

United Way of Greater Waterbury – Financial Stability 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: 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.

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

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

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.

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

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

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

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 realistic career options and understand the education/training necessary to pursue specific options (examples might include mentoring or shadowing programs).
- 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.

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 educate 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.

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 help employees improve job readiness skills.
- 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.

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.

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.