

# Quarterly Convening

## March 12, 2024

# Agenda

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9:00-9:15	Opening
9:15-9:45	Dashboard Overview & Clarifying Questions
9:45-10:25	Individual Data Reflection & Small Group Discussion
10:25-10:45	Whole Group Discussion & Debrief
10:45-11:00	Closing

# Join or refer people to our Civic Influencer Program!

## JOIN THE **Norwalk** ACTS CIVIC INFLUENCER PROGRAM



*Embark on a journey of civic engagement and equity. Discover your power through civic engagement and advocacy.*

- Do you see problems or issues within the community and want to be part of making positive change?
- Are you unsure of how, when, and where you can use your voice and experience to influence decisions made at the local, state, or even national level?
- Have you thought about serving on a board, commission, or running for an elected position like a school board?
- Have friends told you that you should run for political office?
- Have you said, "I'd run for office to help fix things, but I don't like politics?"



### **Engage & Empower:**

Learn to leverage your lived experiences and personal identities to create positive change in Norwalk.



### **Access & Influence:**

Discover how to navigate political spaces and effect change within our local government and school district.



### **Transformative Engagement:**

Explore how civic participation can reshape systems and structures of power in our community.



### **Dates and Times:**

Saturday, April 6th - 9 am-1:30 pm  
Saturday, May 4th - 9 am-1:30 pm  
Saturday, June 1st - 9 am-1:30 pm

Norwalk residents 15 years old and older are invited to apply for the program. Basic demographic information is requested to ensure that the cohort represents our community's rich diversity and elevates the voices of those systematically marginalized in political spaces. Please complete the online form by **March 16, 2024**, to apply for the program. Honorariums will be provided. Sessions are to be held in person in South Norwalk.



**APPLY HERE**

**[bit.ly/NACivicInfluencer](https://bit.ly/NACivicInfluencer)**

**9 MOTT AVE, NORWALK, CT, 06850 / 203.956.0700 / NORWALKACTS.ORG**

# Individual Data Reflection

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## Review each data page

- Take notes, mark it up!
- **Questions?** Write any questions on post-it note and please put on parking lot posters



# Table Group Discussion Agenda & Norms

## TBD

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### Agenda

**~5 - Introduction (Name, Affiliation)**

**~10 What data point surprised you the most?**

**~15 - How could this data inform your programming, services, or role in the Norwalk community?**

### Norms

1. Listen and be open to different perspectives and experiences.
2. Show respect and suspend judgment.
3. Disagreement is an opportunity to expand our perspectives.
4. Check your assumptions and assume positive intent.
5. Be purposeful and to the point.
6. Step up, step back.

# Whole Group Debrief

## Highlights from table discussion

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**What resonated from your discussion?**

# Norwalk Public Schools Workforce Development

- **Career Pathways**

- 44 Career Pathways Offered
- 12 National Career Clusters
  - 5 Middle Schools
  - 4 High Schools



- **Workforce Development Series**

- [www.norwalkps.org/careertraining](http://www.norwalkps.org/careertraining)
  - Apprentice & Training
  - Internship & Volunteer Opportunities
  - Job Postings & Year Round Enrichment



# Norwalk Public Schools Workforce Development

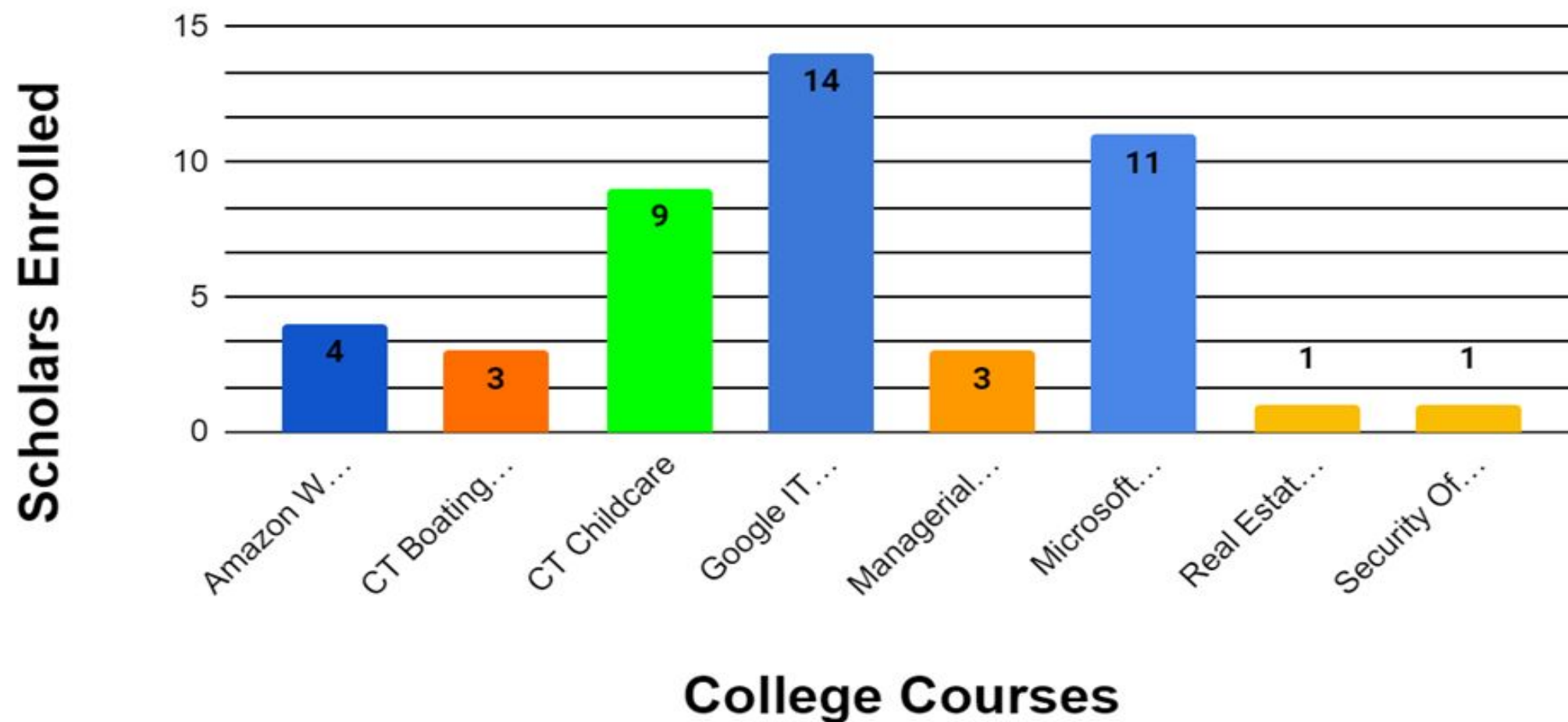
- **Workforce Development Workshops**
  - 4 High School and 2 Future Ready Programs
  - Grades 9 & 10 Exposure & Interests
  - Grades 11 & 12 Experiences and Post Secondary Planning
  - NPS Families 18+ at the Family Center
- **NPS Internship Program**
  - Scholars in Grades 10 - 12 and 16+
  - Communications & Education
  - Family Center & Finance
  - Hospitality & Tourism
  - Information Technology






# Norwalk Public Schools Workforce Development

## Workforce Development Certification Courses CT State Community College Norwalk



# Workforce Development Efforts






**JOB TRAINING**

**EDUCATION**

**FINANCIAL SUPPORT**

**SUPPORT SERVICES**



**Norwalk ACTS**  
NORWALK WORKFORCE DEVELOPMENT NEWSLETTER

January 2023

WELCOME



The City of Norwalk in partnership with The Greater Norwalk Chamber of Commerce

**Meet the City of Norwalk's Workforce Development Coordinator**



Rhea Henry, Workforce Development

Welcome to the first edition of the Norwalk Workforce Development Newsletter! The City of Norwalk and Norwalk ACTS have launched a partnership in support of strengthening the workforce development efforts in the City of Norwalk. Through this partnership came the hiring of the city's first Workforce Development Coordinator. Rhea Henry is the City of Norwalk's Workforce Development Coordinator, and her role functions to strengthen the collaboration, connection and alignment among these stakeholders in the Norwalk Workforce Development Ecosystem and to promote custom




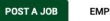







# NORWALK WORKFORCE DEVELOPMENT QUARTERLY MEETING

*\*Steering Committee Members*

**POST A JOB** **EMPLOYERS** **JOB SEEKERS** **LOG IN**

A collaboration of Greater Norwalk Chamber, Norwalk ACTS, and the City of Norwalk

Through a workforce development partnership of the Greater Norwalk Chamber, Norwalk ACTS, and the City of Norwalk, the Norwalk Job Board focuses on employment opportunities in the Norwalk area and provides local job seekers a place to post resumes.

Search for career opportunities


**SEARCH**

**Listings**


**Filter search criteria**


**APPLY FILTERS**

[Clear Filters](#)


**FEATURED** **Summer Lead Teacher and Assistant Positions** Posted: Mar 5, 2024


Horizons at New Canaan Country School - New Canaan, CT Salary: \$4,000.00 Monthly

 Other Application Deadline: Apr 27, 2024

**FEATURED** **Job Developer** Posted: Feb 1, 2024

STAR, Inc., Lighting the Way... - Norwalk, CT Salary: \$25.50 - \$25.50 Hourly

 Full-time Application Deadline: N/A

**FEATURED** **Personal Care Assistant** Posted: Dec 12, 2023

Georgina Home Care - Norwalk, CT Salary: \$15.00 - \$16.00 Hourly

**Job Alerts**

Sign up for job alerts  
You'll receive an email when a new job is posted.

  
**SIGN UP****Prices**

<b>30 Day Listing</b>	Non-member: \$1.00 Member: \$1.00
<b>60 Day Listing</b>	Non-member: \$1.00 Member: \$1.00
<b>90 Day Listing</b>	Non-member: \$1.00 Member: \$1.00

Upgrade your listing!  
**Non-member: +\$1.00**



# Livable Wage Job Guide Project



## Building Tomorrow's Workforce: Equitable Education and Career Pathways for Opportunity Youth in Fairfield County

Presented by  
Fairfield County's Business Collaborative for Education Equity (BCEE)

With analysis on job availability and remuneration provided by McKinsey & Company and  
qualitative interview analysis by Philliber Research & Evaluation  
*October 2023*

To learn more about the BCEE, visit [www.fcfoundation.org/BCEE](http://www.fcfoundation.org/BCEE)

## Registered Nurses

**Description:** Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.

**Educational Requirements:** High school diploma or GED, Bachelor's degree

**Salary:** Median Annual Salary in Bridgeport-Stamford Labor Market Area (2022): \$95,210

**Employment Outlook:** +4% growth expected between 2020 and 2030 in Connecticut

**Employment Growth Outlook in Fairfield County, Connecticut:** Job Openings (2023): 550 ; Projected Job Openings (2030): 586

**Skills:** Social Perceptiveness, Service Orientation, Speaking, Active Listening, Critical Thinking, Coordination, Judgment and Decision Making , Reading Comprehension, Monitoring, Writing, Complex Problem Solving, Active Learning

Education or Training Providers: [Norwalk Community College](#), Sacred Heart University, Western Connecticut State University, [Housatonic Community College](#)

[Fairfield University](#), University of Bridgeport


Origin Jobs that can lead to this Livable Wage Pathway: Certified Nursing Assistant, Paramedic,

Local Employers: Nuvance Health, Yale New Haven Health, Hartford Healthcare

“There are 15 key ‘good, viable’ occupations in Fairfield County that will drive ~50% of ‘good, viable’ job openings (~4k jobs in 2023)



# Join us at our next Workforce Development Committee Meeting!



**NORWALK WORKFORCE  
DEVELOPMENT  
QUARTERLY MEETING**


*\*Steering Committee Members*

**Thursday, March 21, 2024**  
**1 -2 PM**

We invite you to join us for our Workforce Development Quarterly Meeting!

- Get an update on our workforce development efforts
- Hear from our workforce investment board, The Workplace and CT State, Norwalk campus on popular workforce development programs and data on Norwalk resident enrollment
- Learn more about how these programs connect to the Top 15 Livable Jobs in Fairfield Count

**Register at:**  
**[bit.ly/NorwalkWorkforce](https://bit.ly/NorwalkWorkforce)**



# Norwalk ACTS awarded \$150,000 by M&T Bank

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- ▶ Norwalk ACTS chosen to receive an Amplify Fund grant from the M&T Bank Charitable Foundation



- ▶ Will fund a workforce development pilot project in partnership with Open Doors & Norwalk Housing Authority - exploring healthcare pathways as first training - more to come soon!

# Closing Announcements

Sign up on our  
website for our  
newsletter!

**September** news & updates

**Norwalk ACTS**

September 9th, 2021

**Upcoming Events**  
See what's happening this month.

**News You Can Use**  
[The Hour: Census Data: Norwalk Has the 7th Highest Population Increase in CT](#)  
[CT Post: "In Their Own Words," Dallo Education Funds Storytelling Platform for CT Teachers](#)  
[Chalk Talk: For Norwalk Schools, Resolving Equity Gaps Starts with a Mindset Shift](#)

**Member Spotlight**  
[ALL OUR KIN](#)

All Our Kin is a nationally recognized nonprofit organization that trains, supports, and sustains family child care educators—transforming opportunities by ensuring that children and families have the foundation they need to succeed in school and in life.

Become a Norwalk ACTS member today!

**FOLLOW US FOR OUR LATEST NEWS**

**DON'T MISS OUT!**

**CEO Corner**  
Jennifer D. Barahona, LCSW

Over the past week, social media feeds were filled with faces of children and teachers returning to school. Given the uncertainty of the past eighteen months, it feels comforting to have a routine. However, now more than ever, we need to continue to come together as a community to support one another, exercise patience and understanding, and give ourselves and others grace.

We send our very best wishes to all students, teachers, staff, and families as together we continue to learn to navigate this new reality. Getting back into a routine is also an opportunity to recommit to our own self-care plans so that we are in a position to serve to the best of our abilities.

We look forward to welcoming you to the first convening of the new school year on September 14th. We will be unveiling our new vision and mission statements and updating members on the plans for the coming year. In addition, we will receive an update from our race equity core team and hear from the Norwalk Public Schools about the strategic operating plan for the district.

Are you a member?  
Please sign our  
**Memorandum of Agreement (MOA).**

**Norwalk ACTS**

**MEMORANDUM OF AGREEMENT**

The mission of Norwalk ACTS is to enrich and improve the lives and futures of all of Norwalk's children and youth, from cradle to career. In doing so, it is our vision that Norwalk will be the healthiest city in America for a child to grow up in - academically, socially/emotionally, and physically. Social justice and racial equity are core values of Norwalk ACTS. We are committed to continuing to disaggregate data to report on racial and economic disparities so that together we can deploy tools and resources to support adoption of equitable practices. This includes evaluating our internal operations and systems and building our own capacity to make measurable progress towards being a truly diverse, equitable, and inclusive organization. The Norwalk ACTS Membership, having adopted the principles of **Collective Impact** and the **StriveTogether Theory of Action** for building cradle to career civic infrastructure, is helping our community build an integrated system to address the academic, social emotional, and health/wellness needs of Norwalk's children.

**Principles of Collective Impact**

- Common Agenda
- Shared Measurement
- Mutually Reinforcing Activities
- Continuous Communication
- Backbone Support

**StriveTogether Pillars**

- Shared Community Vision
- Evidence Based Decision Making
- Collaborative Action
- Investment and Sustainability

Additionally, we incorporate these additional **eight practices** of Collective Impact:

1. Design and implement initiatives with a priority placed on equity
2. Include community members in the collaborative
3. Recruit and co-create with cross-sector partners
4. Use data to continuously learn, adapt, and improve
5. Cultivate leaders with unique system leadership skills
6. Focus on program and system strategies
7. Build a culture that fosters relationships, trust, and respect across participants
8. Customize for local context

**Our Collective Impact process, strategies, and Initiatives are aimed at the achievement or increase in the %s of the following community level outcomes:**

- Norwalk children enter kindergarten ready to learn.
- Norwalk students meet the goal level in 3rd grade reading.
- Norwalk students have the necessary skills to successfully transition from 5th to 6th grade.
- Norwalk students have the necessary skills to successfully transition from 8th to 9th grade.
- Norwalk students graduate from high school in 4 years ready for college, post-secondary training, or full-time employment.
- Norwalk graduates are career-ready with a college degree or professional certificate.

# Upcoming Events in 2024 - Save the Dates!

All links will be shared in follow up email



## Norwalk Workforce Development Committee

March 21

12:00-2:00

Virtual on Zoom

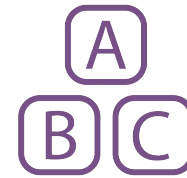


## Social Emotional Health & Out of School Time Initiative Meeting

March 28

12:00-1:30

Family & Children's Agency



## Early Childhood Development Initiative

April 25

12:00-1:30

TBD



Free! 3rd annual event - for all ages!

## NorWALK for Mental Health: Walk + Wellness Fair



Saturday, May 4 (raindate May 11)

Norwalk Green, 8 Park Street



- 9 AM-12 PM - 8 Dimensions of Wellness Fair (music, art, fun activities, health & educational resources)
- 10:30 AM - Laughter Yoga & Speakers
- 11:15 AM - Awareness Walk (wheelchair accessible)



[TheNorwalkPartnership.org/walk](https://TheNorwalkPartnership.org/walk)



May 4

9:00-12:00

Norwalk Town Green



# How did we do?

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## Please give us feedback on our Convening

