2.5 Promote Sustainable Workforce Development

5 Points | 10 Points | 15 Points | 20 Points | 25 Points

Action Updates

This action was last updated in 2025. The previous version of this action is available for comparison. Edits are highlighted in yellow.

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 Supports to Local Businesses

What to Do

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.

The more you do, the more points you earn.

1. Conduct a sustainable jobs and workforce capacity assessment for your municipality or region. "Sustainable jobs," also referred to as "green jobs," are job opportunities in the sustainability and environmental sectors. Include an inventory of existing and projected sustainable job 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. 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 and a completed worksheet. 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. If the assessment was completed more than three years ago, also include a brief description of how it is still relevant and used by your municipality.

2. Establish or support a sustainable jobs or green jobs 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 hyperlink and a screenshot of the relevant webpage(s) or hard copy materials describing the nature of the sustainable job training partnership, including its connection to sustainability, approximate number of participants, and if the municipality is not operating the program, information about their support of the partnership.. Materials must show that the partnership is current and active.

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 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. The networking opportunities must have taken place in the last three years. **(5 points)**

   Note: Networking opportunities or events submitted under this sub-action must have a tie to the sustainability and environmental sectors.

   Submit: A list of networking events to foster employment opportunities in the sustainability sector specifically, the dates that they occurred, and at least one example of materials disseminated, which could include flyers, articles, letters, newsletters, presentations, or digital communications. For websites, submit both a hyperlink and a screenshot of the relevant webpage(s).

4. Build youth awareness of green careers. Facilitate or support programs that introduce K-12 students to green career pathways through afterschool programs, library events, social media campaigns, or in-school initiatives. Programs should introduce students to career pathways that require a variety of education requirements and experience levels. Relevant career sectors may include clean energy, energy efficiency, clean transportation, and natural resources management. **(10 points)**

   Submit: A description of the K-12 green careers pathways event, initiative, or program. The description must include the dates, the target audience, the sustainable careers presented, and the nature of your municipality's support and involvement. The event, initiative, or program must be current or have taken place in the last three years.

Engaging Partners

Sustainable CT encourages regional collaboration and other forms of partnership. For every action, please complete the "Partners" box in your submission, indicating the name(s) of any municipalities and/or organizations you partnered with (if any) and a brief description of your municipality's role. If you collaborate with other municipalities, each community will receive points. For additional information, please see the "Partners Guidance Document".

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

If available, 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 Support for Your Town page for opportunities for technical assistance and other supports.

- Urban Act Grant Program
- Sustainable CT Community Match Fund
- State Funding Readiness Project

Resources

Toolkits, Calculators, Guidance Documents

- 2020 Connecticut Clean Industry Report

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

- New Haven - Sep 2023 Certification