

WORKFORCE

COMPETITIVENESS TRUST FUND

ANNUAL REPORT



2020

SUBMITTED TO THE
LEGISLATURE BY

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



DATE ISSUED:
12/31/2020

ON BEHALF OF



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND
WORKFORCE DEVELOPMENT

Welcome.

Massachusetts was one of the first and hardest hit states impacted by the dual pandemic: COVID-19 and acute unemployment impacting low-wage workers. As we moved into Spring 2020, Massachusetts consistently represented 3-4% of COVID-19 related hospitalizations, despite making up only 2% of the US population. Because of the disproportionate impact of COVID-19 on the state's health, March 10th marked the beginning of one of the longest closures in the country followed by a phased reopening. This all contributed to at one point the highest unemployment rate in the country of 17.7% in June 2020. Several gateway cities within Massachusetts historically are even harder hit than the state as a whole, including cities such as Boston, Brockton, Chelsea, Lawrence, Lowell, Revere, Springfield and Worcester.

While the unemployment rate has since rebounded partially to 7.4% as of October employment figures, the Massachusetts economy remains over 350,000 below its February 2020 peak. Further still, numerous analyses have revealed stark gender and racial disparities as a disproportionate share of women, Black, and Latinx residents are expected to be long-term unemployed and will not be able to return to their previous job. Unemployment and loss of earnings effect the whole family, and long-term unemployment can have lasting effects on an individuals' lifetime earnings. These individuals will likely benefit from retraining to gain new skills in order to return them to work and on a new career pathway.

As Massachusetts continues to recover from the COVID-19 pandemic, it will be critical to have a skilled workforce to meet labor demand and power economic recovery. Recent and ongoing investments in the Workforce Competitiveness Trust Fund and related initiatives are critical for increasing access to quality skills training and wraparound support services to prepare unemployed and underemployed individuals for employment in in-demand occupations.

In 2020, we released multiple funding opportunities in order to meet pressing priorities – both existing and emerging - in support of the Healthcare and Information Technology sectors, while supporting recommendations of the Black Advisory Commission and Latino Advisory Commission, such as supporting the design of programs that will integrate job skills training and contextualized English for Speakers of Other Languages services as well as new Learn to Earn pilot programs. We are particularly pleased to have launched a planning period for seven Healthcare Workforce Hubs, which are aligned with the Governor's Healthcare Collaborative recommendations to grow the direct care, nursing and behavioral health workforce pipelines.

"We have seen remarkable pivots by many of our grantees after the pandemic struck to continue the work of developing workers' skills, fill critical jobs and help workers advance in their careers. We have also made changes to our approach in order to address strategic workforce gaps across the Commonwealth that came about in late Spring. Through the WCTF, we will increase access to high-quality programs and support the creation of new programs that directly address the needs of our employers while helping them adapt to the 'new normal' of a post-pandemic economy."

- Commonwealth Corporation CEO and President Christine Abrams

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Summary

ABOUT

The Workforce Competitiveness Trust Fund (WCTF) was established through economic stimulus legislation passed by the Massachusetts Legislature in 2006. The WCTF invests in demand-driven programs designed by industry sector partnerships that train and place unemployed and underemployed workers. The purpose of the Fund is to support the development and implementation of employer and worker-responsive programs to enhance worker skills, incomes, productivity, and retention and to increase the quality and competitiveness of Massachusetts firms.

In 2018, the Massachusetts Legislature voted to rename grant awards from the WCTF in memory of the late Senator Kenneth J. Donnelly, who was a steadfast champion of promoting workforce opportunities for people who might otherwise lack a pathway to economic stability. Donnelly Workforce Success Grants serve people across Massachusetts whose life experiences and circumstances make it difficult for them to succeed in employment without targeted support. They include individuals who are underemployed and rely on aid from public benefits to support their families, individuals who have been disconnected from the workforce for a long period, and people who have not been able to complete formal schooling. Other participants may face barriers to work due in part to not speaking English as their first language, past involvement with the criminal justice system, or health problems such as a disability or substance use history.

With the strong support of policymakers and advocates in the economic and workforce development communities, the WCTF has been able to serve over 1,975 jobseekers and 650 employers since 2013 – a number that continues to grow at a more rapid pace each year.

This report provides information on the progress to date of the WCTF FY'19 Appropriation (2019-2023) and FY'20 Appropriation (2020-2024) grant programs, inclusive of three pilot programs funded in partnership with the Strada Education Network. This is also the first year we are reporting on a new grant program established through a 5% allocation from the Workforce Training Fund for performance-based grants. This report also provides information on multiple rounds of the Learn to Earn Initiative (LTE) for Fiscal Years 2018, 2019, and 2020. This report does not include final outcomes for previous rounds of funding awarded under the WCTF, which we have reported in previous annual reports.

DEVELOP AND IMPLEMENT

EMPLOYER AND
WORKER-RESPONSIVE
PROGRAMS

ENHANCE

WORKER SKILLS,
INCOMES,
PRODUCTIVITY AND
RETENTION

EMPOWER

MASSACHUSETTS
FIRMS TO INCREASE
QUALITY AND
COMPETITIVENESS

NEWLY AWARDED WCTF GRANTS

The **Fiscal Year 2020** state budget appropriated \$7 million in funds to the WCTF. Starting in February 2020, Commonwealth Corporation, on behalf of the Executive Office of Labor and Workforce Development, issued a series of five Request for Proposals or Qualifications seeking applications from regional partnerships to design and/or implement training and placement or training and advancement programs in health care, information technology (IT), manufacturing, and other specific occupational priorities that have been identified through the Regional Workforce Skills Planning Initiative regional blueprint process. The following table provides a high-level summary of those funding opportunities:

<u>Name of Funding Opportunity</u>	<u>Purpose and Target</u>	<u># of Applications Received & Total Funds Requested</u>	<u># of Applications Funded and Total Allocation</u>
FY'20 Senator Kenneth J. Donnelly Workforce Success Grants for Training and Placement / Training and Advancement Programs	Cohort-based, occupationally focused training and placement programs for unemployed and/or underemployed individuals OR training and advancement programs for incumbent employees.	15 applications received, totaling \$3,655,089.01 in requests.	9 applications funded, totaling \$2,000,000 in funds awarded.
FY'20 Senator Kenneth J. Donnelly Workforce Success Grants for Healthcare Workforce Hubs	Regional capacity building efforts to promote workforce system-wide alignment resulting in additional training capacity in the healthcare sector. Led by seven MassHire Workforce Boards. Awardees will conclude a six-month planning phase in March 2021, followed by two years of program implementation.	7 applications received, totaling \$168,975 in requests.	7 applications funded, totaling \$168,975 in funds awarded. An additional \$2,331,025 is set aside for implementation.
FY'20 Senator Kenneth J. Donnelly Workforce Success Grants for ESOL-Enhanced Training and Placement Programs	Design/re-design of sector-based training and placement programs that incorporate contextualized ESOL services in order to better serve individuals for whom English is not their first language and/or have limited English proficiency. Awardees will participate in a three-month program design phase followed by up to two years of program implementation.	17 applications received, totaling \$387,582.30 in requests.	5 applications to be awarded, totaling \$125,000. An additional \$1,675,000 is set aside for implementation.
2020-2021 Senator Kenneth J. Donnelly Workforce Success Grants for Expanded Training Capacity & Employment Program Performance	Additional seat capacity in ongoing sector-based employment programs that provide training and job placement and retention services to unemployed Massachusetts residents. *Funded through a separate allocation.	20 applications received, totaling \$3,448,943.31 in requests.	6 applications to be awarded, totaling \$1,078,686.00.

27
OF WCTF
GRANTS TO BE
AWARDED

~800
NUMBER OF
PEOPLE TO BE
SERVED

\$7.38M
TOTAL AWARD
ALLOCATION

More details about this this appropriation are included in Parts 1 and 3 of this report. A list of all Senator Kenneth J. Donnelly Workforce Success grants made during this round is included in the Appendices. FY'20 WCTF awards that have not yet been announced as of December 4, 2020 will be reported on in the next annual report.

CONTINUING WCTF GRANTS

The **Fiscal Year 2019** state budget appropriated \$5 million in funds to the WCTF. In March 2019, Commonwealth Corporation, on behalf of the Executive Office of Labor and Workforce Development, issued a Request for Proposals (RFP) seeking applications from regional partnerships to implement training and placement or training and advancement programs in health care, information technology (IT) and other



specific occupational priorities that have been identified through the Regional Workforce Skills Planning Initiative regional blueprint process. Forty organizations submitted proposals totaling \$9.42 million. In September 2019, Commonwealth Corporation awarded a total of \$4,216,299.96 (\$4.15M in FY'19 Appropriation funding and \$66,399.96 in recaptured WCTF FY'16 funding) to 18 organizations in Massachusetts. Grant activity is scheduled to conclude as of June 30, 2023.

We are also leveraging \$250,000 from the WCTF FY'19 Appropriation to launch three digitally enabled competency-based pilot programs This year, we built upon our engagement with the Strada Education Network and C-BEN to bring our program design phase to a conclusion by December 2020.

These grants are based on a directional blueprint from a report released by the Governor's Commission on Digital Innovation and Lifelong Learning. In collaboration with additional investments from Strada, we have facilitated the design and establishment of these three pilots, which will enter implementation phases in January/February 2021. Specific performance metrics will be established during the implementation phase and reported in the next annual report.

More details about this round of funding are included in Part 2 of this report. A list of all Senator Kenneth J. Donnelly Workforce Success grants made during this round is included in Appendix 2.



Status of Learn to Earn Grants

For the first time in Fiscal Year 2018, the state budget included a line item for Learn to Earn with an option to transfer some of these funds to the Workforce Competitiveness Trust Fund. Governor Baker and Lt. Governor Karen Polito originally created the Learn to Earn Initiative in their FY'18 Budget proposal, seeking to support individuals who are receiving assistance from public benefit programs in gaining and retaining employment in occupations for which employers have persistent demand. The Fiscal Year 2018 state budget appropriated \$1 million in funds to a new Learn to Earn line item and \$1 million in funds to the WCTF (line items 7002-1080 and 7002-1075). The Executive Office of Labor and Workforce Development directed Commonwealth Corporation to allocate the WCTF FY'18 funds toward the LTE Initiative. In August 2017, Commonwealth Corporation issued a Learn to Earn Initiative Request for Qualifications (LTE RFQ) on behalf of the Executive Offices of Labor and Workforce Development, Education, Health and Human Services, and Housing and Economic Development. Representatives of these Secretariats formed an Interagency Workgroup that provides oversight for the LTE initiative.

In December 2017, Commonwealth Corporation awarded a total of \$111,747 to five partnerships to fund Program Design Phase activities from January 2018 through April 2018. All five partnerships successfully completed the Program Design Phase, submitted strong implementation plans, and started operating their programs during the summer of 2018. In total, the five partnerships were awarded an additional \$1,537,690 to implement their programs over approximately two years. All grant activity is scheduled to conclude by March 31, 2021.

The Fiscal Year 2019 state budget appropriated additional funding to the Learn to Earn line item and the steering committee asked Commonwealth Corporation to support program design and implementation for two new pilots that have an explicit focus on serving people with disabilities who receive public assistance supports. The LTE Steering Committee and Commonwealth Corporation received eight proposals and awarded \$50,000 in Program Design grant awards to two partnerships. After engaging in approximately three months of planning and partnership building activities throughout the late Spring and summer, each partnership was awarded an Implementation grant of up to 2 years for an additional total of ~\$600,000.

The Fiscal Year 2020 state budget appropriated additional funding to the Learn to Earn line item and the steering committee asked Commonwealth Corporation to support program design and implementation for three new pilots that have a more explicit focus on serving people of color who receive public assistance supports. The LTE Steering Committee and Commonwealth Corporation received nine proposals and intends to award \$75,000 in Program Design grant awards to three partnerships. After engaging in approximately three months of planning and partnership building activities throughout winter 2021, each partnership will have an opportunity to receive an implementation grant of up to 2 years for an additional total of \$810,000. We are continuing our support to ensure program and employment retention through additional tools and resources to address participant barriers and ensure they can access work while supporting the needs of their family.

More details about Learn to Earn are included in Part 4 of this report. A list of LTE grants is included in Appendix 3. FY'20 Learn to Earn awards have not yet been announced and will be reported on in the next annual report.

“[The WCTF provides] a structure that people can believe in and that has a track record of being used wisely, efficiently, and to the benefit of the people who it was set up to serve. The fact that it is maintained by Commonwealth Corporation gives a comfort level to all of us that the right things are being done. Commonwealth Corporation has proven over and over again that they have been really phenomenal stewards of that money.”

-State Senator Cindy Friedman – 4th Middlesex District

FY'20 Appropriation

PURPOSE

The Workforce Competitiveness Trust Fund (WCTF) FY'20 Appropriation was divided into three related initiatives, for a total of 21 grantees. 9 grantees will deliver cohort-based, occupationally focused training and placement programs to unemployed and/or underemployed individuals with a goal to place them in unsubsidized employment in the target occupation upon completion of training. We have set a target wage floor of \$14.25 per hour for these programs. 7 grantees are focused on building regional capacity in Health Care and will be launching training programs in 2021. Finally, 5 yet-to-be-announced partnerships will be working to design job training and placement programs for Massachusetts residents who are non-native speakers of English.

OVERVIEW OF INVESTMENTS



NUMBER OF
GRANTEES

21



AMOUNT
AWARDED

\$6,300,000



COMMITTED EMPLOYER
PARTNERS

60



PROPOSED
UN/UNDEREMPLOYED
INDIVIDUALS TO BE SERVED

630

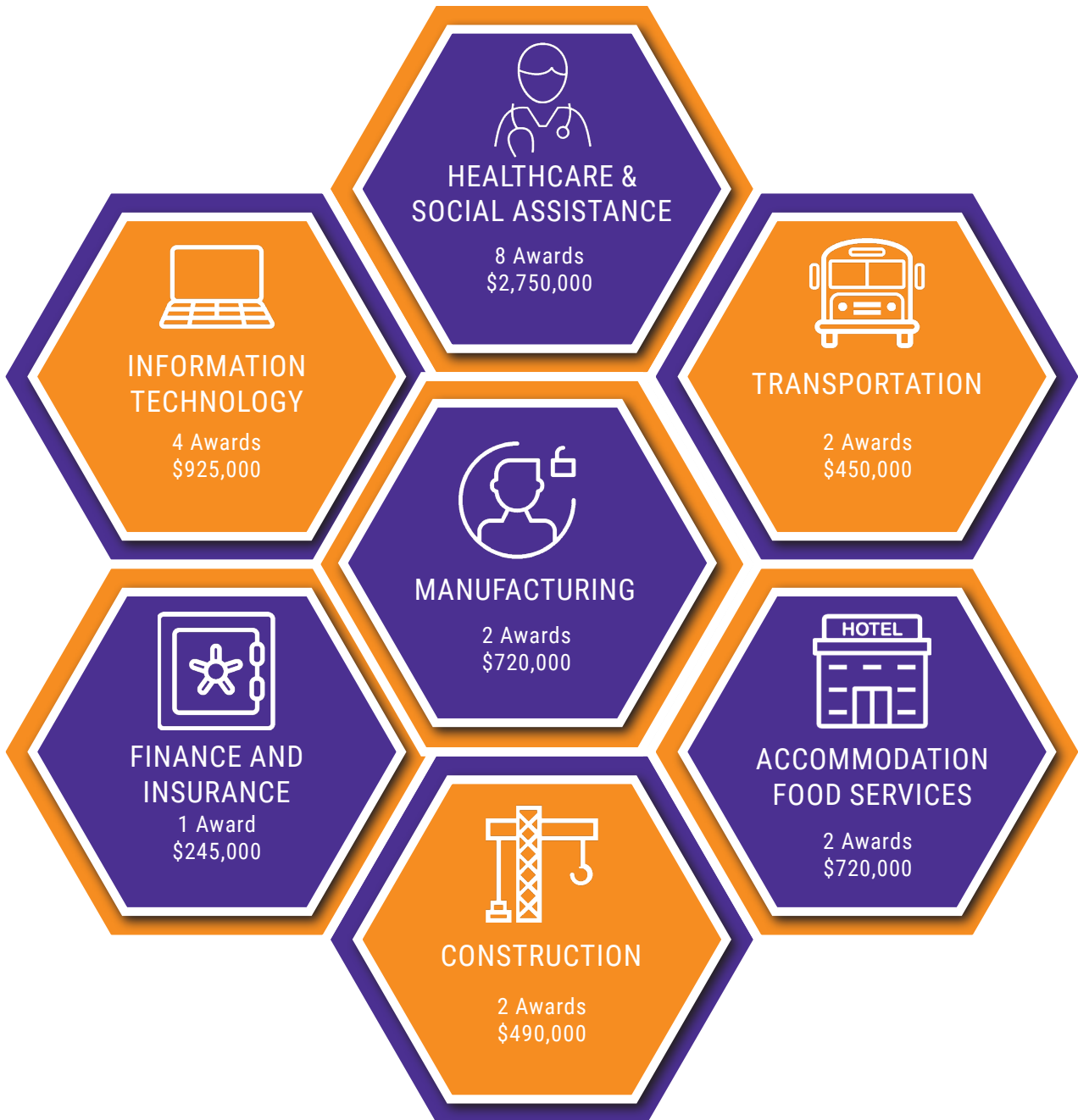
Senator Kenneth J. Donnelly Workforce Success Grants 2020-2024



OVERVIEW OF INVESTMENTS



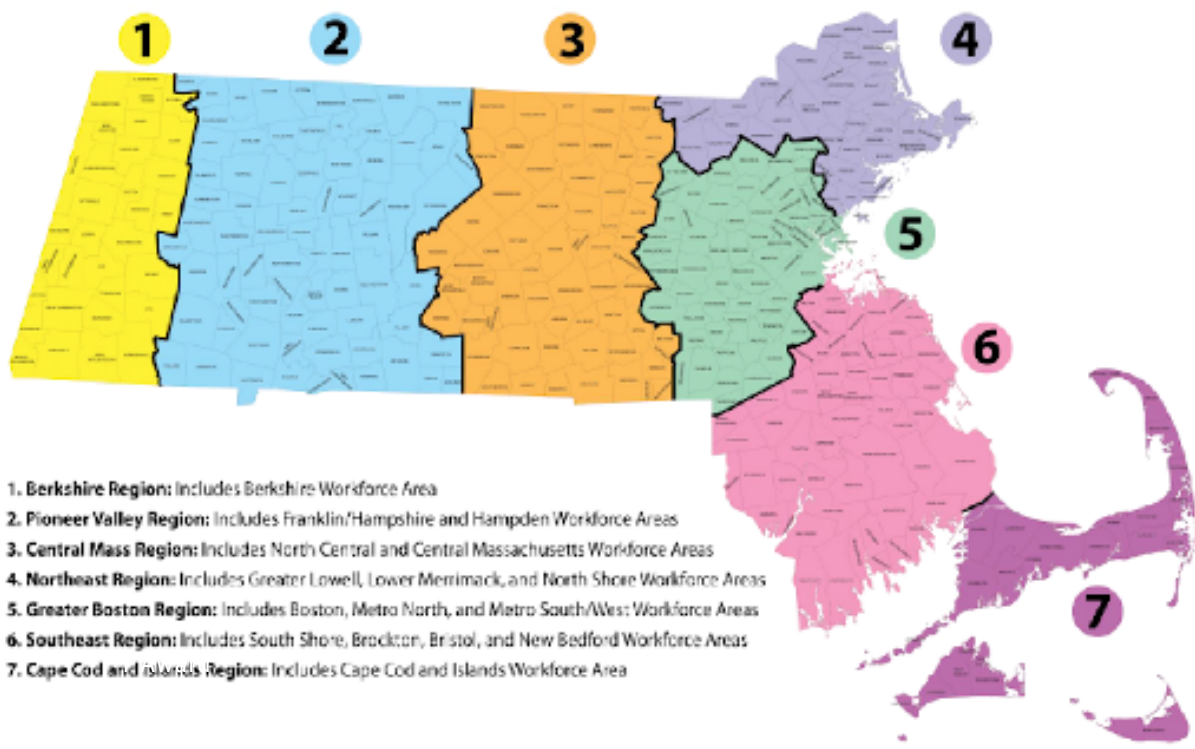
AWARDS BY SECTOR



AWARDS BY REGION (INCLUDES ANTICIPATED AWARDS YET TO BE ANNOUNCED*):

- 1** **Berkshire:** 1 award, \$250,000
 - 2** **Pioneer Valley:** 2 awards, \$760,000
 - 3** **Central:** 3 award, \$985,000
 - 4** **Northeast:** 2 awards, \$760,000
 - 5** **Greater Boston:** 10 awards, \$2,670,000
 - 6** **Southeast:** 2 awards, \$625,000
 - 7** **Cape Cod & Islands:** 1 award, \$250,000
- Total of \$6,300,000

Regional Structure – Workforce Skills Cabinet Planning Regions



FY19 Appropriation

OVERVIEW OF INVESTMENTS SEPTEMBER 2019–JUNE 2023



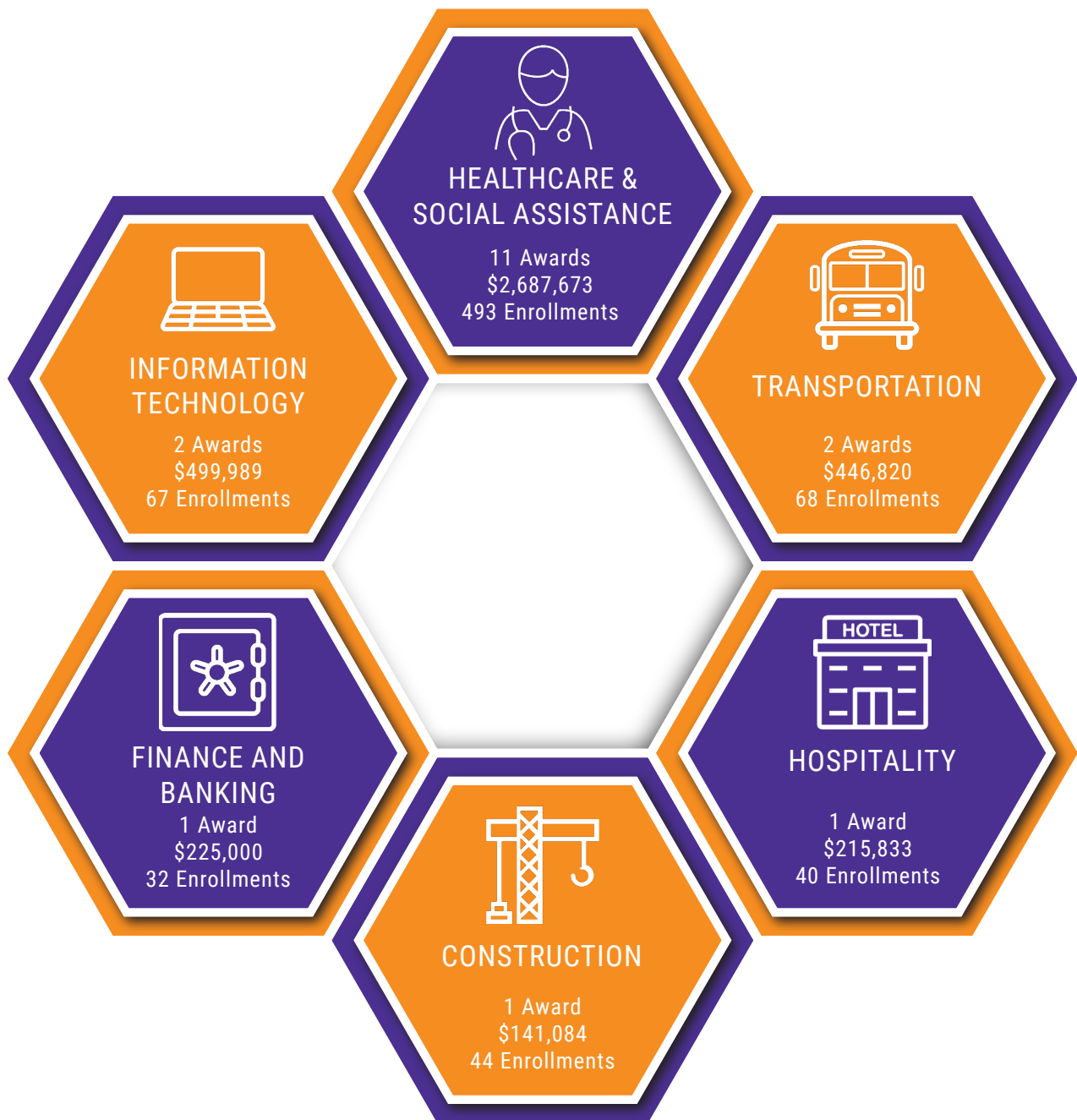
PURPOSE

The Workforce Competitiveness Trust Fund (WCTF) FY'19 Appropriation is designed to fund training and placement or training and advancement programs in health care, information technology (IT) and other specific occupational priorities that have been identified through the Regional Workforce Skills Planning Initiative regional blueprint process. 17 grantees are delivering cohort-based, occupationally focused training and placement programs to unemployed and/or underemployed individuals with a goal to place them in unsubsidized employment in the target occupation upon completion of training. We have set a target wage floor of \$13.50 per hour. One grantee is providing advancement opportunities for entry-level workers at their current employer in healthcare with a goal to prepare them for advancement within their employer into a target occupation that pays at least \$2 more per hour and is full-time.

Awards by Sector

In September 2019, Commonwealth Corporation awarded a total of \$4,216,299.96 (\$4.15M in FY'19 Appropriation funding and \$66,399.96 in recaptured WCTF FY'16 funding) to 18 organizations in Massachusetts. The enabling statute for the Workforce Competitiveness Trust Fund established a minimum requirement of 30% match. Grantees committed more than \$1.3M in matching funds or 30% of the total amount of grant funds. Grant investments supported programs in the following industries:

Senator Kenneth J. Donnelly Workforce Success Grants 2019-2023



“I made some mistakes in the past, but this was an opportunity that I could not pass up. I gained some skills that will help me to continue to move forward.”
-WCTF Participant

AWARDS BY REGION

- 1 Berkshire:** 1 award, \$218,750.00
- 2 Pioneer Valley:** 2 awards, \$749,964
- 3 Central:** 3 award, \$247,527
- 4 Northeast:** 2 awards, \$507,078
- 5 Greater Boston:** 10 awards, \$2,124,997
- 6 Southeast:** 2 awards, \$225,000
- 7 Cape Cod & Islands:** 1 award, \$141,084

Local and state officials joined Lt. Gov. Karyn Polito and Secretary of Labor and Workforce Development Rosalin Acosta, CommCorp staff, MassHire partners and First Student Inc. workers at First Student Inc. in Marlborough on Thursday, Sept. 26, 2019 for the announcement of the first-ever round of Senator Kenneth J. Donnelly Workforce Success Grants for FY19 through the Workforce Competitiveness Trust Fund.

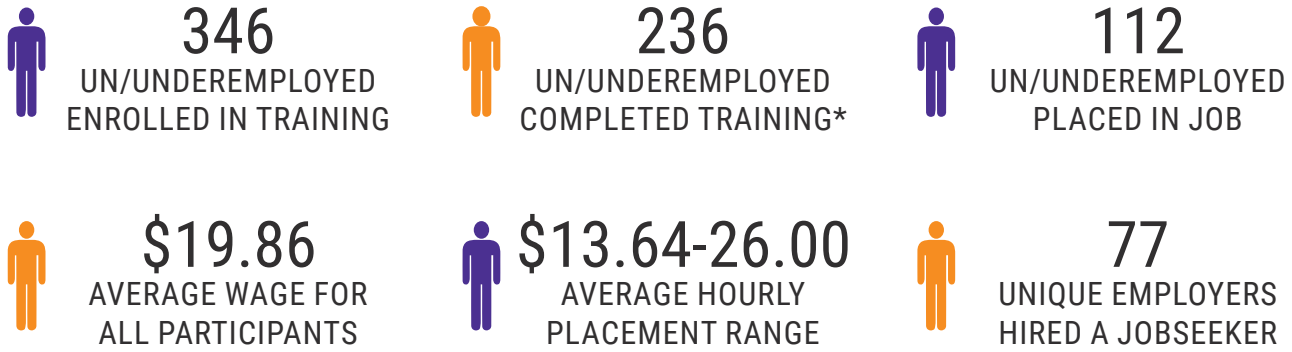




BEST: When the COVID-19 pandemic began, like many organizations that provide training for workers, Boston Education Skills and Training (BEST) Corp. found their target industry in upheaval. The recipient of a \$215,833 Senator Kenneth J. Donnelly Workforce Success grant from the Workforce Competitiveness Trust Fund, BEST was working with four hotel employer partners and five MassHire workforce boards and career centers to prepare unemployed and underemployed trainees for hotel industry housekeeping positions. So in response, BEST pivoted to target an industry that was still hiring and could use the skills being taught in its hotel industry program - hospitals and healthcare.

PROGRESS AS OF SEPTEMBER 30, 2020

As of September 30, 2020, the FY19 WCTF grantees have collectively produced the following outcomes:



An additional 15 participants enrolled in the one incumbent worker program. More details about this program and the Strada-funded programs will be provided in 2021 as training progresses.

* This includes individuals that had recently completed training and were actively engaged in job search.

85%

LOW-INCOME
200% POVERTY LEVEL

60%

RECEIVING PUBLIC
ASSISTANCE AT TIME

69%

RACIAL/
ETHNIC MINORITY

62%

FEMALE

43%

HIGH SCHOOL
DIPLOMA OR LESS

40%

NOT BORN
IN THE U.S.

10%

SELF-REPORTED
HAVING DISABILITY

34%

SPEAK LANGUAGE
OTHER THAN ENGLISH
AS 1ST LANGUAGE

2020-2021 Senator Kenneth J. Donnelly Workforce Success Grants for Expanded Training Capacity & Employment Program Performance

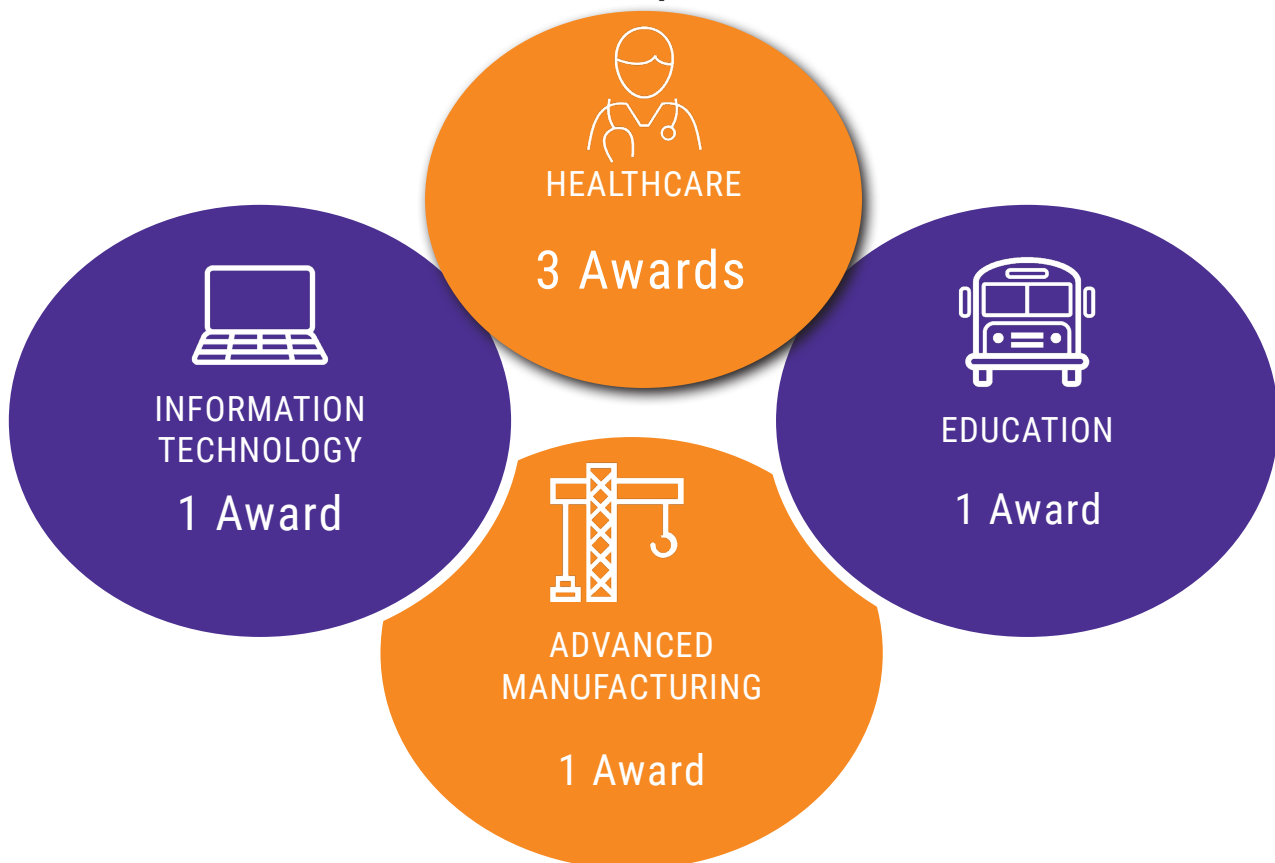
OVERVIEW

Commonwealth Corporation sought to fund proposals from qualified organizations that proposed to enroll additional unemployed Massachusetts residents in their existing training and placement programs primarily within occupational priorities identified through the Regional Workforce Skills Planning Initiative regional blueprint process, such as Advanced Manufacturing, Healthcare, Information Technology, or other specific regional priorities.

These grants will be the first set of programs funded through the 5% allocation of funding from the Workforce Training Fund ([WTFP](#)) to the Workforce Competitiveness Trust Fund. They are designed to support additional seat capacity in ongoing sector-based employment programs that provide training and job placement and retention services to unemployed Massachusetts residents.

Performance-based payments will be contingent upon program enrollments and job placement and retention outcomes, with 50% of the grant award allocated toward each milestone. These are competitive grants of approximately one year in duration.

CommCorp received twenty proposals; a total of six grants for \$1,078,686.00 are recommended and have yet to be formally announced as of the writing of this report.



More details on the initial round of performance-based grants will be provided in 2021.

FY'18-19 Appropriation

OVERVIEW OF FY18 INVESTMENTS



FY18 AWARDS BY SECTOR AND REGION

In December 2017, on behalf of the Steering Committee, Commonwealth Corporation awarded a total of \$111,747 to five partnerships in Massachusetts to fund Program Design Phase activities from January 2018 through April 2018 (30 organizations applied). All five partnerships successfully completed the Program Design Phase, submitted strong implementation plans, and have since started operating their programs. Overall, the five partnerships were awarded an additional \$1,537,690 to implement their programs over two years. All grant activity is scheduled to conclude

Learn to Earn Initiative

JANUARY 2018–MARCH 2021



by September 30, 2020. In compliance with the match requirements established in the enabling statute for the Workforce Competitiveness Trust Fund, grantees have committed 30% in matching funds (\$462,666). Grant investments are supporting programs in the following industries:

- » 1 Manufacturing Project (Northeast Region): \$330,000
- » 2 Health Care Projects (Pioneer Valley and Central Regions): \$643,144
- » 2 Food Services Projects (Greater Boston and Northeast Regions): \$659,996

FY18 PROGRAM DESIGN PHASE

Commonwealth Corporation engaged the five grantees in a program design learning community from January 2018 through April 2018. The objective was to help the grantees build stronger training and placement program capacity to serve participant populations with a higher concentration of barriers to work associated with the receipt of public assistance and low economic stability. At the end of April 2018, all programs submitted an implementation plan and budget in order to move forward to the Implementation Phase.

This learning community continues to serve as a forum for collaborative learning about common issues facing individuals who are receiving public assistance, for the delivery of technical assistance to grantees to support their development of a cohort-based, occupationally-specific program that is designed and managed by regional industry sector partnerships, and for providing opportunities for grantees to learn from one another's expertise and subject matter experts. Grantees have been enthusiastic contributors to this group and have shared positive feedback about the experience and engaging directly with multiple state agencies.

PROGRESS AS OF SEPTEMBER 30, 2020


As of September 30, 2020, the FY18 LTE grantees have collectively produced the following outcomes (grant activity will continue until March 2021; some individuals still enrolled in training and/or job search):

 **205**
UN/UNDEREMPLOYED
ENROLLED IN TRAINING

 **169**
UN/UNDEREMPLOYED
COMPLETED TRAINING

 **112**
UN/UNDEREMPLOYED
PLACED IN JOB

 **\$15.59**
AVERAGE WAGE FOR
ALL PARTICIPANTS

 **\$13.56-17.80**
AVERAGE HOURLY
PLACEMENT RANGE

 **81**
UNIQUE EMPLOYERS
HIRED A JOBSEEKER

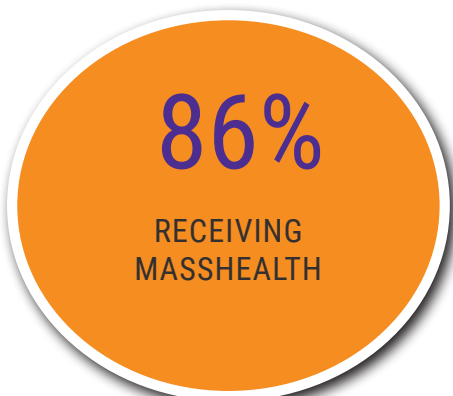
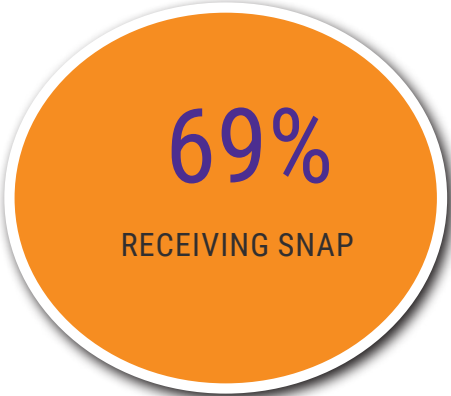


“There’s a huge shortage in drivers. If we don’t fill these jobs, we’re in trouble.”

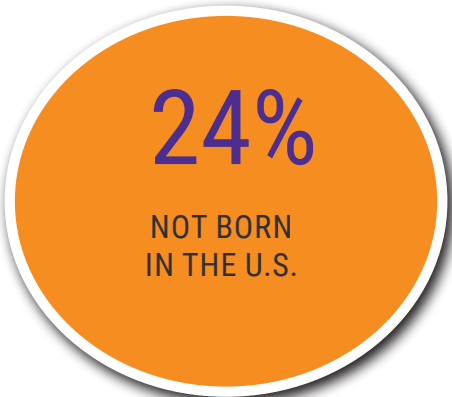
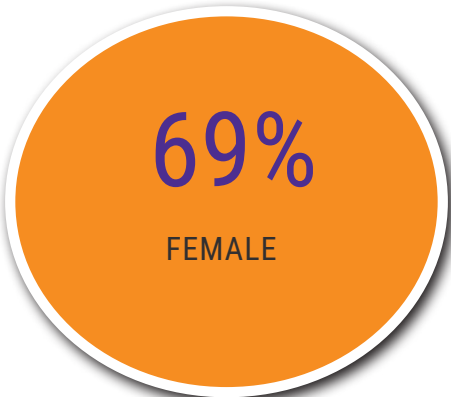
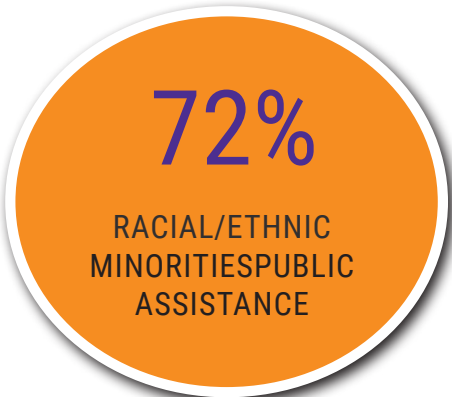
—Jimmy Donovan,
Training Director,
Teamsters Local 25

DEMOGRAPHIC OVERVIEW

INCOME AND PUBLIC BENEFITS



PERSONAL CHARACTERISTICS



OVERVIEW OF FY19 INVESTMENTS



FY19 AWARDS BY SECTOR AND REGION

In April 2019, on behalf of the Steering Committee, Commonwealth Corporation awarded a total of \$50,000 to two partnerships in Massachusetts to fund Program Design Phase activities from April 2019 through July 2019 (8 organizations applied). Both partnerships successfully completed the Program Design Phase, submitted strong implementation plans, and started their first cohorts in October 2019 after being awarded an additional \$600,000 to implement their programs over two years. All grant activity is scheduled to conclude by September 30, 2021. In compliance with the match requirements established in the enabling statute for the Workforce Competitiveness Trust Fund, grantees have committed 30% in matching funds (\$180,000). Grant investments are supporting programs in the following industries:

- » 1 Food Service Project (Central Region): \$325,000
- » 1 Food Services Project (Greater Boston): \$325,000

APRIL 2019-SEPTEMBER 2021



FY19 PROGRAM DESIGN PHASE HIGHLIGHT

In collaboration with the Massachusetts Rehabilitation Commission, the LTE Steering Committee supported additional pilot programs that have an explicit focus on persons with disabilities while continuing to deepen the impact of our current programming. We continued to build upon the learning from our previous rounds of program design activities. Through these engagements, CommCorp staff have developed a learning community that includes several members of different state agency partners such as the Department of Transitional Assistance, Massachusetts Rehabilitation Commission, Department of Housing and Community Development, and the Executive Office of Education.



During an initial convening, the CommCorp staff featured a workshop facilitated by Work Without Limits, an initiative out of the UMass Medical School that aims to increase the employment of people with disabilities through employer engagement, training, consulting, and benefits counseling. At the meeting, Bonnie Rivers, director of employer relations at Work Without Limits, facilitated a session called “Pick A Disability.” This activity is geared toward increasing understanding of the assets and barriers associated with different forms of disability, while highlighting common misconceptions and assumptions. Attendees appreciated the opportunity to reflect on personal and professional experiences as well as how to better serve these populations. Both partnerships started their first cohorts this fall, and we look forward to continued learning over the next two years.

Success Story

Tamia struggled during her first training session. At the time of enrollment, Tamia was receiving MassHealth, SNAP, childcare vouchers and housing vouchers. As a single mother to four young children, she has always wanted better for them- having a stable home with a yard and sending her kids to a good school. Tamia also experiences mental health challenges and initially only made it through the first half of the program. With the unwavering support of her NECAT case manager, Tamia found a great mental health counselor and was able to finish her training in the next cohort. Today, Tamia is celebrating over a month of employment as a prep cook. Her manager has shared positive feedback about Tamia and is always happy to give her the extra hours she asks for. After 90 days of employment, Tamia will receive comprehensive benefits and a raise. She feels hopeful for the first time in a long time.



PROGRESS AS OF 9/30/20 AND DEMOGRAPHIC OVERVIEW

The FY'19 LTE grantees will continue to operate through September 2021. As of September 30, 2020, the FY'19 LTE grantees have collectively produced the following outcomes: (*please note: outcomes data include individuals that had recently enrolled in Fall cohorts previously paused due to COVID-19 as well as individuals that had recently completed training and were actively engaged in job search).



46

ENROLLED IN TRAINING



24

COMPLETED TRAINING



8

PLACED IN JOB



\$15.69

AVERAGE WAGE FOR ALL PARTICIPANTS



\$15.96-15.96

AVERAGE HOURLY PLACEMENT RANGE



8

UNIQUE EMPLOYERS HIRED A JOBSEEKER

INCOME AND PUBLIC BENEFITS

96%

RECEIVING PUBLIC ASSISTANCE AT TIME

26%

RECEIVING SNAP

0%

RECEIVING SUBSIDIZED

17%

RECEIVING SUBSIDIZED HOUSING

26%

RECEIVING SNAP

72%

RECEIVING MASSHEALTH

PERSONAL CHARACTERISTICS

26%

RACIAL/ETHNIC MINORITIES PUBLIC

43%

FEMALE

80%

HIGH SCHOOL DIPLOMA OR LESS

4%

NOT BORN IN THE U.S.

4%

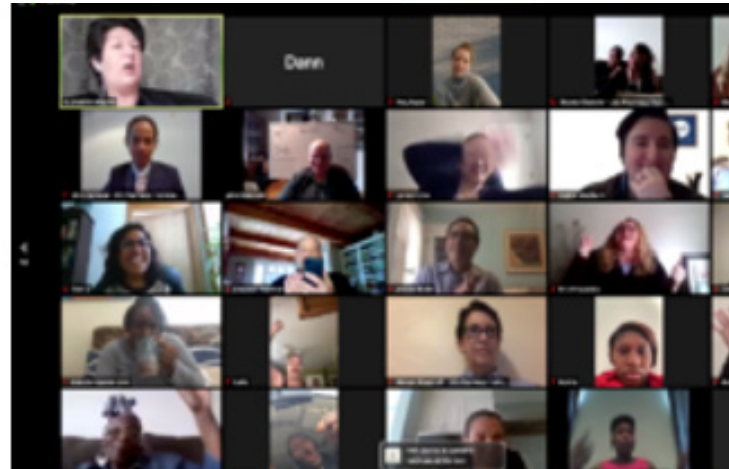
SPEAK A LANGUAGE OTHER THAN ENGLISH AS 1ST LANGUAGE

100%

SELF-REPORTED HAVING DISABILITY

Program Management

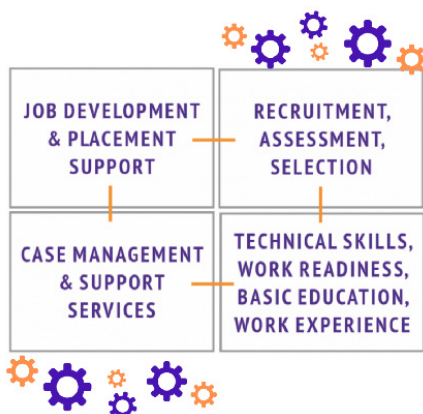
Commonwealth Corporation continues to support efforts to build regional sector partnerships and career pathways by designing and facilitating learning communities, sharing best practices and capacity building. In 2020, we have leveraged technology and new ways of working to support our grantees during the COVID-19 Pandemic. While nearly all programs were interrupted to varying extents in the Spring, our team is proud to have provided flexible supports to enable grantees to pivot in order to better support



their participants and graduates. For example, BEST Hospitality switched to train and place people in hospitals as the need for healthcare workers continues to grow (blog feature: <http://commcorp.org/blog/pivoting-from-hotel-housekeeping-to-hospitals-5-questions-with-best-hospitality-training-center/>). We were proud to join JVS in May, for their first virtual graduation in the history of their organization.

“The first remote graduation in the history of JVS Boston began with applause sound effects and ended with a singalong to “Sweet Caroline,” celebrating the 15 new pharmacy technicians who started the training program in-person and finished it in online virtual classrooms due to COVID-19 pandemic, bolstering the healthcare workforce during the global coronavirus public health emergency.” Blog Feature Here: <http://commcorp.org/blog/new-pharmacy-technicians-graduate-training-in-remote-ceremony/>

Since the spring, we have been hosting technical assistance sessions and quarterly convenings virtually and will continue to work with existing and new grantees alike to ensure the continuation of training in a way that is safe and conducive to learning. There are remaining hurdles to be overcome in the current job market, but we are confident that our grantees will be well-positioned for success going into 2021.



Commonwealth Corporation staff employ several approaches to support current grantees and ensure that they accomplish their enrollment, placement and retention goals, ultimately meeting the employment needs of program participants and regional businesses.

Individualized Technical Assistance: Commonwealth Corporation provides one-on-one technical assistance to project managers and staff from the organizations that are serving as project leads for their partnership.

& Technical Assistance

Commonwealth Corporation staff provides this support via phone, email and site visits.

Learning Community: Commonwealth Corporation hosts quarterly meetings of the project managers for each of the grants. These meetings provide opportunities for project managers to learn from one another through joint problem solving and sharing best practices, tools, resources, and strategies. We have convened numerous in-person and virtual meetings for partnerships across the Commonwealth. Meeting topics are relevant to grantee needs and

have included topics such as trauma-informed practices and employer engagement strategies. Highlights from 2019-2020 include sessions on incorporating trauma-informed practices into their service delivery to better support job seekers to persist in training and retain employment and incorporating incentives to promote financial stability. We continue invite guest presenters to these meetings, including collaborations with state partners such as the Executive Office of Education, Department of Transitional Assistance, and Department of Housing and Community Development, who often join our meetings in order to share their expertise and hear about the on-the-ground experiences of our grantees.

Database and Performance Dashboard: Commonwealth Corporation provides a database for grantees to report on participant demographics, training activity and employment-related outcomes. Commonwealth Corporation provides grantees with initial training to use the database, follow-up sessions to discuss data use and reporting features, and provides one-on-one assistance to project coordinators by request.

In order to track progress toward meeting cumulative performance goals, Commonwealth Corporation uses a dashboard to highlight each indicator and each grantee's progress in meeting their quarterly goal for each indicator. We update this dashboard on a quarterly basis and use it as a program management tool to identify concerns and focus technical assistance resources. We also share this tool with grantees.

The dashboard helps us, along with staff at the partnerships, focus on where the program is not being effective in supporting participants' progress. The image below is an example of one section from our Final WCTF FY'16 Senator Kenneth J. Donnelly Workforce Success Grants Dashboard.

Job Placement with 30-Day Retention
76% Placement Rate (% of Enrollees Placed in Employment)



Quarterly Reviews: Each grantee is required to submit a quarterly narrative report to Commonwealth Corporation, in addition to updating participant level data in the database. A team of Commonwealth Corporation staff working with WCTF grantees convenes quarterly to review the quarterly reports, performance and expenditure data. The team plans technical assistance or intervenes to address concerns with any programs that are not on track.

Supporting Policy Change and Systems-Level Approaches: As WCTF funding levels increase, we have made new investments in building regional capacity to address the barriers to work faced by key populations such as people receiving public assistance, the long-term unemployed, and people of color, in addition to critical investments in the Healthcare sector.

Commonwealth Corporation and the Interagency Workgroup have worked closely together through the LTE initiative, providing support to grantees and identifying policy implications of common issues facing individuals who are receiving public benefits and are attempting to transition to work or increase their income through additional hours of work or higher-level employment. We have been encouraged to see recent changes in childcare and transitional assistance rules and regulations. Prior to the Pandemic, we were involved in developing a broader model, which may be revisited in 2021. Moving forward, our pilot programs will continue to pressure test new innovations such as a tool to better predict the impact of work on public benefits receipt.

Field Capacity Building: Commonwealth Corporation continues to get traction from the Sector Program Design Approach tool, which outlines the 10 major steps necessary to design a sector strategy program design. We have also developed additional tools in this series to support organizations in establishing a partnership and ensuring they have all the partners necessary for a sector program to be successful. These include an Employer Engagement Assessment tool and Building Your Employer Engagement Strategy: Determining Employer/Business Needs and Assets. We have found these tools useful during program design sessions with multiple funding streams such as the Reentry Workforce Development Demonstration Program and Learn to Earn.

SECTOR PROGRAM DESIGN APPROACH

PRE-DESIGN PHASE - STEPS 1-5

STEP 1: Identify demand - select an occupation to target for program development.

- Develop a profile of the population you want to serve.
- Identify some occupations that might match your population's profile.
- Determine whether there are regional vacancies for any of those occupations.
- Select a target occupation for further exploration - talk with employers about their vacancies and specific entry requirements and work conditions.
- Revisit and confirm that the occupation's requirements match your target population's profile.
- Repeat until you have a match.

When STEP 1 is complete, you should have identified a target occupation that:

- has skill and work requirements that are a good match with the needs and characteristics of your target population and are attainable within a reasonable training period
- has sufficient demand (now and for the next three years) in your region to make it worth developing program capacity
- has no requirements that will present an insurmountable barrier for your population's potential

NOTES

STEP 2: Assess regional training and placement capacity for the target occupation.

Answer this question: Is there any other organization in the region that is already successfully preparing and placing population in your target occupation?

IF YES

Develop a referral relationship. Determine why your population is not currently getting access to the program and develop a strategy to address this issue.

IF NO

Proceed with program development

NOTES

Appendices

Appendix 1a: Details of FY'20 Appropriation for Senator Kenneth J. Donnelly Workforce Success Grants

The following partnerships are recipients of Senator Kenneth J. Donnelly Workforce Success Grants for the WCTF FY'20 Appropriation. This information is based on original grant awards and proposed enrollment and placement goals negotiated at the start of their contracts in 2020.

Grant Details: All Regions

Apprenti (WTIA Workforce Institute)

Program Name: Apprenti Massachusetts

Cities: Greater Boston, Merrimack Valley, MetroWest, Central Region and Pioneer Valley

Amount: \$225,000.00

Sector: Information – Software Developer

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 34

Proposed Average Hourly Wage at Placement: \$29.12

Employer Partners: Wayfair, Liberty Mutual, and Harvard University IT

Other Partners: Boston Private Industry Council, MassHire Downtown Boston Career Center, and Launch Academy

Apprenti Massachusetts aims to solve the widening talent and diversity gaps in the tech industry by creating a new pathway to mid-level tech careers via registered apprenticeship. Apprenti will generate IT workforce in Massachusetts with a focus on the Software Developer role, placing 34 apprentices. This project will serve un/underemployed MA adults providing them with 500 hours of technical training and one year of on-the-job training to build their tech careers.

Asian American Civic Association (AACA)

Program Name: Careers in Banking & Finance

Cities: Boston, Malden, Quincy, Cambridge, Somerville, Chelsea, and Revere. Target neighborhoods of Boston include Chinatown, Allston/Brighton, Dorchester, Hyde Park, Mattapan, East Boston, South Boston, and Roxbury.

Amount: \$245,000.00

Sector: Banking/Finance

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 34

Proposed Average Hourly Wage at Placement: \$18.50

Employer Partners: Bank of America, East Boston Savings Bank

Other Partners: MassHire Metro North Workforce Board, and the Asian Task Force Against Domestic Violence

AACA aims to place 34 candidates in positions such as Relationship Manager, Universal Banker, Customer Service Representative and Call Center Representative. AACA consists of 8-

weeks of classroom instruction, money management workshops, hands-on simulation lab where students practice sales and customer service skills in a virtual workplace and 4-weeks of career coaching, writing and critiquing resumes and cover letters, mock interviewing, placement and two-years of post-placement retention services. AACA is one of the only workforce training programs in Massachusetts that provides two-years of retention services.

Building Pathways

Program Name: Building Pathways Building Trades Pre-Apprenticeship

Cities: Suffolk, Norfolk and Middlesex counties

Amount: \$240,000

Sector: Construction Trades

Proposed # Unemployed Served: 86

Proposed # of Job Placements: 69

Proposed Average Hourly Wage at Placement: \$22

Employer Partners: American Plumbing & Heating, Consigli, Dimeo, East Coast Slurry, EM Duggan, JC Cannistraro, Marr, McDonald Electric, McCusker - Gill, Suffolk Construction, Sullivan McLaughlin, TG Gallagher, TJ McCartney, TREVIICOS Corporation

Other Partners: MassHire Boston Workforce Board, MassHire Metro South/West Workforce Board, MassHire South Shore Workforce Board, Metro North MassHire Workforce Board, MassHire Downtown Boston, MetroSouth/West Employment and Training Administration Inc., Mass Hire South Shore Career Center, MassHire Metro North Career Center, Sheet Metal Workers Local 17, Apprenticeship Program North Atlantic States Carpenters Training Fund, Boston Housing Authority, Building Trades Training Directors Association, BAC Local 3 Apprenticeship & Training Fund, North Atlantic States Carpenters Training Fund, JATC of Greater Boston Local 103 IBEW, IUEC Local 4 - National Elevator Constructors Educational Program, Finishing Trades Institute of New England (Painters & Allied Trades), Heat & Frost Insulators Local 6, Iron Workers Local 7 JATC, MA and Northern New England Laborers District Council/ Construction Crafts Laborers' Apprenticeship Program, Operating Engineers Local 4 JATC, Pipefitters Local 537 JATC, Plumbers Local 12 Education Fund, Roofers Local 33 JATC, Sheet Metal Workers Local #17, Sprinklerfitters Local 550, and Teamsters Local 25 Training Fund

Building Pathways provides a pathway for low-income Boston metro area residents to enter a rewarding and family-sustaining career in the construction trades, while creating a pipeline of new talent to replace an aging construction workforce and meet labor demands for the Boston area's growing construction market.

CompTIA (The Computing Technology Industry Association, Inc.)

Program Name: Tech Support Boston

Cities: Greater Boston

Amount: \$180,000

Sector: Information – IT Support Specialist

Proposed # Unemployed Served: 30

Proposed # of Job Placements: 22

Proposed Average Hourly Wage at Placement: \$16

Employer Partners: Welsh Consulting, Apogee IT Services, Apprenti, Cengage

Other Partners: MassHire Boston Workforce Board, MassHire Downtown Boston, and Creating IT Futures Foundation, Inc.

The Tech Support Boston program teaches curriculum to students for CompTIA A+ certification; students receive this certification through an examination process (CompTIA A+ 220-1001 and CompTIA A+ 220-1002). This training program will prepare participants for immediate employment as an IT Support Specialist. This validation is the first step into a long-term career in IT. The full-time 8-week program will be delivered through virtual live instruction.

CyberWarrior Academy Foundation

Program Name: Filling the Cybersecurity Skills Gap with an Emphasis on Women & Minorities

Cities: Boston, Merrimack Valley, and Western Massachusetts

Amount: \$160,000

Sector: Information – Cybersecurity

Proposed # Unemployed Served: 22

Proposed # of Job Placements: 18

Proposed Average Hourly Wage at Placement: \$33.00

Employer Partners: Rapid7, Steward Health Care, Abacus Insights, Partners Healthcare, Advoqt Cybersecurity

Other Partners: MassHire Merrimack Valley Workforce Board, MassHire Boston Workforce Board (Boston PIC), MassHire

Hampden County Workforce Board, MassHire Merrimack Valley Career Center, MassHire Downtown Boston Career Center, Riff Analytics, Lawrence Partnership, Tech Talent Exchange, Roxbury Community College, Northern Essex Community College, Holyoke Community College, and the Worcester Community Action Council

CyberWarrior Academy was built to create high wage career opportunities for underserved and underemployed individuals. Through this project and partnership with WCTF, that expertise will now be utilized to deliver training via an intensive 18-week program that is 100% online.

MassHire Central Region Workforce Board

Program Name: Central Region Workforce Boards Commercial Driver's License Training and Placement Partnership

Cities: Auburn, Framingham, Milford, Princeton, Sturbridge,

Westborough and cities of Worcester and Fitchburg and the 59 surrounding towns and communities that comprise the Central Workforce Blueprint Region

Amount: \$225,000

Sector: Transportation – CDL Drivers

Proposed # Unemployed Served: 45

Proposed # of Job Placements: 36

Proposed Average Hourly Wage at Placement: \$17.50

Employer Partners: City of Worcester Human Resources Department, Polar Beverages, Schneider Trucking, Advantage Truck Group (ATG), Highway Driver Leasing (Woman-Owned Business), Atlas Distributing, Inc., The Guild of St. Agnes

Other Partners: Trucking Association of Massachusetts (TAM), MassHire Central Region Workforce Board, MassHire North Central Workforce Board, MassHire Metro/SouthWest Workforce Board, MassHire Career Center Worcester, MassHire North Central Career Center, New England Tractor Trailer Training School, Inc. (NETTTS), JobGet, Worcester Jobs Fund, Worcester Community Action Council (WCAC), United Way of Central MA, United Way of North Central MA, Community Health Network, DTA Worcester Transitional Assistance Office, and the Massachusetts Rehabilitation Commission

Proposed # of Job Placements: 36
Proposed Average Hourly Wage at Placement: \$17.50

Employer Partners: City of Worcester Human Resources Department, Polar Beverages, Schneider Trucking, Advantage Truck Group (ATG), Highway Driver Leasing (Woman-Owned Business), Atlas Distributing, Inc., The Guild of St. Agnes

Other Partners: Trucking Association of Massachusetts (TAM), MassHire Central Region Workforce Board, MassHire North Central Workforce Board, MassHire Metro/SouthWest Workforce Board, MassHire Career Center Worcester, MassHire North Central Career Center, New England Tractor Trailer Training School, Inc. (NETTTS), JobGet, Worcester Jobs Fund, Worcester Community Action Council (WCAC), United Way of Central MA, United Way of North Central MA, Community Health Network, DTA Worcester Transitional Assistance Office, and the Massachusetts Rehabilitation Commission

The MassHire Workforce Boards of the Central Region Workforce Blueprint (Central and North Central Region) will implement a coordinated and integrated Commercial Driver's License (CDL-A and CDL-B) training program over two years to address current and projected demand among area employers for entry level CDL-certified drivers.

MassHire Greater Brockton Workforce Board

Program Name: MassHire Southeast Regional CDL Initiative
Cities: Bristol, Greater Brockton, Greater New Bedford and South Shore Regions
Amount: \$225,000
Sector: Transportation – CDL Drivers
Proposed # Unemployed Served: 25
Proposed # of Job Placements: 20
Proposed Average Hourly Wage at Placement: \$17.50

Employer Partners: Sid Wainer & Son, Brockton Area Transit Authority

Other Partners: MassHire Greater Brockton Career Center, MassHire Greater New Bedford Workforce Board, MassHire Greater New Bedford Career Center, MassHire Bristol County Workforce Board, MassHire Bristol County Career Center, MassHire South Shore Workforce Board, MassHire South Shore Career Center, and Parker Professional Driving School

The MassHire Southeast Regional CDL Initiative has been developed by a partnership made up of the four Workforce Boards and Career Centers from the Bristol, Greater Brockton, Greater New Bedford and South Shore regions, local employers and Parker Professional Driving School to pace 20 un/underemployed MA residents for employment as a CDL Class A Driver or Class B Driver.

MassHire MetroNorth Workforce Board

Program Name: MetroNorth Pre-Apprenticeship Program
Cities: Chelsea, Malden, Medford, Revere, Everett, Somerville, and Cambridge.
Amount: \$250,000
Sector: Construction/ Facilities Maintenance
Proposed # Unemployed Served: 40
Proposed # of Job Placements: 30
Proposed Average Hourly Wage at Placement: \$16.00

Employer Partners: Winn Companies, Accutemp Engineering, Central Cooling and Heating, Electrical Dynamics, Inc, Nardone Electrical Corporation, WS Aiken, LLC

Other Partners:

The Metro North Pre-Apprenticeship Program (MNPAP) is a 160-hour training program designed to prepare unemployed and underemployed residents of the Metro North region for registered apprenticeships in facilities maintenance and trade-related occupations.

Morgan Memorial Goodwill Industries

Program Name: Human Services Employment Ladder Program (HELP)

Cities: Greater Boston

Amount: \$250,000

Sector: Social Assistance (Human Services)

Proposed # Unemployed Served: 85

Proposed # of Job Placements: 65

Proposed Average Hourly Wage at Placement: \$15.00

Employer Partners: Arbor Associates, Bay Cove Human Services, Children’s Services of Roxbury, Communities for People, Pine Street Inn, The Home for Little Wanderers, Vinfen, Whittier Street Health Center

Other Partners: MassHire Boston Workforce Board, MassHire Boston Career Center, Roxbury Community College, City of Boston Office of Workforce Development, and the Massachusetts Council of Human Services Providers

Goodwill is the lead applicant on behalf of an existing partnership of human services employers as well as other workforce development entities. The partnership members will provide a cohort-based, occupationally focused training and placement program: the Human Services Employment Ladder Program (HELP).

Appendix 1b: Details of FY'20 Appropriation for Senator Kenneth J. Donnelly Workforce Success Grants for Healthcare Workforce Hubs

The following partnerships are recipients of Senator Kenneth J. Donnelly Workforce Success Grants for Healthcare Workforce Hubs. Enrollment and placement figures will be determined in early 2021 at the start of their implementation phase.

Berkshire Healthcare Hub, led by the MassHire Berkshire Workforce Board - \$25,000

Partnership includes: Berkshire Workforce Board, MassHire Berkshire Career Center, Berkshire Health Systems, Berkshire Healthcare Systems, Community Health Programs, Home Care Services of MA, Berkshire Community College, McCann Technical School, Berkshire AHEC, Pittsfield Public Schools, Massachusetts College of Liberal Arts, Mass Rehabilitation Commission, and Pittsfield Adult Learning Center PPS.

Pioneer Valley Healthcare Collaborative Hub, led by the MassHire Hampden County Workforce Board in partnership with the MassHire Franklin/Hampshire Workforce Board - \$25,000

Partnership includes: MassHire Hampden County Workforce Board, Inc., MassHire Franklin/Hampshire Workforce Board, Hampden County Career Center dba MassHire Holyoke Career Center, FutureWorks, Inc. dba MassHire Springfield Career Center, MassHire Franklin/Hampshire Career Center, American International College, U. Massachusetts Amherst, College of Nursing, Westfield State University, College of Education, Health, and Human Services, Western New England University, College of Pharmacy and Health Sciences, Springfield Technical Community College, Holyoke Community College, Greenfield Community College, Westfield Technical Academy, Springfield Public Schools, Elms College, Baystate Health, Inc., Behavioral Health Network, Cooley Dickinson Health Care, Trinity Health Of New England, Mercy Medical Center, and Viability, Inc.

Central Massachusetts Healthcare Workforce Consortium, led by the MassHire Central Region Workforce Board in partnership with the MassHire North Central Workforce Board - \$24,989.87

Partnership includes: MassHire Central Region Workforce Board, MassHire Career Center Worcester, MassHire North Central Workforce Board, MassHire North Central Career Center, Mount Wachusett Community College, Quinsigamond Community College, Fitchburg State University, Worcester State University, Fieldstone School, Montachusett Regional Vocational High School, Worcester Public Schools, Worcester Jobs Fund, Christopher House, Family Health Center of Worcester, Salmon Health and Retirement, Sunrise Senior Living, and Notre Dame Health Care

Northeast HealthCare HUB Workforce Consortium, led by the MassHire North Shore WB in partnership with the MassHire Greater Lowell Workforce Board and the MassHire Merrimack Valley Workforce Board - \$25,000

Partnership includes: MassHire North Shore Workforce Board, MassHire North Shore Career Center, MassHire Greater Lowell Workforce Board, MassHire Lowell Career Center, MassHire Merrimack Valley Workforce Board, and MassHire Merrimack Valley Career Center

Greater Boston Healthcare Consortium, led by the Boston Private Industry Council in partnership with the MassHire Metro North Workforce Board and the MassHire Metro South/West Workforce Board - \$25,000

Partnership includes: Boston Private Industry Council, MassHire Downtown Career Center, MassHire Boston Career Center, MassHire Metro North Workforce Board, MassHire Metro North Career Center-Cambridge, MassHire Metro North Career Center-Woburn, MassHire Metro South/West Workforce Board, MassHire Framingham Career Center

Southeast Consortium, led by the MassHire Greater New Bedford Workforce Board in partnership with the MassHire Bristol Workforce Board, the MassHire Greater Brockton Workforce Board, and the MassHire South Shore Workforce Board - \$19,800

Partnership includes: MassHire Greater New Bedford Workforce Board, MassHire Greater New Bedford Career Center, MassHire Bristol Workforce Board, MassHire Attleboro Career Center, MassHire Fall River Career Center, MassHire Taunton Career Center, MassHire Greater Brockton Workforce Board, MassHire Greater Brockton Career Center, MassHire South Shore Workforce Board, MassHire Plymouth Career Center, MassHire Quincy Career Center, LifeStream, Inc., Bristol Community College, SER Jobs for Progress, Academy For HealthCare Training, Coastal Career Academy, Greater New Bedford Community Health Center, SouthCoast Hospital Group, Tobey Hospital / SouthCoast Hospital Group, Alden Court Nursing Facility, The Oaks Skilled Nursing & Rehabilitation, Wareham Healthcare, Coastline Elderly Services, Inc., People Incorporated

Cape & Islands Regional Healthcare Initiative, led by the MassHire Cape & Islands Workforce Board - \$24,185

Partnership includes: MassHire Cape & Islands Workforce Board, MassHire Cape and Islands Career Center, MassHire Greater New Bedford Workforce Board, MassHire Cape and Islands Career Center, Cape Cod Community College, Duffey Health Center

Appendix 2a: Details of FY'19 Appropriation for Senator Kenneth J. Donnelly Workforce Success Grants

The following partnerships are recipients of Senator Kenneth J. Donnelly Workforce Success Grants for the WCTF FY'19 Appropriation. This information is based on original grant awards and proposed enrollment and placement goals negotiated at the start of their contracts in 2019.

Grant Details: Berkshire Region

Berkshire County Regional Employment Board

Cities: Pittsfield and surrounding towns

Amount: \$218,750.00

Sector: Healthcare – Certified Nursing Assistant

Proposed # Unemployed Served: 70

Proposed # of Job Placements: 52

Proposed Average Hourly Wage at Placement: \$13.50

Employer Partners: Berkshire Health Systems, Berkshire Healthcare Systems, Berkshire Health Systems, MassHire Berkshire Workforce Board, MassHire Berkshire Career Center, Berkshire Community College, Pittsfield Public Schools

Other Partners: McCann Technical School, Massachusetts College of Liberal Arts, Berkshire Community Action Council, Mass Rehabilitation Commission

The Berkshire Country Regional Employment Board will provide Certified Nurse Assistant Training to 70 Un/underemployed residents for entry into the healthcare field.

Grant Details: Pioneer Valley Region

Holyoke Community College

Cities: Holyoke

Amount: \$249,989

Sector: Information Technology

Proposed # Unemployed Served: 34

Proposed # of Job Placements: 26

Proposed Average Hourly Wage at Placement: \$18.00

Employer Partners: baytechIT, Paragus Strategic IT, Rediker Software, Whalley Computer Associates, Entre Computer Center, Northeast IT

Other Partners: MassHire Hampden County Workforce Board, MassHire Holyoke Career Center, MassHire Springfield Career Center, Tech Foundry, Springfield Works, Way Finders Holyoke Community College in partnership with Tech Foundry aims to provide IT and administrative job training to support 34 un/underemployed residents in pursuit of entry into the workforce as Computer User Support Technicians.

MassHire Franklin Hampshire Workforce Board

Cities: Greenfield and Franklin and Hampshire Counties

Amount: \$250,000

Sector: Healthcare – Certified Nursing Assistant

Proposed # Unemployed Served: 42

Proposed # of Job Placements: 32

Proposed Average Hourly Wage at Placement: \$13.50

Employer Partners: Baystate Franklin Medical Center, Linda Manor, Charlene Manor, Farren Care Center

Other Partners: MassHire Franklin Hampshire Workforce Board, MassHire Franklin Hampshire Career Center, Greenfield Community College

The Franklin Hampshire Workforce Board will provide Certified Nurse Assistant Training to 42 Un/underemployed residents for entry into the healthcare field.

Springfield Technical Community College

Cities: Springfield

Amount: \$249,975

Sector: Healthcare – Sterile Processing Technician

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 30

Proposed Average Hourly Wage at Placement: \$15.80

Employer Partners: Baystate Health, Holyoke Medical Center, Cooley Dickinson Hospital

Other Partners: MassHire Hampden County Workforce Board, MassHire Springfield Career Center, Springfield Housing Authority, New England Farm Workers Council, Way Finders
Springfield Technical Community College will provide Sterile Technician Training for 40 un/underemployed residents for entry into the healthcare field.

Grant Details: Central Massachusetts Region

Quinsigamond Community College

Cities: Worcester

Amount: \$249,975

Sector: Healthcare – Certified Nursing Assistant

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 36

Proposed Average Hourly Wage at Placement: \$13.50

Employer Partners: UMass Memorial Health Care, Salmon Health and Retirement

Other Partners: MassHire Central Region Workforce Board, MassHire Worcester Career Center, Worcester Community Action Council, Ascentria Care Alliance, State Healthcare and Research Employees AFSCME

Quinsigamond Community College will provide Certified Nursing Training for 40 un/underemployed residents for entry into the healthcare field.

Grant Details: Northeast Region

DPV Transportation

Cities: Everett and surrounding cities

Amount: \$228,070.96

Sector: Hospitality and Transportation

Proposed # Unemployed Served: 35

Proposed # of Job Placements: 26

Proposed Average Hourly Wage at Placement: \$20.00

Employer Partners: Encore Boston Harbor and Rodeway Inn

Other Partners: MassHire Metro North Workforce Board, MassHire Metro North Career Center, Boston CDL Driving School, The Neighborhood Developers

DPV in partnership with the Boston Drivers Licensing School aims to provide Hospitality Industry Chauffeur Driver Training to 35 un/underemployed residents.

MassHire Merrimack Valley Workforce Board

Cities: Lawrence

Amount: \$257,078

Sector: Healthcare – Medical Assistant

Proposed # Unemployed Served: 30

Proposed # of Job Placements: 24

Proposed Average Hourly Wage Increase: \$2.00

Employer Partners: Greater Lawrence Family Health Center, Lawrence General Hospital

Other Partners: MassHire Merrimack Valley Career Center, Greater Lawrence Technical School, Centro de Apoyo Familiar

MassHire Merrimack Valley Workforce Board aims to provide Medical Assistant training to serve 30 Un/underemployed on their journey into the healthcare field.

Middlesex Community College

Cities: Lowell

Amount: \$250,000

Sector: Healthcare – Medical Assistant

Proposed # Unemployed Served: 30

Proposed # of Job Placements: 24

Proposed Average Hourly Wage at Placement: 14.70

Employer Partners: Lowell Community Health Center, Lowell General Hospital

Other Partners: MassHire Greater Lowell Workforce Development Board, MassHire Greater Lowell Career Center, Community Teamwork, Inc.

Middlesex Community College aims to provide Medical Assistant training to serve 30 un/underemployed on their journey into the healthcare field.

Grant Details: Greater Boston Region

1199SEIU League Training & Upgrading Fund

Cities: Quincy and Greater Boston

Amount: \$243,977.00

Sector: Healthcare – Certified Nursing Assistants

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 31

Proposed Average Hourly Wage at Placement: \$14.00

Employer Partners: Carney Hospital, St. Elizabeth’s Medical Center, Morton Hospital, Saint Anne’s Hospital, Cambridge Rehab, Medford Rehab, Elmhurst Rehab, Wedgemere Rehab, Attleboro Healthcare, Genesis Courtyard, Genesis Wakefield

Other Partners: MassHire Workforce Board – Boston, MassHire Workforce Board – MetroNorth Cambridge and Woburn, MassHire Workforce Board and Career Center – Bristol, MassHire Career Center - Boston

1199SEIU League Training & Upgrading Fund will provide Certified Nursing Training for 40 un/underemployed residents for entry into the healthcare field.

Boston Education Skills and Training (BEST) Corp.

Cities: Boston and Greater Boston

Amount: \$215,833.00

Sector: Hospitality

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 32

Proposed Average Hourly Wage at Placement: \$18.00

Employer Partners: Omni Hotels, Westin Copley, Boston Park Plaza, Aloft and Element Boston Seaport District Hotels

Other Partners: MassHire Boston Workforce Board, MassHire Metro North Workforce Board, MassHire Downtown Boston Career Center, MassHire Metro North Career Centers, MassHire Boston Career Center

Partnership proposes to provide training and placement services to prepare 40 un/underemployed participants for Hotel Industry / Housekeeping positions.

Boston Private Industry Council (BPIC)

Cities: Boston and Greater Boston

Amount: \$250,000

Sector: Information Technology

Proposed # Unemployed Served: 33

Proposed # of Job Placements: 25

Proposed Average Hourly Wage at Placement:

Employer Partners: Perkin Elmer and WeSpire

Other Partners: MassHire Boston Career Center, MassHire Downtown Boston Career Center, Resilient Coders

The Boston Private Industry Council in partnership with Resilient Coders aims to train 33 un/underemployed residents in coding and entrepreneurship for entry into the IT sector.

Center for Community Health Education Research and Services (CCHERS)

Cities: Boston

Amount: \$238,471

Sector: Healthcare – Home Health Aide

Proposed # Unemployed Served: 48

Proposed # of Job Placements: 42

Proposed Average Hourly Wage at Placement: \$13.75

Employer Partners: Anodyne, Associated Home Care

Other Partners: Boston Workforce Board, MassHire Downtown Boston Career Center, Home Care Aide Council, Mothers for Justice and Equality, Boston Housing Authority

CCHERS in partnership as HEART (Healthcare Employment Access Resource & Training) Consortium aims to serve 48 un/underemployed residents as home health aides.

Jewish Vocational Services (JVS)

Cities: Boston and Greater Boston

Amount: \$250,000

Sector: Healthcare – Pharmacy Technician

Proposed # Unemployed Served: 37

Proposed # of Job Placements: 28

Proposed Average Hourly Wage at Placement: \$15.00

Employer Partners: CVS Health, Beth Israel Deaconess Medical Center, Partners Healthcare

Other Partners: MassHire Boston Workforce Board, MassHire Downtown Boston Career Center

Jewish Vocational Services aims to provide 37 un/underemployed individuals with Pharmacy Technician Training that will result in employment in the healthcare industry.

MassHire Metro South/West Workforce Board

Cities: Marlborough and surrounding cities

Amount: \$218,750

Sector: Transportation – CDL Drivers

Proposed # Unemployed Served: 28

Proposed # of Job Placements: 22

Proposed Average Hourly Wage at Placement: \$20.00

Employer Partners: DATTCO, Inc., Baxter Healthcare, First Student, Inc., WB Mason

Other Partners: Parker Professional Driving School, MassHire Metro South/West Career Center, MassHire Central Region Workforce Board

MassHire Metro South/West Workforce Board in partnership with First Student aims to train 28 un/underemployed residents as CDL drivers.

Operation A.B.L.E.

Cities: Boston and Greater Boston

Amount: \$230,000

Sector: Healthcare – Medical Administrative Staff

Proposed # Unemployed Served: 50

Proposed # of Job Placements: 38

Proposed Average Hourly Wage at Placement: \$17.76

Employer Partners: Mass General Hospital, Bulfinch Temporary Service, BMC HealthNet Plan

Other Partners: MassHire Boston Workforce Board, MassHire Downtown Boston Career Center, MassHire Boston Career Center

Operation A.B.L.E. seeks to train 50 un/underemployed residents as administrative staff in medical settings.

YMCA Training, Inc.

Cities: Boston, Greater Boston, Metro North, South Shore

Amount: \$249,895

Sector: Healthcare – Medical Administrative Staff

Proposed # Unemployed Served: 66

Proposed # of Job Placements: 50

Proposed Average Hourly Wage at Placement: \$17.42

Employer Partners: Tufts Medical Center, Dana Farber Cancer Institute, Beth Israel Deaconess Medical Center, Boston Medical Center, Manet Community Health Center

Other Partners: MassHire Boston Workforce Board, MassHire Boston Career Center, MassHire Downtown Boston Career Center, MassHire Metro North Career Center, MassHire South Shore Career Center, MassHire Metro North Workforce Board, MassHire South Shore Workforce Board

YMCA Training Inc. seeks to train 50 un/underemployed residents as administrative staff in medical settings.

Grant Details: Southeast Region

MassHire Greater Brockton Workforce Board

Cities: Brockton, Greater Brockton and surrounding cities

Amount: \$225,000

Sector: Finance and Banking

Proposed # Unemployed Served: 32

Proposed # of Job Placements: 25

Proposed Average Hourly Wage at Placement: \$14.50

Employer Partners: HarborOne Bank, Mutual Bank, Bridgewater Savings Bank, South Shore Bank

Other Partners: MassHire Greater Brockton Career Center

MassHire Greater Brockton Workforce Board aims to provide Finance and Banking training to 32 un/underemployed residents to enable access to bank teller and similar positions within the Finance and Banking Sector.

Grant Details: Cape and Islands Region

Cape Cod Regional Technical High School

Cities: Harwich and surrounding Cape Cod cities

Amount: \$141,084

Sector: Construction

Proposed # Unemployed Served: 44

Proposed # of Job Placements: 33

Proposed Average Hourly Wage at Placement:

Employer Partners: W. Vernon Whiteley, Inc, Rusty's Inc., Seaside Gas Service, Robie's Heating and Cooling

Other Partners: MassHire Cape and Islands Workforce Board, MassHire Cape and Islands Career Center, Housing Assistance Corporation on Cape Cod

Cape Cod Regional Technical High School aims to train 44 un/underemployed residents in Heating, Ventilation, and Air Conditioning technical skills to enter the construction industry.

Appendix 2b: Details of Strada Education Network Grants (WCTF FY'19)

The following partnerships are recipients of program design grants funded in partnership with in partnership with the Strada Education Network. These initiatives are distinguished from existing program through the combination of the following key elements: (1) deeply co-designed with employers, (2) feature online, competency-based education at their core, (3) offer options for prior learning assessment, (4) include a formal soft skills development component, (5) include experiential learning opportunities; and (6) feature robust student support elements. Through this model, we aim to enhance the landscape of postsecondary opportunities for learners in Massachusetts, especially in ways that will create more affordable, digitally enabled, employer-aligned options for entry-level workers who need further education and training to proceed to better jobs, and to reach unemployed and underemployed youth and adults who need such opportunities as well.

Implementation awards will be made at the beginning of 2021.

Holyoke Community College

MassHire Region: Pioneer Valley

Sector - Occupation: Health Care – Pharmacy Technician

Partners: Baystate Health, Holyoke Medical Center, and Tech Foundry

UMass Online

MassHire Region: Greater Boston

Sector - Occupation: Health Care – Practice Assistant

Partners: Mass General Hospital, Brigham and Women's Hospital, Mass General Brigham (formerly Partners Health Care)

Westfield State University

MassHire Region: Pioneer Valley

Sector - Occupation: Health Care – Certified Alcohol and Drug Abuse Counselors

Partners: The Brien Center for Mental Health and Substance Abuse Services, Gandara Center, and Behavior Health Network (BHN)

Appendix 3: Details of Learn to Earn Initiative FY'18 and FY'19 Appropriations

The following are the grant recipients for the Learn to Earn FY'18 Appropriation and FY'19 Appropriation. This information is based on original grant awards and proposed enrollment and placement goals negotiated at the start of their contracts in 2018. Commonwealth Corporation will continue to monitor progress and adjust performance goals and funding as appropriate. FY'20 Learn to Earn awards have not yet been announced and will be reported on in the next annual report.

Grant Details: Pioneer Valley Region

Holyoke Community College

Cities: Holyoke, Springfield and Greenfield

Amount: \$322,006.30

Sector: Health Care

Proposed # Unemployed Served: 30

Proposed # of Job Placements: 22

Proposed Average Hourly Wage at Placement: \$14.13

Employer Partners: Baystate Health, Western Massachusetts Physician Association, and Cooley Dickinson Health Care

Other Partners: Greenfield Community College, Department of Transitional Assistance, MassHire Hampden County Workforce Board, MassHire Holyoke Career Center, MassHire Springfield Career Center, the MassHire Franklin/Hampshire Workforce Board and Career Centers, Wayfinders, and SpringfieldWorks

The Holyoke Community College/Greenfield Community College Learn to Earn Medical Assistant Training Partnership of the Pioneer Valley prepares un/underemployed MA residents receiving public assistance for employment as Medical Assistants. Participants have the opportunity to be placed in Registered Apprenticeships as they complete the program, through a partnership with the MassHire Hampden County Workforce Board, and as Medical Assistants with employer partners including Baystate Health, Western Massachusetts Physician Association, and Cooley Dickinson Health Care

Grant Details: Central Massachusetts Region

MassHire Central Region Workforce Board

Cities: Worcester

Amount: \$321,138.18

Sector: Health Care

Proposed # Unemployed Served: 45

Proposed # of Job Placements: 34
Proposed Average Hourly Wage at Placement: \$13.50

Employer Partners: CVS Health, Compare Quality Pharmacy, and the Worcester Regional Chamber of Commerce

Other Partners: MassHire Central Career Center, Quinsigamond Community College, Worcester Community Connections Coalition & Family Resource Center, Worcester Community Action Council, the MassHire North Central Region Workforce Board, the Department of Transitional Assistance, the Worcester Credit Union and the MA Department of Apprenticeship Standards.

The City of Worcester / MassHire Central Region Workforce Board prepares participants for Pharmacy Technician positions through their registered pre-apprenticeship program that aims to connect individuals with significant social barriers to these high-priority, regional occupations. The program's goal is to bring together local education, economic development and workforce development partners to meet employer's demand for skilled workers.

Grant Details: Northeast Region

MassHire Merrimack Valley Workforce Board

Cities: Lawrence and Haverhill

Amount: \$330,000

Sector: Manufacturing

Proposed # Unemployed Served: 26

Proposed # of Job Placements: 20

Proposed Average Hourly Wage at Placement: \$16.50

Employer Partners: East Coast Welding and Fabrication, Vicor Corp., Berkshire Manufactured Products, Inc., Magellan Aerospace

Other Partners: MassHire Merrimack Valley Career Center, Community Action, Inc., Greater Lawrence Community Action Council, Inc., Northeast Manufacturing Consortium (NAMC), Greater Lawrence Technical School

The Advanced Manufacturing for Pre-School Parents (AMPPS) Program will prepare 26 parents, mostly mothers with children in Head Start, for entry level employment in precision machining. AMPPS will address the critical labor shortage for machine operators experienced by the advanced manufacturing industry in the Merrimack Valley. Further, AMPPS will increase earned income and family economic stability, while also addressing the cliff effect, particularly on childcare public benefits, that graduates will encounter when they enter employment.

UTEC, Inc.

Cities: Lowell

Amount: \$329,996.74

Sector: Food Manufacturing and Services

Proposed # Unemployed Served: 22

Proposed # of Job Placements: 13

Proposed Average Hourly Wage at Placement: \$15.00

Employer Partners: The Plenus Group and Whole Foods Market – North Atlantic Region

Other Partners: EMPath and UMass Boston's Center for Social Policy

UTEC provides workforce training, education and support services to high risk criminally involved and gang involved young adults, ages 17-25. UTEC has a long track record of helping high risk young adults improve their education and employability, while reducing recidivism and improving public safety in the Merrimack Valley. With assistance through the Learn to Earn program, UTEC is piloting a Culinary Training Program for a subset of their young adult population. This workforce training will prepare young adults for entry-level jobs in the food manufacturing industry. Through UTEC's Culinary Training Program, young adults will receive hands-on training and experience, wages, tutoring and exam fees for industry-recognized certifications, and a wide range of wraparound support services, such as counseling, childcare, public benefits counseling, financial literacy, court support, meals and transportation.

Grant Details: Greater Metro Boston Region

NECAT

Cities: Boston

Amount: \$329,999.99

Sector: Food Services

Proposed # Unemployed Served: 45

Proposed # of Job Placements: 35

Proposed Average Hourly Wage at Placement: \$14.50

Employer Partners: Harvard University Dining Services, Legal Sea Foods, Encore Boston Harbor, and Colwen Hotels

Other Partners: Roxbury Center for Financial Empowerment, Dorchester Bay Economic Development Corporation, and ABCD

New England Center for Arts & Technology (NECAT) prepares participants for Prep Cook, Line Cook, and Baker positions in the culinary industry. NECAT's 16-week Culinary Arts Job Training Program helps Boston's chronically unemployed bridge the skills gap, enter the workforce on a career track and achieve financial self-sufficiency. NECAT's program is offered free of tuition cost to 150 students annually, who learn practical culinary skills, experience real-world work environments, receive financial coaching and participate in job readiness and attitudinal training. NECAT also provides employment services and post-program support to ensure the long-term success and economic mobility of graduates. NECAT intends to examine cliff effect issues like wage progression as well as regional coordination issues within the food industry.

LTE FY'19 Appropriation

JVS

Cities: Boston

Amount: \$325,000

Sector: Food Service / Hospitality

Proposed # Unemployed Served: 34

Proposed # of Job Placements: 20

Proposed Average Hourly Wage at Placement: \$14.00

Employer Partners: Spaulding Rehabilitation Network, Beth Israel Deaconess Medical Center, NewBridge on the Charles/Hebrew Senior Life, Whole Foods Market

Other Partners: MassHire Downtown Boston Career Center

JVS will provide training to young adults ages 17 to 30 with a documented disability who are receiving public assistance. This training will prepare participants for positions such as: food services assistant; room service assistant; prep cook; bakery team member; prepared foods team member; specialty foods team member, server; and tray-line.

HMEA

Cities: Worcester, Franklin

Amount: \$325,000

Sector: Food Service / Hospitality

Proposed # Unemployed Served: 48

Proposed # of Job Placements: 32

Proposed Average Hourly Wage at Placement: \$13.00

Employer Partners: Sodexo USA, Cumberland Farms, Worcester Public Schools

Other Partners: Work Without Limits, Central MA Employment Collaborative, MassHire Workforce Board, MassHire Central Career Center (Worcester and Southbridge/Sturbridge)

HMEA will provide training to young adults ages 17 to 30 with a documented disability who are receiving public assistance. HMEA will specifically focus on individuals with diagnoses of Autism Spectrum Disorder (ASD), mental illness, intellectual and developmental disabilities and/or physical disabilities. This training will prepare participants for positions such as: kitchen helper and assistant; line cook; prep cook; grill cook general; and food service worker.