CONNECTICUT'S EARLY WARNING DEMONSTRATION PROGRAM
LAYOFF AVERSION THROUGH INCUMBENT WORKER TRAINING

In today's economy, Connecticut companies are competing with businesses on a global level. As a result, employers may be forced to streamline or reinvent their operations to remain competitive. When these workplace changes take place, employees in these companies may find themselves disadvantaged because of outdated skills and facing possible dislocation.

To stay ahead of the curve in layoff prevention, the Connecticut Department of Labor has been awarded grant funds from the U.S. Department of Labor to administer an Early Warning Demonstration Program. The project targets manufacturing companies in Connecticut experiencing critical workforce training needs that, without the intervention of assistance, might otherwise be forced to layoff workers.

The goal of this program is layoff aversion through Incumbent Worker Training made possible through a matching grant to the employer. Workers at the company whose skill sets are lacking are provided with hard skills training resulting in new or increased skills, job retention, and enhanced upward mobility. Skilled workers allow businesses to potentially expand their market base, diversify, and remain competitive.



This Labor Department project is being administered in partnership with our local Workforce Investment Boards. To learn more about the program, please contact your local *CTWorks* Business Services Consultant listed below or contact Andrea Slusarz, Project Manager at 860-263-6588; andrea.slusarz@ct.gov.

BUSINESS SERVICES CONSULTANTS – LEAD CONTACTS BY REGION

Southwest Region 1	Lori-lynn Chatlos Thomas Long	lorilynn.chatlos@ct.gov tlong@workplace.org	203-455-2601 203-610-8540

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

North Central Region 2	Janet Gemmiti Donna Smith	jgemmiti@capitalworkforce.org donna.smith@ct.gov	860-899-3445 860-256-3869

Andover, Avon, Berlin, Bloomfield, Bolton, Bristol, Burlington, Canton, East Granby, East Hartford, East Windsor, Ellington, Enfield, Farmington, Glastonbury, Granby, Hartford, Hebron, Manchester, Marlborough, New Britain, Newington, Plainville, Plymouth, Rocky Hill, Simsbury, Somers, Southington, South Windsor, Stafford, Suffield, Tolland, Vernon, West Hartford, Wethersfield, Windsor, Windsor Locks

Northwest Region 3	Sal Galasso Joseph Bannon	sal.galasso@ct.gov joseph.bannon@ct.gov	203-437-3274 203-574-6971, x427

Barkhamsted, Bethel, Bethlehem, Bridgewater, Brookfield, Canaan, Cheshire, Colebrook, Cornwall, Danbury, Goshen, Hartland, Harwinton, Kent, Litchfield, Middlebury, Morris, Naugatuck, New Fairfield, New Hartford, New Milford, Newtown, Norfolk, North Canaan, Prospect, Redding, Ridgefield, Roxbury, Salisbury, Sharon, Sherman, Southbury, Thomaston, Torrington, Warren, Washington, Waterbury, Watertown, Winchester, Wolcott, Woodbury

Eastern Region 4	Mark Fillmore Virginia Sampietro	mark.fillmore@ct.gov sampietrov@ewib.org	860-412-7021 860-859-4100, x13

Ashford, Bozrah, Brooklyn, Canterbury, Chaplin, Colchester, Columbia, Coventry, Eastford, East Lyme, Franklin, Griswold, Groton, Hampton, Killingly, Lebanon, Ledyard, Lisbon, Lyme, Mansfield, Montville, New London, North Stonington, Norwich, Old Lyme, Plainfield, Pomfret, Preston, Putnam, Salem, Scotland, Sprague, Sterling, Stonington, Thompson, Union, Voluntown, Waterford, Willington, Windham, Woodstock

South Central Region 5	Anthony Harris Peter Raymo	anthony.harris@ct.gov peter.raymo@ct.gov	203-859-3452 203-859-3454

Bethany, Branford, Chester, Clinton, Cromwell, Deep River, Durham, East Haddam, East Hampton, East Haven, Essex, Guilford, Haddam, Hamden, Killingworth, Madison, Meriden, Middlefield, Middletown, Milford, New Haven, North Branford, North Haven, Old Saybrook, Orange, Portland, Wallingford, Westbrook, West Haven, Woodbridge

CT Department of Labor Business Services
www.ct.gov/dol

Business Services Professionals-meet confidentially with businesses to assess needs, Discuss available programs and services, and provide customized solutions. Grants, tax credits and many other incentives are available in Connecticut.

Recruitment assistance

Connecticut Job Central-Free service, automated labor exchange accessible 24/7 with job listings and resumes. Employers may post job openings on-line, set up resume scouts and manage their own accounts. www.jobcentral.org/ct

Employer Recruitments-Provide free office space (neutral venue) in each of our 14 offices across the state, through the Career Express mobile job center and at arranged locations throughout CT. Great for saving time, testing and screening candidates. Typical companies are utilities, manufacturers, call centers, cable, shipping, medical staffing agencies, landscapers, etc. Over 500 companies held recruitments last year alone, meeting with over 12,000 candidates.

Job Fairs: Each year DOL runs professional job fairs all over CT including Heroes for Hire fairs for employers seeking to connect with Veterans. We also participate in community job fairs, youth fairs, college and school-to-career events.

Technical Assistance in recruitment:

- Job descriptions, skills required and growth data
- Labor market information
- Financial benefits in hiring
- Wage surveys-regional and statewide
- Setting up resume scouts
- National candidate searches and job postings at no cost

Networking with companies involved in layoffs and closures (even before it happens)

Hiring Incentives:

Work Opportunity Tax Credit/ Welfare to Work Tax Credits

Trade Adjustment Assistance OJT grants, Apprenticeship tax credits

Federal Bonding Program, Access to regional incentives

Programs to Help Manage Your Workforce

***Shared Work Program* (layoff aversion):** This flexible program helps companies maintain their workforce while experiencing seasonal or cyclical business dips.

Legal Compliance Training/ Workshops for Businesses:
Unemployment Law
Drug Testing
Family and Medical Leave Act
Introduction to Wage and Workplace Laws
Wage and Workplace Laws

ConnOsha Consultation and Training: Free training and consultations with Department of Labor health and safety experts includes safety roundtables, OSHA recordkeeping, operating industrial trucks, fleet driving safety, construction Safety, Controlling Hazardous Energy Sources (lockout/tagout), Chemical Hazard Communication, and much more.

Workforce Development Grants: State grants to help companies grow and maintain competitiveness by investing in training of their existing workforce. DOL works directly with companies to design, develop and fund projects as well as helping locate appropriate training providers.

Trade Act On-Job-Training Grants: Up to $ 23,000 per new hire in funding provided to companies for retraining individuals who were laid off due to trade issues or outsourcing.

Special Training Opportunities through Multiple Employer Grants: Classroom training subsidized by CTDOL that offers ½ priced tuition for programs in a variety of training areas including Supervisory Development, technical skills, Lean Manufacturing, Six Sigma and other commonly requested training programs. Training providers typically include State Universities, Community Colleges or regional service providers such as ConnStep.

Apprenticeship-3500 companies sponsor apprenticeship programs in CT, including construction contractors, manufacturers and others. We help manufacturers customize programs and offer generous tax credits.

CT Works career workshops and training programs open to all CT residents

Downsizing support-exploring options to improve competitiveness, alternatives to layoff, on-site Rapid Response coordination during layoffs, trade act petitions, etc.

Other resources available from CTDOL:

Myers-Briggs Personality Testing
Aptitude Testing
Safety Tips Cards from OSHA
Employee Policy Manual review
Unemployment Guides for Employers
Wage Surveys
Benefits Surveys
Labor Posters
Training materials
PowerPoint Presentations on a variety of labor topics
CT Economic Digest
Workforce Planning Reports
Large variety of Labor Market Data Publications

Supportive services: CTDOL helps companies with EEOC, tax liability, tax credits, tax forms, compliance requirements, posters, training resources, job descriptions, new hire orientations, hazard assessments, labor market and labor force data, wage data, benefits surveys, commuter programs, transit details, day care, alien labor certification and much more upon request..

Special Events

Gift of Opportunity Symposium
Small & Minority Business Fairs
Trade Events
Career Fairs
Opportunities to Work with businesses (career exploration, guest speakers, related)
Youth Job and Internship Fairs
Connecticut Learns and Works Conference

Collaboration: CTDOL establishes partnerships with other services providers throughout the state including Economic Development agencies, Community Colleges, Four year Colleges, Industry/Trade Associations, Public School Systems, Vocational High Schools, Private Trainers, Private and public occupational schools, Social service agencies, Chambers of Commerce, Municipalities, State and Federal agencies, Faith based community, Non Profit community and private sector.

Advisory Role: CTDOL works within the community in an advisory capacity including serving on such projects as Team Connecticut, Workforce Development Committees, Education Committees, Planning Committees, Steering Committees, Technical Advisory Teams, Public speaking engagements and has a very active Professional Speakers' Bureau.

Opportunity • Guidance • Support
CONNECTICUT DEPARTMENT OF LABOR