

The **WorkPlace**
»» *Think it forward.*



2016

CASE STATEMENT

Meeting the future today.

WORKFORCE INVESTMENT AREA AND BOARD

The WorkPlace serves as one of Connecticut's five Workforce Development Boards charged with guiding the southwestern region's workforce development system. The WorkPlace administers job training and preparation funds distributed by state and federal agencies. However, The WorkPlace reaches beyond the basic requirements of a workforce development board, seeking state and federal competitive grants in addition to funding from foundations and corporations to help "fill-the-gap" in training. This approach enables The WorkPlace to serve more people in-need across the region, the state, and the country. Over the past 21 years we have raised over \$146,000 million in discretionary funding from public and private sources to meet the needs of residents and employers in the communities we serve. All of The WorkPlace's 20+ programs are designed to help specific populations overcome barriers to employment, providing opportunities for all to succeed in the workforce.

Under a contract with the state of Connecticut, we operate the American Job Centers in Bridgeport, Stamford, Ansonia, and Derby, CT. These centers provide programs and services to job seekers including career counseling, job search assistance, skills assessment and occupational training. Customers using the centers have access to computers, internet, telephones, copy machines as well as printed materials to help them search for a job. Business customers can benefit from customized recruitment services, easy access to a large pool of pre-screened job applicants and other resources.

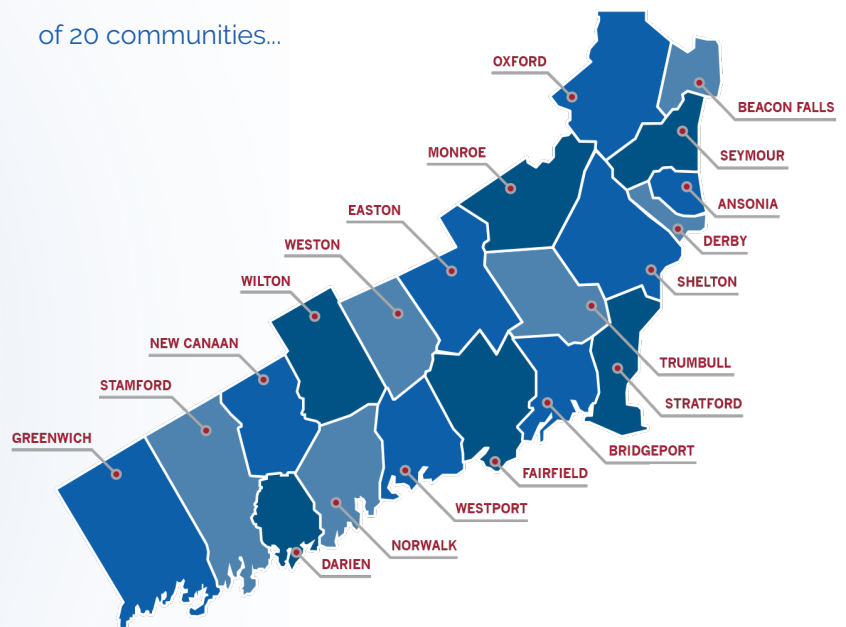
The WorkPlace has twice has been recognized by national media for excellence in programming and has received several national, state, and local recognitions. In January, the Platform to Employment program was awarded one of the first ever Renewal Awards from Atlantic Media and the Allstate Foundation for being a creative and innovative solution to a pressing social and economic challenges. As a national leader in the field of workforce development, we regularly share ideas, best practices and lessons learned with lawmakers, foundations, think tanks and other workforce development organizations around the country. The key factor contributing to our success is regularly maximizing relationships with community partners for a collaborative approach to solving workforce challenges.

The Southwest Connecticut Region

bridges lower Fairfield and New

Haven Counties and is comprised

of 20 communities...



Our Mission

To develop a well-educated, well-trained, and self-sufficient workforce that can compete in the changing global marketplace.



MESSAGE FROM THE PRESIDENT & CEO JOSEPH M. CARBONE

The past year has been an exciting one for The WorkPlace, filled with challenges leading to opportunity and milestone achievements. The WorkPlace is a source of innovation where we discover and share new ideas to build stronger communities. Our focus has been to encourage community partnerships which develop innovative approaches to today's workforce challenges.

For the future workforce to obtain rewarding employment and contribute to the growth of our communities, it is essential to provide career readiness and personal growth programs to prepare them. We are thankful to receive a \$1.1 million dollar YouthBuild grant to help us address this challenge and support young people to reach key educational and career milestones. This project complements and builds upon our YouthWorks program connecting youth, ages 18-24, to workforce development services and helping them to become valuable, self-reliant members of the community.

We were awarded \$3.4 million from the U.S. Department of Labor for our Strengthening Working Families Initiative which adds to the resources available through the Health Career Academy. This program supports parents struggling with family responsibilities around childcare. Through a holistic service model that addresses home and family responsibilities, we believe participants will be more successful at obtaining employment in high wage and high credentialed healthcare occupations.

With the support of private donations Platform to Employment (P2E) launched in southwest Connecticut five years ago. I am proud to report that with the backing of Governor Malloy and the state legislature, we operate P2E on a state-wide basis. Connecticut's success has encouraged other states to follow. We have programs in several cities across the country and Rhode Island initiated a state-wide P2E program modeled after our experience.

Beginning in early 2017, our national stature took a significant leap forward. The U.S. Secretary of Labor awarded The WorkPlace a contract to administer the Senior Community Service Employment Program (SCSEP) in Connecticut, Rhode Island, New York and Pennsylvania. SCSEP is a program that provides community service, job training and wages to low income older Americans. We will serve over 1200 participants a year.

Every day I am incredibly proud to be associated with the outstanding staff which operates our American Job Centers and nearly two dozen programs serving the region, state and communities across the country. Our collective efforts allow me to recharge and get inspired about the change we help bring about every day. I would like to thank the numerous businesses, foundations and philanthropic families that have come forward to support The WorkPlace and invite you to help us build more vibrant communities.

A handwritten signature in black ink, appearing to read 'Joseph M. Carbone'.

Joseph M. Carbone
President and CEO, The WorkPlace

Board of Directors

Frank Alvarado, United States Small Business Administration
Leon Bailey, The Community Foundation of Greater New Haven
Larry Bentley, Consultant
Arthur Bogen, Down to Earth Consulting Solution
Dr. Paul Broadie, Housatonic Community College
Jack Condlin, Stamford Chamber of Commerce
Denise Davidoff, Marketing and Management Consultant
Clodomiro Falcon, The Falcon Vargas Group
Garry Feldman, U.S. Computer Connections
Victor Fuda, Connecticut Department of Labor
Teresa Giegengack, Fairfield Senior Center
Fred Gill, MTA Metro-North Railroad
Lindy Lee Gold, Department of Economic & Community Dev.
Joseph Grabinski, Sikorsky Aircraft
Herbert A. Grant, DMG and Associates, LLC
Craig Hoekenga, Microboard Processing, Inc.
Doug Holcomb, Greater Bridgeport Transit
Richard Iannucci, Port 5 Naval Veterans
Michael LaBella, TD Bank
Curtis Law, Norwalk Housing Authority
Dr. David Levinson, Norwalk Community College
John Loeser, IBM
Jim Lohr, Carpenters Labor Management Program
Henry Lugo, People's United Bank - Mortgage Department
Sabrina Mancini, CT ST Dept of Education
Reina Marasco, Valley Regional Adult Education
Matthew McSpedon, JP Morgan Chase
David Morgan, TEAM, Inc.
Marc Napolitano, UBS Investment
Jim Oddo, Frontier Communications
Win Oppel, AD-MERICA CORP
Frank Ortega, Citibank
Cindy Rafael, Department of Rehabilitation Services, BRS
Dr. Danielle Robinson, Diageo, N.A.
Catalina Samper-Horak, Building One Community
Poonam Sharma, CT Department of Social Services
Atty. Margaret Sheahan, Mitchell & Sheahan, P.C.
Bruce Silverstone, Aquarion
Thomas Sportini, IBEW Local 488 JATC
Thomas Wilkinson, Local 371 United Food & Commercial Workers
Lana Wong, Licensed Insurance Consultant

EXPERIENCE, VISION, LEADERSHIP

Members of the Board of Directors are nominated by the Chief Elected Officials of the area's 20 communities. A majority of the Board members must be business leaders; other board members include representatives from labor, human services, community-based organizations, education and government.

The WorkPlace is a stellar organization with a strong Board and a dedicated staff whose mission is to empower the clients they work with. Along with the innovative and tested work that the WorkPlace carries out, their partnership instrumentally makes M&T Bank better by helping us fulfill our commitment to support and empower the communities we serve. Ultimately, M&T Bank sees The WorkPlace as a strong partner whom we value and are able to have honest conversations with.

Fundamentally, our charitable giving is focused on supporting and expanding relationships between the Bank and the community. As an institution, we want to be responsive to the needs of our communities and charitable support is one of the tools in our toolbox to make sure that there are services and accountability for the betterment of society. Giving itself has incredible value. It is part and parcel to being a citizen and allows for the betterment of the whole.

Jonathan Vazcones
Assistant VP of Community
Reinvestment, M & T Bank

STRATEGIC INVESTMENTS

Health Career Academy

According to a U.S. Bureau of Labor Statistics' projection for the years 2014 to 2024, the social assistance and health care industry will produce nearly 3.8 million new jobs by 2024. From home health and nurse's aides to medical lab and x-ray technicians to all types of management and assistant positions, degrees and certifications are highly sought after due to retiring baby boomers, extended longevity and health care facility growth throughout the region.

Through a partnership with healthcare providers, educators, trainers and community organizations, the Southwestern Health CareerRx Academy (HCA) provides training to long-term unemployed and low-income individuals seeking to better their circumstances through a career in the high growth health care industry. The HCA provides no-cost training and support that prepares participants for career paths leading to secure futures.

The HCA provides participants with core skills, occupational skills and supports in order to obtain employment, earn advanced credentials and sustain themselves and their families. The HCA also ensures that local workers have a chance to succeed in new and emerging fields, and that growing businesses have access to the skilled workforce they need. Since the Academy opened its doors in 2011, 442 job seekers have enrolled in training programs and 230 participants have been placed in employment.

This year The WorkPlace expanded the wrap around support available to HCA students to address how childcare can be a significant barrier to training. By incorporating a Child Care Concierge into the HCA, participants can receive assistance with transportation, one-on-one coaching to identify their childcare needs, and create a child care plan. Ultimately, the unique value of adding this service to the HCA resides in its two-generational focus: As the parent is furthering their education, their child, will also be learning so the entire household will benefit from the access to additional supports.

Focusing on barriers related to training and childcare, the HCA gives more parents a career pathway to secure higher paying jobs within the healthcare industry. The WorkPlace is proud to offer the Health Career Academy which is building careers and enriching the quality of our nation's health care system.



Martine was unemployed and found The WorkPlace and the Health CareerRx Academy online while searching for financial assistance to go to school for nursing. She enrolled in the Health CareerRx Academy and was our first HPOG participant to be accepted into a R.N. program. While working as a CNA, Martine took R.N. prerequisites at Norwalk Community College and began her R.N. program at the Bridgeport Hospital School of Nursing. The WorkPlace was a tremendous help with the expenses for her pre-nursing courses, without which she would have been unable to embark on her chosen career pathway. Martine is maintaining a 3.7 GPA and will complete the R.N. program at Bridgeport Hospital School of Nursing in May 2017.



STRATEGIC INVESTMENTS

YouthWorks

Finding a job can be a challenge for youth, especially when they did not complete high school. They must determine what careers are available, what their interests are, and what skills they have or need to develop. The WorkPlace has numerous resources available to help youth get a sense of their interest and skills as well as gain employment experience and learn about employment opportunities. Our focus is to facilitate career exploration, reduce youth unemployment and promote career development.

While many youth in the region face significant life challenges and difficult situations that prevent them from consistently attending school, Bridgeport youth face the greatest need. Bridgeport has 400 annual high school dropouts, a youth unemployment rate of 17 percent and 1,100 disconnected youth (youth neither in school nor working). These youth lack the skills, knowledge, and experience needed to succeed in school or in jobs. The majority of youth seeking assistance from programs at The WorkPlace come from low-income families and face barriers to economic self-sufficiency such as deficiencies in basic skills, no high school diploma, homelessness, in foster care, pregnancy or parenting a child, involved in the court system, or disabled youth requiring assistance to complete their education.



YouthWorks is an innovative approach to connecting Bridgeport youth, ages 16-24, to workforce development services. YouthWorks provides occupational training, program activities, comprehensive counseling and guidance, career coaching, occupational training, job search assistance and life management training. Occupational training leads to in-demand jobs in several industries including healthcare, hospitality, technology, sales & marketing, and retail. Assistance preparing for the GED exam is also offered. All students are enrolled in customer service training that can lead to earning the National Professional Certification in Customer Certificate.

YouthWorks received nearly 1,800 online applications for our Summer Earn & Learn Employment program which gave 400 youth critical job skills training and experience over the summer. More than 40 employers in accounting, retail, construction, service, government and the non-profit sector provided more than 50,000 hours of employment. One hundred youth participants were enrolled in more comprehensive year-round training, and 130 participants took part in a 6-week Career Development program as an alternative to summer employment.

Summer employment programs provide youth with real-world work experience and help them gain necessary soft skills, such as the ability to work in teams, communicate, solve problems, and dress and behave appropriately in a professional setting. Youth indicate that their work experiences help them learn take responsibility and develop time-management skills.

The WorkPlace strives to create effective youth employment and development programs that enable at-risk young people get and stay on track. Private, philanthropic support enables us to address barriers to employment and career advancement.



STRATEGIC INVESTMENTS

Platform to Employment

At the start of 2016 the U.S unemployment rate fell below 5% for the first time since 2008. That however, left out about 2.1 million Americans who were unable to get a job for over six months. These people are referred to as the long-term unemployed. They find themselves near the back of the line for jobs and the stigma of long-term unemployment can keep them there. The long-term unemployed come from all walks of life and they all face the same hiring challenges; skills that have atrophied or are no longer relevant, and declining marketability in a highly competitive job market.

Platform to Employment (P2E), provides financial incentives to employers and wraparound supports to the long-term unemployed to address their ability to compete. It begins with a 5 week preparatory program that provides job readiness workshops, behavioral counseling, employee assistance programs and career coaching. P2E leverages the job seekers' existing experience, knowledge and skills for placement in a work experience with their salary being subsidized by The WorkPlace. This trial gives the employer an extended interview at no risk and the long-term unemployed have an opportunity to demonstrate they can compete.



Platform to Employment has proven to be a consistently effective to level the playing field, restore careers and rebuild lives. Transformations to the workforce system such as P2E provide a steady flow of talented, experienced job seekers back into the workforce. Over 80% of Connecticut participants that complete the preparatory program take the next step into a work experience at a local company. Of this population, nearly 90% have moved to employer payrolls. Positions include accountant, benefit advisor, paralegal, tech support and marketing manager. P2E is operating statewide in Connecticut, during PY16, nearly 500 participants in Connecticut were placed in jobs. The program has been successfully replicated in 22 cities across the country.

Investment in Platform to Employment covers expenses associated with initial screening and assessments, workshops on career readiness, motivation, and personal finance. Additionally participants receive coaching on resume development and interviewing and behavioral health counseling. Job matching and participant wages for the work experience opportunity can be supported by private investment in the program.

In 2016, The WorkPlace was awarded the one of the first ever Allstate/Atlantic Media Renewal Awards for innovative local approaches to pressing issues affecting communities across the country. P2E was recognized for its ability to be replicated in other communities as well as the current and future impact of the program. Of 230 publicly nominated organizations, six awards were made.

Through P2E we are helping those without hope, overcome barriers and realize the American promise of opportunity. P2E has proven that the long-term unemployed can successfully rejoin the workforce and with your support we will continue to deliver the right tools and services making our workforce more responsive.

For me, P2E was a lifeline and re-emergence of hope, even enthusiasm about becoming gainfully re-employed after my period of unemployment. P2E taught me how to modernize my approach to the job search process. I have regained my confidence and know I will be an asset in any organization.

Donna B

STRATEGIC INVESTMENTS

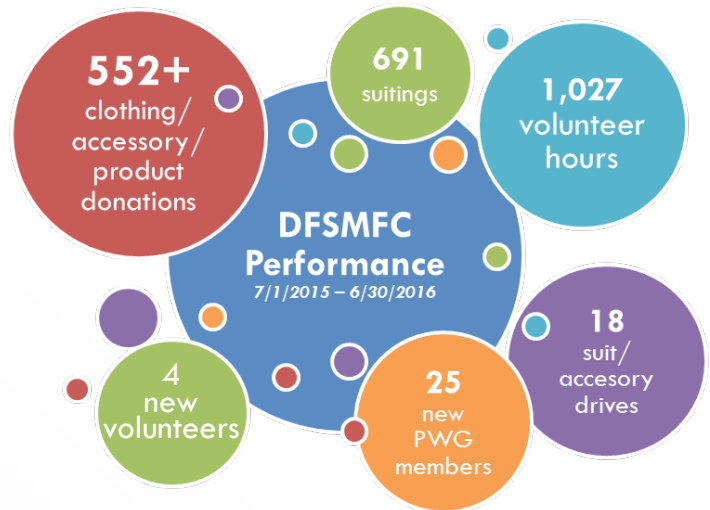
Dress for Success

Dress for Success (DFS) Mid-Fairfield County known for providing professional clothing at no-cost to clients, is about more than just a new outfit. DFS Mid-Fairfield County is ultimately about creating opportunity for women in need to move ahead in careers, communities to flourish, and for employers to access the skilled workforce they need to thrive.

Most of the women who are clients of DFS Mid-Fairfield County come from difficult situations affecting their ability to earn an income; such as homelessness, domestic violence, addiction, incarceration, long-term unemployment, or reliance on public support. Additionally, the majority of our low-income clients face numerous barriers to employment, including limited education, deficient work skills, and lack of work history. Approximately two-thirds of the women served in this program are single parents responsible for one or more children. DFS Mid-Fairfield County offers lasting solutions that enable women to break the cycle of poverty, empowering them to obtain safer and better futures.

The primary goals of DFS Mid-Fairfield County are to help disadvantaged women with their practical need for professional attire and support their long-term goals with targeted information, guidance, support and fellowship as they address the difficulties they must overcome. DFS Mid-Fairfield County fulfills its goals through three key activities: Simply Suited, which offers professional attire to women searching for employment as well as newly-employed women who need to develop a professional wardrobe; the Professional Women's Group (PWG), a professional networking group and learning community which meets monthly. This past year, guest speakers at PWG meetings addressed topics around the themes of work and life balance, health and wellness, and financial planning. The final activity is when DFS Mid-Fairfield County clients are referred to American Job Center locations in Stamford, Bridgeport, Ansonia and Derby. The American Job Centers provide career resources to help women research, obtain and retain employment.

Since its inception in 1998, DFS Mid-Fairfield County has helped over 7,000 women move towards self-sufficiency by addressing their social and economic needs in relation to work, home and community. While the majority of professional clothing that Dress for Success Mid-Fairfield County provides is donated, there are other program costs for which we must seek funding on an annual basis such



as expenses related to the monthly Professional Women's Group; plus-size suits/clothing; work appropriate shoes; and personal hygiene items. These are the most pressing needs not directly related to operational costs involved with maintaining the 2,000 square-foot Dress for Success boutique where women meet with personal shoppers. DFS Mid-Fairfield County greatly depends on support from foundations, corporations, and individuals to fill gaps in public funding to maintain this vital program. Your contribution to Dress for Success, whether it is your time, clothing, a financial donation or participation in the annual fundraising event, makes a difference in a woman's life.



STRATEGIC INVESTMENTS

WorkPlace Scholarships

As the regional workforce development agency we are charged with guiding the workforce system and helping people prepare for higher skill, higher wage employment. WorkPlace Scholarships were created to fill the “job training gap”, providing job training and education funds for low-income people who require training but cannot access public training funds, nor can they afford to pay for training on their own. WorkPlace Scholarships, our privately-funded job training program, is made possible by support from foundations, corporations and individuals.

While there appears to have been recovery in the employment numbers, the amount of people throughout the region who need job search and skills training that our programs provide is still high. As job seekers remain unemployed or underemployed, there is a perception that their skill sets have atrophied or are no longer relevant. Many who have re-entered the workforce have done so as part-time or at lower wages. With continued wage stagnation and a fiercely competitive job market, low income workers and unemployed individuals must ensure skills remain current with marketplace demands. To help overcome this, WorkPlace Scholarships provide opportunity to unemployed adults and youth who require job training or retraining to obtain the skills they need to become more marketable.

The WorkPlace serves many of the neediest men, women and youth in southwestern Connecticut; WorkPlace Scholarships supplement public job training funds to help us meet the ever growing demand by providing more training opportunities for individuals who cannot access public funds. In some cases, an unemployed individual's family income may be just a few dollars over the income requirements to receive public training funds, yet they are unable to afford training.



WorkPlace Scholarships is a year-round program that is well-developed, incorporated into the existing workforce development system, and reflects a proven training model. Scholarship recipients are selected from unemployed adults and youth who enter the four American Job Centers. As unemployed individuals come through the American Job Centers, staff determines their eligibility for job training and education programs, including privately-funded WorkPlace Scholarships. WorkPlace Scholarship recipients select from a variety of approved training programs for several healthcare and manufacturing occupations, as well as other identified priority training areas. In addition, to increase both placement and retention, we are now providing more nontraditional workforce development services in our American Job Centers including stress management and financial literacy.

The WorkPlace collaborates with employers to determine where skills shortages exist, so that training and education programs reflect the needs of employers throughout southwestern Connecticut. The benefits are two-fold; allowing recipients the best opportunity to secure employment and ensuring that employers in southwestern Connecticut are supported with an expanded workforce of skilled workers. To date, we have awarded more than 2,000 privately-funded training and education opportunities. With the generous support of private funders, WorkPlace Scholarships will continue to provide education and job skills training opportunities for career advancement for those who would not, otherwise, have had such opportunity.



STRATEGIC INVESTMENTS

Re-entry

There are over 12,000 returning citizens released from prison each year in Connecticut. The greater Bridgeport area alone has more than 1,000 returning citizens coming back from incarceration every year, both men and women. Most of them face challenges managing the most basic ingredients for successful reintegration into society. This includes finding employment and housing, reconnecting with their families and communities, and accessing substance abuse and behavioral health services. Reentry programs are designed to connect returning citizens to community resources, wraparound services and employment & educational opportunities utilizing a comprehensive holistic community-based approach.

The approximately 8,500 ex-offenders living in the city of Bridgeport represent 19% of the total population in the city in need of employment. Before an ex-offender can get or hold a job, that person often needs housing services, education assistance and mental health services. The WorkPlace partners with local community agencies to provide specific job skills training and education to the men and women returning from incarceration.

Education is a critical building block for increasing employment opportunities and reducing recidivism. Individuals who have been incarcerated can expect their future earnings to be reduced by approximately 40% upon return to their communities. Through education and training, WorkPlace reentry programs seek to reduce this barrier to employment so that returning citizens can compete for work opportunities.

Face Forward addresses the employment barriers of court-involved youth by helping them to continue their education and obtain industry-recognized credentials that prepare them for jobs in demand industries such as the transportation, healthcare and construction. Additionally, the program provides case management, mentoring, educational interventions, workforce activities that lead to employment, follow-up services, including record expungement.



The WorkPlace Re-Entry Staff

In Training to Work, adult men and women who are enrolled in work release programs are assisted with developing and implementing career pathways programs. These are important steps to move people towards opportunity by unlocking their potential. The result is skilled workers that meet the needs of local employers.

The Re-Entry Mentoring Program provides one-on-one mentoring, group career coaching, job shadowing, job clubs, and service-based activities for individuals transitioning back into their communities. The program matches participants with the appropriate volunteer mentor who can offer support and guidance with personal issues and employment concerns to the participant for a minimum of six months. The program strives to reduce recidivism by providing clients with positive and motivational influences.

The primary focus of WorkPlace reentry efforts is to remove or reduce barriers to successful reentry, so motivated individuals are able to compete for a job, attain stable housing, support their children and their families, and contribute to their communities.

Through education and training individuals who have been incarcerated can expect their future earnings to be reduced by about 40 percent after they return to their communities. WorkPlace reentry programs seek to reduce barriers to employment so that returning citizens can compete for work opportunities.

STRATEGIC INVESTMENTS

Valor Programs

Connecticut is one of several states that signed onto an initiative in 2014 to eliminate homelessness, joining a coalition of state and federal government agencies, non-profit groups, and other organizations to launch a coordinated effort to provide vets with shelter; and in early 2016 was credited with being the first state in the country to end chronic homelessness among veterans. However, there is still work to be done.

In addition to the complex set of factors influencing homelessness - shortage of affordable housing, livable income and access to healthcare - a number of veterans also deal with PTSD, substance abuse, and a lack of social support networks. A top priority for homeless veterans is to secure safe, clean housing that offers a supportive environment. Yet, ending homelessness is virtually impossible for those without a job. Veterans find that military occupations and training are not always transferable to the civilian workforce, placing many at a disadvantage when competing for employment. Veterans need assistance with job assessment, training and placement assistance that also addresses their additional barriers to unemployment.

The WorkPlace leads a partnership funded by the U. S. Department of Labor; the Homeless Veterans Reintegration Program (HVRP) which serves both male and female chronically homeless veterans who have been referred by the VA Connecticut Health System for transitional housing, case management and supports. During weekly job club classes participants receive hands-on support to overcome their unique barriers to employment, such as Life Skills and Money Management, Working with Computers, Interviewing Skills, as well as putting together a Wellness and Recovery Action Plan. This past program year, HVRP enrolled 75 veterans in job skills training and place 42 veterans into employment.

And through the Supportive Services for Veteran Families (SSVF) program, funded by the Veterans Administration, SSVF staff help with housing stability and preventing homelessness among very low-income Veteran families who are homeless, currently reside in or are transitioning to permanent housing. In PY16, 155 veteran families were served by the SSVF program. In addition to ensuring that veterans placed into permanent housing have the resources to sustain that housing, this past year, SSVF staff were trained and certified in Mental Health First Aid. The training equips front-line staff with skills and resources to recognize and address the needs of customers in mental health distress.

WorkPlace Valor programs provide veteran families with outreach, case management, and assistance to acquire stable housing through established community relationships. The integrated planning that occurs at The WorkPlace puts the client at the center of the process and helps veterans find the services to address their specific needs. We have seen that with safe, stable housing in place, veterans can get the education and jobs they need to support themselves and their families.



STRATEGIC INVESTMENTS

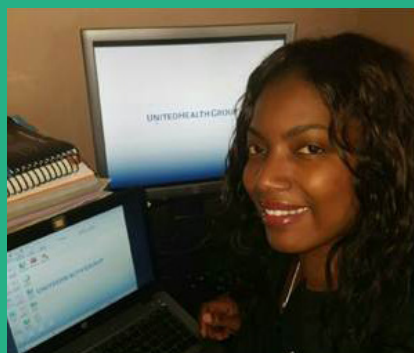
Mortgage Crisis Job Training

Counter to the national trend, between January and June, Connecticut posted a year-over-year increase of 40% in foreclosure activity. For the 2016 fiscal year ending in June, more than 13,350 mortgages were at some stage of foreclosure mediation, up 14% from 2015. The WorkPlace leads the statewide Mortgage Crisis Job training Program (MCJTP) program which helps borrowers become financially stable and prevents future defaults by providing career training, credit counseling, and financial literacy. The MCJTP is a unique partnership with the Connecticut Housing Finance Authority offering referrals and technical assistance, The WorkPlace providing overall program management and several community partners delivering specialized services and training. The MCJTP helps participants develop career goals, create a financial game plan and gain the skills they need to become financial stable.

Based on the concept that “education pays”, the MCJTP is the first and only foreclosure prevention program that focuses on the concept that individuals with advanced skills and credentials experience lower unemployment rates and improved earnings. Working through the MCJTP enables troubled borrowers to quickly connect to housing counseling and judicial mediation services while getting assistance from career coaches who help explore career options and

identify skills needed to advance on career ladders. As clients enhance their skills through customized job training programs, they also learn about family budgeting and debt management. Information on this personal and professional development can be shared with lenders to demonstrate a commitment to avoiding foreclosure. Lenders see borrowers are able to gain a foothold on their commitments, and get back on track with their mortgage obligation.

The negative impacts of defaults could remain a threat to the economy for years to come, as foreclosed homes sell for an average of 41% less than non-foreclosed homes, affecting property values and related taxes into the hundreds of millions. During PY16, 280 eligible homeowners received training scholarships through the MCJTP, 422 have received career coaching and 624 have benefited from employment support services. Another 224 participants attended Financial Literacy classes and 170 were connected with Housing Counseling. The MCJTP was essential to assisting these homeowners to take steps to stabilize their financial situations, work with lenders and better position themselves to avoid foreclosure and keep their homes.



Having fallen behind in her mortgage, Lashawnta H. called the MCJTP. Lashawnta is a single mother who was working but not making enough to pay all of her bills. She was enrolled in the MCJTP and with her previous experience working in the medical field, was encouraged by Program Specialist Desiree Brooks to complete medical coding training offered by the American Academy of Professional Coders. Lashawnta completed the training successfully to become AAPC certified. She was hired by Optum United Health as full-time employee with full benefits. With a better, steady income, Lashawnta has been able to keep her home.

THE WORKPLACE AWARDS

This past June, over 200 friends of the WorkPlace gathered at Bridgeport's Downtown Cabaret Theatre for the annual WorkPlace Awards to celebrate the achievements of individuals, businesses and foundations we have had the pleasure to work with throughout the year.

Dr. Paul Brodie, President of Housatonic Community College, delivered the evening's Keynote Address, relating his personal story, experiences in higher education and as an advocate for life-long learning. After Dr. Brodie's inspiring talk, WorkPlace COO, Adrienne Parkmond presented 79 participants and partners awards in the following categories:

Advocacy, going to the person who tirelessly promotes workforce development as a cornerstone in the life of a person or community;

Triumph, for the veteran who displays the courage, commitment and resolve to improve their quality of life and take on new challenges while becoming a positive influence for others to follow;

Most Successful Graduate, going to the program graduate who has achieved job success, pursued career goals and has assured his or her place in the workforce;

Diversity, for the employer or business organization that best promotes diversity and growth within its workforce;

Professional of the Year, for the person who brings creativity, patience, motivation and talent to providing services to participants. This professional is a positive role model and directly contributes to the success of the participants;

Program Partner of the Year, The individual or volunteer who has demonstrated outstanding commitment by supporting WorkPlace programs;

Company Partner of the Year, The business that has demonstrated outstanding commitment by hiring graduates or supporting programs.

Outstanding Student, for the trainee who is a team player and demonstrates a strong work ethic in the classroom;

Each year, The WorkPlace recognizes a foundation that demonstrates a commitment to supporting the community through its financial support, making possible the launch of new projects or the expansion of existing ones. Following the award presentations, Joe Carbone, WorkPlace President and CEO, acknowledged the significance of People's United Community Bank Foundation's ongoing support of various WorkPlace programs with *The Philanthropic Leadership Award*.

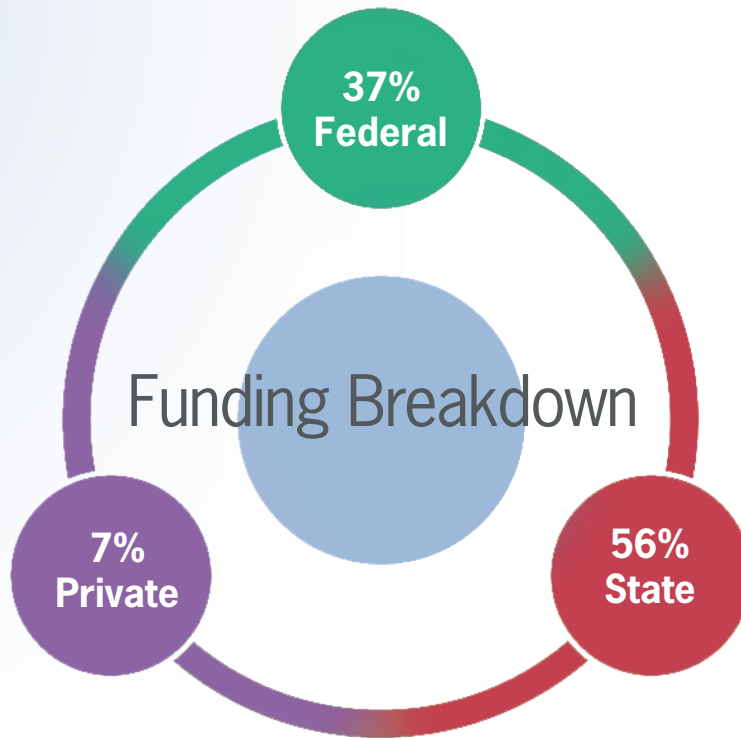
The WorkPlace's award categories were developed to recognize the accomplishments of our clients participating in all our programs, people who aren't often acknowledged for their efforts. Equally important are the companies and foundations that contribute to workforce development in southwestern Connecticut and best promote diversity and growth, enabling us to fulfill our mission and best benefit the 20 communities we serve.



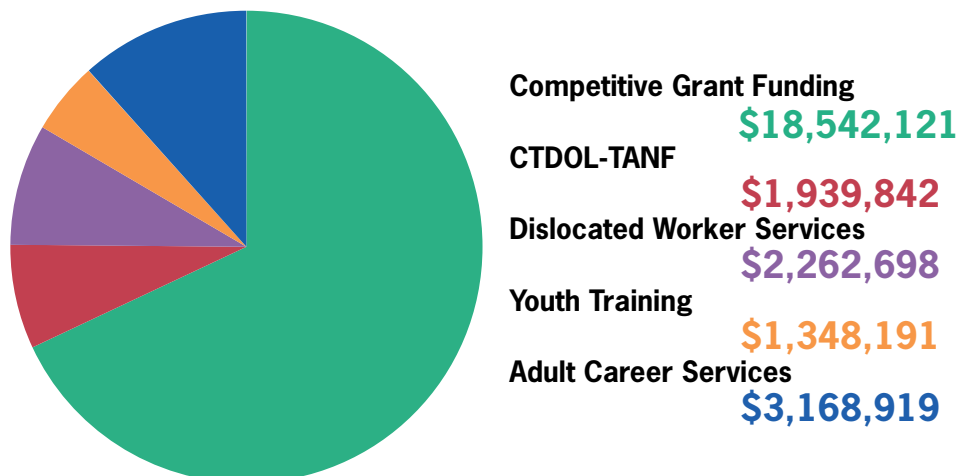
FINANCIAL REPORT

FY 2015-2016

Together, we can help people get the training and development they need for a better future.



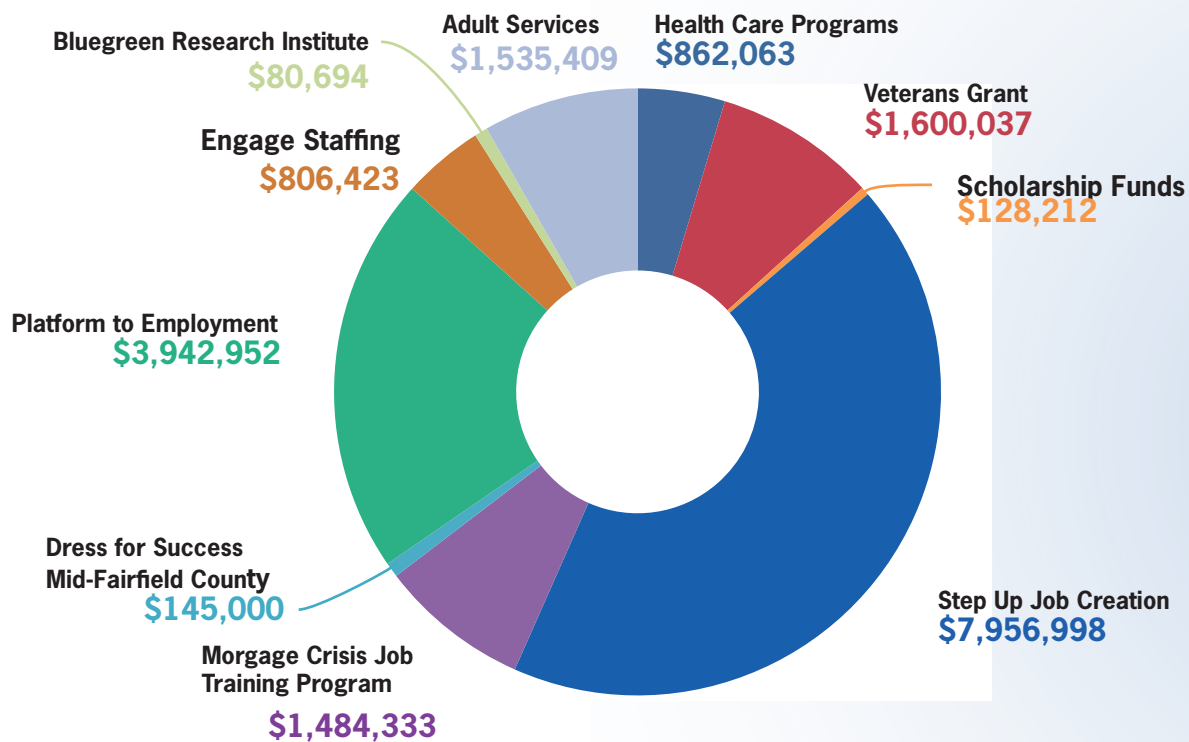
Total Funding
\$27.3M



FINANCIAL REPORT

FY 2015-2016

Non-Formula Funding \$18.5M



With an 80 year history of philanthropy and volunteer engagement, Webster Bank believes in giving back to the communities we serve through partnerships with organizations like The WorkPlace. We have a long history of supporting The WorkPlace because they know what matters most to those that need it at the most critical of times. They understand what it means to provide the essential wrap-around employment services that help individuals who seek a better life and activate their work through innovative training programs and services. We share in the belief that building self-reliance for a strong foundation of skills, sets the stage for successful future and steady employment. The WorkPlace team serve as champions for those who don't always have a voice and we value this beyond measure.

Kathy Luria, SVP, Community Affairs, Webster Bank

NEED FOR FINANCIAL SUPPORT

The inability to work adversely affects not only individuals, families and neighborhoods but the social fabric of communities as well. To ensure that the Southwest Connecticut economy is thriving, residents must have access to training and education that lead to jobs with family-sustaining wages. The ongoing development of workforce training that addresses barriers to employment and promotes continuous education is crucial to this goal.

Southwest Connecticut's highly educated workforce and diverse, innovative economy can buoy the region's growth. However, each year thousands of workers remain disconnected from the labor force due to a mismatch between their skills and those required by employers. In response we remain focused on the development of pioneering, customer-centered approaches that prepare individuals for jobs and ensure economic security for families. With philanthropic support we provide access to job skills training and educational attainment, providing pathways from dependency to prosperity.

The WorkPlace encourages research and dialogue about the state's labor supply and is proud to have launched successful workforce development initiatives with philanthropic support including: Platform to Employment to assist the long-term unemployed and underemployed; Dress for Success

Mid-Fairfield County for career resources, supports and professional attire; and WorkPlace Scholarships for job training and education.

Although much is being done, there is still great opportunity to reach those left out of the economic recovery.

Contributions can be made to a specific program or across the organization to pay for job training, financial literacy, transportation, basic skills development and other necessities in support of life-long learning. **Donations may be made securely online, www.workplace.org.** The WorkPlace is a 501(c) 3 non-profit organization and all donations are 100% tax-deductible.



How your contribution makes a difference

It supplements public job training funds and helps us meet an ongoing demand by providing more opportunities, and greater access to training.

It enables unemployed or underemployed individuals become more financially stable and that creates stronger communities for us all

It assists with providing the wrap-around services jobseekers receive to ensure their success.

It motivates others to give. Corporations and foundations often look at the current donors in choosing grant awards to The WorkPlace.

THANK YOU!

2016 DONORS

The WorkPlace is grateful to the following companies, foundations and individuals who have generously contributed to WorkPlace projects. These contributions make it possible for more people in our region to receive the job skills training, career preparation, and critical support services they need to secure employment and increase earnings.

How to Donate

You may make a gift through our websites:

workplace.org

midfairfieldcounty.dressforsuccess.org

platformtoemployment.com

Laura Achilles
Joan Adams
Michael Aloï
Allstate
Rachel Appellof
Aquarion
Band Together CT
Lucy Baney
Robert Bedoukian
BIC Corporation
Debbie Boeckle
Viktoria Bombardi Wilson
Bridgeport Rotary Club
Foundation
Barbara Buckley
Joan Caruso
Hartley Cassady
Anne Chiapetta
Citibank Foundation
Denise Davidoff
Angela DeGirolamo
Joanne Derwallis
Anna Didomenico
Sarah Dimon
Sean Doyle
Terry Duffy
Edward S. Moore Family
Foundation
Sherry Egan

Reed Elizabeth
Ernest & Joan Trefz
Foundation
Fairfield County's Community
Foundation
Elizabeth Falkoff
Garry Feldman
First County Bank Foundation,
Inc.
First Niagara Bank Foundation
Jacqueline Fitzgerald
Noreen Franklin
Allison Fraser
Frederick A. DeLuca
Foundation
Frontier Communications
Cindy Furce
Lindy Lee Gold
Richard Grausman
Maria Guglielmo
Jessica Hahn
Kathy Harrington
Alejandra Hochstedler
Domenica Hoo
Laura Hurban
Ellen S Hurwitz
Kathy Jaeger
Tammy Jersey
Barbara Johnston
Jaqueline Kabak

Katharine Matthies Foundation
Luisa Kelso
Jean Ann King
Lack & Daily, Inc
Kevin Lee
Susie Lindenberg
John Loeser
Erica Mann
Darryl Manning
Lynne Marino
Mark Markelz
McMahon Ventures
Kristin Meyer
Microboard Processing, Inc.
Diane Morello
Eden Murrie
Near & Far Aid
New Canaan Newcomer's
Club
Newman's Own Foundation
Rosanne Notaro
Oaklawn Foundation
Joseph Papeika
People's United Bank
People's United Community
Foundation
Sheila Perry
Donna Pfrommer
Paul Philben

Pitney Bowes Foundation
Susan Polizzotto
Amy Pukala
R. C. Bigelow, Inc.
Suzannah Rogers
Pamela Rugg
Jean Ryan
Terry Scarborough
Richard Seclow
Sheryl Shaughnessey
Karin Smith
Eileen Smith
Stacey Spagnuolo
Veronica Staplefield
Daniel Suozzi
TD Charitable Foundation
The Inner-City Foundation for
Charity & Education
Norman Trepner
United Illuminating Foundation
Luz Vazquez Serrano
Elisabeth Verrastro
Webster Bank Foundation
Wells Fargo Foundation
Xerox Foundation
Melissa Yergey
YWL of New Canaan, Inc.
Richard Zisfein
Beth Zucker



350 Fairfield Avenue • Bridgeport, CT 06604
(203) 610-8500 • www.workplace.org

