United Way of Greater Waterbury – Income Impact Area

Increasing financial stability through employment opportunities

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

Outcomes for People #A: Experienced workers whose skills are no longer in demand have expanded training and employment opportunities

Outcomes for People #B: Experienced workers whose skills are no longer in demand have expanded training and employment opportunities

Outcomes for People #C: Under-employed and unemployed youth and adults (including those who do not speak English) have expanded entry level employment opportunities that may lead to self-sufficiency.

Community Change #1:

Greater Waterbury has a coordinated system in place that links displaced experienced workers to transitional career counseling and training.

Proposed Strategies:
A. Fund career counseling/training programs.
B. Adapt 2-1-1 Navigator to enable people to determine which career counseling/training programs they can access and how quickly they can be accessed.
C. Encourage common criteria, approaches and coordination among existing career counseling/training programs to increase ease of access.
D. Support expanded public funding of career counseling/training programs.
E. Publicize or support efforts to publicize the existence of career counseling/training programs.
F. Educate or support efforts to educate employers about existing job preparedness and career counseling programs.
G. Promote job readiness skills.

Community Change #2:

Greater Waterbury has a coordinated system that provides a variety of supports needed to obtain and retain new jobs.

Proposed Strategies:
A. Encourage economic development plans to address the lack of timely, affordable transportation to job sites.
B. Identify and support programs that assist people in overcoming barriers to employment and training; transportation and child care.
C. Support programs that assist people in addressing personal history issues related to employment (particularly age, disability, credit or criminal background, homelessness).
D. Encourage employers to consider hiring and retainer programs with personal history issues (particularly age, disability, credit or criminal background).
E. Support programs that help youth and/or adults develop job readiness and life skill for youth and adults.
F. Educate employers about existing programs to help youth and/or adults identify realistic career options and understand the education/training necessary to pursue those options.
G. Support programs that help employers to assist employees with newly acquired job readiness skills to maintain and expand those skills.
H. Identify and support programs that assist people in overcoming barriers to employment and training; transportation and child care.
I. Support efforts to expand public funding for programs that provide sufficiently specific instruction to assist people to develop job readiness skills.

Community Change #3:

Greater Waterbury has a coordinated system of providers that focus on job readiness and life skill for youth and adults.

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. Publicize or 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 #4:

Greater Waterbury has income supports in place for working households that foster economic security.

Proposed Strategies:
A. Support programs and practices that increase household income.
B. Support approaches that include financial literacy.

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