



**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 Avon, 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 – 69 Individuals Served	
American Job Center Services, including Workshops	63 customer visits for self-service, workshops or 1-1 support
Workforce Innovation and Opportunity Act (WIOA) Low Income Adult or Laid Off Workers	5 registered customers
Jobs First individuals engaged in job search and subsidized employment activities	1 participant

### **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.

- ❖ 2 individuals received training scholarships.

#### **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.

#### **STEP UP - Manufacturing and Subsidized Employment**

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

- ❖ 1 Avon company benefitted from wage incentives for the first 6 months employment; employees were from area towns.

## ***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

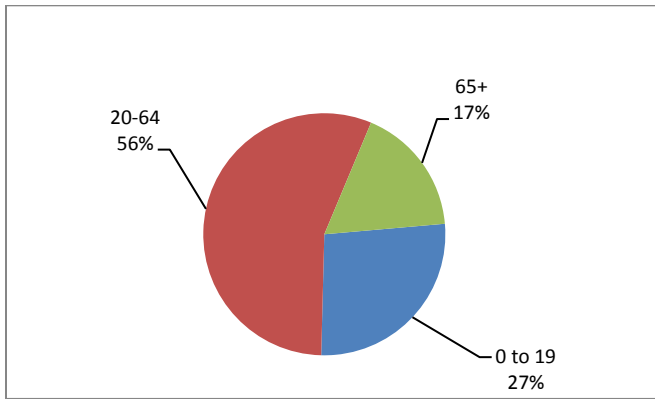
They provide recruitment assistance, job match services, custom and timely labor market information, training and wage incentives when available.

- ❖ 2 employers in Avon were engaged by Capital Workforce Partners' Business Services.

# Demographic and Workforce Overview

## AGE DISTRIBUTION AND DEMOGRAPHICS

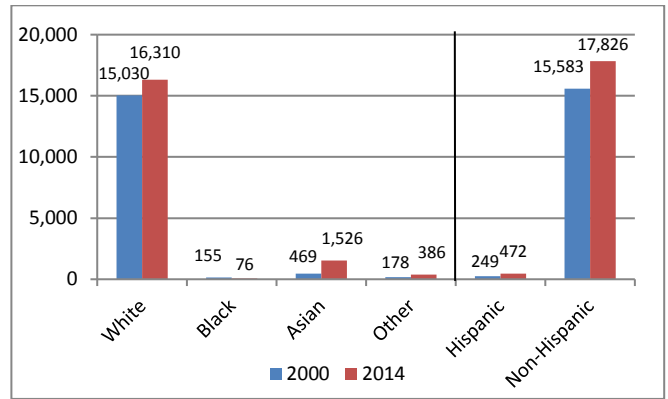
**Age Distribution  
2014**



Source: US Census Bureau American Community Survey

The age distribution of the working population (20-64) in Avon is four percentage points lower than Hartford County and the state.

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

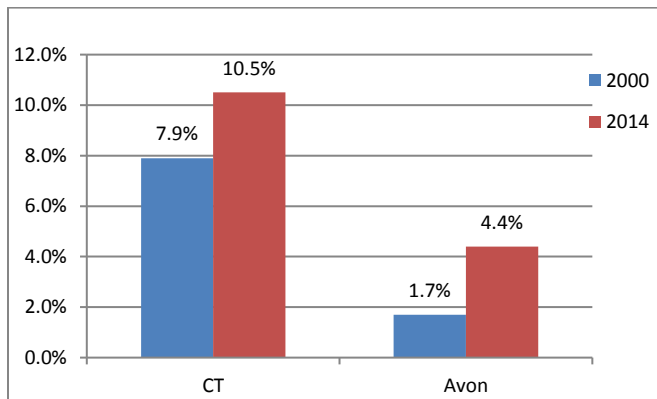


Source: US Census Bureau American Community Survey

The population is predominately White and Non-Hispanic. Since 2000, the population increased by 16 percent with the Asian population tripling in size.

## POVERTY AND EDUCATIONAL ATTAINMENT

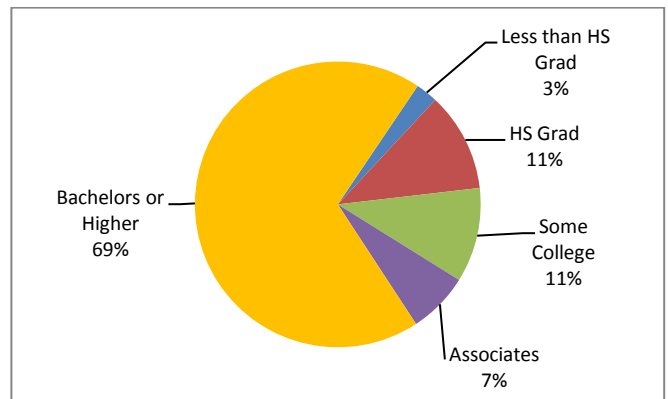
**Percent of Individuals with Income Below  
Poverty Level  
2000 to 2014**



Source: US Census Bureau American Community Survey

In 2014, at 4.4% for Individuals, the percentage in poverty is much lower than the state; however, poverty has more than doubled since 2000.

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

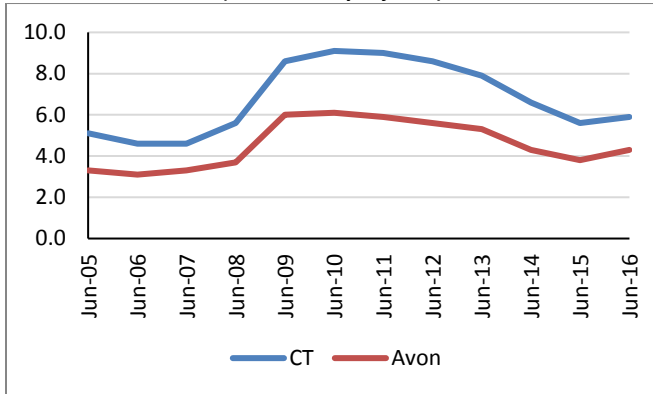


Source: US Census Bureau American Community Survey

Sixty-nine percent have a Bachelors or Higher; this is 32 percentage points higher than the state and 33 percentage points higher than the county.

## UNEMPLOYMENT RATES AND MEDIAN HOUSEHOLD INCOME

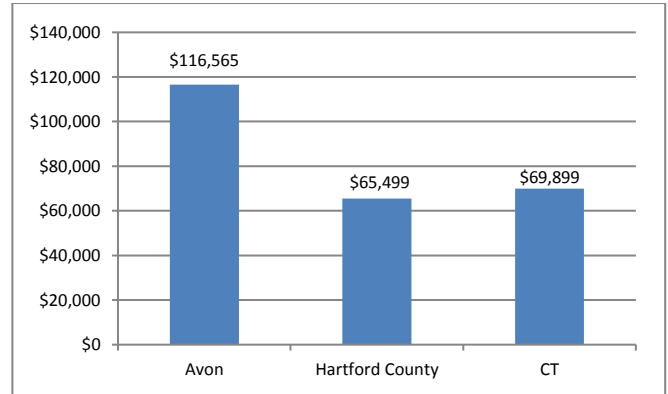
**Unemployment Rate**  
**2005 – June 2016**  
*(not seasonally adjusted)*



Source: CT Dept. of Labor

Over the past eleven years, from 2005 to 2016, the unemployment rate in Avon has been consistently about one to three percentage points lower than that of Connecticut.

**Median Household Income**  
**2014**



Source: US Census Bureau American Community Survey

The median household income is \$116,565; this is over \$50,000 more than the county and over \$46,000 more than the state.

## LABOR MARKET PROFILE – June, 2016

	Avon	% of Hartford County	Hartford County
Total Population	18,298	2.0%	897,374
Labor Force	9,410	2.0%	477,895
Employed	9,005	2.0%	447,905
Unemployed	405	1.4%	29,990
Unemployment Rate (1)	4.3%	NA	6.3%

(1) not seasonally adjusted

Source: US Census Bureau; CT Dept. of Labor

## MAJOR EMPLOYERS

Center For Advanced Reproductive Services	Walmart
Physicians For Women's Health	Avon Health Center
Apple Health Care Inc.	ACI Worldwide Inc.
Town of Avon	Reflexite Corp.
OFS Specialty Photonics	Oldcastle Precast
Legere Group Ltd.	

Source: CT Dept. of Labor; CT Data Collaborative



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