

# WCTF: SHORT TERM SOLUTIONS, LONG TERM IMPACT

## What is the WCTF?

The Workforce Competitiveness Trust Fund invests in demand-driven programs designed by industry sector partnerships that train and place unemployed and underemployed workers. Between 2007 and 2011, the Fund supported **31 partnerships** serving more than **6,700 youth and adults**. During this period participating businesses documented significant improvements in productivity, profitability, increased sales and employee retention.

## COMMCORP INVESTS IN MANUFACTURING PARTNERSHIPS ----- WHY?

Manufacturing requires different skills than taught a generation ago. In addition, the industry has been experiencing a growing demand for workers. The manufacturing workforce is aging more quickly than other industries; replacement workers will be needed in the near future to fill thousands of jobs open due to retirements.

**In 2016, manufacturing employed more than**

**245,000**

**people in Massachusetts.**



**In August 2017, there were 6,500 open jobs in manufacturing.**



**Nearly 500 were in production.**

### OCCUPATIONS TRAINED

Machine Operators

CNC Operators

Team Assemblers

Electrical Assemblers

Mold Makers

### Results from 4 manufacturing partnerships funded between 2013-2016

#### Short term impact on workers:

- 216 job seekers completed training
- 170 job seekers placed in jobs at more than 100 manufacturers
- Workers earned an average hourly wage of \$15.48

**BUT**

**The WCTF is not just a short term solution. It fills immediate needs AND builds capacity.**

## HERE'S HOW

### CASE STUDY 1 - FRANKLIN/HAMPSHIRE

The CNC Machinist program designed through a grant to Franklin/Hampshire Regional Employment Board (FHREB) served as a catalyst to the creation of several new programs at Greenfield Community College (GCC) that support individuals on either end of the CNC training program career pathway. The first program is an 80 hour Foundational Manufacturing (FM) course for individuals preparing for the CNC Machinist program or seeking employment in non-precision manufacturing sectors. (The CNC Machinist program itself is an additional 220-hour training for those who complete the FM training and want to enter the manufacturing field as CNC Operators.) The second is a one year, credit-earning certificate program in Engineering Technology, which provides a way for students considering Engineering or manufacturing or current manufacturing workers to continue their education at the college level. Since 2013, more than 130 individuals have participated in at least one of the three programs.

### CASE STUDY 2 - NORTH EAST

The Northeast Advanced Manufacturing Consortium, originally funded with WCTF funds, has continued to grow and strengthen to become a robust consortium leading the effort to address manufacturers' workforce training needs in the Northeast part of the state. The consortium grew from a dozen companies, to more than 100 engaged companies during the grant period. The success of this grant allowed NAMC to obtain subsequent manufacturing training funding over a period of two years from Job Driven National Emergency Grant, Sector Partnership National Emergency Grant, and Executive Office of Housing and Economic Development to support an additional 5 cohorts, expanding the number of companies engaged to 200. Recently, NAMC partnered with Mount Wachusett Community College to obtain a federal Tech Hire grant, and is currently in the process of running 3 more cycles of Machining and Electronics over the next 2 years, as well as introducing several Quality cycles over the next 3 years.