



Partnerships for Recovery Career Technical Initiative



**Bidders' Webinar
November 4, 2020**



Logistics

- All lines are muted- please keep yourself muted to avoid background noise.
- We will be taking written questions only today. Please use the chat box to type a question.
- We'll respond to as many questions as we can today. All questions & answers will be posted at www.commcorp.org
- The session will be recorded and posted at www.commcorp.org



Agenda

- **Welcome- Christine Abrams, CommCorp**
- **Partnerships for Recovery-Mark Fuller, EOHED**
- **Career Technical Initiative- Bob LePage, EOE**
- **RFR Overview-Theresa Rowland, CommCorp**
- **Q&A**



Commonwealth Corporation





Who We Are



**COMMONWEALTH
CORPORATION**
Building skills for a strong economy.

Our Mission

We invest in **innovative partnerships** with industry, education, and workforce organizations. Our partnerships:

- Prepare youth and unemployed workers for **jobs in demand that lead to higher rates of employment**
- *Upskill underemployed* workers leading to **job retention, upgrades and wage gains**
- *Create pathways* for underserved youth preparing them for post-secondary education and careers.

Our Vision

Building bridges to opportunities for a lifetime of success.



Partnerships for Growth to Partnerships for Recovery

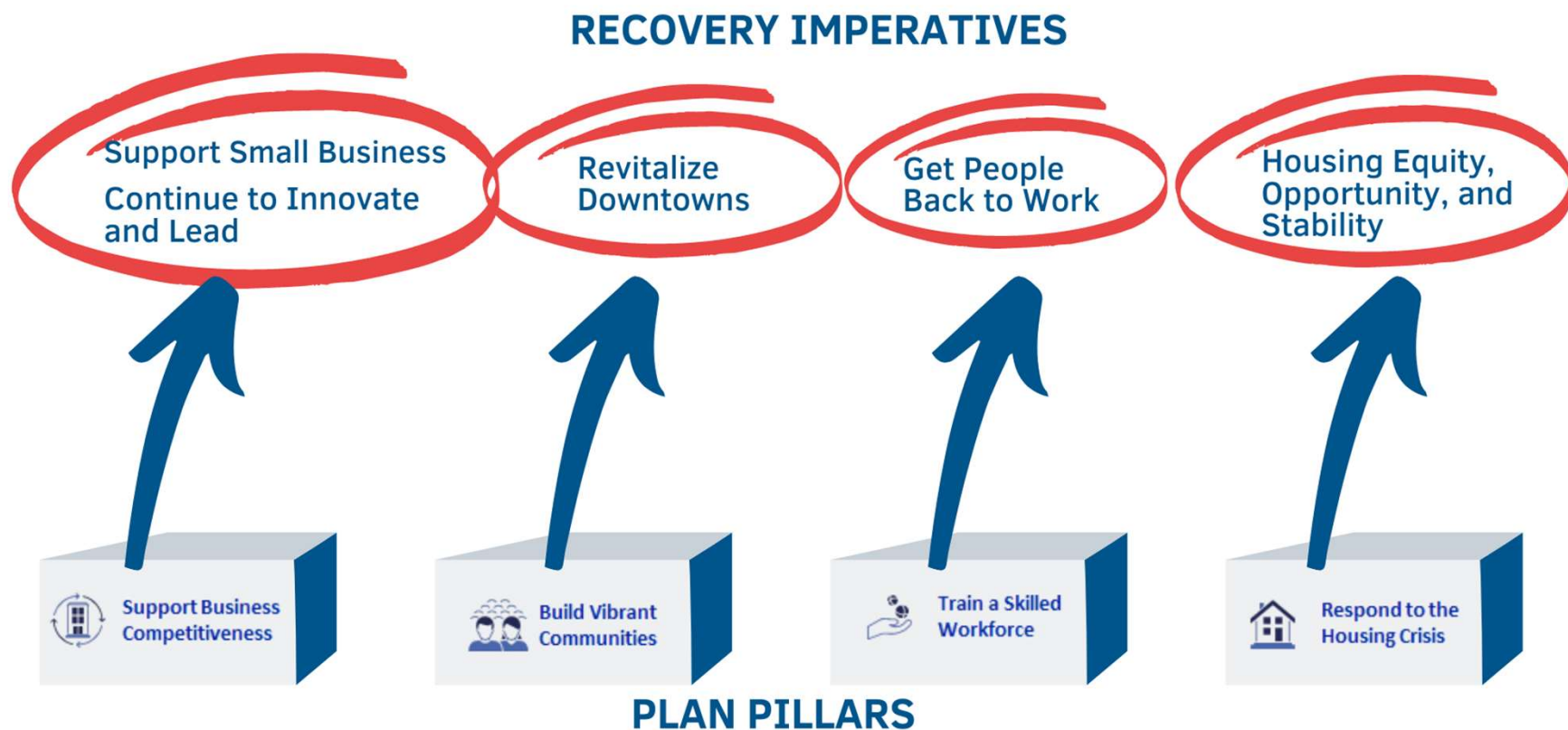


Partnerships for Recovery is a nearly \$774M package that takes stock of existing programs and pending programs in the ED Bill, and proposes new policies to address key challenges related to the COVID-19 pandemic.

- Complements and leverages over \$18B in **federal funding for small businesses and communities** from the CARES Act and other relief measures
- Leverages the **economic development plan and bill** framework
- Provides a roadmap to **economic stabilization and recovery through existing programming**
- Offers a **new set of targeted, recovery-oriented policy proposals** to complement existing efforts



Partnerships for Recovery





Workforce Levers



Expand Support for Career Technical Initiative (CTI)

Launch and scale CTI performance-based model to retrain adult UI population for skilled technician jobs across manufacturing, healthcare, TRADES, IT and other roles aligned to industry needs



Expanded Anchor Employer Partnerships

Expand workforce partnerships with 40 largest employers in key sectors to create aligned statewide training-employment pathways (in-house training, third party partnerships, or direct hire pipeline)



Bolster Manufacturing Workforce Training

Purchase standardized virtual training program to increase workforce for manufacturing sector



Modernize MassHire Virtual Pathway

Purchase standardized virtual service software to engage and scale services to permanently separated UI claimants. Increases ability to accurately assess claimant skill sets and connect them with appropriate services and support

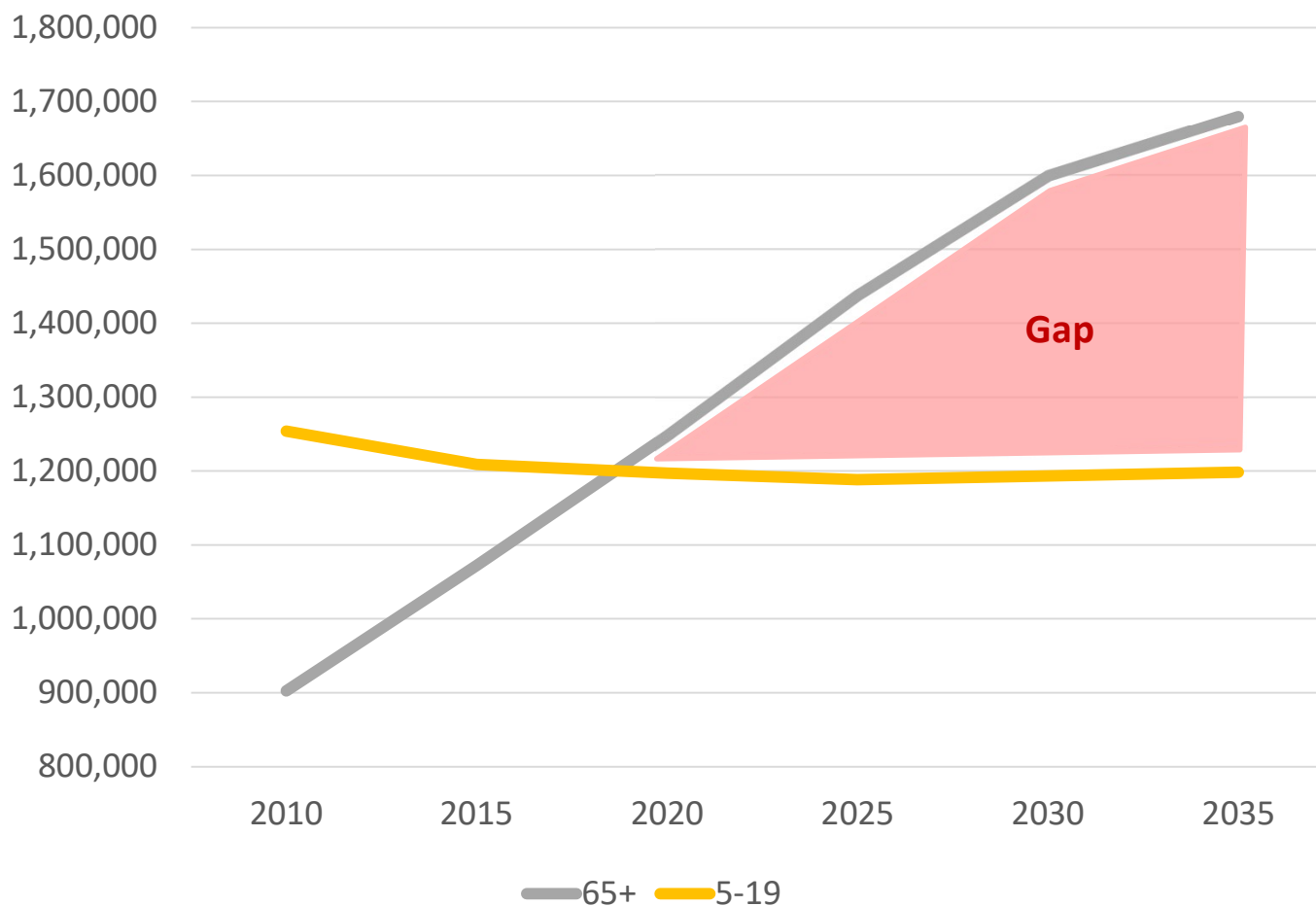
Engage Innovative Training Partners:

- Engage edtech companies and other innovative workforce training programs to support worker readiness and upskilling



Long –Term Workforce Challenges: Sustained Public-Private Coordination Required

MA is facing at a worker shortage and a skills gap for skilled technician jobs



Source: Donahue Institute (2015)



Demographics Are Destiny: Bending the Workforce Curve and Addressing the Skills Gap

Massachusetts is facing short- and long-term workforce challenges driven by demographics

- ✗ “Gray Wave” of retirements in key technical jobs are overwhelming the talent pipeline
- ✗ Many vocational roles require a higher level of technical skills and training than in the past
- ✗ Misconceptions about the nature of technical jobs – training requirements, learning pathways, salaries, career advancement and employers – abound

The Baker-Polito Administration has made significant investments to counter this trend. The Workforce Skills Cabinet (WSC) & 7 regional WSC teams worked together to align & implement:

- ✓ \$67M of WSC capital skills grants invested, built out over 230 training programs, supporting an additional 12,500 students
- ✓ Career Pathways Initiative aligns high school curriculum to priority industries. Created 170 new pathways & attracted \$4M in philanthropic funding to complement state funding
- ✓ Manufacturing training resources to address skill gap, trained 523 individuals in FY19, and 1502 individuals since 2016
- ✓ The Workforce Competitiveness Trust Fund (WCTF) awarded \$12M in FY19 and FY20 to retrain 1,560+ individuals for employment in careers prioritized by WSC regional blueprints
- ✓ The Workforce Training Fund (WTF) awarded \$10.7M to upskill 6,769 employees at 119 companies in priority sectors

Despite progress, the state, academia, and industry must do more to prepare the workforce of the future



20,000 Additional Residents Prepared for Skilled Trade Jobs

Supports adult learners and youth:

- Support 9,000-13,000 additional adults to earn industry credentials aligned to Apprenticeships in High Demand/High-impact skilled trades
- 25 percent more high school students enrolled in a high-impact vocational trade program (7,500-10,000)



*Career Technical
Initiative*

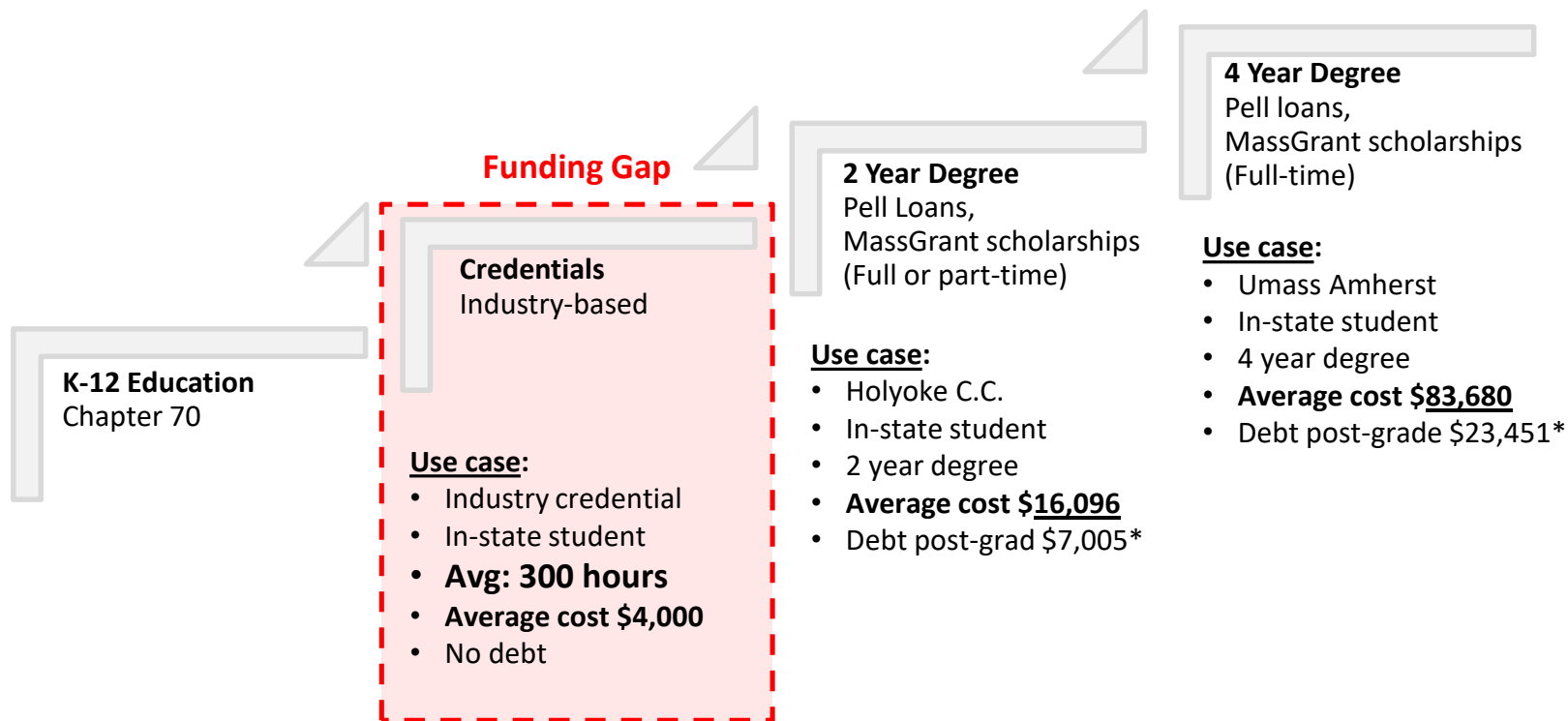
Further aligns educational and workforce skills imperatives

- ✓ Encourage expansion of enrollment in targeted regular-day vocational programs
- ✓ Support C74 afternoon “2nd shift” enrollment for partnering academic high school students
- ✓ Prioritize future C74 program approval and align Skill Capital Grants
- ✓ Reduce licensure barriers and provide incentives for mid-career professionals to become C74-approved vocational teachers
- ✓ Expand College and Career advising to promote trade opportunities (7-12 grade)



CTI addresses Funding Desert Impeding Workers

Industry Recognized Credential Pipeline



Multiple states are creating funding models to fill the gaps and focus on high-value, Industry Recognized Credentials (KY, WA, VA, MO, OH)

* <https://collegescorecard.ed.gov/school/?166133-Holyoke-Community-College>

**<https://collegescorecard.ed.gov/school/?166629-University-of-Massachusetts-Amherst>



Target Occupations/Programs in FY21

Sectors	Construction/Trades	Manufacturing
Eligible Target Occupations	<ul style="list-style-type: none">• HVAC Mechanics and Installers• Automotive Services Technicians and Mechanics• Electricians• Plumbers• Carpenter• Welder• Craft Laborer• Building & General Maintenance Tech• Diesel Tech	<ul style="list-style-type: none">• Machine Operator• Sheet Metal Workers• Biolab, Medical & Clinical Lab Tech• CNC Machine Operator• Electrical Tech• Robotics



Career Technical Initiative Example: *HVAC Certification*

WSC Coordination

- Create Regional Market Maker Positions
- Recruit and refer candidates to certificate programs
- 100K+ candidates in pipeline
- Continuously partner with business and Career Technical Institutes
- Assist in job placement

Vocational Technical School

9AM to 2PM
Student Enrollment

2PM to 5PM
High School Students

5PM to 9PM
Worker Retraining
- e.g HVAC Certification -

Expanded Training Capacity
Career Technical Initiative

Regional Employers

Inform curriculum/ hire graduates of HVAC program:

- Construction companies
- Manufacturing companies
- Hotels
- HVAC companies
- Healthcare organizations
- Building management
- Utilities
- Government
- Educational Institutions

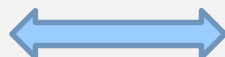
Regional Market Makers Work Across The Continuum



WSC & MassHire



Recruitment

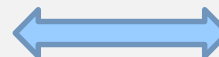


Referral



CTI

Placement



Training Input



Industry/ Employers



Request for Responses-Overview

Funding Availability:

- Up to \$6M available for training and placement
- Additional \$70K available for registered apprenticeship program development and apprentice placement and registration

Grant Amounts:

- No Upper Limit
- Anticipated grant awards range from \$80,000-\$300,000

Match Requirement: Not required

Duration of Contracts:

- January 1, 2021-September 30, 2021
- All training and placements must be completed by June 30, 2021.
- 3-month retention may be measured until September 30, 2021



Lead Applicant & Required Partners

- Eligible lead applicants are Massachusetts High Schools with designated DESE Chapter 74 vocational programs aligned to the occupation for the adult training program.
- **Partners**
 - MassHire Career Center (Required)
 - 3 Employer Partners (Required)
 - MassHire Workforce Board (Required)
 - Apprenticeship Program Sponsor (Required if seeking apprenticeship funds)
 - Other Partners Encouraged

Refer to Pages 4-6 of the CTI RFR



Voc Tech & MassHire Career Center Roles

Vocational Program

- Contract with Commonwealth Corporation
- Enter into MOU with MassHire Career Center
- Communicate program entry requirements to MassHire Career Center and collaborate on screening process
- Ultimately make enrollment decisions
- Coordinate and provide all training, including didactic, hands-on, and work experience.
- Contingency plans to provide all instruction in social distancing environment
- Incorporate work readiness and job search prep skill building, in collaboration with the MassHire Career Center
- Collect and report all participant data into Apricot
- Prepare and place graduates in employment in partnership with MassHire Career Center
- Submit invoices to Commonwealth Corporation and distribute specified share of payment to MassHire Career Centers and maintain documentation of payment.

- Conduct recruitment, assessment and screening of participants, aligned with program requirements
- Maintain contact with participants while they are enrolled in training to ensure persistence
- Make participant referrals to necessary support services (housing, childcare vouchers, etc.)
- Prepare and place graduates in employment in partnership with Chapter 74 vocational programs
- Provide 3-months of post-placement support upon job placement

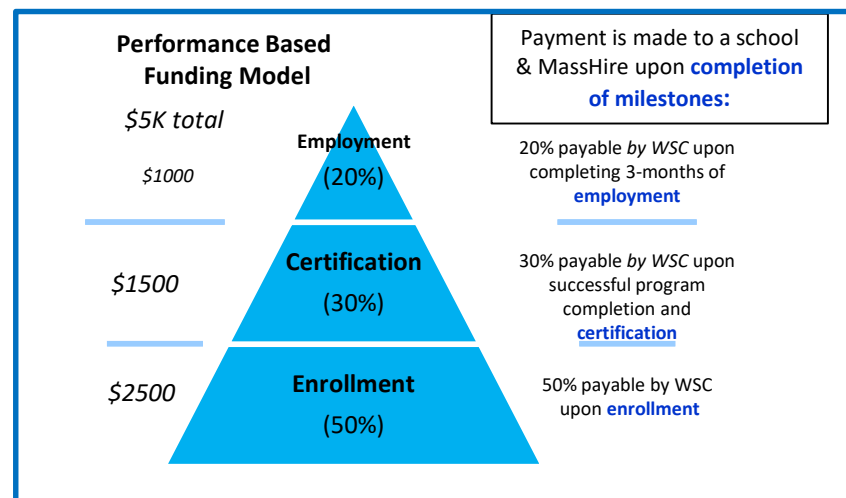
MassHire Career Center

Refer to Pages 4-5 of the CTI RFR



Performance Funding Model

- Revenue to pay for programming will flow through a performance-based funding contract to school
- Payments must be shared locally between a Chapter 74 vocational program and their MassHire Career Center partner according to fee schedule in RFR.



Payment Distribution	Total Payment	Vocational Program	MassHire	% of Total
Employment/Retention	\$1000	\$500	\$500	20%
Certification/Persistence	\$1500	\$1000	\$500	30%
Recruitment/Enrollment	\$2500	\$2000	\$500	50%
Total	\$5000	\$3500	\$1500	100%

Refer to Pages 9-10 of the CTI RFR



Target Population

- Eligible Target Populations
 - Unemployed – not currently employed
 - Underemployed- working outside the target sector & earning less than a self-sustaining wage
- Given the significant impact of COVID-19, unemployed individuals are a priority target population and proposed programs should be designed to support the needs of this population.
- Commonwealth Corporation will work with each awarded grantee to finalize a selection process and provide guidance to ensure alignment with the goals of this grant program.
- Goal: New Employment

Refer to Page 7 of the CTI RFR



Program Design Requirements

- Proposed program(s) must currently be a designated DESE Chapter 74 vocational program aligned to the occupation for the adult training program.
- Provide training programs for a minimum of 2 occupations.
- For each occupation offer at least one cohort of training targeting enrollment of a minimum of 8-10 students to prepare participants for employment in one of the target occupations listed in Section 3A. Chapter 74 vocational programs may not split these slots across multiple cohorts or programs.
- Offer training that results in an industry recognized credential required for entry into target occupation (Part 3)
- For each occupation complete a program design chart that identify the allocation of training hours for each strand, delivery mode, and if applicable software tool.
- Applicants intending to place participants into apprenticeships must show how the proposed program prepares students for entry into an apprenticeship program

Refer to Page 7-8 of the CTI RFR for more details.



Apprenticeship Expansion (Optional)

- USDOL State Apprenticeship Expansion Grant
- **Goal:** Expand apprenticeship career pathways through vocational technical schools

This Opportunity:

- \$70K total available
- Applicants intending to place participants into apprenticeship programs are eligible for an additional deliverable-based payment of up to \$10,000 provided that they place a minimum of 10 participants into partner apprenticeship programs and register apprentices with the Division of Apprentice Standards by the end of the grant period.



Administrative Requirements

- Data Reporting
- Progress Reporting
- Participant Eligibility & Documentation
- Allowable Costs

Refer to Pages 10-13 of the CTI RFR



Score Criteria

Submitted proposals will be reviewed and scored to determine if they **Meets Standards** or **Does Not Meet Standards** based on the following criteria:

A. Track record, approval to deliver and success of Chapter 74 vocational program in delivering the proposed programs to either an adult or traditional high school population.

B. Chapter 74 vocational program demonstrated history of providing adult workforce training programs that provide industry certification or licensure (in proposed programs or other programs). This may include:

- a history of collaborating on workforce training programs with Community Colleges and/or community-based organizations
- Approval by DESE to provide Chapter 74 After Dark program
- Approval by DESE to provide Chapter 74 post-secondary programs
- Approval as a TrainingPros as a Workforce Individual Training Account provider
- A Commonwealth Corporation Senator Kenneth J. Donnelly Workforce Success Grant awardee (or has been awarded a Commonwealth Corporation training grant in the last three years)
- An EOHED Advanced Manufacturing Consortium Grant training partner
- Independently accredited post-secondary accreditation program
- Experience in awarding students Federal or State Financial Aid

C. Demonstrated history of Chapter 74 vocational program collaborating on workforce training programs with MassHire Workforce Board and MassHire Career Centers.



Score Criteria

D. Chapter 74 vocational program demonstrates recent conversations with local MassHire Career Center, agreement to roles, expectations and resource sharing (MOU) and identification of action steps to be completed upon award of grant in order to recruit candidates, provide support, job placement and post-placement services.

E. Strong evidence, including clearly articulated MOA/letters, of employer engagement and identification of roles and responsibilities of a minimum of 3 employer partners.

F. Clear program outline that addresses occupational skills, safety, work readiness and work experience requirements for entry into the target occupation(s)

G. Capacity to deliver proposed programs and place graduates into jobs between January 1, 2021-June 30, 2021. Retention may be measured through September 30, 2021.

H.Capacity to deliver training to adhere to social distancing requirements and a contingency plan to deliver training remotely in a COVID-19 environment, if needed.

Optional Bonus: The program model intends to place and register at least 10 participants in apprenticeship programs as part of the proposed cohort and has a clear proposal for doing so. This will not be factored into the overall score. Applicants that are awarded funding through this RFR and have applied and met the standard for the apprenticeship component may be awarded additional funds.

Please note: Commonwealth Corporation reserves the right to consider geographical distribution and occupation/program mix in final grant award decisions.



Key Dates

Activity	Date
Strongly Encouraged Deadline to Submit Written Questions	November 17, 2020
Responses (Proposals) Due	November 20, 2020 5pm
Applicants Notified of Status (Anticipated)	December 15, 2020
Anticipated Contract Start Date	January 1, 2021
Deadline For Training Completion & Placement	June 30, 2021
Anticipated Contract End Date	September 30, 2021



Grant Application Package

- **Part 1:** Application Summary Form (online)
- **Part 2:** Application Narrative Form (2 pages)
- **Part 3:** Program & Budget Form
- **Part 4:** Memorandum of Agreement
- **Part 5:** Certification (online)

Grant Submission via Online Form

- Application Summary Form Information
- Plan to Complete in 1 Session (Cannot save and return)
- Encouraged to review in advance

Refer to Page 15 of the CTI RFR



Attachment 3: Program Design & Budget Form (excel)

1. School Name:				
2. Program Name:				
3. Chapter 74 approved for delivery during day-time program? (Yes/No)				
4. Target Occupation(s):				
5. Previously to adults? (Yes/No and date it was last offered):				
6. Provide metrics to demonstrate success program delivery (enrollments, completions, employment):				Enrollments: Completions: Placements in Employment:
7. Confirm capacity to deliver training and place participants prior to June 30, 2021.				
8. Industry Recognized Credentials: Which credentials will this program prepare participants for? (please list all next to the appropriate category)				
Certification(s)				
Licensure /Registration(s)				
Industry Technical Credential(s);				
Safety Credential(s)				
Apprentice Hours - Related Instruction				
9. Program Design Instructional Hours Allocation (Please fill in # of hours by Instructional Mode)				
	Face to Face	Synchronous online	On-Line Self Paced	Online Software
Safety and Health Knowledge and Skills				
Technical Knowledge and Skills				
Embedded Academic Knowledge and Skills				
Employability and Career Readiness Knowledge and Skills				
Management and Entrepreneurship Knowledge and Skills				
Technological Knowledge and Skills				
Work based Learning				
Total Instructional Hours				
Note: Overall Total Instructional Hours Minimum 200-Maximum 350				
10. To demonstrate history of providing adult workforce training programs that provide industry certification or licensure please identify which of the following experiences are true for your school. Select all that apply. If proposing multiple programs please only complete this section on the first				
History of collaborating on workforce training programs with Community Colleges and/or community-based organizations				Y/N
Approval by DESE to provide Chapter 74 After Dark program				
Approval by DESE to provide Chapter 74 post-secondary programs				
Approval as a TrainingPros as a Workforce Individual Training Account provider				
A Commonwealth Corporation Senator Kenneth J. Donnelly Workforce Success Grant awardee (or has been awarded a Commonwealth Corporation training grant in the last three years)				
An EOHED Advanced Manufacturing Consortium Grant training partner				
Independently accredited post-secondary accreditation program				
Experience in awarding students Federal or State Financial Aid				

8. Industry Recognized Credentials: Which credentials will this program prepare participants for? (please list all next to the appropriate category)				
Certification(s)				
Licensure /Registration(s)				
Industry Technical Credential(s);				
Safety Credential(s)				
Apprentice Hours - Related Instruction				
9. Program Design Instructional Hours Allocation (Please fill in # of hours by Instructional Mode)				
	Face to Face	Synchronous online	On-Line Self Paced	Online Software
Safety and Health Knowledge and Skills				
Technical Knowledge and Skills				
Embedded Academic Knowledge and Skills				
Employability and Career Readiness Knowledge and Skills				
Management and Entrepreneurship Knowledge and Skills				
Technological Knowledge and Skills				
Work based Learning				
Total Instructional Hours				



Next Steps

- Submission Deadline: November 20th at 5pm
- Additional Questions:
 - Theresa Rowland
 - trowland@commcorp.org
- Strongly encourage submission of questions by November 17th in order to ensure timely response
- Q&A will be posted at www.commcorp.org
- Sign-up for alerts when new Q&A are posted