
**Increasing financial stability through employment opportunities**

**Vision:** All Greater Waterbury residents have adequate economic self-sufficiency for themselves and their family.

**Outcomes for People #1:** Under-employed and unemployed youth and adults (including those who do not speak English) have equitable access to opportunities that may lead to self-sufficiency.

**Proposed Strategies:**

A. Support programs that help youth and/or adults identify realistic career options and understand the education/training necessary to pursue viable careers.

B. Support programs that expand English language skills (ESL).

C. Support programs that provide assessment and training services for adults with limited cognitive/intellectual/literacy abilities, and limited work history.

D. Support programs that help youth & adults have the resources to access education & training.

E. Support greater coordination between programs that help youth and/or adults understand career options and the education/training necessary to pursue those options.

F. Support efforts to educate youth and adults about the value and accessibility of community college.

G. Promote career ladders.

**Community Change #1:** Greater Waterbury has a system in place that provides outreach and career counseling, education, and training to youth and adults necessary to pursue viable careers.

**Outcomes for People #2:** Underemployed and unemployed youth and adults have equitable access to opportunities to increase their income, build savings, and become financially stable.

**Proposed Strategies:**

A. Support programs that link people who have skills and readiness with specific actual jobs.

B. Support efforts to expand public funding for programs that link people who have skills and readiness with specific actual jobs.

C. To maximize effectiveness of existing resources, encourage coordination between public and private programs that link people who have skills and readiness with specific actual jobs.

D. Encourage expansion of existing programs to unconventional hours so that employed people can access those programs.

E. Support efforts to publicize the existence of career advancement programs through creative marketing strategies.

F. Educate small employers about availability of career advancement programs and encourage employers to share this information with employees.

G. Implement job retention strategies.

**Community Change #2:** Greater Waterbury has a coordinated system of providers that focus on job readiness and life skills for youth and adults.

**Outcomes for People #3:** Expanded equitable employment and training opportunities for returning citizens.

**Proposed Strategies:**

A. Support Career Counseling/training programs

B. Encourage economic development plans to address the lack of timely, affordable transportation to job sites.

C. Identify and support programs that assist people in overcoming barriers to employment and training; transportation and child care.

D. Support programs that assist people in addressing personal history issues related to employment (particularly age, disability, credit or criminal background, homelessness).

E. Encourage employers to consider hiring and retaining people with personal history issues (particularly age, disability, credit or criminal background, homelessness).

F. Publicize or support effort to publicize the existence, value and ease of access to career counseling/training programs through creative marketing strategies.

G. Educate small employers about the availability of career counseling, reemployment & training programs and encourage employers to share this information with impacted employees.

**Community Change #3:** Underemployed and unemployed youth and adults get hired and retain jobs.

**Proposed Strategies:**

A. Support programs and practices that increase household income.

B. Support approaches that include financial literacy.

C. Support savings programs to encourage financial stability with a focus on emergency savings.

**Community Change #1:** Greater Waterbury has a coordinated system that provides a variety of supports needed to obtain and retain new jobs.

**Proposed Strategies:**

A. Support programs that help youth and/or adults identify employer expectations and assist them in developing the skills necessary to match those expectations.

B. Assist public and private agencies in sharing information about job readiness skills necessary for successful employment.

C. Publicize or support efforts to publicize the existence, value and ease of access to programs that assist in developing job readiness skills through creative marketing strategies.

D. Educate or support efforts to assist employers about existing programs to help employees improve job readiness skills.

E. Support programs that help employers to assist employees with newly acquired job readiness skills to maintain and expand those skills.

F. Identify and support programs that assist people in overcoming barriers to employment and training; transportation and child care.

G. Support efforts to expand public funding for programs that provide sufficiently specific instruction to assist people to develop job readiness skills.

**Community Change #1:** Greater Waterbury has income supports in place for working households that foster economic security.

**Outcomes for People #1:** Under-employed and unemployed youth and adults (including those who do not speak English) have equitable access to opportunities that may lead to self-sufficiency.

**Proposed Strategies:**

A. Support programs that help youth and/or adults identify employer expectations and assist them in developing the skills necessary to match those expectations.

B. Assist public and private agencies in sharing information about job readiness skills necessary for successful employment.

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D. Educate or support efforts to assist employers about existing programs to help employees improve job readiness skills.

E. Support programs that help employers to assist employees with newly acquired job readiness skills to maintain and expand those skills.

F. Identify and support programs that assist people in overcoming barriers to employment and training; transportation and child care.

G. Support efforts to expand public funding for programs that provide sufficiently specific instruction to assist people to develop job readiness skills.

**Community Change #2:** Greater Waterbury has a coordinated system of providers that focus on job readiness and life skills for youth and adults.

**Outcomes for People #2:** Underemployed and unemployed youth and adults have equitable access to opportunities to increase their income, build savings, and become financially stable.

**Proposed Strategies:**

A. Support programs that link people who have skills and readiness with specific actual jobs.

B. Support efforts to expand public funding for programs that link people who have skills and readiness with specific actual jobs.

C. To maximize effectiveness of existing resources, encourage coordination between public and private programs that link people who have skills and readiness with specific actual jobs.

D. Encourage expansion of existing programs to unconventional hours so that employed people can access those programs.

E. Support efforts to publicize the existence of career advancement programs through creative marketing strategies.

F. Educate small employers about availability of career advancement programs and encourage employers to share this information with employees.

G. Implement job retention strategies.

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