

Workforce Competitiveness Trust Fund Annual Progress Report

December 31, 2015

Submitted by:
Commonwealth Corporation

Summary

The Workforce Competitiveness Trust Fund (WCTF) was established through economic stimulus legislation passed by the Massachusetts legislature in 2006. 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.

The Economic Development Act passed by the Legislature and signed into law on August 7, 2012 appropriated \$5 million to the WCTF to address the gap between the skills held by the workers and the skills needed by employers for jobs that require more than a high school diploma but less than the equivalent of a 4-year degree, commonly referred to as the “middle skills gap.”

Commonwealth Corporation released a Request for Proposals, referred to as the Addressing the Middle Skills Gap grant program, in October 2012 in response to this appropriation. Proposals were sought from applicants who could work collaboratively through industry cluster partnerships to:

1. Implement a training strategy that will:
 - Train and place un/underemployed Massachusetts residents into unsubsidized jobs and/or
 - Train and place disconnected young adults into unsubsidized jobs and
 - Train and support incumbent workers to advance to higher wage jobs and
2. Benefit participating business partners
3. Develop new systems, programs or partnerships that last beyond the life of the grant

In 2013, awards were made to 15 organizations to deliver services. Programs began in the period from May 2013 – July 2013. Program awards could last up to 3 years; grant amounts ranged from \$200,000 to \$500,000. All grant activity will conclude by June 30, 2016. Grant details are on pages 7 through 18.

In the Fiscal Year 2016 State Budget, an additional \$2 million dollars was appropriated and in September 2015 Commonwealth Corporation issued a Request for Proposals (RFP). Commonwealth Corporation received 67 letters of intent from interested applicants in response to the RFP. Full applications were due on December 16th 2015. Forty organizations submitted proposals totaling \$7.4 million. Requests range from \$90,000 to \$225,000; the maximum contract duration will be two years. Commonwealth Corporation will report on the status of grant awards made using this appropriation in the 2016 annual report.

This report provides additional detail on the progress to date of the Workforce Competitiveness Trust Fund, Addressing the Middle Skills Gap grant program. This report does not include final outcomes for previous rounds of funding awarded under the WCTF, which have been reported in previous annual progress reports.

Overview of Investments – Addressing the Middle Skills Gap

Number of Grantees: 15

Total Amount Awarded: \$4,500,000

Total Number of Employers Participating: 105

Total Proposed Number of Unemployed Individuals to be Served: 772

Total Proposed Number of Unemployed Individuals to be Placed in Employment: 614

Total Proposed Number of Incumbent Individuals to be Served: 81

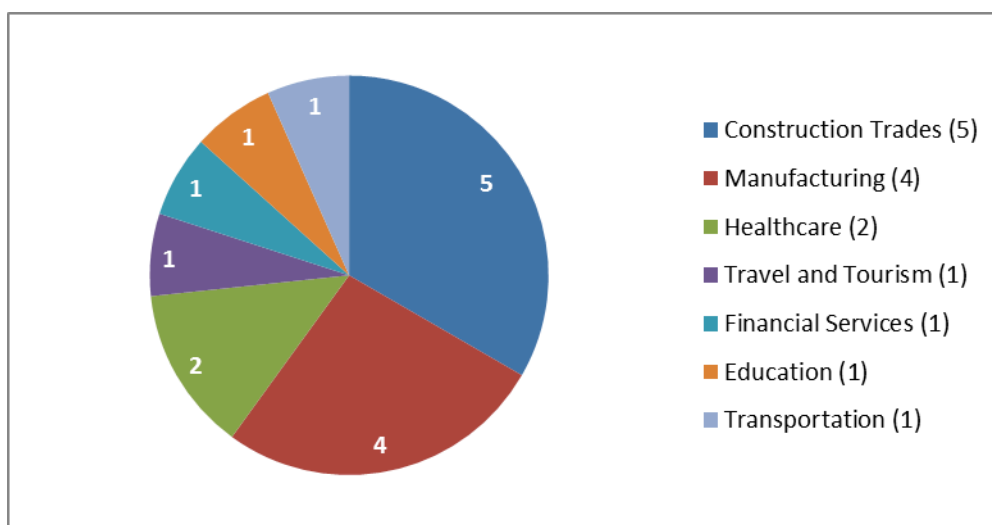
Total Proposed Number of Incumbent Workers to Receive Wage Increase: 60

Range of Average Starting Wages at Placement Across all 15 Projects: \$12.12 - \$20.62

Awards by Sector

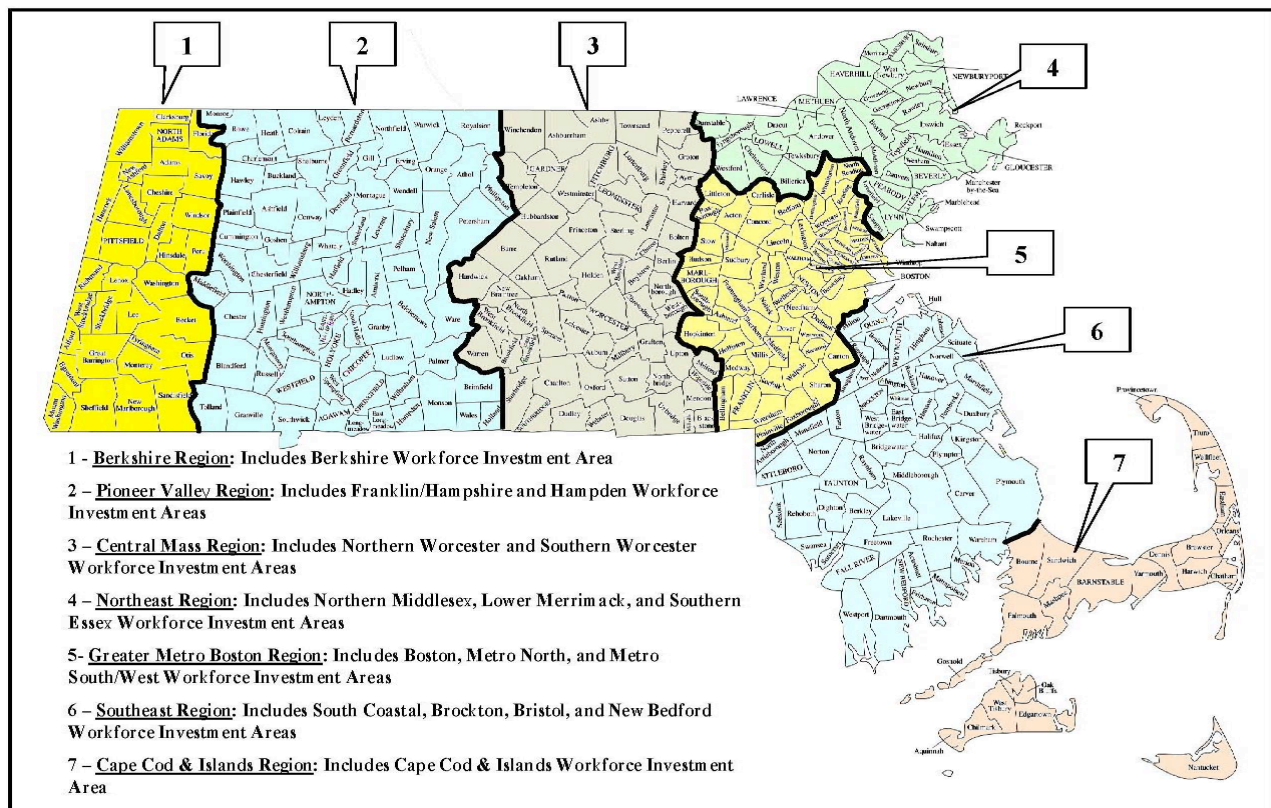
A total of \$4,500,000 was awarded to 15 projects in Massachusetts through the Addressing the Middle Skills Gap grant program. The enabling statute for the Workforce Competitiveness Trust Fund established a minimum requirement of 30% match. Grantees have committed to match these funds by contributing \$2,307,612 in matching funds or 51% of the total amount of grant funds. These investments have been made in the following industries:

4 Manufacturing Projects	\$	1,430,904
5 Construction Projects	\$	1,270,272
2 Healthcare Projects	\$	698,824
1 Travel & Tourism Project	\$	350,000
1 Financial Service Project	\$	350,000
1 Transportation Project	\$	200,000
1 Early Childhood Education Project	\$	200,000



Awards by Region

Funding is allocated across Massachusetts based on an allocation formula to seven regions of the state. The map below depicts the seven regions. The regions and the allocation formulas were established by the Workforce Competitiveness Trust Fund Advisory Committee in 2007.



1 Berkshire Region Project	\$	350,000
3 Pioneer Valley Region Projects	\$	852,001
1 Central Massachusetts Region Project	\$	400,000
1 Northeast Region Project	\$	400,000
5 Metro Boston Region Projects*	\$	1,408,022
3 Southeast Region Projects	\$	741,153
1 Cape & Islands WIB Project	\$	348,824

* Includes \$100,000 in allocation for a multi-regional partnership grant awarded to an organization in the Northeast Region, but also serves individuals in the Metro Boston Region.

Progress as of 9/30/15

As previously described, programs began operations in the period of May 2013 – July 2013 and programs last for up to three years. They are offering multiple cycles of courses over the first two years and will provide one year of post placement support and retention services. We negotiated performance measures with each grantee, to be achieved by the end of their contract periods; the numbers reported below are cumulative (the sum of all grantees' performance to date). Programs are still underway; grantees reported the following cumulative performance progress indicators for the quarter ending September 30, 2015:

- 847 un/underemployed enrollments to date (98% of cumulative target) (Note: the un/underemployed group are individuals who, at the time of enrollment in the program, were either unemployed or were employed in a low-wage job outside of the target industry.) 631 out of 847 were unemployed; 216 out of 847 were underemployed.
- 755 un/underemployed completed training; of those enrolled, 89% have completed training to date (97% of cumulative target)
- 586 un/underemployed job placements; of those who completed training, 78% have been placed in jobs to date (86% of cumulative target)
- 125 incumbent worker enrollments (employed in the target sector at the time of enrollment); of the total number enrolled (972), 13% were incumbent workers
- 123 incumbent workers completed training; 98% of incumbent workers completed training
- 54 incumbent worker wage gains reported to date (90% of cumulative target)

All grantees are required to report 9 month post placement retention data for un/underemployed participants. As of 9/30/2015 465 un/underemployed program graduates had been placed in employment long enough to have 9 month retention measured. Of these 465 graduates, 393 or 85% had been retained for 9 months (as compared to a target rate of 88%). More information on 9 month retention will be shared in the 2016 annual report.

The average wage for all un/underemployed participants placed in employment to date is \$14.80 per hour; the average hourly placement wage for each program ranges from \$11.07 to \$20.29.

In 2014 Massachusetts Department of Transportation contracted with Commonwealth Corporation to provide additional funding to two current WCTF grantees operating pre-apprenticeship programs. Boston Housing Authority, operating Building Pathways in Boston, and University of Massachusetts, Amherst, operating Community Works in Springfield and Holyoke, both received additional resources to train a combined additional 80 individuals and place these individuals in construction jobs. Participants served through these resources are included in the reported actual numbers above.

Commonwealth Corporation Program Management & Technical Assistance

Commonwealth Corporation staff ensures that grantees meet their goals to enroll participants and place and retain them in employment. There are several strategies used to accomplish this goal:

Dashboard: 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 it with grantees.

Database: Commonwealth Corporation provides a Sector Project 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, and also provides one-on-one assistance to project coordinators as questions arise.

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

Learning Community: Commonwealth Corporation hosts quarterly meetings of the project coordinators for each of the 15 grants. This provides opportunities for project coordinators to learn from one another through joint problem solving and sharing best practices, tools, resources, and strategies. This year we have hosted two meetings, one in March and one in June. The topic of the March meeting was a presentation and discussion about employer partnerships, including remarks from an employer partner from the Northeast Manufacturing Consortium. The topic of the June meeting was a focused discussion and highlights from grantees about placement and retention strategies.

Individualized Technical Assistance: Commonwealth Corporation also provides one-on-one technical assistance with project coordinators and staff from lead organizations. At this point in the grant, many of the challenges have been related to placement and retention strategies to ensure all grantees are focused on achieving their performance goals. Commonwealth Corporation staff provides this support via phone, email and site visits.

Grant Details

The following information is based on original grant awards and projections made in 2013. Since the award of these grants in 2013, Commonwealth Corporation has continually worked with grantees to re-evaluate their budgets and planned performance measures. In several cases, Commonwealth Corporation has reduced grant awards when grant funds were not needed or where performance measurements were not being met. Final performance measures achieved by the project will be included in the 2016 annual report.

Grant Details: Berkshire Region

Berkshire County Regional Employment Board

Cities: Pittsfield

Amount: \$350,000

Sector: Health Care

Proposed # Unemployed Served: 87

Proposed # of Job Placements: 66

Proposed Average Hourly Wage at Placement: \$12.12

Proposed # of Incumbent Workers Served: 53

Proposed # of Incumbent Wage Increases: 39

Employer Partners: Berkshire Health Systems, Berkshire Healthcare, Northern Berkshire Healthcare

Other Partners: Adult Learning Center, BerkshireWorks Career Center, Berkshire Community Action Council, Inc., Massachusetts Rehabilitation Commission (Pittsfield), Berkshire Community College, Mildred Elley, McCann Technical School

Healthcare PACE is designed to attract, retain and promote quality healthcare workers in Berkshire County through seamless pathways and stackable certificates. PACE will focus on work-readiness, simulation experience, work-based learning, and enhancing healthcare training opportunities for pathways in a nursing career.

The project will also focus on accelerating the progress of students working toward healthcare credentials. Program services and supports will help participants improve their basic skills, academic standing, clinical competence, personal confidence, employment status and progress toward a college degree. The grant will support development and/or implementation of:

- Career exploration and a simulation pre-requisite for those exploring CNA training;
- CNA training and job placement for un/underemployed;
- Enhanced College-Ready Certificate for CNAs which focuses on Restorative and Acute Care, and includes a Life Skills course, an Essential Math course, and career counseling;
- Advanced Clinical Concepts in Geriatric Care, and Communications Skills courses for LPNs and RNs;
- LPN and RN supervisor skills training.

Grant Details: Pioneer Valley Region

Franklin/Hampshire Regional Employment Board

Cities: Greenfield

Amount: \$239,751

Sector: Manufacturing

Proposed # Unemployed Served: 41

Proposed # of Job Placements: 32

Proposed Average Hourly Wage at Placement: \$15.00

Proposed # of Incumbent Workers Served: 7

Proposed # of Incumbent Wage Increases: 6

Employer Partners: Montague Machine, Valley Steel Stamp (VSS), SmallCorp, Argotec, The duMont Co. LLC, Amherst Machine, Poplar Hill Machine, Inc., Hassay Savage Company, Rodney Hunt Fontaine, L.S. Starrett Co., Sisson Engineering, Mayhew Steel Products, Inc., Applied Dynamics Corp., Bete Fog Nozzle

Other Partners: Franklin/Hampshire Career Center, Greenfield Community College, Franklin County Technical School

The Franklin Hampshire Middle Skills Manufacturing Initiative is the first project of the newly-established Franklin Hampshire Middle Skills Academy, a collaboration of the Franklin Hampshire Regional Employment Board and Career Centers, Greenfield Community College (GCC), and Franklin County Technical School (FCTS). Driven by the acute and persistent needs of area manufacturing companies for a stronger and more vibrant pipeline of new and experienced workers to keep pace with business and replace a rapidly-aging workforce, the project will develop and implement a 13.5 week intensive training program for unemployed/underemployed adults to be at FCTS and jointly taught by FCTS and GCC-contracted instructors. The curriculum will include blueprint reading, math for manufacturing, metrology, MASTERCAM, and CAD/CAM instruction, with a significant portion of the training dedicated to hands-on applications in a lab/shop setting. In addition to academic basics and advanced technical training, participants will receive intensive work readiness, job search, job placement services and follow-up. Work experience opportunities will be available for those candidates in need of work-based experience to make them viable as full-time hires.

Regional Employment Board of Hampden County

Cities: Springfield

Amount: \$350,000

Sector: Financial Services

Proposed # Unemployed Served: 60

Proposed # of Job Placements: 50

Proposed Average Hourly Wage at Placement: \$17.50

Proposed # of Incumbent Workers Served: NA

Proposed # of Incumbent Wage Increases: NA

Employer Partners: MassMutual, Thing 5, United Personnel, Peoples Bank, Liberty Mutual

Other Partners: Career Point, FutureWorks Career Center, Western Massachusetts Economic Development Council, Springfield Technical Community College, Holyoke Community College, Roger L. Putnam Vocational Technical High School

The Financial and Business Services Workforce Collaborative is a new alliance that has been formed to address the issue of a middle skills workforce gap in entry level customer service, call center operators and bank teller job applicants. Key foundational competencies that will be addressed in this training program are customer service, communications, computer applications, sales and customer conflict resolution. A targeted cohort of trainees will receive training in advanced bilingual communications for business. Program training will be led by the “Training Workforce Options” recently established partnership between Springfield Technical and Holyoke Community Colleges with most courses being credit bearing at both colleges’ Business Administration Programs. Participants will receive the following credentials: 1) National Workforce Readiness Certification, 2) Advanced Customer Service Certification, and 3) Advanced Spanish for Business.

UMass Amherst Labor/Management Workplace Education

Cities: Holyoke & Springfield

Amount: \$262,250

Sector: Construction

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 36

Proposed Average Hourly Wage at Placement: \$17.45

Proposed # of Incumbent Workers Served: NA

Proposed # of Incumbent Wage Increases: NA

Employer Partners: MGM Resorts, Penn National Gaming, Professional Drywall Construction, Inc., Coghlin Electrical Contractors, Inc., Fontaine Brothers, Consigli, Daniel O’Connell’s Sons, Turner Construction, Gilbane Building Company

Other Partners: CareerPoint, Massachusetts AFL-CIO, New England Laborers Apprenticeship Training Fund, Springfield Electrical JATC, Plumbers & Pipefitters Local 104 JATC, Pioneer Valley Building Trades Council, New England Carpenters Training Fund, AFSCME Local 1776, Sheet Metal Workers Local 63, Iron Workers Local 7 JATC, Operating Engineers Local 98, Heat & Frost Insulators Local 6, City of Holyoke, Western MassCOSH, The Construction Institute, Community Education Project, City of Springfield, Springfield Technical Community College, Smith Vocational and Agricultural High School, Regional Employment Board of Hampden County

Community Works is a state-registered pre-apprenticeship program that connects participants to career opportunities and offers industry-recognized certifications for people historically under-represented in the construction industry. This project expands on an ARRA grant provided by the Executive Office of Labor and Workforce Development. The project will provide low-income and low-skilled Springfield and Holyoke residents, particularly minorities, women, and veterans, access to family-sustaining careers in construction by providing training and supports that will lead to industry-recognized certifications/credentials and prepare them to apply for, enter, and successfully complete a state

registered, building trades apprenticeship program.

Grant Details: Central Massachusetts Region

North Central Massachusetts Workforce Investment Board

Cities: Gardner & Worcester

Amount: \$400,000

Sector: Manufacturing

Proposed # Unemployed Served: 60

Proposed # of Job Placements: 54

Proposed Average Hourly Wage at Placement: \$13.94

Proposed # of Incumbent Workers Served: NA

Proposed # of Incumbent Wage Increases: NA

Employer Partners: Heat Trace Products, LLC, Lloyd & Bouvier, Micron Products, Inc., Ranor, Inc, C & C Metals, Inc., SMC, Ltd., Verne Q. Powell Flutes, Inc., Eaton Corporation

Other Partners: Employment Links, Workforce Central Career Center, North Central Career Center, Worcester Youth Center, Lutheran Social Services of New England, Martins Training Center, LLC, Manufacturing Advancement Center Workforce Innovation Collaborative, North Central Chamber of Commerce, Worcester State University, Mount Wachusett Community College, Quinsigamond Community College, Worcester Polytechnic Institute, Mass Manufacturing Extension Partnership, Bay Path Regional Vocational Technical High School, Worcester Public Schools, Central Massachusetts Workforce Investment Board

The North Central and Central Mass Workforce Investment Boards have identified Advanced Manufacturing as a critical industry that needs better skilled workers in order to maintain its competitive edge in the global economy. This project will prepare un/underemployed individuals for jobs as machine operators, machine inspectors and computer numerical control (CNC) machinists. Employer partners have said they need workers who understand the new manufacturing environment, the advanced measurement tools, accountability for quality of product, decision-making and team interaction. This project includes two components. The first is a CNC Machinist Manufacturing Career Preparation Program at Mount Wachusett Community College that incorporates assessment of mechanical aptitude and curricula to improve deficits, Work Keys curricula to improve academic, communication and critical thinking skills, and concepts of Lean manufacturing. The second component is a CNC Machinist program at Mass Manufacturing Extension Partnership that incorporates on-the-job training. All customers will receive case management services, career readiness workshops, assistance with job development and placement.

Grant Details: Northeast Region

North Shore Workforce Investment Board

Cities: Salem, Cambridge, Lowell & Lawrence
Amount: \$500,000
Sector: Manufacturing
Proposed # Unemployed Served: 70
Proposed # of Job Placements: 53
Proposed Average Hourly Wage at Placement: \$15.00

Proposed # of Incumbent Workers Served: NA
Proposed # of Incumbent Wage Increases: NA

Employer Partners: Raytheon, Thermal Circuits, Fitz Machine, Bomco, Inc, Applied Materials/Varian, Mills Machine Works, TRU Corporation, Arwood Machine Corp., Fleet Machine Company, MCS Laser Services, Inc., Ideal Tape Company, Straumann Manufacturing, Boston Centerless, Inc., United Electric Controls, Crystal Systems/GT Solar, American Biltrite, GE Aviation, The Custom Group, Boston Tooling & Machinery, Operon, New England Die Cutting

Other Partners: Career Center of Lowell, ValleyWorks Career Center, Career Source, North Shore Career Center, The Career Place, John Adams Innovation Institute, North Shore Community College, Northern Essex Community College, Middlesex Community College, Greater Lawrence Technical Vocational High School, Minuteman Regional Vocational Technical High School, Essex Agricultural School, Greater Lowell Technical High School, Lynn Vocational Technical Institute, Nashoba Valley Technical High School, North Shore Regional Vocational High School, Shawsheen Valley Technical High School, Northeast Metro Tech, Metro North Regional Employment Board, Greater Lowell Workforce Investment Board, Merrimack Valley Workforce Investment Board

This grant will provide critical workforce development support to the Manufacturing industry in the Northeast region, under the direction of the Northeast Manufacturing Consortium. The Consortium will work to align training curricula to business skill demands, coordinate other general staff enhancement activities and help promote an updated image of manufacturing as an industry that has jobs with a future.

Through this grant, 70 adults will enroll in one of three cycles of training at the region's community college of their choice. Training will include a math refresher (if needed) and core manufacturing courses including OSHA, Microsoft, and manufacturing fundamentals. Students will have a choice of participating in vocational training for machining or electronics. At least 53 individuals will find employment with local business partners or with other companies within the industry. In addition, partners will work toward the goal of assigning college credit for those college courses that do not currently provide academic credit. The partners will also work to place courses on the ITA approved vendor list. Course content will continue to be vetted with business partners to ensure that skills learned are appropriate to business needs.

The partnership includes co-investment from the Executive Office of Housing and Economic Development to support employer engagement and from the Workforce Investment Boards in the form of Workforce Investment Act funds to support participant training costs.

Grant Details: Greater Metro Boston Region

Action for Boston Community Development, Inc. (ABCD)

Cities: Boston

Amount: \$200,000

Sector: Early Childhood Education

Proposed # Unemployed Served: 35

Proposed # of Job Placements: 27

Proposed Average Hourly Wage at Placement: \$12.50

Proposed # of Incumbent Workers Served: NA

Proposed # of Incumbent Wage Increases: NA

Employer Partners: Associated Early Care & Education, Arbor & Associates, Bright Horizons, Inc., Head Start

Other Partners: JobNet Career Center, Boston Career Link, Bunker Hill Community College, Urban College of Boston, Madison Park Technical Vocational High School, Office of Jobs and Community Services, Boston Private Industry Council

The Next STEPS project builds on the recognition that the professionalization of child care offers opportunities for low-wage workers but that these workers face significant barriers to gaining the credentials that will make professionalization pay off for them. Both workers and employers need a workforce development system that offers clear career pathways, appropriate financial, academic and social support for workers, and the resources to allow compensation to rise with skill levels. In Next STEPS, these aims are supported by a coalition-based program that addresses systemic and individual challenges for both workers and employers.

Next STEPS will focus on un/underemployed workers at lower skill levels and prepare un/underemployed participants for:

- entry-level early care and education work (positions with the job titles of “Assistant Teacher”, “Teacher Aide” or equivalents)
- career advancement in higher paying positions in the Early Care and Education sector.

The project seeks to strengthen the professional identity of workers in the field, reduce turnover, and open positions at family-sustaining wages to workers from Boston’s disadvantaged communities, to help them to progress up the supervisory ladder from Assistant Teacher to Teacher to Lead Teacher to Program Manager to Executive Director.

Employer partners will benefit from impacts that address their recruitment and retention challenges and targeted public information and advocacy activities will support professionalization of the field.

Boston Housing Authority

Cities: Boston

Amount: \$349,985

Sector: Construction

Proposed # Unemployed Served: 60

Proposed # of Job Placements: 47

Proposed Average Hourly Wage at Placement: \$20.62

Proposed # of Incumbent Workers Served: NA
Proposed # of Incumbent Wage Increases: NA

Employer Partners: Gilbane Building Company, Turner Construction, Lee Kennedy Company, John Moriarty & Associates, Sullivan & McLaughlin Companies, American Plumbing & Heating Corporation, Consigli, Shawmut Design & Construction, Walsh Brothers, JC Cannistraro

Other Partners: Boston Career Link, The Work Place, JobNet Career Center, Action for Boston Community Development, Inc, The Construction Institute, Bunker Hill Community College, Madison Park Technical Vocational High School, Office of Jobs and Community Services, Boston Private Industry Council, Building and Construction Trades Council, Massachusetts AFL-CIO, New England Carpenters Training Fund, Building Trades Training Directors Association, Roofers Local 33 JATC Heat & Frost Insulators Local 6, Iron Workers Local 7 JATC, Finishing Trades Institute of New England, Sprinklefitters Local 550, Sheet Metal Workers Local 17 JATC, Plumbing, Heating & Cooling Contractors of Greater Boston, International Brotherhood of Electrical Workers (IBEW) Local 103 JATC, Laborers Local 88, Laborers Local 223, Plasterers & Cement Masons Local 534 JATC, Plumbers' Local 12 Education Fund, Laborers Local 151, Painters District Council 35, Massachusetts AFL-CIO

Building Pathways, sponsored by the Building & Construction Trades Council of the Metropolitan District (MBBTC) is a registered building trades pre-apprenticeship program serving the greater Boston area. Building Pathways evolved from a building trades apprenticeship preparedness program that the MBBTC established over 20 years ago to meet the labor demands of the Big Dig.

Building Pathways will:

- deliver four high quality training cycles to prepare individuals for entry into apprenticeship programs
- provide case management services and support for participants to ensure successful completion of the training and to address barriers to employment
- provide job development and coaching services to participants
- provide group mentoring to ensure retention in the placed participants' chosen trade.

In addition, the grant will enable Building Pathways to build its partnership with the intent to enhance all of its existing program components and to develop a comprehensive Work Plan of multiple, sustainable and emerging career pathways for the construction industry.

Community Work Services

Cities: Boston

Amount: \$350,000

Sector: Travel & Tourism

Proposed # Unemployed Served: 80

Proposed # of Job Placements: 61

Proposed Average Hourly Wage at Placement: \$12.50

Proposed # of Incumbent Workers Served: NA

Proposed # of Incumbent Wage Increases: NA

Employer Partners: The Briar Group, Spaulding Rehabilitation Hospital (Boston Location), Onyx Hotel, Hotel Marlowe, The Grand Canal, Porters Bar and Grill, Andre's Café, Healthworks Community Fitness, Work, Inc.

Other Partners: The Work Place, The Hotel Training Center, Roxbury Community College, Madison Park Technical Vocational High School, Office of Jobs and Community Services, Boston Private Industry Council

Community Work Services, in collaboration with industry, workforce development system and community partners, is providing the Careers in Hospitality Program (CHP). Partners include the Hotel Training Center, Boston Private Industry Council, Mayor's Office of Jobs and Community Services, The Work Place, Madison Park Vocational Technical High School and several Boston area hotels and restaurants. This program builds on Community Work Services' (CWS) **At Your Service** Program. The new service design incorporates two tracks of training – Lodging and Culinary Arts. Through new partnerships the program also incorporates new opportunities for career advancement.

Beyond service delivery, the project will also convene the CHP Advisory Board made up of partner organizations and others dedicated to creating pathways for un/underemployed residents for careers in hospitality.

The CHP and their Advisory Board will work together to achieve the following:

- Implement a training strategy that will train 72 and place 61 un/under employed Massachusetts residents into unsubsidized jobs in the hospitality industry.
- Identify middle skills gap workforce development priorities and a detailed work plan to address those priorities.
- Develop new system, programs and/or partnerships that will last beyond the life of the grant.
- Expand networks, create benefits for participating employers and engage new employers.

South Middlesex Opportunity Council

Cities: Framingham

Amount: \$208,037

Sector: Construction

Proposed # Unemployed Served: 26

Proposed # of Job Placements: 22

Proposed Average Hourly Wage at Placement: \$12.75

Proposed # of Incumbent Workers Served: 8

Proposed # of Incumbent Wage Increases: 2

Employer Partners: Merrimack Valley Insulation, Cape Save, Inc

Other Partners: Norwood Employment & Training Administration, Employment & Training Resources, Metro West Chamber of Commerce, Massachusetts Bay Community College, Keefe Regional Technical

School, Partnerships for a Skilled Workforce, Inc.

SMOC will prepare un/underemployed individuals, with a special focus on veterans, for weatherization installer jobs and incumbent weatherization installers for advancement to crew chief positions. According to employers, the regional workforce does not possess the skill proficiencies needed to perform in-demand entry-level and middle-skill jobs needed in the industry. Lack of affordable and accessible education and skill training programs is a barrier preventing the industry from filling positions and growing, despite the demand for services. SMOC and its partners will also develop a middle skills gap workforce development priorities work plan focused on the Energy Efficiency Management industry sector that will stack and align coursework, certificates and degree programs among the area education and skills training institutions.

YouthBuild Boston, Inc.

Cities: Boston

Amount: \$200,000

Sector: Construction

Proposed # Unemployed Served: 45

Proposed # of Job Placements: 27

Proposed Average Hourly Wage at Placement: \$16.75

Proposed # of Incumbent Workers Served: NA

Proposed # of Incumbent Wage Increases: NA

Employer Partners: Shawmut Design & Construction, Cruz Construction

Other Partners: La Alianza Hispana, New England Regional Council of Carpenters, Roxbury YouthWorks, Boston Higher Education Resource Center, Children's Services of Roxbury, Roxbury Community College, Madison Park Technical Vocational High School, Boston Private Industry Council, Office of Jobs and Community Services

YouthBuild Boston (YBB) will prepare disconnected young adults for jobs in the building trades. YouthBuild Boston has more than twenty years of experience training inner-city young adults for jobs in the building trades and is recognized as a Pre-Apprentice Program by the Executive Office of Labor and Workforce Development. Although YBB has existing agreements with the collaborating organizations this project serves as the catalyst to formalize these relationships with a goal to bridge the gap between job seekers and employers seeking reliable and skilled entry level workers.

Grant Details: Southeast Region

Bristol Workforce Investment Board

Cities: Attleboro, Taunton, Berkley & Fall River

Amount: \$291,153

Sector: Manufacturing

Proposed # Unemployed Served: 50
Proposed # of Job Placements: 39
Proposed Average Hourly Wage at Placement: \$15.00
Proposed # of Incumbent Workers Served: NA
Proposed # of Incumbent Wage Increases: NA

Employer Partners: Sousa and DeMayo, Rex-Cut Abrasives

Other Partners: Attleboro Career Center, Fall River Career Center, City of Fall River, Taunton Housing Authority, Bristol Community College, Diman Regional Vocational Technical School, Bristol-Plymouth Regional Technical School, Bristol County Training Consortium

The Bristol Manufacturing Partnership (BMP) will prepare un/underemployed individuals for jobs as machinists and computer numerically controlled (CNC) programmer jobs at local manufacturing business. Lack of qualified individuals to meet the high demand for these occupations in the region, coupled with the lack of viable training options makes this a priority workforce need. Primary grant activities will include developing and delivering an adult evening machinist training program at the local vocational schools and delivery of a lean Improvement training provided by the Community College. In addition, an intensive assessment, case management, job development and job retention effort will be integrated into partnership activities.

New Bedford Economic Development Council

Cities: New Bedford
Amount: \$250,000
Sector: Construction
Proposed # Unemployed Served: 40
Proposed # of Job Placements: 36
Proposed Average Hourly Wage at Placement: \$14.11
Proposed # of Incumbent Workers Served: NA
Proposed # of Incumbent Wage Increases: NA

Employer Partners: AA Will Materials, Archie's General Contracting, Fernandes Masonry, Simmons Concrete Construction, Inc.

Other Partners: New Directions Southcoast, Inc, Laborers Local 385, New England Carpenters Training Fund, New England States Pipetrades Association - Plumbers, Pipefitters & Refrigeration Local 51, International Brotherhood of Electrical Workers in Southeastern Massachusetts Local 22, Bristol Community College, Greater New Bedford Regional Vocational Technical High School, Greater New Bedford Workforce Investment Board

The project will provide a construction preparation / pre-apprenticeship training program to prepare un/under-employed individuals for entry into both trades' apprenticeship programs and employment with non-union construction employers. The goal of this project is to provide well trained individuals to meet the needs of the construction trades industry, in order to support the build out of the Marine and Commerce Terminal in New Bedford which will be used to support the shipping, storage and staging of

wind turbine components. Additionally, Bristol Community College will utilize some of the funding to partner with union trades' apprenticeship programs to articulate courses between the College and the apprenticeship programs.

South Shore Community Action Council

Cities: Plymouth

Amount: \$200,000

Sector: Transportation

Proposed # Unemployed Served: 32

Proposed # of Job Placements: 28

Proposed Average Hourly Wage at Placement: \$18.00

Proposed # of Incumbent Workers Served: NA

Proposed # of Incumbent Wage Increases: NA

Employer Partners: First Student, Town of Carver, Plymouth & Brockton Street Railway Company

Other Partners: Plymouth Career Center, Massasoit Community College, Plymouth South Vocational High School, South Shore Workforce Investment Board

South Shore Community Action Council, Inc. (SSCAC) a non-profit organization serving low-income people on the South Shore will provide Commercial Driver's License (CDL) training to 30 and job place 28 un/underemployed participants in a range of occupations within the Transportation industry. SSCAC will provide CDL Permit Preparation Courses and Class B CDL Training Courses to prepare participants for jobs within a broad cross-section of industries in need of Class B CDL licensed drivers. Placements will include jobs in passenger transportation, waste management services, scenic and sightseeing transportation, and material moving. CDL Training Program completers will attain the requisite credentials to work as school bus drivers, motor bus/coach drivers, heavy commercial vehicle drivers, and waste management truck drivers. SSCAC's model includes literacy support, job seeking support, paid work experience, job development, and post-placement case management.

Grant Details: Cape & Islands Region

Cape & Islands Workforce Investment Board

Cities: Barnstable

Amount: \$348,824

Sector: Health Care

Proposed # Unemployed Served: 46

Proposed # of Job Placements: 36

Proposed Average Hourly Wage at Placement: \$13.40

Proposed # of Incumbent Workers Served: 13

Proposed # of Incumbent Wage Increases: 13

Employer Partners: Duffy Health Center, EPOCH Senior Healthcare of Brewster, Harbor Community

Health Center-Hyannis, Liberty Commons, Spaulding Rehabilitation Hospital (Sandwich Location), The Pavilion Rehabilitation & Skilled Nursing, Windemere Nursing Home/MV Hospital, Cape Cod Healthcare

Other Partners: Job Training & Employment Corporation (JTEC), Cape Cod Community College, Cape Cod Regional Technical High School, Upper Cape Cod Regional Technical School District

This grant continues the work of a Regional Healthcare Partnership, formed over five years ago by the Cape and Islands Workforce Investment Board. The Cape and Islands Healthcare Partnership now seeks to provide a variety of training and student supports to address a range of healthcare employer needs. Occupations targeted in this grant program include: Certified Nursing Assistant (CNA), Certified Physical Therapy Assistant, Certified Occupational Therapy Assistant, ICD 10 Medical Coder, CNA to Licensed Practical Nurse (LPN) training, Licensed Practical Nurse to Registered Nurse (RN) training and Certified Medical Assistant training. Target populations for this training include un/underemployed adults, and incumbent workers. CNA candidates will receive work readiness training and a work experience component. Incumbent workers moving from CNA to LPN, LPN to RN, or Medical Coders being upgraded from ICD 9 standards to ICD 10 standards will all be continuing their employment and will not receive an additional work experience component. Participants will receive assessment, remediation if needed prior to the start of their training program, intensive case management, career counseling, and job placement assistance. All participants will also receive one year of follow-up services.