

1.5 Promote Sustainable Workforce Development

5 Points

10 Points

15 Points

20 Points

25 Points

Objective

Increase local job opportunities in the sustainability sector to promote sustainable economic development in your municipality.

Complementary actions:

- [Inventory and Promote Local Retail Options](#)
- [Provide Resources and Support to Local Businesses](#)

What to Do

Implement one or more of the following initiatives to develop a more sustainable workforce. The list is illustrative but not exhaustive. Other innovative actions within the sphere of municipal influence will be considered, so long as they advance the objectives of this action. These actions may be implemented through partnerships with Workforce Development Boards, chambers of commerce, councils of government, other regional entities, or through collaboration among municipalities. Any municipalities that work regionally to complete this Action will each receive points as part of the collaborative.

The more you do, the more points you earn.

To improve equity outcomes, efforts should focus on reducing local unemployment rates, increasing local workforce participation rates, enhancing worker incomes, ensuring that all individuals obtain appropriate wages for work, and raising public awareness among employers and the greater community about racial employment disparities and the importance of improving inclusion of low-income workers, communities of color, and women-own and minority-owned enterprises. Please see the [Sustainable CT Equity Toolkit](#) for additional assistance.

1. Conduct a sustainable jobs and workforce capacity assessment for your municipality or region. Include an inventory of existing and projected sustainable employment opportunities; assess workforce skill and capacity; and identify training areas that can close the gap between the skills of the workforce and the demands of current and anticipated sustainable jobs. Also, assess access, equity and diversity factors, including local demographics on workforce participation. Access to workforce development programs should be universal, without respect to economic circumstance, gender, race, ethnicity or national origin. Part of the process should include your municipality convening one or more roundtable discussions. Potential stakeholders should include marginalized and disadvantaged groups, such as small businesses, immigrants, low-income and minority job seekers and those from high unemployment neighborhoods. **(10 points)**

Submit: The assessment, as well as a list any roundtable events and the dates that they occurred. The assessment may be embedded in your region's Community Economic Development Plan, if any. Submitting your workforce investment board's federally required 4-year plan alone does not fulfill the requirements of this Action. However, it may serve as part of the submission, supplemented by municipal or regional collaborative efforts to provide additional information beyond what is in the plan and inclusive of the requirements above.

2. Establish or support a sustainable job training partnership, for example, in sustainable construction and

demolition, energy efficiency audits and retrofits, recycling systems, sustainable facilities management, sustainable landscaping, custodial operations, public works management or ecotourism. If possible, align your job training with the areas identified in the sustainable jobs and workforce capacity assessment (see above). Adopt measures that directly support racial employment equity and prioritize or set aspirational goals for the inclusion of marginalized and disadvantaged groups, including low-income individuals and those facing high barriers to employment, such as at-risk youth and the formerly incarcerated. Consult the Connecticut Department of Labor's [list of employment and job training programs](#) for more information. Estimated impacts of any training program should be considered and evaluated. **(10 points)**

Submit: A link to a website or hard copy materials describing the nature of the sustainable job training partnership.

3. To promote greater community commitment among potential employers, create networking opportunities for local job seekers to meet individuals working in or operating sustainable businesses. This action item can be completed by leveraging (if applicable) members of your local Sustainable Jobs Advisory Council, Workforce Development organization(s), Chambers of Commerce, or other appropriate entities. **(5 points)**

Submit: A list of any networking events to foster sustainable employment opportunities and the dates that they occurred.

Potential Municipal and Community Collaborators

Successful initiatives will involve partnerships with Economic Development Commissions, Planning and Zoning Commissions, and Workforce Development Boards, chambers of commerce and other business alliances, individual employers, labor unions, educational institutions and nonprofits and community-based organizations, such as community colleges.

Funding

Below are potential funding sources specific to this Action. For a complete listing of potential funding opportunities to assist with implementing Sustainable CT Actions, please visit the [Sustainable CT Grants Portal](#), which is searchable by Action. Please also visit the [Sustainable CT Resources for Certification](#) page for opportunities for technical assistance and other supports.

- [Environmental Workforce Development and Job Training Grants](#)

Resources

Toolkits, Calculators, Guidance Documents

- [Connecticut Green Jobs Workforce Report and Recommendations](#)

Organizations and Relevant Programs

- [Connecticut Department of Labor](#)
- [Regional Workforce Development Boards](#)
- [Connecticut Business and Industry Association](#)
- [Chambers of Commerce](#)

Benefits

Sustainable jobs provide Connecticut residents opportunity for financial advancement by allowing workers to support families while contributing to the health and vibrancy of their communities. Sustainable jobs are also inherently local, as they cannot be easily outsourced, with many opportunities coming from retrofitting infrastructure and installing sustainable technologies in homes and workplaces. Accordingly, the community benefits not only from carbon emission reductions but also increased economic vitality.

CT Success Stories

- [Middlesex Chamber of Commerce Cook Chef Program](#)

Credit for Past Action

- The assessment must have been completed or updated within 4 years and the stakeholder meetings must have occurred within 1 year prior to application submission.
- Your job training program must have been in place within 1 year prior to application submission (but could have been established before then).
- The networking meeting must have occurred within 1 year prior to application submission.