



Capital Workforce Partners is one of five regional workforce development boards in the state, established under the federal Workforce Investment Act (WIA) of 1998 and reauthorized in 2014 under the Workforce Innovation and Opportunity Act (WIOA). Its mission is to leverage public and private resources to produce skilled workers for a competitive regional economy in 37 municipalities within North Central CT. A consortium of the region’s chief elected officials appoints representatives to the board of directors from private sector business, education, labor, and public groups.

Services Provided to Hebron, Connecticut by Capital Workforce Partners July 1, 2015 – June 30, 2016

Adult Career Services



Capital Workforce Partners oversees the operation of four American Job Centers in the region in partnership with the State Dept. of Labor and other state agencies:

These centers provide job seekers with a full array of services including:

- ❖ Job referrals
- ❖ Career workshops
- ❖ Job development
- ❖ Online training
- ❖ Individual training scholarships
- ❖ Individualized career guidance
- ❖ Recruitment events

Services Overview 2015/2016 – 37 Individuals Served	
American Job Center Services, including Workshops	32 customer visits for self-service, workshops or 1-1 support
Adult Individual Training Accounts	2 individuals received Individual Training Scholarships
Workforce Innovation and Opportunity Act (WIOA) Low Income Adult or Laid Off Workers	2 registered customers
Jobs First individuals engaged in job search and subsidized employment activities	3 participants

Specialty Services and Sector Focused Services

Mortgage Crisis Job Training Program

Helps borrowers who are behind on their mortgage payments keep their homes, and helps them gain the skills they need to earn more money and become financially stable.

Healthcare Careers – Health Careers and REACH Projects

The Health Careers and REACH Projects provide funding to healthcare providers to support the hiring and training of healthcare workers i.e. medical coders, IT professionals and nurses.

Construction / Manufacturing - Jobs Funnel

The Jobs Funnel is a pre-employment preparation and job training service for area residents seeking employment in the construction fields, and serves as the model “Funnel” program for the state.

- ❖ 1 participant.
- ❖ 1 placed into employment.

STEP UP - Manufacturing and Subsidized Employment

Provides wage incentives for hiring unemployed adults. There is also a STEP UP program for Veterans.

Business Services

Capital Workforce Partners' Business Services helps employers find the talent they need. Our Business Consultants:

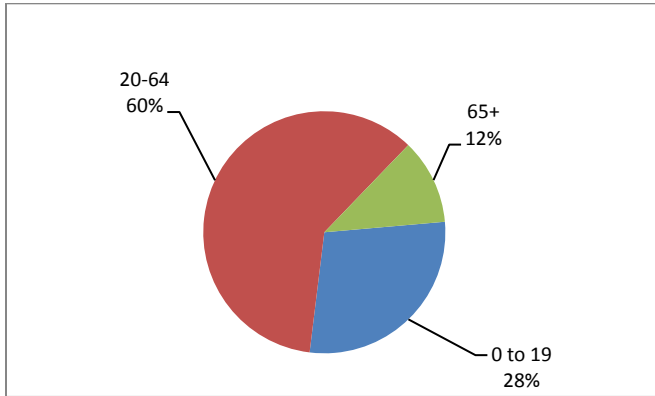
- ❖ Are the conduit to workforce related resources
- ❖ Connect employers to a large pool of middle-skilled, job ready talent
- ❖ Serve as your workforce agent, expert and concierge

They provide recruitment assistance, job match services, custom and timely labor market information, training and wage incentives when available.

Demographic and Workforce Overview

AGE DISTRIBUTION AND DEMOGRAPHICS

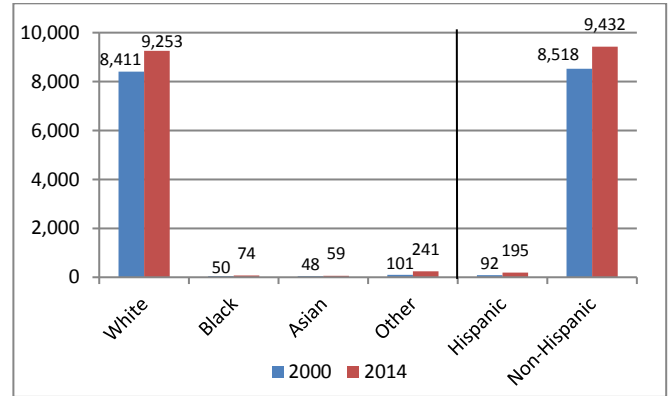
**Age Distribution
2014**



Source: US Census Bureau American Community Survey

The age distribution of the working population (20-64) is in line with Tolland County and the state. At 42, the median age is four years older than the county and two years older than the state.

**Racial/Ethnic Composition Change
2000 to 2014**

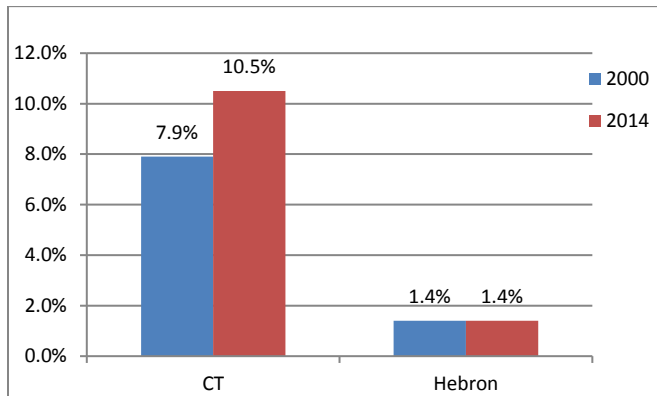


Source: US Census Bureau American Community Survey

The population is predominately White and Non-Hispanic. Since 2000, the total population increased by approximately 12 percent.

POVERTY AND EDUCATIONAL ATTAINMENT

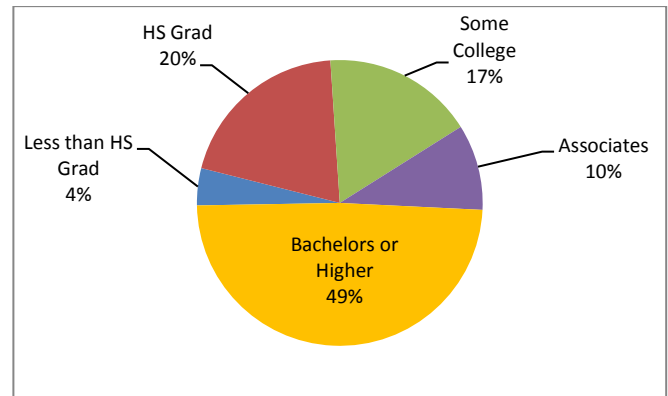
**Percent of Individuals with Income Below
Poverty Level
2000 to 2014**



Source: US Census Bureau American Community Survey

The percent in poverty in Hebron is significantly less than the state for Individuals. While poverty has increased in the state, it is less than two percent in Hebron.

**Educational Attainment (aged 25+)
2014**

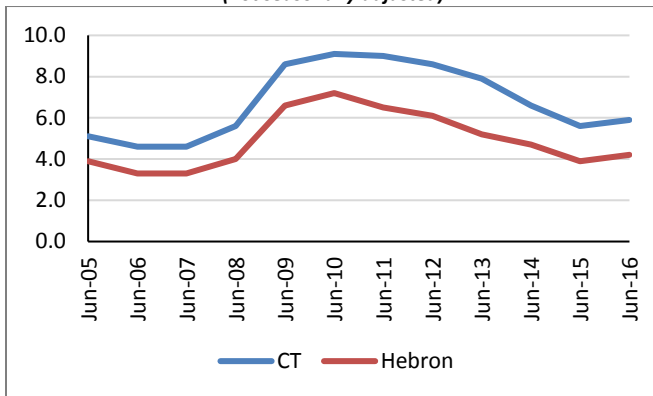


Source: US Census Bureau American Community Survey

Forty-nine percent have a Bachelors or Higher; this is 12 percentage points higher than the county and state.

UNEMPLOYMENT RATES AND MEDIAN HOUSEHOLD INCOME

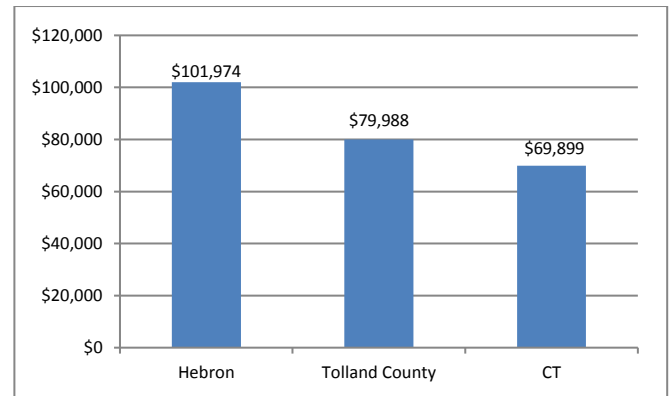
Unemployment Rate
2005 – June 2016
(not seasonally adjusted)



Source: CT Dept. of Labor

Over the past eleven years, from 2005 to 2016, the unemployment rate in Hebron has been approximately 1.0 to 2.5 percentage points lower than that of the state.

Median Household Income
2014



Source: US Census Bureau American Community Survey

The median household income is \$101,974; this is over \$21,000 more than the county and over \$32,000 more than the state.

LABOR MARKET PROFILE – June, 2016

	Hebron	% of Tolland County	Tolland County
Total Population	9,627	6.3%	152,251
Labor Force	5,567	6.5%	86,111
Employed	5,335	6.6%	81,362
Unemployed	232	4.9%	4,749
Unemployment Rate (1)	4.2%	NA	5.5%

(1) not seasonally adjusted

Source: US Census Bureau; CT Dept. of Labor

MAJOR EMPLOYERS

Colchester Business Assoc.	Rham High School
Gilead Hill School	Rham Middle School
Gilead Golf Course	

Source: CT Dept. of Labor; CT Data Collaborative



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