



CONNECTICUT

Talent Recruitment

A GUIDE TO CONNECTICUT'S WORKFORCE RESOURCES

EDITION 1

VISIT

advanect.org

FOLLOW



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Introduction

Connecticut has one of the best-trained and most productive workforces in the world. Its foundation is education – a strong primary and secondary school system, highly regarded post-secondary system including the country’s #1 community college system and elite research institutions, as well as award-winning workforce training organizations and programs. These institutions are supported by the state’s commitment to, and investment in, creating and maintaining the most accessible, equitable, aligned and high-quality workforce pipeline in the country, ensuring our workforce remains responsive to the needs of the 21st century economy.

Navigating the system and organizations to tap into talent can be challenging for businesses. The purpose of this Directory is to compile these resources in one place, connecting employers to the high-quality workforce they need.

Editor’s Note: This catalogue is subject to further revision as organizations and contacts are added, removed or updated according to new information. Please pardon any omissions in this edition as we continually strive to provide the most comprehensive directory.

Strategic Leadership

GOVERNOR'S WORKFORCE COUNCIL

The Governor's Workforce Council (GWC) has been tasked with setting strategy and policy for the state's Pre-K through retirement workforce pipeline. The GWC includes 51 members, including leaders from business, government, education and community-based organizations.

[VISIT GWC AT CT.GOV](#)

THE OFFICE OF WORKFORCE STRATEGY

The Office of Workforce Strategy (OWS) is an independent state agency, serving as the staff to the GWC, providing subject matter expertise and strategic coordination of resources to advance the state's workforce development initiatives and serving as the primary advisor to the Governor on workforce development policy.

[VISIT OWS AT CT.GOV](#)

CONNECTICUT DEPARTMENT OF LABOR

The Department of Labor is the state agency responsible for administering laws and rules governing the employment relationship. Its mission is to serve, promote, and advocate for economic development, job growth, and quality of life in the state of Connecticut.

CONNECTICUT STATE DEPARTMENT OF EDUCATION

The Connecticut State Department of Education is committed to offering all Connecticut students a public education that ensures that they learn what they need to know to succeed in college, career, and life. Its strategic plan includes [Support for Career Pathways and Workforce Readiness](#), providing the resources students and communities need.

THE OFFICE OF HIGHER EDUCATION

The Office of Higher Education seeks to advance the promise of postsecondary education for all state residents, and to advocate on behalf of students, taxpayers, and the postsecondary schools and colleges which fall under its purview. The Office ensures postsecondary institutions meet the highest standards of academic quality, administers the state's student financial aid programs, and serves as an information and consumer protection resource. It maintains a [searchable database](#) of Connecticut's post-secondary and occupational schools.

DECD OFFICE OF MANUFACTURING

The Department of Economic and Community Development's [Office of Manufacturing](#) supports manufacturers throughout the state. It works to achieve a set of key strategic initiatives and tactics in pursuit of its vision to make Connecticut the internationally recognized leader in manufacturing through innovation and the growth of our manufacturing base. It has published a [strategic plan](#) which aims to strengthen the manufacturing ecosystem through technology adoption, workforce development, and supply chain reinforcement.

Regional Sector Partnerships



Regional Sector Partnerships are an outcome of the Governor's Workforce Council's goal to engage industry in the development of the state's workforce strategy. These collaboratives bring business leaders from a specific industry sector, in a geographic region, together to collaborate to make their industry more competitive and address their common concerns. Workforce development and talent recruitment are key topics for discussion and action.

**STATEWIDE REGIONAL SECTOR
PARTNERSHIP LEAD**

Tracy Ariel
Program Director
Office of Workforce Strategy
tracy.ariel@ct.gov | 860-308-6261

**EASTERN ADVANCED MANUFACTURING
PARTNERSHIP**

Tony Benoit
eama-rsp@ewib.org | 860-859-4100 x114

NORTHWEST MANUFACTURING PARTNERSHIP

Joann Ryan
Northwest Chamber of Commerce
joann@nwctchamberofcommerce.org

SOUTHCENTRAL MANUFACTURING PARTNERSHIP

Anne Benowitz
Vice President
New Haven Chamber of Commerce
abenowitz@gnhcc.com | 203-782-4305

**ADVANCED MANUFACTURING EMPLOYER
PARTNERSHIP**

Lynn Raicik
Connecticut Center for Advanced Technologies
lraicik@ccat.us | 860-282-4297

SOUTHWEST MANUFACTURING PARTNERSHIP

Dan Onofrio
President
Bridgeport Regional Business Council
onofrio@brbc.org

**NEW HAVEN REGIONAL BIOSCIENCE
COLLABORATIVE**

Garrett Sheehan
New Haven Chamber of Commerce
gsheehan@gnhcc.com

CAPITAL AREA TECH PARTNERSHIP

Ben Hensley
Capital Workforce Partners
bhensley@capitalworkforce.org

SOUTHWEST DATA/TECH PARTNERSHIP

Kevin Peraino
Stamford Partnership
kevin@stamfordpartnership.org

NORTHWEST HEALTHCARE PARTNERSHIP

Ana Goncalves
Northwest Regional Workforce Investment Board
ana.goncalves@nrwib.org

CAPITAL AREA HEALTHCARE

Maureen Jenks
Capital Workforce Partners
mjenks@capitalworkforce.org

EASTERN HEALTHCARE PARTNERSHIP

Paul Whitescarver
Southeast Connecticut Chamber of Commerce
pwhitescarver@secter.org

Talent Recruitment Process



Employer Identifies Workforce Needs:
Develops list of Roles with Job Descriptions and Skills Requirements

Contact **AdvanceCT** Workforce Consultant

New to State?

YES

NO

Register with **Department of Labor**

Post jobs on **CTHires.com** + search database for candidates

Additional Talent Acquisition Outreach

Low-Mid Skill Certificates/
Credentials/Associates

Higher Education Required
BA/BS/Masters & Above

Experienced Workers

Unique Skills

Alumni Networks

Colleges/Universities
(Bachelors/Graduate)

Search Firms

Contact Local WF Boards/
American Job Centers

CTECS/Community
Colleges

Hire to Fill Job Openings

Join **Regional Sector Partnership** to network with other businesses and support development of talent pipelines.

Recruiting & Hiring

STATE RESOURCES

DEPARTMENT OF LABOR

The **Connecticut Department of Labor's Business Services** team's mission is to advise registered Connecticut businesses on programs and services that will support them throughout their business cycles, including coordinating recruitments held in the American Job Center offices, helping employers in posting their jobs to the CTHires website, and connecting employers to CTDOL Career Fairs.

CTHIRES

CTHires is the Department of Labor's self-service job bank where Connecticut employers can post jobs and review resumes to find qualified candidates.

cthires.com

WORKFORCE DEVELOPMENT BOARDS/AMERICAN JOB CENTERS

Regional centers offering targeted recruitment, applicant pre-screening, business consulting services, job posting assistance, and financial incentives.

EASTERN CONNECTICUT WORKFORCE INVESTMENT BOARD	Eastern region including Montville, Willimantic, Danielson
Mark Fillmore, Montville American Job Center mark.fillmore@ct.gov 860-848-5251	Kathleen Cosgrove, Montville American Job Center kathleen.cosgrove@ct.gov 860-848-5252
ewib.org	

CAPITAL WORKFORCE PARTNERS	North central region including Hartford, New Britain, Bristol, Enfield
Mohamed Chaouki, Business Engagement Lead mchaouki@capitalworkforce.org 860-899-3523	Donna Smith, Hartford American Job Center donna.smith@ct.gov 860-256-3869
capitalworkforce.org	

WORKFORCE ALLIANCE	South-central region including New Haven, Meriden, Middletown areas
Steve Johnson, Business Services Coordinator sjohnson@workforcealliance.biz 203-867-4030 x 233	Teresa Husband, Hamden American Job Center teresa.husband@ct.gov 203-859-3414
workforcealliance.biz	

THE WORKPLACE	Southwest region including Stamford, Norwalk, Bridgeport, Derby areas
Michael Morgan, VP Business Engagement mmorgan@workplace.org 203-610-8572	Lori-lynn Chatlos, Bridgeport American Job Center lorilynn.chatlos@ct.gov 203-455-2601
workplace.org	

NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD	Northwest region including Waterbury, Danbury, Torrington areas
Ana Goncalves, Director of Strategic Planning ana.goncalves@nrwib.org 203-574-6971 ext. 448	Benjamin Clapp, Waterbury American Job Center benjamin.clapp@ct.gov 203-437-3324
nrwib.org	

CONNECTICUT TECHNICAL EDUCATION AND CAREER SYSTEM

Connecticut Technical Education and Career System (CTECS) operates 17 diploma-granting technical high schools, one technical education center, and two airframe mechanics and aircraft maintenance programs, with a total of **31 career technical education programs**. Graduates earn a Connecticut high school diploma, CTE certificate in their field of study, and multiple stackable credentials including state occupational licensure, national technical skill competency certifications, and industry-recognized credentialing.

Employers can connect with CTECS:

Speaking with a trade area consultant:
[CTECS Employer Partnerships](#)

Posting a Job:
[CTECs job posting](#)



Colleges & Universities



Albertus Magnus College

Albertus Magnus College is a private catholic, liberal arts school located in New Haven. It offers bachelors and associates degrees to 600 traditional undergraduate students and 700 adult undergraduate and graduate students. Its student population is 85% female.

Patrick Clifford

Director, Office of Career and Professional Development
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203-773-6989



Central Connecticut State University

Central is the oldest in the state's university system with approximately 7,600 students in New Britain. Its School of Engineering, Science, & Technology is home to the Applied Innovation Hub, a new facility offering state-of-the-art augmented and virtual reality technology along with connected labs.

Paul Rossitto

Director of Career Service Center
rossitto@ccsu.edu



Charter Oak State College

Charter Oak offers Career-Focused Online Degrees and Certificates in a number of high-demand fields including Business, Health Care, Public Safety, Cyber Security, Early Childhood Education and more. The majority of its 2,200 students are 25-49 years old.

Dave Ferreira

Provost
dferreira@charteroak.edu

Connecticut State Community College

Connecticut State includes 12 community college campuses serving over 60,000 students, spread throughout the state. They offer certificate and associate degree programs in arts and humanities, business and hospitality, engineering and technology, nursing and health careers, science and mathematics, and social and behavioral sciences.

DeWayne Price

Director of Training and Professional Learning
dpryce@commnet.edu



Eastern Connecticut State University

Eastern, in Willimantic, offers its 4,000 students a strong liberal art foundation grounded in an array of applied learning opportunities, with 41 majors and 65 minors.

Clifford Marrett

Director of Career Service Center
marrettc@easternct.edu



Fairfield University

Fairfield University is a private institution on a suburban campus in Fairfield, CT with a total undergraduate enrollment of 4,600 and 1,000 graduate students. Fairfield University is composed of five schools and colleges: Arts and Sciences, the School of Business, the School of Engineering, School of Nursing and Health Studies, and the Graduate School of Education and Allied Professions.

Cathleen Borgman

Director, Career Center
cborgman@fairfield.edu
203-254-4000 ext. 408



Goodwin University

Goodwin University in East Hartford has 3,160 students, 84% female, with an average age of 29 and over 90% are from Connecticut. 69% of its degrees are conferred in health and clinical related professions and may be flexibly layered across certificate, associate, bachelor's, and master's programs.

Martin Levin

Senior Career Specialist
mlevine@goodwin.edu
860-913-2128



Mitchell College

Mitchell College is a small residential college in New London. It offers its bachelors and associates degrees to its approximately 500 undergraduate students. Known for its small class sizes, it offers degrees in business, communication, education, environmental studies, human development and family studies, liberal arts, psychology, criminal justice, and sports and fitness.

Paul Dunn

Integrative Career Development
Center Coordinator
dunn_p@mitchell.edu
860-701-7739



Quinnipiac University

Quinnipiac is a private university with campuses in Hamden and North Haven. It offers degree, certificate and badge programs, as well as innovative pathways to combine undergraduate to graduate degrees through dual-degree programs, to approximately 6,000 undergraduate and 2,700 graduate, medical and law students.

Quinnipiac University

AVP of Career Development and
Experiential Learning
kafui.kouakou@quinnipiac.edu
203-582-7837



Sacred Heart
UNIVERSITY

Sacred Heart University

SHU, in Fairfield, has 6,700 undergraduate and 3,900 graduate students. It is known for its high quality undergraduate business school, undergraduate and graduate nursing, online master's in nursing program, part-time MBA, and graduate social work programs.

Keith Hassell

Executive Director of Career and
Professional Development
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203-371-7978

Colleges & Universities



Southern Connecticut State University

Southern has a total of 8,900 students on its New Haven campus. It offers 246 undergraduate majors, minors, and pre-professional programs, 114 graduate degree programs and thousands of experiential and workforce preparation opportunities through internships and on-the-job training to its students.

Aimee O'Shea

Interim Director of Career Services
piccina1@southernct.edu



Trinity College

Trinity College is a private college of 2,100 students in Hartford, CT. The college offers 41 majors, as well as the options of creating a self-designed major or adding an interdisciplinary or departmental minor. Trinity is part of a small group of liberal arts schools that offer degrees in engineering. Trinity has a student-to-faculty ratio of 9:1.

Joseph Catrino

Executive Director of Career and Life Design
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860-297-2235



University of Bridgeport

University of Bridgeport (UB) is a non-profit university, home to a diverse student and faculty body including 1,640 undergraduate and 2,350 graduate students, including the largest graduate engineering program in the state. UB was acquired by Goodwin University in 2021.

Stephanie Beach

Director of Career Services
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University of Connecticut (UConn)

UConn is one of the nation's top ranked public universities. Its main campus is in Storrs, with an additional 4 regional campuses hosting a total of 24,000 undergrad and 8,000 graduate students. It has 14 schools and colleges, 80 research centers and institutes, and 100+ state of the art research facilities.

Lisa McGuire

Associate Director of Corporate Partner Relations
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UConn Stamford

Chrys Tsilibes

Associate Director, Corporate Partner Relations
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UConn Stamford School of Business

Judy Stewart

Assistant Director, Career Employer Partnerships
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UConn Hartford

Wiley Dawson

Assistant Director for Career Services
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959-200-3819

UNIVERSITY OF HARTFORD

University of Hartford

UHart has approximately 4,000 undergraduate and 1,800 graduate students. It is known for excellence in the visual and performing arts, engineering, and business and has recently launched new programs, including nursing, aerospace engineering, business analytics, robotics, and data science. occupational therapy (MA), computer science (MA), and digital media and journalism.

Brooke Johnston Penders

Executive Director
penders@hartford.edu
860-768-4288



University of
New Haven

University of New Haven

University of New Haven has 5,000 undergrad and 2,500 grad students. It has 100 programs of study including a college of business, school of health sciences, and a college of criminal justice and forensic sciences.

Matt Caporale

Executive Director, Career
Development Center
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203-932-7451



UNIVERSITY OF
SAINT JOSEPH
CONNECTICUT

University of Saint Joseph

The University of Saint Joseph in West Hartford is a private university of 900 undergraduate students developing professionals for in-demand fields of health care, social services, education, and the sciences.

University of Saint Joseph

Assistant Dean/ Director of Career
Services
msinche@usj.edu
860-231-5228



Wesleyan University

Wesleyan University

Wesleyan University in Middletown, CT is a diverse, highly selective liberal arts community of approximately 3,000 undergraduate and 200 graduate students. It's most popular majors are Econometrics and Quantitative Economics, Psychology, Political Science and Government, English Language and Literature, Behavioral Neuroscience and Film/Cinema/Media Studies.

Sharon Belden Castonguay

Executive Director of the Career
Center
scastonguay@wesleyan.edu
860-685-2180

Colleges & Universities



Western Connecticut State University

Western's campus in Danbury has a total of 4,400 students. It provides a liberal arts foundation for all programs, including defined professional degree such as nursing, accounting, cybersecurity, or musical theatre.

Kathleen Lindenmayer

Director of Career Services
lindenmayerk@wcsu.edu

Yale

Yale University

Yale University is a highly selective, large research university in New Haven with a wide array of programs and departments serving 6,600 undergraduate and 5,300 graduate and professional students.

Jeanine Dames

Director, Office of Career Strategy
and Associate Dean, Yale College
jeanine.dames@yale.edu
203-432-8040



Internship/New Hire Programs



INTERNSHIP/NEW HIRE PROGRAMS

Internship programs can provide numerous benefits to businesses, most importantly creating an ongoing pipeline of future full-time employees. They allow you to “test-drive” the talent before making a longer-term hiring commitment, at a relatively low cost. Interns can bring novel perspectives to the status quo as well as bring in cutting-edge strategies, techniques, and the latest technologies.



CCAT MANUFACTURING INTERNSHIP PROGRAM

This program is a cohort-based internship for rising sophomore, junior and senior undergraduate students seeking internships at small- and mid-sized manufacturing companies. Areas of focus range from computer science and finance to marketing and engineering.

Contact: Eileen Candels | ecandels@ccat.us



CTNEXT TALENT BRIDGE PROGRAM

The Talent Bridge Program (TTB) is an opportunity for innovation-driven Connecticut companies of less than 100 employees to source additional funding for the hire of student interns.

Contact: Natasha Harris | natasha.harris@ctnext.com



READYCT INTERNSHIP PROGRAM

Work-based learning classes prepare high school students in four Hartford area school districts for internships with many of the region’s top employers. Students are equipped with the employability skills required to perform successfully in the workplace.

Contact: Brittany Wilborn | brittany.wilborn@readyct.org



LIFE SCIENCE SPRINT INTERNSHIPS

SPRINT internships offer a wide variety of opportunities in both emerging and established companies across the life-science industry in Connecticut. Internships available will span across scientific, commercial, finance, and administrative functions and all applicants will be eligible to participate in skill workshops.



**GOVERNOR'S
INNOVATION
FELLOWSHIP**

GOVERNOR'S INNOVATION FELLOWSHIP (CTNEXT)

The Governor’s Innovation Fellowship offers ambitious, high-achieving recent graduates the opportunity to work at leading, forward-thinking businesses in Connecticut in STEM and STEM adjacent positions.

Contact: Natasha Harris | natasha.harris@ctnext.com

Search Firms

Averity

STAMFORD

Software Engineering, Data Science, Data Engineering, DevOps, Security

860-505-0013
www.averityteam.com

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Debbie Lundstrom
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Brian Curry
Managing Partner

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Jeff Schneider
President

jschneider@grnhartford.com
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President & Owner

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Kristen
contact@kaiserwhitney.com

203-562-0511
www.kaiserwhitney.com

Search Firms

K. Russo Consulting

RIVERSIDE

Human Resources & Non-Profit

Karen Russo
President

203-653-2211
www.krussoconsulting.com

Mackin Talent

WORLDWIDE

Information Technology, Engineering, Administrative/Clerical, Life Sciences, Pharma, Cyber Security, Environmental, Health & Safety, Marketing/Design

Julie Nguyen
Business and Engagement Executive

1-650-788-7025
julie.nguyen@mackintalent.com
www.mackintalent.com

O'Connell Group

FAIRFIELD

Consumer Marketing and Insights & Analytics Searches

Dixon Smith
Managing Principal

203-834-2900
www.oconnellgroup.com

Rigsby Search Group

CHESHIRE

Environmental Services

Sean Rigsby
President

860-505-0013
www.rigsbysearch.com

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Robert Half Talent Solutions

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Finance & Accounting, Administrative & Customer Support, Technology, Marketing & Creative, Legal

Elizabeth Dutkiewicz
VP & Recruiting Manager

rduktiewicz@roberthalf.com
www.roberthalf.com

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203-967-8300

www.smitharnold.com

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www.smithhanley.com

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Technology, Accounting & Finance, Operations

Shannon Iannone

scahillane@vaco.com

203-666-7097

www.vaco.com

Special Populations



Hiring people from alternative populations provides employers with access to a broader pool of skilled talent. It creates a culture of diversity, fosters creative business solutions, generates goodwill among customers and the community, and can often lead to lower turnover and higher productivity.

VETERANS

The Connecticut Department of Labor works with partners throughout the state to provide high-quality, meaningful job services for veterans. Veterans receive priority reemployment services from trained staff offering specialized services to veterans reintegrating into civilian life; assist veterans in identifying careers after military service; and help veterans match their unique skills to jobs in demand by Connecticut employers.

Tim Rockefeller

Local Veterans' Employment Representative
 Timothy.Rockefeller@ct.gov | 860-263-6016

RE-ENTRY

Career Resources Inc (CRI) provides partners with the Department of Corrections to provide workforce readiness and occupational skills training to returning citizens. Its staffing agency, Entry Point, is designed to connect employers with jobseekers returning to the workforce.

Rosa Dicker

rdicker@careerresources.org

SENIORS

Seniors Job Bank (SJB) connects people over 50 looking for part-time and temporary work with businesses, organizations and households seeking workers.

PEOPLE WITH DISABILITIES

Bureau of Rehabilitation Services partners with businesses of all sizes and across all industries to help them build a diverse and inclusive workplace foster an atmosphere of teamwork and problem-solving that drive productivity. Programs are designed for businesses to leverage a largely untapped talent pool of candidates with diverse abilities while providing opportunities for workforce development, skill building, and employee growth and retention.

Ability Beyond is a recognized leader in employment training and placement and has helped thousands of people with disabilities to gain meaningful employment and hundreds of business partners prosper by hiring these dedicated, quality employees.

info@abilitybeyond.org | 888-832-8247

Additional Resources

LABOR MARKET INFORMATION

[State of Connecticut Labor Market Information](#), hosted by the Department of Labor, shows education requirements for hundreds of jobs and provides links to classes and training programs.

OFFICE OF APPRENTICESHIP TRAINING

[Office of Apprenticeship Training](#) administers apprenticeship programs through the Department of Labor. Skilled consultants provide technical assistance, monitoring, and consulting services to qualified employers interested in sponsoring apprenticeships.

CONNECTICUT CENTER FOR ADVANCED TECHNOLOGY INC.

[CCAT](#) is an applied technology demonstration and training center that leads and collaborates with state, regional, and national partners in manufacturing, academia, government, and non-profit organizations to define and strengthen the future of the supply chain in the areas of advanced manufacturing, incumbent worker training, STEM awareness, and energy solutions. CCAT is responsible for administering manufacturing grant investments in workforce.

MANUFACTURING SKILLS FOR CONNECTICUT

A resource which includes school program information, research studies, a comprehensive map of Connecticut manufacturers, tools, and resources to enhance pathway development.

BUSINESS HIGHER EDUCATION FORUM

A non-profit organization partnering with the State of Connecticut to help build better connections between businesses and higher education institutions. They are leading the [Tech Talent Accelerator](#), an initiative focused on closing technology skills gaps by better preparing graduates for the workplace and reskilling and upskilling incumbent workers.

THE HARTFORD WORK-BASED LEARNING NETWORK

The [Hartford Work-Based Learning Network](#) serves as a learning community that develops strategies to ensure Hartford high school students are ready for post-secondary success in higher education, skills training, and career advancement. The network facilitates opportunities for employer partners to offer students work-based learning opportunities, providing employers an effective vehicle to help build and retain their future workforce.

CONNECTICUT CENTER FOR ARTS AND TECHNOLOGY

[ConnCAT](#) provides job-training programs intended to give unemployed and under-employed adults the skills needed to secure meaningful, well-paying jobs in the health sciences and culinary professions, including training for lab technicians, phlebotomists, medical billing and coding and culinary arts.

PROMISE PROGRAMS

Promise Programs, with CT locations in Hartford, New Haven and Waterbury, work to transform the lives of Promise Scholars by providing financial resources and supportive services that lead to college success and upward mobility for students in their communities. They actively seek partnerships with companies to provide internship and employment opportunities.

[Hartford Promise](#) | [New Haven Promise](#) | [Waterbury Promise](#)



FOR MORE INFORMATION, CONTACT:

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ADVANCECT
CONNECTICUT