The Massachusetts unemployment rate is at the lowest point in fifteen years. Our growing economy presents the opportunity for workforce organizations to prepare people who are unemployed and underemployed, as well as young workers, for jobs that are in demand. We know that one of the best ways to prepare workers with the skills businesses need is to invest in innovative partnerships with industry, education and workforce organizations. The Workforce Competitiveness Trust Fund (WCTF) was established in 2006 to invest in regional sector partnerships which include two or more employers, education and workforce providers. In the last completed round of WCTF grants, 670 Massachusetts residents found employment. That’s hundreds of men and women who previously were out of work and today are active participants in our economy.

We continue to support training to up-skill incumbent workers, allowing businesses across the Commonwealth to remain competitive. In FY16 the Workforce Training Fund General Program awarded more than $18 million to train over 13,980 workers.

We also know the importance of investing in our future which is why we worked with partner organizations to provide over 4,600 youth with subsidized work experience and work readiness training. These young workers ended the summer with increased confidence and the skills they need to find and keep an unsubsidized job.

We continue to work closely with the Baker-Polito administration, under the leadership of Secretary Ronald L. Walker, II, to invest in strategies and programs that have demonstrated success in finding solutions to persistent challenges in the labor market. We appreciate the support and partnership of the many organizations that we worked with in the past year and look forward to our continued partnership in the future.

Nancy Snyder
President & CEO

2016 ANNUAL REPORT

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– SECRETARY OF LABOR AND WORKFORCE DEVELOPMENT RONALD L. WALKER, II

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FINANCIALS

FY 2016 FINANCIAL HIGHLIGHTS

• Services for Youth At Risk
  $17,973,542
• Unemployed Adults Training
  $1,153,469
• Youth Jobs
  $9,637,413
• Workforce Training for Businesses
  $20,251,605
• Program Management
  $5,101,131
• General and Administrative
  $1,221,010
• Miscellaneous
  $64,147
• TOTAL REVENUE
  $55,202,317

* NOT REPRESENTED IN CHART

TAX-FREE INCOME=538,

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Harriott Tolpin
Susan Tracy
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FOUNDATION BOARD

Financials

FY 2016 FINANCIAL HIGHLIGHTS

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Challenges for the Massachusetts Labor Market: Commonwealth Corporation updated labor market information related to skills gaps in Massachusetts. The following are a few key takeaways from this analysis.

- Approximately 54% of the labor force has a bachelor’s degree or higher. However, only 18.5% of Black and 24.2% of Hispanics have a bachelor’s degree or higher.
- Teen employment has fallen dramatically since 1991 from 34% to 29%.

In FY16, the Workforce Training Fund Program (WTFP) invested $18.2 million in 198 businesses to upskill their workers. The Express Program awarded $1.86 million in 35 businesses to retrain workers. The State Dollars Program awarded $2,686,000 in training costs.

Comprehensive Education Partnership: Commonwealth Corporation partners with the state’s Department of Youth Services (DYS) and the Collaborative for Educational Services (CES) to ensure that youth and teens committed to the Massachusetts juvenile justice system have access to high-quality education and employment opportunities.

- The Comprehensive Education Partnership (CEP) supports a multi-faceted strategy for reducing youth violence in 12 cities across the Commonwealth. CEP funding supports a comprehensive interagency strategy in partnership with community-based organizations, education, training, and workforce development programs that include street outreach, trauma counseling, and case management support.

In FY16, Signal Success served 1,187 young men in 12 cities across Massachusetts in partnership with 45 community-based organizations.

YouthWorks: YouthWorks is a state-funded youth employment program that helps teens and young adults get the skills and experience they need to find and keep jobs.

- YouthWorks serves 370 young adults who either now or in the future.
- 370 youth were enrolled in BOG programs — 95% of the employers for BOG subsidized work experience said they would offer an unsubsidized placement to youth either now or in the future.
- 5 youth certified as screen printers by passing the apprenticeship Screen Printing Association (SPA) exam.

THANKS TO PARTNERS & SUPPORTERS: Commonwealth Corporation is committed to creating private-public partnerships to leverage government funding and broaden our impact. We appreciate the support of the following corporations, foundations, and government agencies.

- BNY Mellon
- Commonwealth Corporation
- Exclusive Tees
- Health Care Workforce Transformation Fund (HCWTF)
- Legal Sea Foods
- MassCEC
- Massachusetts Workforce Training Fund Program (WTFP)
- YouthWorks Summer 2016

In 2015, a Wall Street Journal article reported that 57% of large U.S. employers use pre-hire assessments, up from 26% in 2001. This confirmed what we learned during our research on factors driving a declining youth employment rate. Online job applications involving pre-hire assessments were developed to help meet companies’ human resource needs. The applications have become prolific in entry-level hiring, especially by medium to large-size firms with multiple locations. However, there are several ways these applications pose challenges to job seekers. In a research brief we share information about the reasons behind the growing use of online applications and pre-hire assessments in hiring (particularly at the entry-level), the format of the applications and strategies to prepare job seekers to complete online applications successfully. As our labor market tightens, it will be important to follow trends like this in employers’ selection and screening processes.

- The General Program awarded $18.2 million to 198 businesses to upskill their workers.
- The Express Program awarded $1.86 million to 35 businesses to retrain workers.
- The State Dollars Program awarded $2,686,000 in training costs.

We are mid-way through the grant period. There are 13,347 training enrollments. Out of FY16’s 370 programs, 13,267 training seats planned, as of FY16 programs had filled 50% of the seats.

- We support 33 hospitals.
- We support 20 community health centers.
- We support home care businesses.
- We support 18 behavioral health organizations.
- We support 12 physician practices.

Commonwealth Corporation is leading in bridging the gap between workers and businesses. We see their support of workplace development programs as a win-win. Our associates gain essential skills that help them realize their untapped potential, and our company benefits from leveraging the diversity of our community in our hiring practices."

— ROGER BERKOWITZ, PRESIDENT AND CEO, LEGAL SEA FOODS, LLC
Challenges for the Massachusetts Labor Market

Commonwealth Corporation updated labor market information related to skills gaps in Massachusetts. The following are a few key takeaways from this analysis.

- 54% of the state’s labor force has a bachelor’s degree or higher.
- 31% of the labor force has a high school diploma or less.
- 50% of the unemployed.

Approximately 43.2% of the state’s labor force has a bachelor’s degree or higher, however, only 18.5% of Black and 24.2% of Hispanic workers have bachelor’s degrees or higher.

In FY15, a Wall Street Journal article reported that 57% of large U.S. employers use pre-hire assessments, up from 26% in 2001. This confirmed what we learned during our research on factors driving a declining youth employment rate. Online job applications involving pre-hire assessments were developed to help meet companies’ human resource needs. The applications have become prolific in entry-level hiring, especially by medium to large-size firms with multiple locations. However, there are several ways these applications pose challenges to job seekers. In a research brief we share information about the reasons behind the growing use of online applications and pre-hire assessments in hiring, particularly at the entry-level, the format of the applications and strategies to prepare job seekers.

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- Approximately 54% of the state’s labor force has a bachelor’s degree or higher, only 11.5% of Black and 24.2% of Hispanic workers have a high school diploma or less.
- 31% of the labor force is 45 or older.
- 18.5% of Hispanic workers have a high school diploma or less.
- 29% of Black and 45% of Hispanic workers are unemployed.
- 49.2% of large U.S. employers use pre-hire assessments, up from 26% in 2001. This confirmed what we learned during our research on factors driving a declining youth employment rate. Online job applications involving pre-hire assessments were developed to help meet companies’ human resource needs. The applications have become prolific in entry-level hiring, especially by medium-to-large-size firms with multiple locations. However, there are several ways these applications pose challenges to job seekers. In a research brief we share information about the reasons behind the growing use of online applications and pre-hire assessments in hiring (particularly at the entry-level), the format of the applications and strategies to prepare job seekers about the reasons behind the growing use of online applications and pre-hire assessments in hiring. In a research brief we share information about the reasons behind the growing use of online applications and pre-hire assessments in hiring.

In FY16, 570 youth were enrolled in BOG programs.

The 4th Annual DYS Youth Showcase featured 18 youth performers, and $37,232 in sales. YouthWorks' gala screening social enterprise that employs youth at risk and teaches them workplace skills.

In FY16, $2,047,140 ($1.8M in FY'16 Appropriation funding and $247,140 in recapturedJobs Bill funding) to 14 SECTOR STRATEGIES

YouthWorks: YouthWorks is a state-funded youth employment program that helps teens and young adults gain the skills and experience they need to find and keep jobs. Since 2014, over 570 youth have been trained. In FY16, 383 youth were enrolled in BOG programs.

- 4,663 teens and young adults left the system, 88% of whom were placed in independent living, educational or employment settings.
- 964 employer partners participated, helping 1,236 youth secure at least one core skill.
- 60% of YouthWorks participants reported an increase in self-esteem and a greater sense of empowerment.

In FY16, $5 million in federal funding and $37,232 in sales.

We are mid-way through the grant period. There are 13,347 training seats planned; as of FY16 programs had filled 55% of the seats. We are mid-way through the grant period. There are 13,347 training seats planned; as of FY16 programs had filled 55% of the seats.

- Since December 2014, 2,686 youth have been trained, totaling $20,000. Since December 2014, 2,686 youth have been trained, totaling $20,000.
- 98% of employers said Signal Success improved their recruitment and employee retention.

Signal Success: Signal Success is a comprehensive curriculum designed and tested by education and workforce development partners to help young people develop essential skills for future success.

Comprehensive Education Partnership: Commonwealth Corporation partners with the state’s Department of Youth Services (DYS) and the Collaborative for Educational Services (CES) to ensure that youth and teens committed to the Massachusetts juvenile justice system have access to high-quality education and employment opportunities.

Since 2013, over 2,440 planned trainees.

In FY16, SSYI worked with over 2,686 businesses to fill 2,440 planned trainee seats in the adult workforce. In FY16, SSYI worked with over 2,686 businesses to fill 2,440 planned trainee seats in the adult workforce.

- 98% of employers offered BAOG placements.
- 95% of youth either now or in the future.

Exclusive Teens: Exclusive Teens is Commonwealth’s挂号 screening social enterprise that employs youth at risk and teaches them workplace skills.

In YouthWorks Summer 2016:

- 370 youth were enrolled in BOG programs.
- 95% of the employers for BOG-certified work experience said they would offer an unaltered placement to youth either now or in the future.
- 5 youth certified as screen printers by passing the MassCEC Screen Printing Association (SPA) exam.
- $37,232 in sales (a 19% from FY15—surpassing goal of double-digit sales by over $5,000). $37,232 in sales (a 19% from FY15—surpassing goal of double-digit sales by over $5,000).

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33 hospitals
20 community health centers
16 long term care facilities
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