

GOVERNOR'S CABINET ON NONPROFIT HEALTH AND HUMAN SERVICES

WORK GROUP ON JOBS- DRAFT PROGRESS REPORT

JUNE 7TH 2013

1. WORK WITH DOL TO ASSEMBLE DATA ON NONPROFIT EMPLOYMENT AND WAGES. PROJECT THE WORKFORCE NEEDS OF THE FUTURE:

Policy Statement

As the nonprofit workforce is enormously diverse and will likely continue to experience dynamic change in the future, the State of Connecticut will use all available employment tracking tools to properly classify and monitor this workforce. The CT Department of Labor along with other state resources would appear to be the most immediate partner to work with to help create a responsive data base.

- Data currently available does not cover standard POS contracts
- Work group is working with DOL through Patrick Flaherty, Andrew Condon and Mark Polzella to assess the capacity to provide information on a family of occupational skills to include knowledge and ability. Scope of data.
- Will need to assess resources available through OPM about the nonprofit workforce that is available from POS contracts
- Will need to work with the key POS contract state agencies such as DCF, DOC, DSS etc. to identify available workforce data

2. RECOMMEND A PLAN TO WORK WITH SDE AND THE ELEMENTARY AND SECONDARY EDUCATION SYSTEMS TO TRAIN THE FUTURE WORKFORCE. RECOMMEND A PLAN TO WORK WITH HIGHER ED SYSTEMS TO TRAIN THE FUTURE WORKFORCE:

Policy Statement

The diverse nonprofit workforce has dynamic training needs that require a new partnership between all levels of education (secondary through technical through higher education). To this end, the State of Connecticut will develop a task force that will create systems for the nonprofit sector to identify training needs and for the education community to respond with effective educational methods.

- Consideration should be given to a formalized process for working with colleges
- Nonprofits should consider being on advisory boards of colleges

- Consideration for effective succession planning within agencies. "Ready to lead"
- Establish formalized career path for nonprofit workforce
- Explore the capacity to develop affordable standardized training tracks for nonprofit staff within the various educational institutions, especially Community Colleges
- Standards and resources for essential /core trainings
- Consider surveying the sector on need vs. resources
- Standardized system for developing future nonprofit staff through meaningful internship opportunities.

3. WORK WITH THE DEPARTMENT OF VETERANS' AFFAIRS TO MATCH HEALTH AND HUMAN SERVICES WORKFORCE NEEDS AND POTENTIAL WORKERS:

Policy Statement

As a provider of services to primarily a disenfranchised sector of the community, Connecticut nonprofits will commit to a diversified workforce that is representative of all segments of our society, particularly those that may be underrepresented

4. WORK WITH DEPARTMENT OF ECONOMIC AND COMMUNITY DEVELOPMENT TO DEVELOP INCENTIVES FOR NONPROFIT BUSINESSES :

The committee will need to assess the "ask". The scope and kind of incentives? More work to be done here.

5. PROJECT THE WORKFORCE SKILL REQUIREMENTS OF THE FUTURE CONSIDERING THE IMPACT OF THE AFFORDABLE CARE ACT:

After a presentation by Victoria Veltri, State Health Care Advocate, the workgroup identified the following considerations and challenges for the nonprofit sector at this stage of the implementation of the ACA:

- The distinction between being an employer and a provider who bills for services
- Reimbursement rates vs. employee rates
- Increases in premiums will continue
- Additional drain on nonprofits resources to pay health cost
- Scope of the use of the exchange
- How best to inform employees of their healthcare options
- Cost benefit analysis for employers ; penalty vs. affordable coverage for employees
- Exchange vs. Marketplace
- Employers giving consideration to not offering dependent care, pros and cons
- Process and timing for decisions by 1/1/2014.

This goal will be at minimum tabled, or referred to the larger agenda for the cabinet.