



5,271

ITEMS PRINTED
BY SOCIAL ENTERPRISE
(UP 125% FROM FY15)



903

INDIVIDUALS ENROLLED
IN TRAINING IN WCTF

84%

OF THESE INDIVIDUALS
WERE LOW-INCOME AND

57%

HAVE A HIGH SCHOOL
DIPLOMA OR LESS



THE WTFP GENERAL
PROGRAM AWARDED

\$18.2

MILLION

TO 185
BUSINESSES
WITH MORE THAN

13,980

PLANNED TRAINEES



OVER 4,600
YOUTH SERVED
IN YOUTHWORKS



**COMMONWEALTH
CORPORATION**

Building skills for a strong economy.

2016 ANNUAL REPORT

OUR MISSION IS TO STRENGTHEN THE SKILLS OF MASSACHUSETTS YOUTH AND ADULTS BY INVESTING IN INNOVATIVE PARTNERSHIPS WITH INDUSTRY, EDUCATION AND WORKFORCE ORGANIZATIONS. WE SEEK TO MEET THE IMMEDIATE AND EMERGING NEEDS OF BUSINESSES AND WORKERS SO THEY CAN THRIVE IN OUR DYNAMIC ECONOMY.



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.

A handwritten signature in black ink that reads "Nancy".

Nancy Snyder
President & CEO

“ **Our state’s top resource is the talent of our residents. Commonwealth Corporation is a driving force behind making sure more residents acquire the skills, education and training they need to compete for jobs. CommCorp is a vital component of the work we are doing in the Baker-Polito administration to align education, workforce and economic development to ensure everyone can advance in our state’s growing economy.”**

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

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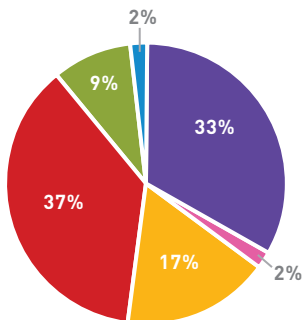
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Financials

FY 2016 FINANCIAL HIGHLIGHTS



Services for Youth At Risk	\$17,973,542
Unemployed Adults Training	\$1,153,469
Youth Jobs	\$9,437,413
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
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* NOT REPRESENTED IN CHART



RESEARCH

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.



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
is 45 or older.

Overall,
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.

Workers with a
high school diploma
or less make up
31%
of the labor force, and
50%
of the unemployed.

Teen
employment
has fallen
dramatically since
1999 from 54% to
29%.



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
Department of Youth Services
Eastern Bank Charitable Foundation
Executive Office of Health and Human Services
Executive Office of Labor and Workforce Development
Massachusetts Clean Energy Center
SkillWorks



“ Commonwealth Corporation is a leader 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



SECTOR STRATEGIES

WORKFORCE TRAINING FUND

Workforce Training Fund Program (WTFP):

The WTFP helps address business productivity and competitiveness by providing resources to businesses to upgrade the skills of their workers.

The General Program awarded

\$18.2
million to

185 businesses with more than 13,980 planned trainees.

The Express Program awarded

\$1.86
million to

303 businesses with more than 2,440 planned trainees.

Since December 2014 through the end of FY16,

2,686

workers at 303 businesses have been trained, totaling \$1,457,453 in training costs.

In FY16 we completed the Middle Skills Grant Program.

903

individuals enrolled in training.

84%

of these individuals were low-income and 57% have a high school diploma or less.

Programs achieved

74%

placement rate of enrollments compared to a 55% national rate.

Workforce Competitiveness Trust Fund (WCTF):

The WCTF invests in demand-driven training and education programs that train and place unemployed and underemployed workers. In April 2016 we awarded \$2,047,140 (\$1.8M in FY'16 Appropriation funding and \$247,140 in recaptured Jobs Bill funding) to 14 organizations. These programs plan to train 375 individuals and place at least 300 into employment.

Health Care Workforce Transformation Fund (HCWTF):

The HCWTF supports training programs that address workforce skill needs identified by health care providers as they work to improve patient care and reduce costs.

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.

59

projects funded.
They include:

33 hospitals

20 community health centers

16 long term care facilities

7 home care businesses

18 behavioral health organizations

12 physician practices

YOUTH PATHWAYS



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.

In YouthWorks Summer 2016:

4,663

teens and young adults worked in public, private, and nonprofit sector jobs.

964

employer partners took part in hosting worksites across the state.

60%

of YouthWorks participants improved at least a full level in at least one core skill on a five-point scale.

Since 2013, over

24,000

young people have used Signal Success to develop core soft skills for employability and engage in meaningful future planning.



570

instructors have been trained.

98%

of participants improved their ability to make a professional impression.



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.

In FY16, SSYI worked with over

1,187

young men in

12 cities across Massachusetts in partnership with **12 police departments** and over **45 community based organizations.**

Safe and Successful Youth Initiative (SSYI): SSYI is a multi-faceted strategy for reducing youth violence in 12 cities across the Commonwealth. SSYI funding supports a coordinated intervention strategy in partnership with community-based organizations, education, training, and workforce development programs that includes street outreach, trauma counseling, and case management support.

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.

Bridging the Opportunity Gap (BOG)

370

youth were enrolled in BOG programming.

95%

of the employers for BOG subsidized work experiences said they would offer an unsubsidized placement to youth either now or in the future.

ARTS

The 4th Annual DYS Youth Showcase featured 18 youth performers, and 130 youth developed 260 pieces of artwork for display and sale.



EXCLUSIVE TEES

Exclusive Tees: Exclusive Tees is CommCorp's silk-screening social enterprise that employs youth at risk and teaches them workplace skills.

5

youth certified as screen printers by passing the American Screen Printing Association (ASPA) exam.

\$37,232

in sales (up 118% from FY15 – surpassing goal of doubling sales by over \$3,000).

5,271

items printed (up 125% from FY15).