is the reduction of poverty, revitalization of low-income communities, and empowerment of low-income families and individuals to become fully self-sufficient. CSBG can provide an array of services - employment work supports, child and family development, community empowerment, independent living.

VII. Referral Arrangements

In order to provide seamless delivery of services to customers, the Parties agree to the following referral principles:

- Each party will have information and receive training about the services of all partner agencies within the One Stop/AJC.
- Customers accessing services through the AJC will receive assistance in determining which of the partner agencies may have services the customer needs.
- When one of the partner agencies learns that a customer could benefit from the services of another of the partner agencies, that agency will provide to the customer a referral to the other agency.
- Referrals to the Jobs First Employment Services come directly from the regional DSS offices to the regional JFES service providers through the shared online case management system.
- Referrals to CSBG and SNAP employment and training will be made in accordance with the regional/local addendum to this MOU.

The Parties will ensure that staff makes appropriate referrals depending on each customer's individual needs, eligibility requirements, and other support services. Referrals will be made to partners/outside agencies based on intake and assessment and a determination of appropriateness.

VII. Cost Allocation and Resource Sharing Methodology

American Job Center infrastructure cost sharing will be addressed at a future date, but no later than July 1, 2017. The parties agree to conduct a second phase of MOU development and that during Phase II the cost allocation and resource sharing methodology will be added as an amendment to this MOU.

VIII. Confidentiality of Information

To safeguard information, the Parties agree:

- Their employees and agents are required to follow all applicable laws, regulations and policies as they apply to confidentiality of information with respect to any use or disclosure of program and/or customer specific information.
- Access to program/customer specific information is restricted only to authorized personnel and to agents of the parties.

IX. Equal Opportunity and Access to Services

The one stop/AJC system provides equal access to all job-seekers. The Parties agree:

- The partners in the ACJ system are committed to, and will promote, non-discrimination, equal opportunity and equal access to services.
- The Parties will implement grievance procedures to ensure enforcement of non-discrimination and equal opportunity provisions within the AJC system.
- AJC system services, including materials, technology and facilities, will be accessible to individuals with barriers to employment, including individuals with disabilities.
- Individuals with barriers to employment will be given priority for individualized services in accordance with WIOA Section 121(c)(2)(A)(iv).
- The Parties commit to comply with the Americans with Disability Act Amendment of 2008.
- The Parties commit to promote capacity building and professional development for staff in order to increase awareness and understanding of serving individuals with barriers to employment and individuals with disabilities.

X. Severability

If any part of this MOU is found to be null and void, or is otherwise stricken, the rest of this MOU shall remain in full force and effect, until renegotiated or rewritten.

XI. Modification/Termination

This MOU and addendums, if applicable, constitutes the entire agreement between the parties hereto and will become effective upon its execution by the Parties. This MOU may be modified, altered, revised, by mutual written consent of the Parties through a written amendment signed and dated by the Parties. Submission of a revised MOU does not necessarily require a modification to the local plan.

Either party to this MOU may terminate participation in this MOU by giving not less than thirty (30) calendar days' prior written notice of intent to terminate to the other party.

XII. Signatures

For the Connecticut Department of Social Services:

Commissioner of Social Services

Date

For the Workforce Development Board:

Executive Director

Date

Workforce Board Chair

Date

Chief Elected Official

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
Regional Workforce Development Boards
AND THE
Connecticut State Department on Aging**

In accordance with Title I, Section 121 (c) of the Workforce Innovation and Opportunity Act the local board, with the agreement of the chief elected officials, shall develop and enter into a memorandum of understanding (between the local board and the one-stop partners) concerning the operation of the one-stop delivery system in five regional areas.

Pursuant to the above, this MOU shall contain provisions describing the following:

- a. The services to be provided through the one stop/ American Job Center (AJC) delivery system, including the manner in which the services will be coordinated and delivered through such system;
- b. How the costs of such services and the operating costs of such system will be apportioned; and
- c. The methods of referral of individuals between the one-stop/AJC operator and the **CT State Department on Aging (SDA)** for appropriate services and activities.

This MOU will serve as a framework of agreed upon terms. Specific local/regional program operation, the delivery of employment related workshops, referral processes and business service delivery may vary depending on the local/regional area and shall be specified as addendums to this MOU when applicable.

I. Purpose of MOU

The purpose of this MOU is to articulate the roles and responsibilities of each Party in the operation of the One Stop/AJC service delivery system in the State of Connecticut. Each Party is committed to promoting a seamless operation, enhancing access to program services and the long-term employment outcomes for both job seekers and employers.

This MOU provides a foundation for assuring alignment and coordination of policies and operations across programs, in support of a responsive delivery system that meets Connecticut's workforce development needs and the employment and training needs of all eligible older adults in the state.

Programs and services will be coordinated and integrated where feasible by jointly serving common customers, supporting interagency in-service training and providing information and services that most directly meet the customer's needs.

II. Parties to the MOU

This Memorandum of Understanding (MOU) is between the **Regional Workforce Development Boards** (herein referred to as "WDB")

- Capital Workforce Partners, One Union Place, Hartford, Connecticut
- Workforce Alliance, 560 Ella T. Grasso Blvd., New Haven, Connecticut
- The WorkPlace, 350 Fairfield Avenue, Bridgeport, Connecticut
- Northwest Regional Workforce Investment Board, 249 Thomaston Avenue, Waterbury, Connecticut
- Eastern Connecticut Workforce Investment Board, 108 New Park Avenue, Franklin, Connecticut

and the **Connecticut State Department on Aging** (herein referred to as “SDA” or “the Partner”), 55 Farmington Avenue, Hartford, CT 06105 (herein referred to as “the Parties”).

The parties to this MOU represent the following programs: WIOA Title I – Adult, Dislocated Worker; Title V Older Americans Act.

III. Duration of Agreement

This MOU is effective for the period April 1, 2016 through June 30, 2019. Pursuant to the aforementioned legislation, the MOU shall be reviewed not less than once every 3-year period. The first date of renewal shall be July 1, 2019. The MOU shall automatically renew on July 1st of subsequent years.

IV. Coordination Service Delivery Activities

In order to eliminate duplication of services, the parties to this MOU agree to coordinate the delivery of services and activities to:

- Jointly promote the coordinated delivery of services through program integration, when feasible and joint planning at the state and local level.
- Coordinate resources and programs to ensure a streamlined and efficient workforce development system.
- Promote information sharing and coordination of activities to improve the performance of the One Stop/AJC system in part through the use of data access agreements.
- Promote the development and implementation of a unified system of measuring program performance and accountability.

V. Services available through the One-Stop/AJC System

Parties agree to coordinate services in the implementation of a workforce development system that:

- Is committed to a customer focused comprehensive delivery system.
- Ensures the needs of adults, individuals with disabilities and individuals with barriers to employment, are addressed to ensure access to services, including access to technology and materials, and are made available through the One-Stop/AJC system.
- Works towards aligning intake, case management and job placement services in an effort to maximize efficiencies and effectiveness.
- Develops collaborative relationships with the network of other agencies and partners in the local/regional area.

Access to the following services will be made available through the AJC/One Stop system by the responsible party(ies) listed.

Career Services as described in WIOA Sec. 134(c)(2) is available to **Adults, and Dislocated Workers** through the One Stop/AJC delivery system or through referrals or contracts for services.

CAREER SERVICES	Responsible Party
Outreach, intake and orientation to the services available through the One-Stop	SDA & AJC

delivery system	
Initial assessment of skill levels (including literacy, numeracy and English language proficiency), aptitudes, abilities (and skill gaps), and supportive service needs	AJC
Job search and placement assistance and Career counseling, including the provision of information on in demand industry sectors and occupations; and the provision of information on non-traditional employment	AJC
Provision of referrals to and coordination of activities with other programs and services, including programs and services within the one-stop delivery system, and in appropriate cases, other workforce development programs.	AJC
Provision of workforce and labor market employment statistics information, including the provision of accurate information relating to local, regional, and national labor market areas, including: job vacancy listings in such labor market areas; information on job skills necessary to obtain the jobs described in the job vacancy listings; and information relating to local occupations in demand and the earnings, skills requirements and opportunities for advancement for such occupations.	AJC
Provision of program performance and cost information on eligible providers of training services.	AJC
Information on the performance of the local area and the One-Stop delivery system in a format that is usable and understandable to One-Stop/AJC customers	AJC
Information on the availability of, and referral to, supportive services in the local area, including child care & transportation, and referral to such services needed in a format that is usable by and understandable to one stop/AJC customers	AJC
Assistance in establishing eligibility for programs of financial aid assistance for other training and education programs available in local area	AJC
Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers	AJC
Development of an individual employment plan, to identify the employment goals and career pathways to attain career objectives	AJC
Group counseling	SDA & AJC
Individual Counseling	SDA & AJC
Career planning	SDA & AJC
Short term pre-vocational services	AJC
Workforce preparation activities	SDA & AJC
Determine Adult eligibility to receive assistance under Title I of WIOA	AJC
Determine Dislocated Worker eligibility and refer to WIOA Title I services	AJC
Information on and assistance filing UI claims	AJC
Follow-up services (including workplace counseling) for 12 months for individuals participating in Title 1 funded activities who are placed unsubsidized employment	AJC
Referral to Financial literacy services	AJC
Work experience	SDA & AJC

Out-of-area job search assistance and relocation assistance	AJC
English language acquisition	AJC

Training Services: WDB will ensure access to training as described in WIOA Sec. 134 (d) for Adults and Dislocated Workers and may include the following:

TRAINING SERVICES	Responsible Party
Occupational skills training, including training for non-traditional employment	AJC
On-the-job training	SDA & AJC
Incumbent Worker Training in accordance with subsection (d)(4)	AJC
Programs that combine workplace training with related instruction, which may include cooperative education programs	AJC
Training programs operated by the private sector	AJC
Skill upgrading and retraining	SDA & AJC
Entrepreneurial training	AJC
Transitional jobs in accordance with sub-section (d)(5)	AJC
Job readiness training provided in combination with services described in any of clauses (i) through (viii)	AJC
Adult Education and Literacy activities including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with any of the above training services except transitional jobs and job readiness training	AJC
Customized training conducted with a commitment by an employer or employer group to employ an individual upon successful completion of the training	AJC

REEMPLOYMENT SERVICES	Responsible Party
Employment registration. To ensure, so far as practical, that individuals are placed in jobs which utilize their highest skills and that applicants qualified for job openings are appropriately referred, applications for registration shall be taken on adversely affected workers who apply for reemployment services.	AJC
Employment counseling. When local job opportunities are not readily available, counseling shall be used to assist individuals to gain a better understanding of themselves in relation to the labor market so that they can more realistically choose or change an occupation or make a suitable job adjustment	SDA & AJC
Vocational testing. Testing shall be used to determine which individual skills or potentials can be developed by appropriate training.	AJC
Job search allowances. The individual, if eligible, shall be provided job search allowances to defray the cost of seeking employment outside of the commuting area.	SDA & AJC
Relocation allowances. The individual, if eligible, shall be provided relocation allowances to defray the cost of moving to a new job outside of the commuting area.	AJC
Job Development. A State agency shall develop jobs for individuals by soliciting job interviews from public or private employers and shall work with potential employers to customize or restructure particular jobs to meet individual needs	SDA & AJC
Supportive services. Supportive services shall be provided so individuals can obtain or retain employment or participate in employment and training programs leading to eventual placement in permanent employment. Such services may include work orientation, basic education, communication skills, child care, and any other services necessary to prepare an individual for full	SDA & AJC

employment in accordance with the individual's capabilities and employment opportunities.	
Self-directed job search. Self-directed job search programs shall be initiated to assist individuals in developing skills and techniques for finding a job.	SDA & AJC

VI. Employment Related Workshops

The Parties agree to work together to ensure the delivery of relevant employment related workshops, eliminate unnecessary content duplication, increase efficiency and reduce any perceived confusion among customers. Each local/regional area will determine which Party will be responsible for workshop delivery based on needs, location, and resources (human and fiscal).

VII. Referral Arrangements

In order to provide seamless delivery of services to customers, the Parties agree to the following referral principles:

- Each party will have information and receive training about the services of all partner agencies within the One Stop/AJC.
- Customers accessing services through the AJC will receive assistance in determining which of the partner agencies may have services the customer needs.
- When one of the partner agencies learns that a customer could benefit from the services of another of the partner agencies, that agency will provide to the customer a referral to the other agency.

The Parties will ensure that staff makes appropriate referrals depending on each customer's individual needs, eligibility requirements, and other support services. Referrals will be made to partners/outside agencies based on intake and assessment and a determination of appropriateness.

IX. Cost Allocation and Resource Sharing Methodology

To be determined pending receipt of WIOA final regulations, to be determined on or before July 1, 2017

X. Confidentiality of Information

To safeguard information, the Parties agree:

- Their employees and agents are required to follow all applicable laws, regulations, policies and separate data sharing agreements, if applicable, as they apply to confidentiality of information with respect to any use or disclosure of program and/or customer specific information.
- Access to program/customer specific information is restricted only to authorized personnel and to agents of the parties, with prior authorization of the data owner.

XI. Severability

If any part of this MOU is found to be null and void, or is otherwise stricken, the rest of this MOU shall remain in full force and effect, until renegotiated or rewritten.

XII. Modification/Termination

This MOU and addendums, if applicable, constitutes the entire agreement between the parties hereto and will become effective upon its execution by the Parties. This MOU may be modified, altered, revised, by mutual written consent of the Parties through a written amendment signed and dated by the Parties. Submission of a revised MOU does not necessarily require a modification to the local plan.

Either party to this MOU may terminate participation in this MOU by giving not less than thirty (30) calendar days' prior written notice of intent to terminate to the other party.

XIII. Signatures

For the Connecticut State Department on Aging:

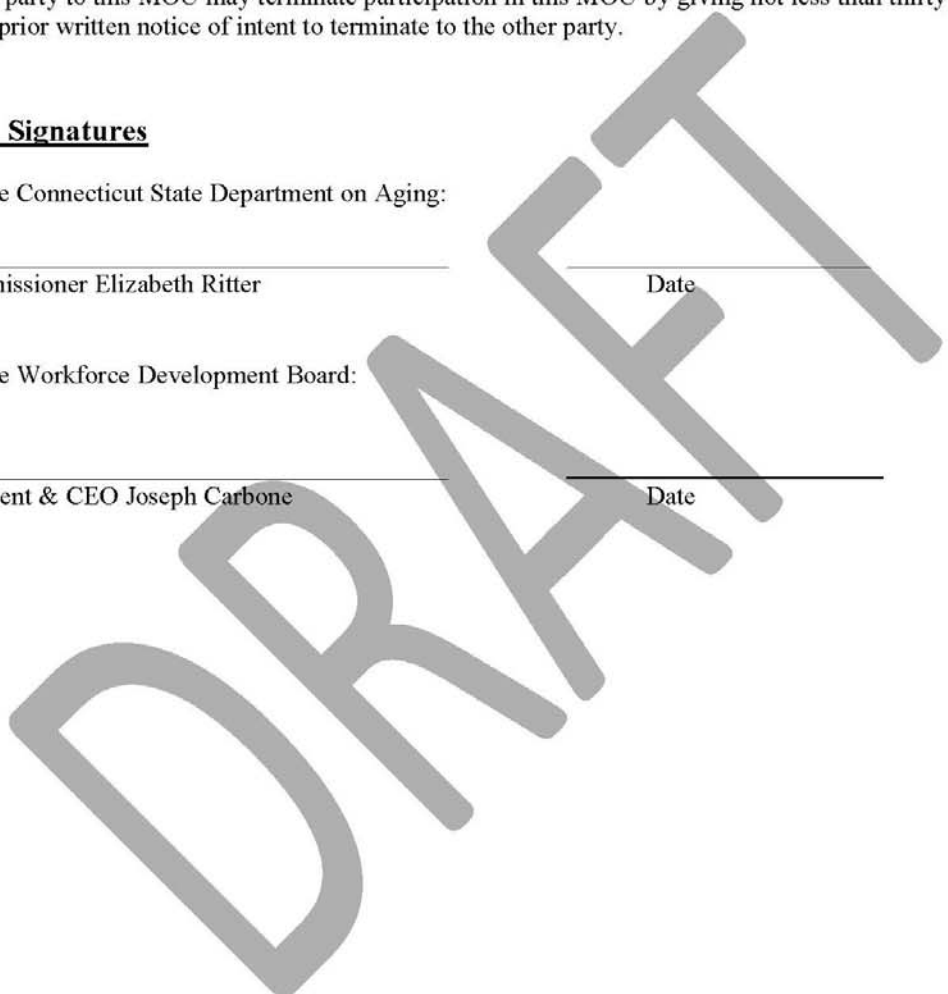
Commissioner Elizabeth Ritter

Date

For the Workforce Development Board:

President & CEO Joseph Carbone

Date



Addendum

The Southwest Workforce Development Board agrees to the following with the Connecticut State Department on Aging (SDA):

To be finalized

DRAFT

MEMORANDUM OF UNDERSTANDING

Washington Village/South Norwalk Choice Neighborhoods Initiative

I. Purpose

This Memorandum of Understanding (MOU) is entered into between the Housing Authority of the City of Norwalk (NHA), located at 24 ½ Monroe Street, Norwalk Connecticut 06854 and **The WorkPlace** and **Career Resources** located at 350 Fairfield Avenue, Bridgeport, Connecticut 06604 for the purpose of providing programs and services to the residents of Washington Village and those living within the Choice Neighborhoods Initiative delineated area of South Norwalk.

The MOU will strengthen the ability of the NHA and the **WorkPlace** and **Career Resources** to work collaboratively to expand the opportunities available to this population.

II. Description of Parties

Housing Authority of the City of Norwalk

The Norwalk Housing Authority provides affordable housing both in our residences and through Section 8, providing rent subsidies in the form of housing assistance payments in rental apartments. In addition NHA owns and manages 18 properties throughout Norwalk helping over 2,000 families citywide. The Norwalk Housing Authority provides a range of educational opportunities for residents of assisted housing in Norwalk including free after school programs and enrichment programs for children. In addition, the dream of a college education is now possible for Norwalk Housing Authority residents, thanks to the Norwalk Housing Foundation College Scholarship Program.

The WorkPlace

The WorkPlace, Southwestern Connecticut's Regional Workforce Investment Board is a private, not-for-profit, 501(c)(3) corporation that provides employment and training services for a 20-town region in lower Fairfield County Connecticut. The WorkPlace currently serves more than 30,000 individuals each year as the administrative entity for the Workforce Investment Act (WIA), Temporary Assistance for Needy Families (TANF) Programs and other federal, state and private funding sources.

Career Resources

Career Resources, Inc. is a non-profit founded in 1995 to focus exclusively on workforce development, job training and career matching for disadvantaged people. Today they offer a menu of 17 different programs throughout the state, offering critical supports such as Adult education, programming for non-custodial parents, services for job seekers with disabilities, as well as nationally acclaimed programs such as STRIVE attitudinal job readiness, the national Career Job Readiness Certificate and Microsoft's Digital Library.

In 2014 the NHA was awarded a Choice Neighborhoods Initiative grant (CNI) by the U.S. Department of Housing & Urban Development (HUD) for the redevelopment of the 136 unit Washington Village housing complex and addressing Critical Community Improvements in the surrounding neighborhood. This facilitated the development of a Transformation Plan that includes support and personal enrichment programs for area residents. Utilizing Case Management and Relocation staff, residents will be assisted with the development of Individual Service Plans and encouraged to become engaged with the network of CNI Service Partners to achieve their goals. Residents will also be provided with relocation assistance during the housing reconstruction period.

III. Roles and Responsibilities

The NHA has devoted staff for the coordination of personal enrichment, self-sufficiency and educational programs and services. NHA has retained Housing Opportunities Unlimited (HOU) to provide Case Management, Job Placement and Relocation services. Working with HOU, the NHA will assist with the implementation of the individual service plans and coordinate with the network of service providing partners who have made commitment to participate in this initiative.

The NHA will be establishing a satellite CNI office facility to coordinate the provision of Case Management and Relocation Services. Within this space The WorkPlace will be provided a furnished office with phone and WiFi service and basic administrative support systems. A furnished conference room/training room will also be provided for workshops and other training events. These facilities will be provided at no cost to The WorkPlace and Career Resources.

In support of the Norwalk Housing Authority's Washington Village/South Norwalk Transformation Plan, **The WorkPlace** will provide the following in-kind services for residents of Washington Village and the greater South Norwalk neighborhood in conjunction with a FY 2013 CNI implementation grant. Deployment of the *CTWorks Career Coach*, a self-contained vehicle equipped with state-of-the-art telecommunications equipment. The *Career Coach* offers a full array of employment, re-employment and employers' services. It contains 10 computer workstations with the ability to accommodate additional people, through the use of wireless laptops. The *Career Coach* is able to respond to private and

public workforce related needs. It will increase access for people with disabilities, and gives a greater presence to areas that do not have an employment center nearby. Youth and adults, who might not otherwise be attracted to employment centers, will have these services available when the *CT Works Career Coach* goes out to the Washington Village public housing site and the greater South Norwalk neighborhood. The cost to deploy the staffed *CTWorks Career Coach* is \$750 per day. The WorkPlace is committing to deploy the Career Coach twice each month for a total value of \$18,000 per year; \$90,000 over the five year performance period of the Choice Neighborhood grant.

In addition, The WorkPlace will dedicate ten individual training accounts (ITA) each year to eligible residents of the Washington Village and the greater South Norwalk neighborhood. With more than 195 programs of study to choose from, the value of each ITA is \$3,000. This is an in-kind commitment of \$30,000 per year; \$150,000 over the five year performance period of the grant. Furthermore, if resources for infrastructure and staffing become available, The Work Place is willing to explore locating a satellite *CTWorks One Stop Career Center* in South Norwalk.

The WorkPlace will support this Transformation Plan with a total leveraged value of \$240,000 over the next five years and the life of the Transformation Plan. We will work collaboratively with the Norwalk Housing Authority and its procured People Lead, Housing Opportunities Unlimited, to ensure seamless coordination of service delivery as well as tracking and reporting of outcomes. We believe our support and commitment will directly impact the outcomes you seek for the People component and we look forward to working with you on this exciting endeavor.

The cornerstone of **Career Resources** services in southwestern Connecticut is our operation of the CTWorks/American Job center system which blends our outstanding programming and employer engagement with Workforce Investment Act scholarships, core job search, and Jobs First Employment services for recipients of Temporary Family Assistance. The CTWorks/American Job Center is a comprehensive job search and matching resource for all job seekers offering job listings, numbers training and workshops, fully equipped computer labs, access to WIA scholarships which are based on growth industries and the services of a CRI Job Developer Consortium that meets monthly to share training, best practices and job leads.

Existing Commitment:

- CRI currently serves South Norwalk residents with all available programs at the Bridgeport facility and through a satellite office in Stamford offering WIA and JFES services. There is no satellite office in Norwalk at this time.

New Commitment:

- In support of the Washington Village/South Norwalk Transformation Plan, CRI will provide all agency and One-Stop services for residents of Washington Village and the greater South Norwalk Neighborhood. CRI will use existing resources and seek other funding to provide the following One-Stop Services to Washington Village residents:
 - Digital Literacy Training
 - National Career Readiness Certificate (NCRC) pre-test, tutorial and testing
 - JFES and WIA services
 - Earned benefits Outreach, determining eligibility for 13 different benefit programs with a half-hour intake
 - Job Matching, if employing a CRI Job developer
 - Full access and coordination with all Bridgeport services
 - Funding to offer STRIVE and Adult Education on-site

CRI is excited to support the Choice Neighborhoods Initiative and to expand the serves to the residents of Washington Village and South Norwalk. With a value of \$750 per program participant, and the goal of assisting 300 individuals each year, the value of the services provided over the five-year program period would be \$1,125,000.

IV. Terms of this Agreement

This MOU shall be in effect from the date of signature, shall be reviewed by both parties on an annual basis, and may be revised with the written consent of both parties. The CNI grant will expire on September 30, 2021 though efforts are being made to continue the implementation of the Transformation Plan through the creation of an Endowment Fund.

Career Resources, Inc.

The WorkPlace

By: Scott K. Wildeman

By: Joseph M. Carbone

Title: President and CEO

Title: President and CEO

Signature: _____

Signature: _____

Date: _____

Date: _____

Housing Authority of the City of Norwalk

By: Curtis O. Law

Title: Executive Director

Signature: _____

Date: _____

DRAFT

AJC Partner Contact List

DOL: Wagner Peyser

Adult Education (from Central Office)

Vocational Rehabilitation (from Central Office)

Bureau of Rehabilitative Services (BRS)

DORS

BESBE

Title V (Senior Services) (from State Department of Aging)

Perkins Act (Technical Education)

Bullard Haven

Other Vocational Schools

Community Services Block Grants

ABCD

Housing Authority in Norwalk

TEAM

HUD

Bridgeport

Norwalk

Ansonia

Second Chance Act

(Need a delegate from the Governor's office)

Title IV of Social Security Act (Higher Ed)

Housatonic Community College

Norwalk Community College

TANF (Temp Assistance for Needy Families)

DSS

Taken for the Southwest CT WIA Policy Manual (Page 12-13)

ADULT and DISLOCATED WORKER ELIGIBILITY AND SERVICE PRIORITY

General Eligibility Requirements

A. To receive Title I B Adult or Dislocated Worker intensive services, an individual must:

1. Be a U.S. Citizen or Registered Alien;
2. Meet Selective Service Registration requirements, if applicable; and
3. Have received at least one core service, even if provided by a partner program.

B. Additional Eligibility Requirements for Adults

1. Individuals must be 18 years of age or older and
2. Meet the service priority required for adults (e.g., low-income and public assistance recipients).

C. Additional Eligibility Requirements for Dislocated Workers

An individual must meet the WIA definition of a dislocated worker or displaced homemaker definition.

Service Priority For WIA Adults (WIA Law Section 134(d)(4)(E))

Core services are universally available to all individuals entering an American Job Center. However, covered persons (veterans and eligible spouses of veterans) are given priority of service over non-covered persons.

A. Adult Service Priority

1. Priority for intensive and training services shall be given to recipients of public assistance and low-income individuals consistent with the Workforce Investment Act.

WIA Section 101(25) defines a Low-Income individual as an individual who:

- a) receives, or is a member of a family that receives, cash payments under a Federal, State, or local income-based public assistance program. Cash public assistance includes: TANF (Temporary Assistance for Needy Families), SSI (Supplemental Security Income), General Assistance (GA) or Refugee Cash Assistance (RCA);
- b) received an income, or is a member of a family that received a total family income, for the 6-month period prior to application for the program involved (exclusive of unemployment compensation, child support payments, cash public assistance, and old-age and survivors insurance benefits under the Social Security Act that, in relation to family size, does not exceed the higher of (I) the poverty line, for an equivalent period; or (II) 70 percent of the lower living standard income level, for an equivalent period (see Income/Family Size Determination for guidance on how low-income status is determined);
- c) is a member of a household that receives (or has been determined within the 6-month period prior to application for the program involved to be eligible to receive) food stamps pursuant to the Food Stamp Act of 1977;

- d) qualifies as a homeless individual as defined by the Steward B. McKinney Homeless Assistance Act;
- e) is an individual with a disability whose own income meets the requirements of a program described in subparagraph (a) or (b), but who is a member of a family whose income does not meet such requirements. (WIA Section 101(25))

2. Individuals who are recipients of public assistance (TANF, SNAP/Food Stamps, Supplemental Security Income (SSI), Refugee Cash Assistance (RCA), and General Assistance (GA)) may be automatically income eligible and no further income verification is required if the individual has provided acceptable documentation.

a) SNAP (Food Stamp) documentation must be current and verify that the individual receives or is a member of a household that is receiving SNAP benefits as described in 1. (c). Examples of documentation include the Letter of Award if the individual is the recipient, or documentation that lists the individual is a member of the household receiving SNAP, and documentation such as a SNAP benefit summary showing the dates to verify that benefits were received within the six-month period prior to application to a WIA program.

b) Cash Public Assistance:

(1) TANF documentation must be current and verify that the individual is receiving or is a member of a family that is receiving TANF payments at the time of application to a WIA program. Examples of acceptable documentation include the Letter of Award if the individual is the recipient, or documentation that lists the individual as a member of the family currently receiving TANF, and documentation such as the TANF benefit summary that shows the dates of the public assistance.

(2) SSI, RCA and GA are payments made to a single recipient. The individual applying to WIA must be the recipient at the time of application to a WIA program in order to be considered as receiving public assistance and would be considered as a family of one. Examples of acceptable documentation include the Award Letter or other authorization notice to receive cash public assistance.

B. Dislocated Worker Priority for Intensive and Training Services

The Workforce Investment Act does not provide a priority of service requirement for dislocated workers. However, plant closures or significant dislocation events are given priority for Intensive and Training services. All other eligible individuals impacted are considered of equal status for receipt of services notwithstanding federal requirements pertaining to priority for covered persons (veterans and eligible spouses).

C. Priority of Service for Covered Persons, also known as Veterans' Priority of Service (P.L. 107-288 (Jobs for Veterans Act) and 20 CFR Part 1010)

1. Veterans and eligible spouses of veterans (covered persons) are entitled to priority over non-covered persons for the receipt of employment, training, and placement services provided under new or existing USDOL-funded job training programs.
2. Veterans priority of service does NOT change a program's intended functions; covered persons still need to meet all program eligibility requirements.

3. Priority of service applies to every qualified job training program funded, in whole or in part by USDOL including:
 1. Any such program or service that uses technology to assist individuals to access workforce development programs (such as job and training opportunities, labor market information, career assessment tools, and related support services);
 2. Any such program or service under the public employment service system, One-Stop Career Centers, the Workforce Investment Act of 1998, a demonstration or other temporary program; and
 3. Any workforce development program targeted to specific groups, and those programs implemented by WIB's or local service providers based on Federal block grants administered USDOL.
 4. Service Providers must ensure a process for identifying covered persons at the point of entry including enrollment into workforce services, to allow covered persons to take full advantage of priority of service. Identification does not mean verification of veteran status. Self-identified veterans must be made aware of:
 - a. Their entitlement to priority of service;
 - b. The full array of employment, training, and placement services available under priority of service; and
 - c. Any applicable eligibility requirements for those programs and/or services.



JOIN US! YOUR INPUT MATTERS

Community Meeting on SWCT Regional Workforce Development Plan

The WorkPlace is asking for comments and feedback on a plan to guide the local workforce system for the next 4 years.

The WorkPlace helps people prepare for careers and strengthens the workforce for employers. As the Regional Workforce Development Board, we administer workforce development funds and coordinate providers of job training and education programs that meet the needs of residents and employers in the region.

This forum is for employers, government agencies, jobseekers, education providers, community organizations, labor and anyone else with an interest in workforce development.

Forum One
Tuesday May 10, 2016
Norwalk Community College
188 Richards Ave. Room #W103
8:00 am to 10:00 am

Forum Two
Thursday May 12, 2016
Valley United Way
54 Grove Street, Shelton
8:30 am to 10:30 am

REGISTRATION REQUESTED
<http://bit.ly/WP2016Forum>
or call (203) 610- 8570



Public Notice

Friday, May 6, 2016 | Connecticut Post | C7

BUILDING LOTS FOR SALE

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 Branford CT
 9.7 +/- ac Zone Multi Family \$2.1M
 Naugatuck, CT
 54 ac w/house Zone R-15/SF \$650k
 Newtown CT
 9.1 +/- ac Zone M-5/Com, Ind \$850k
 Shelton, CT
 1.8 +/- ac Multi Family \$1.2M
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PORSCHE CAYENNE TURBO '04 Camion red metallic, 4.5L, V8, 450 HP, 4,700mi. 20" Cayenne sport wheels, incl. 4 18" wheels. Electric comfort pkg. Sport. Dnk. wood steering wheel, wheel hub covers colored red, Moon roof, partial ent. & drive. 6-disc CD changer, front & back radar & laser. One owner. MINT condition. \$39,000. (203)270-8188; Email: ecdstoelken@aol.com

PUBLIC NOTICES

**TOWN OF STRATFORD
 WARNING
 SPECIAL ELECTION
 ZONING COMMISSION, ZONING DISTRICT V
 May 24, 2016**

The Electors of the Ninth and Tenth voting districts in the Town of STRATFORD are hereby warned to meet at their respective polling places in said town on Tuesday, May 24, 2016, for the purpose of casting their votes for Zoning Commissioner to Fill Vacancy for ZONING DISTRICT V.

Notice is hereby given that the location of the polling places is as follows:

Polling Place Location	Voting District	Address of Polling Place
Bunnell High School	District 9	1 Bulldog Blvd.
Second Hill Lane	District 10	85 Second Hill Lane

Absentee Ballots will be counted at the following central location:
 Stratford Town Hall, 2725 Main St. in Room 213.

The polls will be opened at 8:00 a.m. and will remain open until 8:00 p.m.

Dated at Stratford, Connecticut, this 4th day of May 2016.

Attest: Susan M. Pawluk
 Stratford Municipal Clerk

PUBLIC NOTICES

LEGAL NOTICE
 Connecticut Superior Court
 J. D. of Ansonia/Milford at Milford
 Docket No: AAN-CV-16-8020214-S
 In the matter concerning:
 Meadow Brook Estates
 Homeowners Association, Inc.
 Vs:
 Wanciak, Mary-Jo, Et Al
 Notice To: Mary-Jo Wanciak
JDNQ NOTICE
ORDER REGARDING: 03/28/2016
 103.00 Motion To Modify - General. The foregoing, having been considered by the Court, is hereby: Order: GRANTED. The plaintiff has named Mary-Jo Wanciak as a defendant in the complaint brought to the above named court seeking Foreclosure. This complaint was returnable to the above named court on 2/23/2016 and is now pending therein. The court finds that the defendant has not appeared in this action, and, so far as the plaintiff knows, has not received actual notice of the institution or pendency of it; address is unknown. Now therefore, it is hereby ordered that further notice of this action be given to each such defendant by some proper officer (or person) causing a true and attested copy of this order to be published in Connecticut Post once a week for two successive weeks, to be completed before 5/24/2016, said defendant to appear in this action on or before the

Notice of Tentative Determination to Approve Structures, Dredging & Fill
 Applicants: City of Bridgeport
 Application No. 201506828-SB
 Municipality: City of Bridgeport

The Department of Energy and Environmental Protection ("DEEP") hereby gives notice that a tentative determination has been reached to approve the following application submitted under Section 22a-361 of the Connecticut General Statutes ("CGS") for a permit and under Section 401 of the Federal Clean Water Act ("CWA") for a discharge into an R-A zone.

#8 921 - 923 Briarwood Ave. - Petition of Chalon Bonhomme - Seeking a use variance under Sec. 5-1-2 and also seeking variances of the maximum site and minimum landscaping requirements of Sec. 5-1-3; the vehicle maneuvering space requirement of Sec. 11-1-10 and the perimeter landscaping requirements under Sec. 11-1-13 to legalize the conversion of the legal nonconforming 2-family dwelling into a 3-family dwelling in an R-A zone.

#9 1225 Seaview Ave. - Petition of O & G Industries, Inc - Appealing under Sec. 14-10 of the Zoning Regulations of the City of Bridgeport and Sec. 8-7 of the CT State Statutes whereby it is alleged that the Zoning Enforcement Officer erred in his issuance of an Order to Comply for the expansion of the concrete and rock crushing business without proper approvals in an MU-LI zone and coastal area. The applications and plans for the above described matters are on file in the Zoning Department, Room 210, 45 Lyon Terrace and may be inspected Monday through Friday during office hours, 9am-5pm. This notice is also on file in the City Clerk's office.

**ZONING BOARD OF APPEALS
 CITY OF BRIDGEPORT
 LINDA GRACE, ACTING CHAIRPERSON**

NOTICE
 The Water Pollution Control Authority for the City of Bridgeport will hold a Public Hearing on May 17, 2016 at 5:15 P.M. pursuant to Connecticut General Statutes, Section 7-255 and Section 13.04.220 of the Bridgeport Code of Ordinances to present the Proposed Budget for Fiscal 2017 with the projected revenue and expenses and proposed charges for the connection with and for the use of the City of Bridgeport sewerage system.

**Tuesday, May 17, 2016
 at 5:15 P.M.
 Bridgeport City Hall
 45 Lyon Terrace
 Wheeler Room A**

All owners of property against which the charges are to be levied shall have an opportunity to be heard concerning the proposed charges. A copy of the proposed charges will be on file in the City Clerk's Office, City Hall, 45 Lyon Terrace, and available for inspection by the Public at least ten (10) days before the date of the Public Hearing.

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go ENTERTAINMENT GUIDE

Public Notice
 The WorkPlace is looking for public input regarding the 2016-2020 SWCT Workforce Development Board Local Plan. To access the plan and provide feedback, visit www.workplace.org

NEWS

SHELTON

Counselors, police to discuss drug awareness for parents

By Michael P. Mayko

SHELTON — Heroin overdoses are quickly becoming commonplace across the state.

And on two cold February days in the Valley they became deadly.

So on Monday night Shelton police, along with the city's Board of Education, the Parent-Teacher Organization and the Greater Valley Substance Abuse Council, will conduct a parental primer on recognizing signs of substance abuse, as well as offering resources for help.

The program will begin Monday at 6:30 p.m. in the auditorium of Shelton Intermediate School, 675 Constitution Boulevard North. It comes just three days after Bradley Commerford pleaded guilty in federal court to supplying heroin to a 16-year-old earlier this year.

It was Commerford's heroin, law enforcement officials say that was respon-

sible for two overdoses in Shelton as well as a fatal one on Hawthorne Avenue in Derby Feb. 16-17. The second death on Summit Street in Derby is not related to Commerford, according to investigators.

Nevertheless, there have been two heroin-related deaths and 20 overdoses in Shelton during the past year. Statewide there were 724 opioid-related deaths in 2015.

As part of a plea bargain agreement worked out between Assistant U.S. Attorney Robert Spector and Assistant U.S. Public Defender James Maguire, Commerford, a 20-year-old Derby resident and admitted addict, will face a recommended prison sentence between 57 and 71 months. He will be sentenced July 28 by U.S. District Judge Alvin W. Thompson in Hartford.

Shelton and Derby police, working with a U.S. Drug Enforcement Administration Task Force, arrested Commerford after Monroe police uncovered several cellphone text messages on the dead man's phone. Police arrested Commerford on his way to meet with his Waterbury supplier, according to his girlfriend.

For Commerford, this was not the first heroin-related death involving one of his friends. When he was 10, Commerford invited a 13-year-old friend to sleep over his house. The boy, Frank Korondi, of Shelton, died after snorting heroin supplied by Commerford's sister and her husband.

The pair, Angelo and James Krasowski, were sentenced to 17 years in prison. A court later awarded \$2.25 million in damages against the couple to the boy's parents.



Contributed photo

Bradley Commerford, 21, originally from Derby, was arrested in February on charges related to a heroin overdose death and two Shelton overdoses. On Friday, he pleaded guilty in New Haven federal court to one count of distribution of heroin to an individual who is under 21 years of age. He will be sentenced on July 28.

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UNIVERSITY OF BRIDGEPORT



BK Angeletti / For Hearst Connecticut Media

David Lazarini, of Bridgeport, Zurab Kakichashvili, of Georgia, and Amer Williams, of New Haven, take a group selfie during the University of Bridgeport's 106th commencement ceremony at the Webster Bank Arena in Bridgeport on Saturday.

POLITICS

House leader urges GOP leader not to bar reporter

STAFF REPORTS

The Republican leader in the state House is urging the party's chairman to reconsider his decision to bar Hearst Connecticut Media's political reporter from attending the state party convention.

State Rep. Themis Klarides, the Republican state House minority leader, said he disagrees with R.R. Romano's decision to bar Neil Vigdor from cov-

ering Monday's state Republican convention.

"I sincerely believe that we need more transparency in politics today, not less," Klarides said Saturday.

"Banning a member of the press because you may disagree with coverage is not a wise move."

On Friday, Romano, of Derby, said down Vigdor's request to attend the event in the Connecticut Convention Center,

what he characterized as a series of negative stories about state Republicans that used anonymous sources. "I'm tired of him having unnamed sources," Romano said Friday. "I question his motivations. Neil Vigdor is not treating

us fairly. I just want to be treated fairly. I'm not being treated fairly."

On Saturday, Romano said he understands where Klarides is "coming from" and is only barring Vigdor, not Hearst, from covering the convention.

The WorkPlace

JOIN US! YOUR INPUT MATTERS

Community Meetings on SWCT Regional Workforce Development Plan

The WorkPlace is asking for comments & feedback on a plan to guide the local workforce system for the next 4 years.

Forum One
Tuesday, May 10, 2016
Norwalk Community College
188 Richards Ave. Room #W103 • 8:00 am to 10:00 am

Forum Two
Thursday, May 12, 2016
Valley United Way
54 Grove Street, Shelton • 8:30 am to 10:30 am

REGISTRATION REQUESTED
<http://bit.ly/SWCTForum> or call (203) 641-1575

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NEIGHBORHOODS

What's going on in your part of Norwalk

Pat Tomlinson

WEST NORWALK

Most West Norwalkers would agree that there is nothing quite like driving beneath the vibrant canopy formed in the brick of aging, arching concrete bridge overhanging the neighborhoods roads.

The public burst of ideas created by the neighborhood advisory panels and the online dialogue to make the neighborhood one of the city's greatest assets.

That's why West Norwalk Neighborhood Association board members are calling on the state legislature to help preserve the neighborhood's historic appearance with annual Spring Cleanup.

The cleanup will take place at the Fox Run Elementary School on Saturday, May 14 at 10 a.m. From there, the efforts will extend from the neighborhood border with Center and New Canaan all the way to the reaches of Grand River and about 2 p.m. when the cleanup will begin wrapping up.

SOUTH NORWALK

South Norwalk residents, are you concerned about the storm walking around the upcoming Walk Bridge project?

You may find the answers you are looking for at a two-part public information session that will be held on Wednesday, May 11 at the Community Room of Norwalk City Hall at 125 East Ave.

The first session is scheduled from 6:30-8:30 p.m., and the second from 7-9 p.m.

Each session will include a presentation on the Walk Bridge Program's question and answer period, and an open house during which displays will be available for viewing. Project team members will also be available for informal discussion.

"You'll be asked at some of the questions that come to me, (means) it is suggesting, the answer. For instance, 'All the people are going to be evacuated from the historic area?' That's not so," Director of Public Works Brian J. Cristofalo said. "They're going to be putting a crane on the roof of howard? Do you know if any apartment that have been designed to have a crane on the roof? (Howard) Water Street that will be done for five years." That's not so.

The Walk Bridge is one of the oldest movable bridges

on the New Haven Line, the nation's busiest commuter rail line, and a critical link in the Northeast Corridor that connects Washington, D.C., and Boston.

While construction of the Walk Bridge is scheduled to begin until mid-2018, the Connecticut Department of Transportation is planning to complete three advance construction projects that are necessary for the bridge replacement project.

The public information meeting will provide an update on the design of the new bridge and related projects, the environmental review, and construction schedule.

ROWAYTON

For 25 years, the Rowayton Carnival has been a rite of passage for the area's youth.

Whether it's having the winning carnival that the City Designate spin off, determining your competition while participating in his 12th games, or simply enjoying the third through-included sugar high, the carnival has many exciting adventures to offer children.

To add to the fun, organizers are introducing a new "sugar" tent, where there will be face-painting and making up cupcakes, and there will also be a hot dog cart. The carnival's food tent after a five-year hiatus in honor of the event's 25th anniversary.

The carnival will be held on Friday, May 13 from 5-10 p.m. and Saturday from 10 a.m. to 5 p.m. All proceeds made at the newly introduced food tent will be donated to the Rowayton Elementary School's Parent Teacher Association.

CRANBURY

As the cold weather has begun to relinquish its grip on Norwalk, more and more reports have come out of the Cranbury area regarding the seemingly increasing prevalence of coyde sightings.

While it may be alarming to see a coyote and its pup across your yard, Norwalk Animal Control (NAC) officials are confident they have not seen an uptick in coyote sightings.

"They've been around for years, and we haven't seen an increase," said NAC officer Rick Dudgeon. "We get calls when people see them, and we track the numbers for the DCEP (Department of Energy and Environmental Protection) but it's not an unhealthy coyote living on the ground we can't get out."

Dudgeon said that coyotes have adapted to being around humans, but the time of year coyotes are especially protective.



protecting their cubs." Dudgeon said. "At dusk and dawn they are on the prowl, but it's a healthy coyote and you leave them alone, they will leave you alone."

NAC Animal Manager G. Truoghe offered the following precautions for concerned residents: "Keep an eye on your pets, especially small dogs," Truoghe said. "Don't feed a coyote with them (dogs). They are opportunistic and will leave pet food outside. You can't see them away by using an air filter when you see them."

Dudgeon said that residents concerned about coyotes may contact DCEP or call a nuisance wildlife removal company.

To share your community and neighborhood news with The Hour, contact Pat Tomlinson at 953-254-1066, or pattomlinson@thehour.com.

DEPARTMENT OF CORRECTIONS

Proposed budget cuts will affect post-incarceration services

By Lewis Lake

NORWALK — The prospect of significant state budget cuts is keeping Steven Lanza up at night. Lanza, the executive director of Family Reentry Services, a nonprofit organization that reintegrates incarcerated individuals into society by providing mental health, substance abuse, and domestic violence services, is facing a potential decrease in Department of Corrections (DOC) subsidy due to proposed budget cuts.

"The governor and legislators are taking steps that drastically reduce Connecticut's public safety and jeopardize our most vulnerable citizens," Lanza said, speaking from his Norwalk-based office.

"The particularly high cuts in the budget will mean that the Department of Corrections is not able to fund the programs that are being funded by the state," Lanza said.

Family Reentry Services relies on the state for about 67 percent of its DOC-subsidized programs, including two large mental health and substance abuse treatment programs in Bridgeport and New Haven that serve a total of 1,400 clients. Those con-



Steven Lanza, executive director of Family Reentry Services in Norwalk, an organization that helps people who have been incarcerated reintegrate into society, speaks about the impact of the Connecticut Department of Corrections budget cuts on Friday.

tracts are being eliminated on June 30, Lanza said.

"We are not going to the DOC strategic funding, but what I do know to be true is that many clients will be left in a difficult position," Lanza said. "We work with other community justice providers across the state that are essential to providing humane and effective care, and many of their programs were also eliminated this past week. This is a systemic issue for all providers."

Lanza said that not only will Family Reentry Services be negatively impacted by

a decrease in funding but a potential trickle-down effect may also impact public safety.

In a prepared statement, Lanza said: "The reduction of more than \$100,000 of community-based services for mental, trauma, and youth returning from prison will pose a major threat to public safety and remove the most critical programs needed creating a more effective, less expensive, and more reliable criminal justice system in Connecticut... As a result of the cuts, the prison population is expected to increase by 1,000. At \$60,000 per year per inmate, this could drive prison costs up significantly... Nearly two percent of inmates will eventually be released to the community, with or without necessary services in place... The drastic elimination of mental health, trauma, and substance abuse treatment services along with the elimination of other supportive services such as GED, job training, job placement, mental health, case management, and beneficiary portability creates a crisis."

These cuts not only affect Family Reentry — we will survive — we have no choice, but this is an unprecedented among all providers in the state," Lanza said. "The legislative perspective is to remove our perspective to fund. They are not looking at the human piece of the equation."

While the Connecticut Department of Corrections estimates that 90 percent of prison inmates have some degree of substance abuse dependency or usage, and an Urban Institute Report and The Treatment Advocacy Center study found that between 15 percent of male inmates and 73 percent of female inmates in state prisons suffer from mental illness, and just 11 percent of those inmates receive treatment while incarcerated.

Budget cuts will lose \$1 million of these critical services, Lanza said.

"Add to that the nearly 800 positive mental health, trauma, and substance abuse treatment due to the elimination of Family Reentry's Bridgeway DOC Behavioral Health Program. The same situation exists in New Haven where the closing of the Family Reentry's DOC Behavioral Health Program will leave 750 positive without critical services," Lanza said.

Lanza said that the budget cuts will negatively impact the continuity of post-incarceration treatment for many of those clients.

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The Workplace
YOUR INPUT MATTERS
Community Meeting on SWCT Regional Workforce Development Plan
The Workplace is asking for comments & feedback on a plan to guide the local workforce system for the next 4 years.
Join Us
Tuesday, May 10, 2016
Norwalk Community College
100 Richards Ave. Room #W103
8:00 am to 10:00 am
REGISTRATION REQUESTED
http://bit.ly/WF2016Plan or call (203) 610-6570

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Facebook - April 29, 2016

The WorkPlace is asking for comments and feedback on a plan to guide the local workforce system for the next 4 years. The plan addresses our efforts to create a customer-centered system for employers and jobseekers. You are invited to join us. The WorkPlace will host 2 community forums to present and discuss the plan. Registration requested - <http://bit.ly/WP2016Forum> or call 203-610-4570

Forum One... See More

322 people reached

Boost Post

Like Comment Share

3

Chronological

THIS WEEK

- 40 Post Reach
- 7 Post Engagement
- 3 Call Now
- 0 Website Clicks
- 0 of 0 Response Rate
- 7 hours Response Time
- 0 Check-ins

Recent

- 2016
- 2015
- 2014
- 2013
- 2012
- 2011

Twitter - April 29, 2016

The WorkPlace is asking for comments and feedback on a plan to guide the local workforce system for the next 4... fb.me/16y9Pc0Fe

1:40 PM - 29 Apr 2016

Reply to @TheWorkPlace_CT

The WorkPlace (@TheWorkPlace_CT) · 29h

Thank you to all the community agencies who have been contributing to the development of our regional plan.... fb.me/4onPV3CTA

The WorkPlace (@TheWorkPlace_CT) · 23h

Once the items from the #TalbotsxOmag collection for DFS are gone, they're GONE. Make sure to get yours now! ow.ly/YoCZb

The WorkPlace (@TheWorkPlace_CT) · Apr 27

We are happy to have Jocelyn Maminta of WTNH News 8 on the runway at our Toast to Success benefiting Dress for... fb.me/3BJyQCF5

The WorkPlace (@TheWorkPlace_CT) · Apr 26

You can still purchase from the #TalbotsxOmag collection through the end of April >> ow.ly/YoCZb

Facebook - May 4, 2016

The WorkPlace
Published by Mel Anie '19 · May 4 at 8:52am · 🌐

Your input matters. Comments and feedback are requested on the plan to guide the local workforce system for the next 4 years. The plan addresses our efforts to create a customer-centered system for employers and job seekers. For more info on reading the documents and completing the feedback form, visit www.workplace.org. Don't forget to sign up to attend a Community Forum next week. Registration requested - <http://bit.ly/WP2016Forum> or call 203-610-8570.

193 people reached

Like Comment Share

Mike Morgan, Gary Katman and 2 others

1 share

The WorkPlace It's not too late to register to join us. Hope to see you there.
Like Reply Commented on by Mel Anie '19 · May 7 at 3:09am

THIS WEEK

- 40 Post Reach
- 7 Post Engagement
- 3 C&M Now
- 0 Website Clicks
- 0 of 0 Response Rate
- 7 hours Response Time
- 0 Check-ins

Recent

- 2016
- 2015
- 2014
- 2013
- 2012
- 2011

The WorkPlace Website – www.workplace.org

The WorkPlace
Think it forward.

JOB SEEKERS EMPLOYERS NON-PROFITS ABOUT US NEWS CONTRIBUTE RESOURCES CONTACT US

WORKFORCE DEVELOPMENT WEEK
April 25-29, 2016

Think it forward.

The WorkPlace is a company of ideas and actions, resources and initiatives — all designed to strengthen the workforce. "Think it forward" is our corporate culture. Every discipline within our organization is encouraged to innovate and activate as we put ideas into motion for the greater good of the economy...and society as a whole.

From job training to ongoing education, The WorkPlace is the yardstick by which all workforce development efforts across the country will be measured. Funded by state and federal agencies, private foundations and corporations, The WorkPlace and its partners, community leaders and allies fully leverage the positive impact of our programs.

American Job Center
The American Job Center is a partnership of organizations

Comments Requested on Local Workforce Plan

The WorkPlace is asking for comments and feedback on a plan to guide the local workforce system for the next 4 years. The plan addresses our efforts to create a customer-centered system for employers and job seekers.

The WorkPlace will host 2 community forums to present and discuss the plan.
Community Forums Registration Requested - <http://bit.ly/WP2016Forum>

2016 - 2020 Workforce Development Plan

[Plan Attachments](#)

[Plan Feedback Form](#)

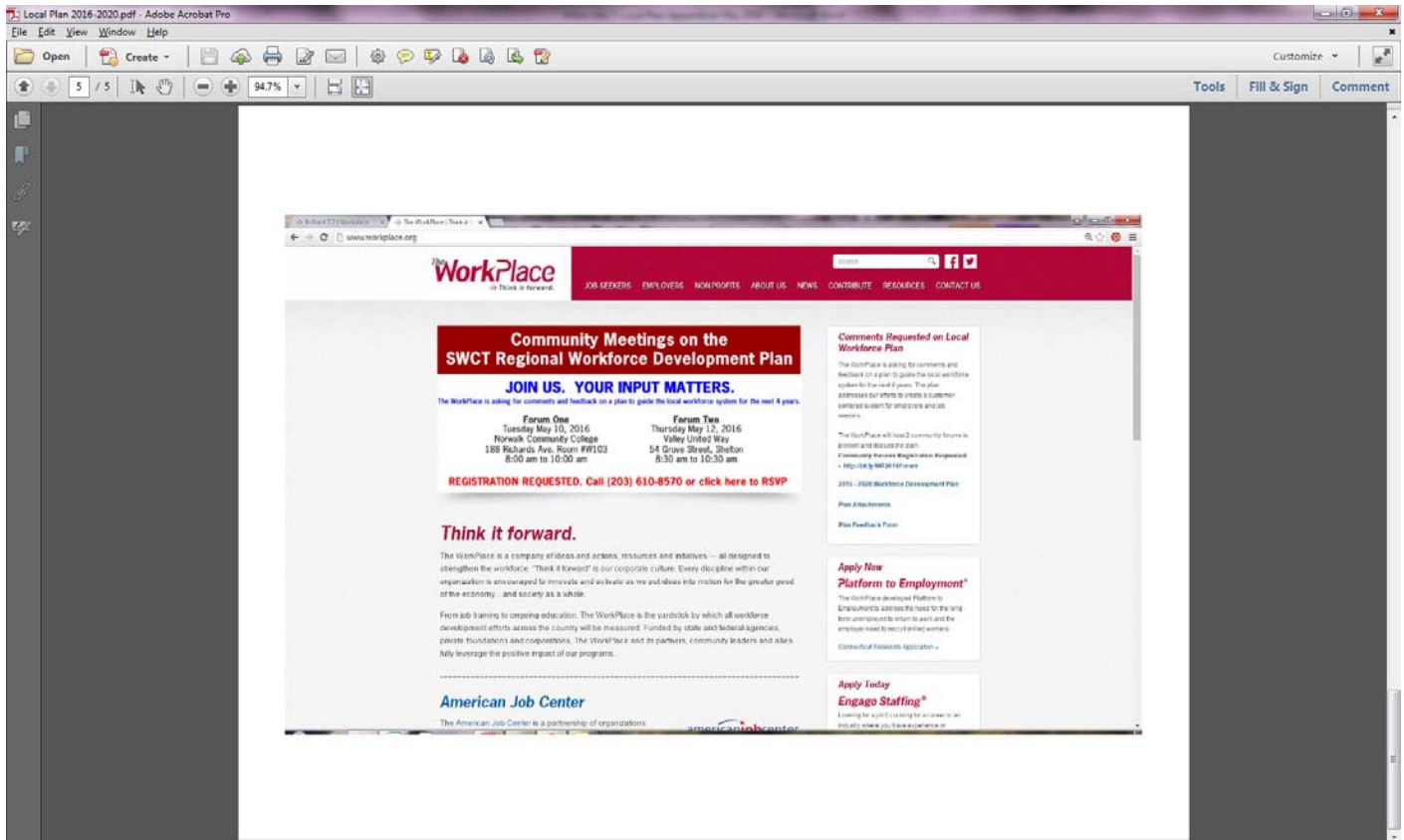
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Public Comments

Constant Contact Survey Results

Survey Name: Local Plan Survey 2016

Response Status: Partial & Completed

Filter: None

May 31, 2016 9:13:18 AM

1. Please enter the information indicated below. - Responses		
First Name:	Ravish	
Last Name:	Shah	
City:	Stratford	
First Name:	Barbara	
Last Name:	Germak	
City:	Trumbull	
First Name:	Lisette	
Last Name:	Colon	
City:	Bridgeport	
2. Complete mailing address (include street address and zip code) - Responses		
Answer	Respondent	
480 Lordship Blvd Stratford CT 06615	rshah@aihtedu.com	
39 Lindeman Dr., Trumbull, CT 06611	bgermak@kennedyctr.org	
45 Lyon Terrace, Room 310 Bridgeport, CT 06604	lcolon@bridgeportedu.net	
3. Phone Number. Format (203) xxx-xxxx - Responses		
Answer	Respondent	
(203)870-8400	rshah@aihtedu.com	
(203) 332-4535 (270)	bgermak@kennedyctr.org	
203-275-1355	lcolon@bridgeportedu.net	
4. Name of company/organization...if you are a representative. - Responses		
Answer	Respondent	
AIHT Education	rshah@aihtedu.com	
The Kennedy Center	bgermak@kennedyctr.org	
Bridgeport Public Schools - HR Department	lcolon@bridgeportedu.net	
5. Name of the company/organization you represent - Responses		
Answer	Respondent	
AIHT Education	rshah@aihtedu.com	
The Kennedy Center	bgermak@kennedyctr.org	
Bridgeport Public Schools - HR Department	lcolon@bridgeportedu.net	
6. Type of Organization - Other responses		
Answer	Respondent	
[No Responses]		
7. Please rate the following questions. - Comments		
Answer	Respondent	
[No Responses]		
8. Describe skills and capabilities that will be necessary for jobseeker to possess in the next 4 years. - Responses		
Answer	Respondent	
Technological skills	bgermak@kennedyctr.org	
Exceptional writing and speaking skills		
Working well with others		
#1 Technology	lcolon@bridgeportedu.net	
Effective Communication Skills		
Critical Thinking & Writing		
Passion and Commitment		

9. What will be the region's greatest challenges in retraining workers to meet the needs of employers? - Responses

Answer	Respondent
The expense of training those who do not have the means or ability to receive this training	bgermak@kennedyctr.org
The employers need to be fully committed in wanting to have this plan work. It is not a challenge if the commitment is there when it comes to training and investing time. You have to plant the seed in order to cultivate.	lcolon@bridgeportedu.net

10. Provide additional comments you believe would be helpful in shaping this plan. - Responses

Answer	Respondent
I think business must step up to the plate in providing training to workers. They have the funds to adequately provide training and should be provided tax incentives to do so.	bgermak@kennedyctr.org
Have a training and development program for representatives of all organizations and agencies involved. The investment will not fully come to fruition if employers, organizations and agencies are not committed.	lcolon@bridgeportedu.net