



TRUMBULL TOWN HALL MEETING – FREE VIRTUAL STAFFING RESOURCE EVENT

MARCH 31ST, 2022 | 1:30 – 2:30 PM (VIA ZOOM)



Who Should Attend?:

- Human resource professionals
- Managers
- Business owners

What Industries Will Benefit?:

- Retail / Service
- Restaurants
- Manufacturing / Production
- Hospitality
- Healthcare
- Warehouse / Distribution
- Others

AGENDA

Opening Remarks and Introductions

Vicki A. Tesoro – First Selectman

Purpose and Agenda for Program

Rina Bakalar – Director, Economic & Community Development

Agency Offerings

The WorkPlace, Inc.

Mike Morgan – Vice President

Engage Staffing

Andy Flanigan – Account Executive

CT Hires / Southwest American Job Center

Rosa Dicker – Director, Business Services

Small Business Development Centers (SBDC)

Steven Semaya – Business Advisor

Bridgeport Regional Business Council / Trumbull Chamber of Commerce / Manufacturing and Production Workers

Dan Onofrio – President and CEO

The Kennedy Center

Joan Nassef – Marketing and Employer Relations Manager

Aging and Disability Services

Enaida Mendoza – Assistant Vocational Rehabilitation Counselor

Entry Point Staffing

Lisa Tella – Director

Hiring Tips

Fred Petrossi – Chairman, Trumbull Chamber of Commerce / Vice President, Banking Center at Webster Bank

Hiring Websites / College Career Offices in CT

Steven Semaya – Business Advisor, SBDC

Q&A

Closing Remarks

Vicki A. Tesoro – First Selectman

Rina Bakalar – Director, Economic & Community Development

CONTACTS



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Chairman, Trumbull Chamber of Commerce
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ANDY FLANIGAN

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W: portal.ct.gov

THE WORKPLACE, INC.

MIKE MORGAN
VICE PRESIDENT

- **Who is The WorkPlace?**

- Established in 1983, one of five Workforce Development Boards in Connecticut, The WorkPlace covers a 20-town region
- Due to expansion The WorkPlace now operates in multiple states and has 4 offices in Connecticut
- Over 150 employees preparing job seekers for work through training, coaching & skills development
- We are a part of a network that connects people to employment opportunities
- Your connection to a skilled workforce, we are a resource to businesses that need to hire talent

- **How do we help businesses?**

- The Connecticut team has more than 12 Employer Relations Specialists
- The WorkPlace can help you with recruiting, screening, hiring, or training employees
- Wage incentive programs help businesses off-set onboarding costs and reduce the risk of mis-hiring

*A NATIONAL LEADER IN
WORKFORCE DEVELOPMENT*

ENGAGE STAFFING

ANDY FLANIGAN

ACCOUNT EXECUTIVE

**CONNECTING PEOPLE WITH
POSSIBILITIES!**

Engage Staffing' solutions to your hiring challenges:

- Temporary
- Temp-to-perm
- Direct hire
- Payrolling

Connecting people to employment in these fields:

- Call Center and Customer Service
- Clerical and Administrative
- Manufacturing and Light Industrial
- Hospitality
- And seasonal work like Landscaping and Tree work
- Accounting and Bookkeeping
- Medical and Non-Medical Care and Healthcare
- Construction
- Warehouse and Distribution

Benefits to working with us:

- Strong partnerships with local workforce system
- Access to more job seekers
- Better rates
- Friendly
- Professional
- Honest
- We get positions filled!

CT DEPARTMENT OF LABOR: BUSINESS SERVICES

LORI-LYNN CHATLOS

BUSINESS SERVICE SPECIALIST



Business Services Professionals meet confidentially with businesses to assess needs, discuss available programs and services, and provide customized solutions. Grants, tax credits and many other incentives are available in Connecticut.

Connecticut's Job Bank (CTHires) Free service, automated labor exchange accessible 24/7 with job listings and resumes. Employers may post online job openings, search résumés, find trainers, correspond directly with other users and access valuable labor market data.

www.CTHires.com

Employer Recruitments: Provide free office space (neutral venue) in each of our American Job Center locations across the state. It's a great timesaver to interview, screen and test candidates. Typical companies are utilities, manufacturers, call centers, cable providers, shipping, staffing agencies, landscapers, etc.

Career Fairs: Each year CT DOL offers professional career fairs statewide including Heroes 4 Hire to connect Employers with military veterans. We also participate in community job fairs, youth fairs, college and high school career events.

Technical Assistance in recruitment:

- Job descriptions, skills required and growth data
- Labor market information
- Wage surveys-regional and statewide

- Setting up resume scouts
- National candidate searches and job postings at no cost

Networking with companies involved in layoffs and closures (even before it happens)

- Work Opportunity Tax Credits
- Trade Adjustment Assistance OJT grants, Apprenticeship tax credits
- Federal Bonding Program, Access to regional incentives

Incumbent Worker Training Grants: State grants to help companies grow and maintain competitiveness by investing in training of their existing workforce. DOL works directly with companies to design, develop, and fund projects as well as helping locate appropriate training providers.

Trade Act On-Job-Training Grants: Up to \$26,000 per new hire in funding provided to companies for retraining individuals who were laid off due to trade issues or outsourcing.

Legal Compliance Training/ Workshops for Businesses:

- Unemployment Law
- Drug Testing
- Family and Medical Leave Act
- ADA
- Marijuana in the Workplace
- Introduction to Wage and Workplace Laws
- Wage and Workplace Laws
- Sick Leave Law
- Independent Contractor vs. Employee
- Cyber Security, Opioid Addiction and more...



Conn-Osha Consultation and Training: Free training and consultation services by health and safety experts from the CT Department of Labor. Popular programs include monthly safety roundtables, safety recognition programs, and regularly scheduled seminars such as OSHA Record Keeping, Industrial Powered Trucks (forklift safety), Fleet Safety, Construction Zone Safety, Trenching and Excavation, Chemical Hazards, Controlling Hazardous Energy Sources (lockout/tag out), Blood Borne Pathogens, Ergonomics, GHS, and many more.

Shared Work Program (layoff aversion): This flexible program helps companies avoid layoffs and keep their workforce intact while experiencing cyclical business dips.

Apprenticeship: 3500 companies sponsor apprenticeship programs in Connecticut, including construction contractors, manufacturers and others. We help manufacturers customize programs and offer generous tax credits.

American Job Center Career Workshops and training programs open to all CT residents. We help prepare Job candidates with career counseling, résumé services, job search strategies, interview preparation, online applications, and social media techniques including the very popular seminar Get Connected with Linked In.

Downsizing support: exploring options to improve competitiveness, alternatives to layoff, on-site Rapid Response coordination during layoffs, trade act petitions, etc.

Publications:

- Connecticut Economic Digest
- Wage Information and Surveys
- Unemployment and Appeals Guides for Employers
- Free Labor Posters
- Labor Market Situation
- Safety Tip Cards
- Business and Employment Changes Announced in the News Media
- Industry-specific Guides
- Education Trends

Speakers' Bureau: The CTDOL Speakers' Bureau has a diverse group of agency experts who are prepared to speak on a wide range of topics relating to employment law compliance, worker health and safety, labor market information, workforce development, unemployment insurance and other issues in the Department's jurisdiction.



CT HIRES &
SOUTHWEST AMERICAN JOB CENTER

ROSA DICKER

DIRECTOR, BUSINESS SERVICES

*CT HIRES IS CONNECTICUT'S OFFICIAL STATE
JOB BANK AND IS IMPORTANT FOR ANY STATE
OR FEDERAL CONTRACTORS FOR EEO AND
HIRING COMPLIANCE.*



CAREER RESOURCES INC./ SOUTHWEST AMERICAN JOB CENTER IN PARTNERSHIP WITH THE DEPARTMENT OF LABOR.



Southwest - American Job Center / Business Services:

American Job Centers are a One-Stop Center designed to help businesses find qualified workers and help job seekers obtain employment and training services to enhance their careers.

Business Services:

A Team of Professional Job Developers helping employers find and retain qualified candidates

How Do We Deliver?

Recruitments:

- Employer Assistance with Recruitments/Hiring.
- Customized Events
- Free Onsite Space.
- Create an Employer CTHires.com port account
post job openings and search resumes for candidates
- Apprenticeships

Talent Pool:

A pool of talented trained candidates with specific skills geared toward the needs of the labor market to suit the business industries.

(pre-trained, and ready to work candidates already trained and ready to go to work)

Screenings:

- Provide HR Support
- Ensure jobseekers undergo job readiness

Other Offers

Announcements of Specialized Grants targeting both employers and jobseekers

All our programs and services are available at no cost

SMALL BUSINESS DEVELOPMENT CENTER (SBDC)

STEVEN SEMAYA
BUSINESS ADVISOR

JOE ERCOLANO
DIRECTOR



PROFESSIONAL, CONFIDENTIAL, AND EXPERT BUSINESS ADVICE AT NO COST!

Our advisors offer comprehensive business assistance, resources, tools, and online trainings to offer businesses like yours help along the way.

We are committed to enhance Connecticut's economic wellbeing and build thriving communities. Contact us today!

18 Business Advisors

28 locations

\$116 million in capital

184 business starts

Over 32,000 jobs created ... in the past year alone



Sign up for no-cost advising today!

www.ctsbdc.uconn.edu

(877) 723-2828



DAN ONOFRIO
PRESIDENT & CEO

Bridgeport Regional
Business Council

Trumbull Chamber
of Commerce

*AS PART OF THE SW CT MANUFACTURING
PARTNERSHIP, THE WORKPLACE INC JUST
COMPLETED A COMPREHENSIVE
INVENTORY OF REGIONAL PROGRAMS AND
CREDENTIALS.*



**BRIDGEPORT
REGIONAL
BUSINESS COUNCIL**
BRIDGEPORT | STRATFORD | TRUMBULL
CHAMBERS OF COMMERCE

Together we are the **BRBC!**

Institutions in SW CT with Manufacturing programs

Bullard Havens Technical School

Emmet Obrien Technical School

Platt Tech High school

Derby High School

Shelton High School

Ansonia High School

Fairchild Wheeler Inderdistrict Science Magnet School - Aerospace/Hydrospace
Engineering & Physical Sciences

Fairchild Wheeler Inderdistrict Science Magnet School - IT and Software
Engineering

Porter & Chester

Manufacturing Alliance Service Corporation

Housatonic Community College

Naugatuck Valley Community College

Gateway Community

Norwalk Community College

University of Bridgeport/Goodwin University

Sacred Heart University

UCONN - Stamford

JOAN NASSEF
*MARKETING & EMPLOYER
RELATIONS MANAGER*



- Kennedy Employment Services develops partnerships with employers to learn about their employment needs. We have a pool a of potential candidates and seek out the best candidates for any position. Companies contact me with their job specifications and I in-turn, reach out to our staff to identify best job matches.

In some cases, an organization can try an individual in an open position for a short period time, at no cost as we might be funded to pay that individual. Typically, it is about 30 hours in total, with one of our staff present for some of the time. We provide a Certificate of Insurance which is extensive and covers our staff and the candidate, so there is no liability to the organization.

If the individual is hired, there is a federal tax benefit as we would fall under a Vocational Rehabilitation referral.

Many individuals are seeking part-time work, some are seeking full-time, while others would be a straight hire. The talent pool is broad.

- We also have various social enterprises that an organization can tap to outsource some of their work. These include landscaping services, Janitorial services; catering; and warehouse fulfillment & logistics.

Many businesses have outsourced some of their entry-level work to us: examples include repair work for a local manufacturer; we provide a value-added service for an engineering firm and handle their shipping and receiving; we do fulfillment work as well as small assembly. Our warehouse employs both those with and without barriers to employment.



AGING AND DISABILITY SERVICES

ENaida MENDOZA

*ASSISTANT VOCATIONAL
REHABILITATION COUNSELOR*

The purpose of the Vocational Rehabilitation (VR) Division is to assist individuals who have visual impairments obtain and maintain competitive integrated employment. The focus of the following services is to assist individuals with identifying appropriate employment.

Services for employers:

- Pre-Screen Qualified Candidates
- Reimbursement for on the job training / paid internships with diverse industries. (Up to 12 weeks)
- No cost “Try before you hire” services.
- No cost “On the job” support services (Job Coach)
- No cost Disability Consultation Services (Task Analysis)
- Purchase of adaptive equipment (when applicable)

Benefits of hiring individuals with disabilities:

- Work opportunity tax credits (WOTC)
 - <https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit>
- Inclusive workforce
- Reliable and higher job retention rates





Entry Point Staffing is a venture that goes beyond providing Fairfield County employers with capable, reliable staffing solutions - when you partner with Entry Point Staffing, you are part of the solution to the greater societal challenge of reentry.

In Fairfield County, nearly 600 justice-involved citizens are released from prison each year, and the many challenges they face lead to high recidivism rates. Their common denominator is lack of access to economic viability. Parolees have traditionally lacked the employment opportunities and life supports needed to reintegrate into society. Given this reality, Entry Point Staffing was created to specifically address systemic inequity in accessing the job market.

Entry Point Staffing associates are provided full wrap-around supporting services including case management and career coaching. All receive guidance from the long-proven STRIVE® program, where they receive attitudinal job readiness training in responsibility and continuous follow-up support. What this means for you is a dedicated and ready employee who can learn and do the job.

When you hire from Entry Point Staffing, you are not just filling a job, you are helping transform a life, a city, a state, and a greater movement.

Please contact Lisa Tella, Director of Entry Point Staffing, at 475-236-9482 to discuss how we can help you.

A Greater Mission

Criminal justice reforms need to take place in our country, which incarcerates more people than any other nation on Earth. Moreover, our current corrections system disproportionately affects communities of color. Entry Point Staffing is committed to doing our part to be a force for change.

Most social inequities are not easily rectified – it can take years for attitudes and structures to evolve. However, stable, long-term employment is THE change that can transform these social challenges immediately and profoundly. Our employer clients are part of our mission.

ENTRY POINT STAFFING

LISA TELLA
DIRECTOR



- Employees at essentially the same cost as you would pay independently – we cover salary, worker’s comp, state and federal taxes
- Try before you buy! Our agency lets you try a worker without commitment. If someone is not a fit, no harm no foul, but happily nearly all have worked out well
- Simple billing – one weekly invoice covers all
- Entry Point associates receive case management, coaching and counseling for the duration of their employment
- Substantial tax benefits are available for hiring a returning citizen, should you decide to convert an employee to your own staff
- You are contributing to the national change that is occurring in the world of criminal justice reform – the societal challenge of reentry is being addressed in a concrete way
- Systemic inequality in accessing the job market was the reason our agency was formed by Career Resources
- When you use Entry Point Staffing you are transforming a life, a city, a state and a greater movement
- Economic viability reduces recidivism; no one who has worked with us has returned to prison.
- All workers receive counseling via the long-proven STRIVE® program, for attitudinal job readiness training in responsibility and continuous follow-up support. What this means for you is a dedicated and ready employee who can learn and do the job.
- Criminal justice reforms need to take place in our country, which incarcerates more people than any other nation on Earth. Moreover, our current corrections system disproportionately affects communities of color. Entry Point Staffing is committed to doing our part to be a force for change.
- Most social inequities are not easily rectified – it can take years for attitudes and structures to evolve. However, stable, long-term employment is THE change that can transform these social challenges immediately and profoundly. Our employer clients are part of our mission.



HIRING TIPS

FRED PETROSSI

CHAIRMAN, TRUMBULL CHAMBER OF COMMERCE

VP, BANKING CENTER AT WEBSTER BANK

1. Treat Candidates like customers.
2. Use your employee referral program to your benefit.
3. Use Social Media to your advantage.
4. Invest in your current Employees first then back fill their roles.
5. Do not hire for the Task, Hire for the Purpose.
6. Have a clear and formal Onboarding process.



HIRING RESOURCES

STEVE SEMAYA

BUSINESS ADVISOR, SBDC

1. Job Boards
2. University and College Talent Offices



Job Board

CT Specific Opportunities

The Workplace (various programs)
<https://www.workplace.org/employer>

CT Hires (Connecticut's Official Job Board)
<https://www.cthires.com/vosnet/Default.aspx>

Engage Staffing (general recruitment and staffing)
<https://www.wpvengagestaffing.com/employers>

Early -Mid Career

Scouted
<https://scouted.io/companies/>

Gig Workers

Upwork (Development & IT, Design & Creative, Sales & Marketing, Writing & Translation, Admin & Customer Support, Finance & Accounting)
<https://www.upwork.com/talent-marketplace/>

Tech /Startup

Dice
https://bit.ly/Tech_Dice
Angel List
<https://angel.co/recruit/overview>

Senior/Executive Level

Execunet
<https://www.execunet.com/recruiting-solutions/>
Ladders
<https://recruit.theladders.com/>

Students

Handshake
<https://joinhandshake.com/employers/>
Purple Briefcase
<https://app.purplebriefcase.com/pb/account/requestAccess/>

General

Indeed
<https://indeedhi.re/3wufdQK>
Zip Recruiter
<https://www.ziprecruiter.com/post-a-job>
Monster
https://bit.ly/Monster_Hiring
Career Builder
https://bit.ly/Career_Builder_Jobs
GetWork
<https://getwork.com/employers/>
Simply Hired
<https://www.simplyhired.com/post-jobs>
Retirement Jobs (mature workforce)
<https://retirementjobs.com>
Flex Jobs (remote work)
[https://www.flexjobs.com/telecommute /](https://www.flexjobs.com/telecommute/)
employers
Robert Half (Staffing, temp., temp-to-perm. In accounting, finance, law and technology)
<https://www.roberthalf.com/>
Adzuna
<https://www.adzuna.com/hire>

Craigslist
https://bit.ly/Craigslist_jobs
Snag
<https://bit.ly/3ugjV1R>
Google for jobs
<https://jobs.google.com/about/>
Glass Door
https://bit.ly/GlassDoor_Salaries
LinkedIn
<https://bit.ly/3L6OGx7>
Job.com
Job.com

UNIVERSITY AND COLLEGE TALENT OFFICES

University Name	Outreach Contact Name	Outreach Contact	Guidelines for Outreach
Albertus Magnus College	Patrick J. Clifford , Director	203-773-6989 Pclifford1@albertus.edu	Office of Career & Professional Development: 203-672-6669, careerservices@albertus.edu -Access HandShake account via: https://www.albertus.edu/student-resources/career-services/employers.php
Central Connecticut State University	Career Development Office	860-832-1615 careers@ccsu.edu	Career Development Office: https://www.ccsu.edu/csc/ (Access Handshake account via this webpage)
Fairfield University	Cathleen Borgman , Director of Career Center Deirdre Bennett , Associate Director of Career Center / Employer Engagement	203-254-4081 knickolenko@fairfield.edu sgallo2@fairfield.edu	University Career Center: 203-254-4081, careers@fairfield.edu -Create a HandShake account: https://www.fairfield.edu/undergraduate/academics/resources/career-center/stags4hire/index.html
Gateway Community College	Alfred Guante , Interim Director of Career Services	203-285-2622 aguante@gwcc.comnet.edu	Career Services Office: 203-285-2208, gw-careerservices@gatewayct.edu -Create an account at College Central: https://gatewayct.edu/Career-Services
Housatonic Community College	Anisha Thomas , Director	203-332-5983 athomas@housatonic.edu	Career Services Office: 203-332-8568, https://www.housatonic.edu/career-services/employers -Create an account at College Central: https://www.collegecentral.com/housatonic/

UNIVERSITY AND COLLEGE TALENT OFFICES

University Name	Outreach Contact Name	Outreach Contact	Guidelines for Outreach
Post University	Christina Billings, Associate Director	203-591-7467 cbillings@post.edu	Center for Career & Professional Development: careerdev@post.edu , https://post.edu/ccpd/employers/ -Send an email to careerdev@post.edu with job offer/internship form attached
Sacred Heart University	Keith Hassell, Executive Director Annie Suffredini, Director	203-371-7978 203-396-6520 hassellk@sacredheart.edu suffredinia2@sacredheart.edu	Center for Career & Professional Development: careerdev@sacredheart.edu , 203-371-7971, https://www.sacredheart.edu/offices--departments-directory/center-for-career--professional-development/ (Access Handshake account via this webpage) -Create an account at Quadjobs for part-time employment: https://shuconnect.sacredheart.edu/channels/employer/
Southern Connecticut State University	Aimee O'Shea, Interim Director	203-392-6517 Piccina1@southernct.edu	Career and Professional Development: 203-392-8967, careerservices@southernct.edu , https://inside.southernct.edu/careers/employers -Create an account at: https://southernct-csm.symplicity.com/employers/
University of Bridgeport	The Center for Career Development	203-576-2346 careercenter@bridgeport.edu	-Create an account at Handshake via: https://www.bridgeport.edu/the-bridgeport-plan/career-development/handshake

UNIVERSITY AND COLLEGE TALENT OFFICES

University Name	Outreach Contact Name	Outreach Contact	Guidelines for Outreach
University of Bridgeport	The Center for Career Development	203-576-2346 careercenter@bridgeport.edu	-Create an account at Handshake via: https://www.bridgeport.edu/the-bridgeport-plan/career-development/handshake
University of Connecticut	Jim Lowe, Assistant Vice Provost, Executive Director Nancy Bilmes, Director	860-486-3013 James.r.lowe@uconn.edu Nancy.bilmes@uconn.edu	Center for Career Development: career@uconn.edu , recruiting@uconn.edu , 860-486-3013 -Create an account at Handshake via: https://www.career.uconn.edu/employers/post-a-position/
University of New Haven	Matt Caporale, Executive Director of Career Development Marcus Paca, Assistance Director of Employer Relations	203-479-4858 203-932-7352 mcaporale@newhaven.edu mpaca@newhaven.edu	Career Development Center: 203-479-4858, careerdevelopmentcenter@newhaven.edu -Create an account with ChargerLink via https://www.newhaven.edu/student-life/career-development-center/employers/
Yale University	Denise Byrnes, Associate Director Julia Coppola, Senior Administrative Assistant	203-432-9633 203-432-0804 Denise.byrnes@yale.edu Julia.coppola@yale.edu	Office of Career Strategy: 203-432-0803, careerstrategy@yale.edu -Create an account at Yale Career Link and/or Career Shift via https://ocs.yale.edu/
University of Bridgeport	The Center for Career Development	203-576-2346 careercenter@bridgeport.edu	-Create an account at Handshake via: https://www.bridgeport.edu/the-bridgeport-plan/career-development/handshake

Q & A

MODERATED BY:

VICKI A. TESORO – TRUMBULL FIRST SELECTMAN

RINA BAKALAR – DIRECTOR, ECONOMIC & COMMUNITY DEVELOPMENT

CLOSING REMARKS

ALL MATERIALS ASSOCIATED WITH THIS SESSION CAN BE FOUND ON THE TOWN WEBSITE USING THE FOLLOWING LINK: <https://www.trumbull-ct.gov/615/talent-workforce>

