

2017 ANNUAL REPORT



ACHIEVING FULL POTENTIAL

LETTER FROM THE PRESIDENT & CEO



Work is changing, from the emergence of the gig economy to the increased reliance on technology across every industry in Massachusetts. That's why at Commonwealth Corporation, we work tirelessly to prepare Massachusetts workers and businesses for the future of work. It is essential to help the people, businesses, and partner organizations we serve reach their full potential.

Our programs provide the people of Massachusetts with the skills they need to be successful in their careers. The Workforce Competitiveness Trust Fund has invested \$6.55 million since 2013 in programs for unemployed and underemployed Massachusetts residents; 1,236 individuals have received training and 810 have been placed in employment to date. We also continue to make investments in our future workforce. Along with partner organizations across the state, in FY17, we provided 3,900 young people with work experience and 5,800 with career readiness training.

We help businesses realize their potential by investing dollars to train a competitive workforce. In FY17, the Workforce Training Fund awarded close to \$23 million to businesses to increase the skills of more than 19,400 current employees and to create 1,413 new jobs.

We work closely with the Baker-Polito administration, under the leadership of Secretary Rosalin Acosta, to invest in strategies and programs that help build an ever-stronger economy. Through strategic decision-making and an emphasis on accountability, we provide technical assistance and a thriving learning community that enables our partners and grantees to strive for the best outcomes to build a better tomorrow.

Our work would be impossible without the dedication of our partners. A special thank you to our partners at the state level, including the Executive Office of Labor and Workforce Development, the Executive Office of Health and Human Services, the Department of Youth Services, and the Massachusetts Clean Energy Center. We greatly appreciate the support of our funders: SkillWorks, Community Foundation of Western Mass, and BNY Mellon. We look forward to continuing our work together in the future.

J.D. LaRock

Dr. J.D. LaRock, JD, EdD

"We want the people of Massachusetts to thrive. Commonwealth Corporation is a driving force behind the training, skill building, and education that are key to addressing the inequity in our economy. The organization is a vital component of the work we are doing in the Baker-Polito Administration to ensure that every person across the Commonwealth, regardless of their backgrounds or experiences, has access to opportunities that will improve their circumstances and empower them to change their futures."

—Secretary of Labor and Workforce Development Rosalin Acosta

WE HELP THE COMMONWEALTH REACH ITS FULL POTENTIAL BY...

CONNECTING PEOPLE TO LIFE-CHANGING CAREERS:

IN SUMMER 2017, THROUGH YOUTHWORKS FUNDING, 3,900 YOUNG PEOPLE ACROSS THE STATE GAINED WORK EXPERIENCE AND WORK READINESS SKILLS. THIS EXPERIENCE HELPS THEM BUILD A FOUNDATION FOR THEIR FUTURE CAREERS.



"Learning English helped me to be more efficient and more confident at my job. After finishing an ESOL training class, a position as team leader opened up. I applied and got the job. If I didn't know English, I would have never had the confidence to apply for this position. What I learned in the English class is going to help me and my family for the rest of our lives."

—Pascual Morla, Team Leader, Kayem Foods



"I love coming to work because of the atmosphere. Our bosses take time to teach us about their business. They include us on client calls and we are part of the process. They ask for our opinions. I like that I get to be creative here. I'm going to be an Art major at Middlesex Community College, and after this experience I'm motivated to take business classes."

—Annah Phen, YouthWorks summer job participant at Assemble Lab

ENSURING BUSINESSES CAN STAY COMPETITIVE:



"The grant funding not only allows us to expand the skillsets of our current employees; it also gives us the opportunity to demonstrate our commitment to our staff, as both team members and as individuals for their own development. In today's business environment, it has never been more crucial to retain a workforce and invest in a partnership for the long term. This grant allowed us this opportunity, and it has made a strong team even stronger."

—David Flavin, Manager of Learning and Development, Blount Fine Foods

EMPOWERING PARTNERS TO PERFORM TO THEIR BEST ABILITY:

"When facilitating groups myself, I was comforted by the level of support provided by the CommCorp team. Signal Success coaches were willing to brainstorm, problem solve, and pitch in to help me increase the quality of my trainings. Now in a supervisory role, I find that the same level of commitment continues for my staff. The technical assistance provided by CommCorp helps our whole team to produce better results from our Signal Success curriculum delivery. This supportive model impacts the lives of young people in our region in a very positive way."

—Lynne Courtney, Director of Youth Services, South Shore Workforce Development Board



RESEARCHING BEST PRACTICES AND APPLYING STRATEGIC INNOVATIONS:

In order to have the greatest impact, we must make thoughtful investments. We rely on **20 years of experience** and extensive review to fund projects that succeed and push the envelope. We explore innovative solutions to workforce challenges. We use research, data, and intensive technical assistance to support partners in this work. In FY17, we wrapped up one of our largest investments to date – **\$12.79 million** for the health care workforce. We stewarded **59 projects** that offered workers more than **27,500 training opportunities**. We were also hired by the Massachusetts Office of the State Auditor to research the impact of health care reform on the state's health care workforce and produced seven papers that continue to inform and drive our strategy and that of our partners and stakeholders.



JOB TRAINING HELPED GUSTAVO ACHIEVE HIS FULL POTENTIAL

Like so many people, Gustavo came to the U.S. seeking a better life for his family. He put in long hours, weekends, and continually sacrificed time with the family he was working so hard to support. Neither of his two jobs, one in maintenance and another as a dishwasher, offered much opportunity for advancement. But Gustavo was determined to improve his circumstances. In addition to his two jobs, he attended English classes to hone his language skills. While in class, he learned about a training opportunity to get a Commercial Driver's License (CDL) for free, thanks to a state grant through the Workforce Competitiveness Trust Fund. During the screening process with the Merrimack Valley Workforce Investment Board (MVWIB), Gustavo was concerned his struggle with English might put him at a disadvantage. His commitment and initiative set him apart and he was one of eight students selected from twenty-four candidates. Teamsters Local 25 offered him training to earn a CDL, hoisting license, and OSHA 10. Upon completion, the MVWIB connected him to Boston Sand and Gravel, where he now works earning \$25/hour, and he has his weekends back with his family. His daughter is approaching the end of high school and thinking about college. Gustavo is determined to help pay for her education; his career at Boston Sand and Gravel is paving the way for Gustavo and his family to achieve the life they have worked and hoped for since first coming to the US. Gustavo isn't the only one who values his future at Boston Sand and Gravel. According to Michael Maloney, GM and Director of Operations, employees like Gustavo are necessary to the success and growth of Boston Sand and Gravel. A generation of workers will retire in the next few years, and Boston Sand and Gravel will need reliable workers to take their place. **Gustavo is ready.**

WITH 13 WORKFORCE COMPETITIVENESS TRUST FUND PARTNERSHIPS STILL UNDERWAY, COMMCorp HAS ADMINISTERED **\$6.55 MILLION** IN FUNDING TO **29 PARTNERSHIPS** SINCE 2013, PROVIDING OCCUPATIONALLY SPECIFIC TRAINING AND PLACEMENT SERVICES TO UNEMPLOYED AND UNDEREMPLOYED MASSACHUSETTS RESIDENTS. **1,236 INDIVIDUALS HAVE PARTICIPATED IN TRAINING AND 810 HAVE BEEN PLACED IN EMPLOYMENT.**

Whether collaborating with law enforcement and health care professionals on the Safe and Successful Youth Initiative, partnering with the Department of Youth Services to educate and prepare young people for work, convening practitioners to learn about the latest workforce trends in health care or manufacturing, or holding focus groups to understand the challenges businesses and workers are facing, Commonwealth Corporation is at the heart of innovation and excellence. We are focused on supporting efforts to build effective industry-driven regional partnerships and to help all residents of the Commonwealth reach their full potential. By building capacity in the workforce system through learning communities, sharing best practices, and supporting existing and new efforts to build skills, we can connect the youth, workers, and businesses of our state to economic success.

Visit our website www.CommCorp.org to learn more about our programs:

- Health Care Workforce Transformation Fund
- Partnership with the Department of Youth Services
- Safe and Successful Youth Initiative
- Signal Success
- Workforce Competitiveness Trust Fund
- Workforce Training Fund
- YouthWorks

In FY17, CommCorp's total revenue was **\$55.08 million**, and **\$48.69 million** went right back out into the field to support young people, workers, and businesses across the Commonwealth.

BOARD OF DIRECTORS

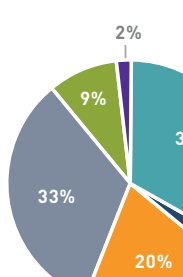
Secretary Rosalin Acosta,
Board Chair
Oswald Mondejar,
Vice Chair
Lisa Kelly-Croswell,
Treasurer
Susan Tracy,
Board Clerk

Jay Ash
A. Craig Brown
Mitchell Chester
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Bill Davis
Frances V. Dichner
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Enna Jimenez
Richard Laferriere

Luis Lopes
Jeff McCue
Gene A. Miller
Michael Munday
Anthony Pini
Melissa S. Pride-Fahs
Carlos E. Santiago
Thomas P. Webber
Jeff Wulfson

Current board member; Served on the Board in FY17

FINANCIALS



FY 2017 FINANCIAL HIGHLIGHTS

• Services for Youth At Risk	\$18,153,280
• Training & Placement for Unemployed Adults	\$1,612,459
• Youth Jobs	\$10,887,270
• Workforce Training for Businesses	\$18,033,568
• Program Management	\$5,116,355
• General and Administrative	\$1,355,939
TOTAL REVENUE	\$55,158,871