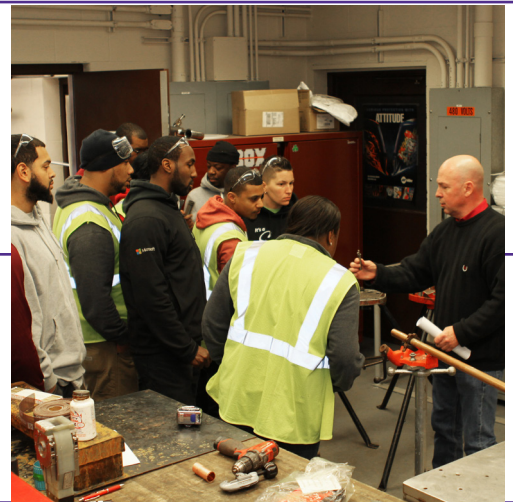


Workforce Competitiveness Trust Fund 2017 Annual Report





The Workforce Competitiveness Trust Fund invests in demand-driven programs designed by industry sector partnerships that train and place unemployed and underemployed workers. The WCTF has invested \$6.55 million since 2013, serving 1,236 individuals and placing 810 workers in occupations such as CNC operator, CDL truck driver, and early childhood educator. The WCTF serves men and women across the Commonwealth who are ready to engage in programming but require targeted support to succeed in employment. The population we serve includes individuals who may have experienced trauma or challenges in their past and also may rely on aid from public benefits to support their families, individuals who have been disconnected from the workforce, and people who might not have been able to complete school. Some might not speak English as their first language, have health problems and/or struggle with substance abuse, and some have disabilities.

To learn more about Commonwealth Corporation visit www.commcorp.org

**Workforce Competitiveness Trust Fund
Annual Progress Report
December 31, 2017**

Submitted by:
Commonwealth Corporation

Workforce Competitiveness Trust Fund
Annual Progress Report
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Summary

The Workforce Competitiveness Trust Fund (WCTF) was established through economic stimulus legislation passed by the Massachusetts legislature in 2006. The Workforce Competitiveness Trust Fund 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. WCTF programs serve men and women across the Commonwealth 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 school. Others do not speak English as their first language, or have health problems or struggle with substance abuse.

This report provides information on the progress to date of the Workforce Competitiveness Trust Fund FY'16 Appropriation, FY'17 Appropriation, and the Learn to Earn Initiative (FY'18 Appropriation) grant programs. This report does not include final outcomes for previous rounds of funding awarded under the WCTF, which we have reported in previous annual progress reports.

The **Fiscal Year 2016** state budget appropriated \$2 million in funds to the WCTF. In September 2015, on behalf of the Executive Office of Labor and Workforce Development, Commonwealth Corporation issued a Request for Proposals. Commonwealth Corporation received 67 letters of intent from interested applicants; forty organizations submitted proposals totaling \$7.4 million. In April 2016, Commonwealth Corporation awarded a total of \$2,048,246 (\$1.8M in FY'16 Appropriation funding and \$248,246 in recaptured Jobs Bill funding) to 14 organizations in Massachusetts. All grant activity will be concluded by July 31, 2018. *More details about this round of funding are included in Part 1 of this report. A list of all grants made during this round is included in Attachment 1.*

The **Fiscal Year 2017** state budget appropriated additional funds to the WCTF. In December 2016, on behalf of the Executive Office of Labor and Workforce Development, Commonwealth Corporation issued a Request for Qualifications (RFQ) for partnerships to work with Commonwealth Corporation for a duration of three (3) months to design an occupationally-specific training and placement program that would support individuals who have limited or no attachment to the labor force in making a successful transition to employment in an occupation that is in demand by local employers. This RFQ sought applications from partnerships that demonstrated experience working with the populations identified by Governor Baker's Economic Opportunity Task Force as experiencing chronically high rates of unemployment, including African-Americans, Latinos, Native Americans, persons with disabilities, and Gulf War Era II Veterans

Responses to the RFQ were due in January 2017. Eighteen organizations submitted program design proposals totaling \$369,631.80 in requested funds. In April 2017, on behalf of the Executive Office of Labor and Workforce Development, Commonwealth Corporation awarded a total of \$44,503.16 in WCTF FY17 funds to two organizations. Funding from the Health Care Workforce Transformation Fund is supporting grants to six additional partnerships. All 8 programs successfully completed the Program Design Phase in June 2017, submitted strong implementation plans, and have since started operating their programs. The two organizations supported with WCTF program design funds were awarded an additional \$405,496.84 to implement their programs. All grant activity will be concluded by June 30, 2019. *More details about this round of funding are included in Part 2 of this report. A list of WCTF grants made during this round is included in Attachment 2.*

The **Fiscal Year 2018** state budget appropriated \$1 million in funds to the WCTF and \$1 million in funds to a new Learn to Earn line item (line items 7002-1075 and 7002-1080). 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 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.

Responses to the RFQ were due in October 2017. Thirty organizations submitted proposals totaling \$629,584.13 in requested funds to support program design and planning activities. In Winter 2017, Commonwealth Corporation anticipates awarding contracts of up to \$25,000 each to up to five partnerships to fund Program Design Phase activities from January 2018 through March 2018. Following the three-month Program Design Phase each partnership will, upon review and approval of their implementation plan, be awarded funding to implement their program for up to two years. Implementation grant activity is projected to begin in April 2018 and conclude by March 31, 2020. *More details about this round of funding are included in Part 3 of this report.*

Part 1 – FY'16 Appropriation

Overview of Investments

Period of Performance: April 2016 - July 2018

Number of Grantees: 14

Total Amount Awarded: \$2,048,246

Total Number of Employers Participating: 55

Total Proposed Number of Unemployed Individuals to be Served: 375

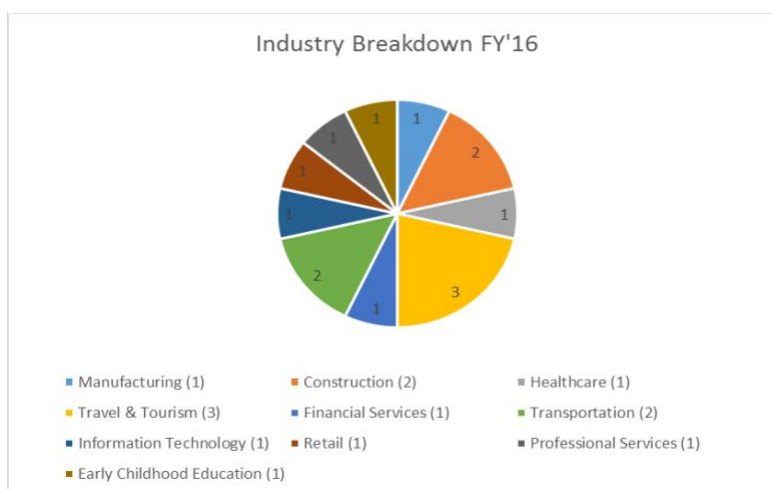
Total Proposed Number of Unemployed Individuals to be Placed in Employment: 300

Range of Proposed Average Starting Wages at Placement Across all 14 Projects: \$11.00-\$25.00

Awards by Sector

In April 2016, on behalf of the Executive Office of Labor and Workforce Development, Commonwealth Corporation awarded a total of \$2,048,246 (\$1.8M in FY'16 Appropriation funding and \$248,246 in recaptured Addressing the Middle Skills Gap funding) to 14 organizations. The enabling statute for the Workforce Competitiveness Trust Fund established a minimum requirement of 30% match. Grantees have committed more than \$806,000 in matching funds or 39% of the total amount of grant funds. Grant investments are supporting programs in the following industries:

1 Manufacturing Project	\$	160,473
2 Construction Projects	\$	252,080
1 Healthcare Project	\$	149,133
3 Travel & Tourism Projects	\$	485,002
1 Financial Service Project	\$	157,500
2 Transportation Projects	\$	243,367
1 Information Technology Project	\$	123,808
1 Retail Project	\$	186,902
1 Professional Services Project	\$	99,981
1 Early Childhood Education Project	\$	190,000



Awards by Region

The grant investments are supporting programs in the following regions:

2 Pioneer Valley Region Projects	\$	313,808
1 Central Massachusetts Region Project	\$	160,473
2 Northeast Region Projects	\$	382,080
8 Metro Boston Region Projects	\$	1,011,893
1 Southeast Region Project	\$	179,992

Progress as of 9/30/17

As previously described, programs began operations between May 2016 and October 2016; programs are designed to last for up to two years with most grantees offering multiple cycles. We negotiated performance measures with each grantee to be achieved by the end of their contract periods. As of September 30, 2017, the FY'16 grantees have collectively produced the following outcomes:

- **333** un/underemployed individuals had **enrolled** in training. This is 89% of the cumulative enrollment target for all grantees in this round of funding.
- **274** un/underemployed individuals had **completed** training. This is 81% of the cumulative completion target for all grantees in this round of funding.
- **203** un/underemployed individuals had been **placed in a job** and retained for at least 30 days. This is 68% of the cumulative unsubsidized employment target for all grantees in this round of funding.
- The **average wage** for all un/underemployed participants placed in employment is **\$16.94 per hour**
- The **average hourly placement wage** for each program ranges from **\$11.00 to \$30.81**.
- **147** unique employers have hired a job seeker who participated in this round of funding

We will provide final performance data in next year's annual report.

Demographic Overview

The following demographics illustrate the population served so far in this round of funding:

- **76%** of participants were racial/ethnic minorities
- **51%** of participants were female
- **81%** of participants were low income (200% of Poverty Level)
- **45%** of participants had a high school diploma or less
- **24%** of participants were receiving public assistance at the time of enrollment
- **51%** of participants were not born in the US
- **45%** of participants spoke a language other than English as their first language

Story of Impact

The following story profiles Gustavo, a participant from the Merrimack Valley Workforce Investment Board's Skills Training for Transportation and Equipment Operators (STTEP) partnership, which trains area residents for entry-level CDL-qualified jobs as professional truck drivers and equipment operators.



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. Between the two jobs that required so much of his time, one in maintenance and another as a dishwasher, neither offered much opportunity for advancement. It was hardly the scenario he had imagined. But Gustavo was determined to improve his circumstances. In addition to his two jobs, he attended English

classes to improve 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 WCTF.

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. But his commitment and initiative set him apart and he was one of the eight selected from twenty-four. The training with Teamsters Local 25 offered him the opportunity to earn a CDL, hoisting license, and OSHA 10.

The opportunities did not end with training. 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, and his career at Boston Sand and Gravel is paving the way for Gustavo to help guide his family toward the life they have worked and hoped for since first coming to the US.

Gustavo isn't the only one that 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. There is a generation of workers set to retire in the next few years, and Boston Sand and Gravel will need reliable workers to take their place. Gustavo is up for the challenge.

Part 2 – FY'17 Appropriation

Overview of Investments

Period of Performance: April 2017 - June 2019

Number of Grantees: 2

Total Amount Awarded: \$450,000

Total Number of Employers Participating: 7

Total Proposed Number of Unemployed Individuals to be Served: 48

Total Proposed Number of Unemployed Individuals to be Placed in Employment: 34

Range of Proposed Average Starting Wages at Placement Across all 2 Projects: \$12.00-\$15.00

Awards by Sector

In April 2017, on behalf of the Executive Office of Labor and Workforce Development, Commonwealth Corporation awarded a total of \$44,503 to 2 organizations in Massachusetts through the WCTF FY'17 Appropriation grant program. The two organizations awarded WCTF program design funds were awarded an additional \$405,497 to implement their programs. In compliance with the match requirements established in the enabling statute for the Workforce Competitiveness Trust Fund, grantees have committed 30% in matching funds (\$135,334.77). Grant investments are supporting programs in the following industries:

1 Manufacturing Project	\$	225,000
1 Construction Project	\$	225,000

Program Design Phase

Commonwealth Corporation engaged the 2 WCTF grantees and the 6 grantees funded through the Health Care Workforce Transformation Fund in a program design learning community from April 2017 through June 2017. The objective was to help the grantees build stronger program capacity to serve participant populations with greater needs. At the end of June, all programs submitted an implementation plan and budget. This learning community served as a forum for collaborative learning about common issues facing individuals who are long-term unemployed, 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 content-area experts. Grantees shared positive feedback about the experience; each of them was successful in working with their partners to develop robust, high quality implementation plans by the conclusion of the program design phase.

Progress as of 9/30/17

As previously described, programs began implementation in the summer of 2017; programs are designed to last for up to two years with all grantees operating multiple cycles. We negotiated performance measures with each grantee to be achieved by the end of their contract periods. As of September 30, 2017, the FY'17 grantees were recruiting for their initial training cohorts. We will report on initial outcomes in next year's annual progress report.

Part 3 – FY'18 Appropriation and Learn to Earn Initiative

Overview of Purpose and Process

The Learn to Earn Initiative (LTE) is funded through the Workforce Competitiveness Trust Fund (WCTF) and Learn to Earn Initiative (LTE) line items in the Fiscal Year 2018 State Budget (line items 7002-1075 and 7002-1080). Governor Baker and Lt. Governor Karen Polito created LTE 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. They directed an Interagency Workgroup made up of representatives of the Secretaries of Labor and Workforce Development, Education, Health and Human Services and Housing and Economic Development to design and oversee the LTE grant program. The program leverages the Workforce Competitiveness Trust Fund regional industry sector partnership model and adds cohort-based coaching, family-focused supports and benefits counseling. The program is administered by Commonwealth Corporation on behalf of the Executive Office of Labor and Workforce Development.

LTE Partnerships will develop and test models to serve participants in the context of their family/household. LTE Programs will help participants set and achieve goals necessary for employment and sustained economic stability, such as maintaining and growing family net resources and minimizing the real or perceived potential impact of increased earned income on benefit receipt, including improving coordination across benefit programs and reducing benefit cliff effects.

Commonwealth Corporation and the Interagency Workgroup will work closely together throughout the period of 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

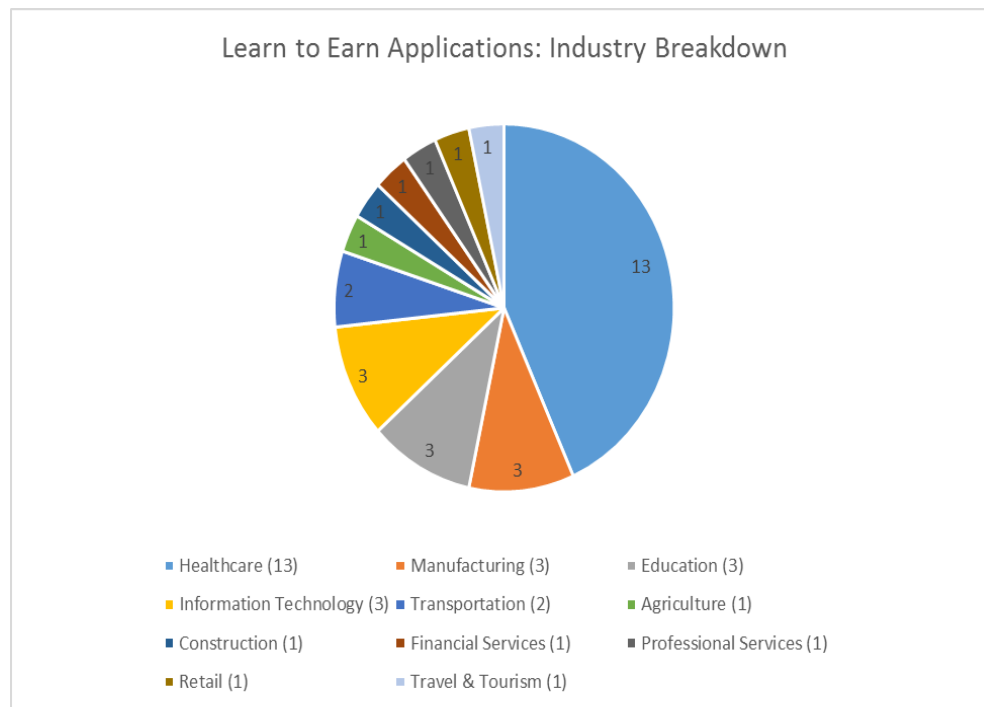
Procurement

On behalf of the Interagency Workgroup, Commonwealth Corporation issued an RFQ in August 2017 seeking qualified partnerships to work within a learning community structure for a duration of three (3) months to design an occupationally-specific training and placement program that will:

- increase participants' earned income (net of any resulting decrease in public benefits),
- improve participants' and their families' economic stability, and
- meet employers' demand for talent.

Applications were due on October 13, 2017. Commonwealth Corporation organized and convened two gatherings of stakeholders from the Interagency Workgroup to discuss application scores and develop funding recommendations for the Governor's review. We anticipate being able to notify grantees and make announcements in Winter 2017. The Program Design Phase will start in January 2018. Following the three-month Program Design Phase, each partnership will, upon review and approval of their implementation plan, be awarded funding to implement their program for up to two years.

We received a diverse mix of applications from Massachusetts employers, workforce development agencies, non-profit training providers, and other community-based organizations. See below for the breakdown of the thirty applications received by industry.



Part 4 - Commonwealth Corporation Program Management & Technical Assistance

Commonwealth Corporation supports efforts to build regional sector partnerships and career pathways by designing and facilitating learning communities, sharing best practices and capacity building.



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.

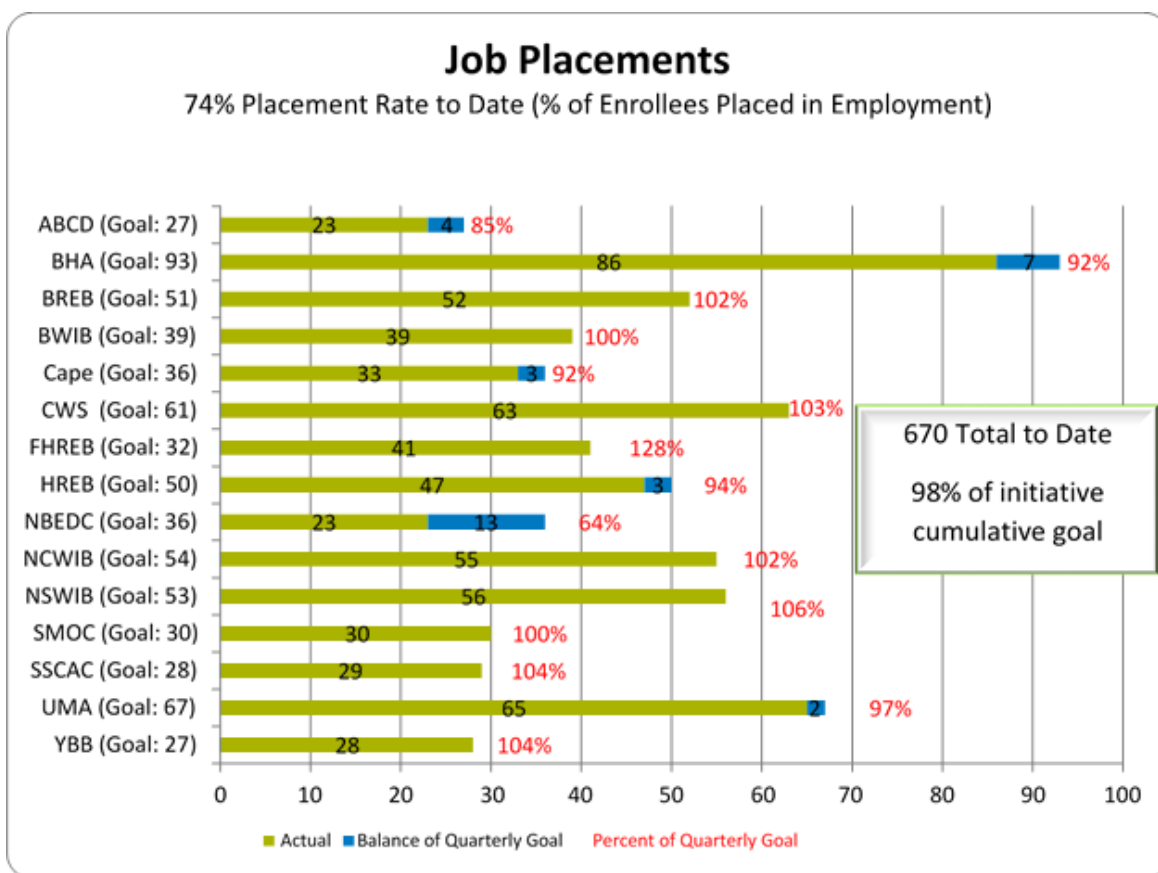
Learning Community: Commonwealth Corporation hosts quarterly meetings of the project managers for each of the grants. These meetings provide opportunities for project managers to learn from one another through joint problem solving and sharing best practices, tools, resources, and strategies. In the past year, we have convened a half dozen in-person meetings in locations across the Commonwealth. Discussion topics have ranged from effective strategies for employer engagement and participant retention supports, to recruitment, assessment and selection policies. We have invited various state partners, such as the Department of Transitional Assistance and Department of Transportation, to join our meetings in order to share their expertise and hear about on-the-ground experiences. We plan to continue convening grantees from all three rounds of funding in 2018.

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

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 and also provides one-on-one assistance to project coordinators as questions arise.

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.

The dashboard helps us, along with staff at the partnerships, focus on where the program is not being effective in supporting participants' progress. The dashboard does not answer all of our questions, but helps point us in the right direction to start exploring the root cause of the problem and to start identifying mid-course corrections. The image below is an example of one section from a WCTF Dashboard (*NOTE: data is from previous round of WCTF programs*).



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: In the last few years, as we have experienced a tighter labor market our grantees have all shared experiences of having a more difficult time recruiting individuals to participate in training programs. This is not due to a lack

of individuals in need of training and job placement, but rather that the individuals that need these services are likely not engaged in the labor force or connected to organizations that our grantees have traditionally relied on as recruitment sources. While grantees have still been successful in identifying enough appropriate candidates for their training programs they have had to put even more effort into this process and have needed to build new relationships with organizations that may have better access to these individuals.

While grantees have been working locally to develop new recruitment and referral relationships, Commonwealth Corporation has also engaged at the state level with partner agencies to identify opportunities to ensure and support local agency connections. One example is a partnership we are fortunate to have strengthened over the last year with the Department of Transitional Assistance (DTA). Working with the leadership team at DTA, we have identified several strategies to ensure and support connections between local DTA offices and Workforce Competitiveness Trust Fund grantees. These strategies include inviting DTA staff to participate in WCTF Grantee Meetings, facilitating referral relationships between DTA offices and WCTF grantees that are preparing individuals for target occupations that may be a good fit for individuals and families supported by Transitional Aid to Families with Dependent Children resources and ensuring that individuals who receive SNAP benefits are aware of and know how to learn more about WCTF-funded programs.

Capacity-Building Tools: In 2017, Commonwealth Corporation staff developed technical assistance resources to assist organizations new to the Workforce Competitiveness Trust Fund in developing more robust sector strategies and building their capacity to organize a partnership application to the WCTF or other sector initiatives.

Commonwealth Corporation developed the following new technical assistance resources to provide guidance to organizations that are new to sector strategies:

- **Sector Program Design Approach:** This resource outlines 10 major steps – along with several sub-steps- that are necessary to design a sector strategy program design. This resource includes tips and general guidance about completing each step.
- **Demand Driven Programs: Step 1 Identifying the Demand Workshop:** This 1.5 hour workshop focused on Step 1 of the Sector Program Design Approach. It walks participants through an approach to identifying a sector and occupation for which employers are having difficulty filling vacancies. The workshop utilizes publicly available data sets and allows time for participants to practice identifying employers in their region that they can talk with to confirm this data.
- **Questions to Ask Employers About Occupational Demand:** This handout provides a list of questions - organized by five sections - that a program designer should ask an employer when trying to understand the demand for a target occupation. It further helps program designers understand what questions are critical to ask when determining demand and what questions can wait until they have confirmed the demand and are looking to design a program.
- **Target Population/Target Occupation Gap Analysis:** This tool asks program designers to detail the characteristics of their target population, list the requirements for and

characteristics of the target occupation and determine whether a program intervention is realistic and necessary to help the population access the target occupation.

Commonwealth Corporation delivered the ***Demand Driven Programs: Step 1 Identifying the Demand Workshop*** two times in 2017 and is working with other statewide partners to identify other opportunities to share the workshop with other organizations that may be considering developing a sector strategy in their region. In 2018 Commonwealth Corporation plans to develop a new workshop and accompanying technical assistance resources to assist organizations in implementing Step 3 of the Sector Program Design Approach - Recruiting Business Partners.

Commonwealth Corporation Blog Series: We developed a blog series entitled, “Achieving Impactful Outcomes: Observations From WCTF” to share key ideas from our experiencing administering WCTF over the past decade. This four-part series was created for an audience of workforce development partners and practitioners who support Massachusetts businesses and workers. We featured posts from members of the Commonwealth Corporation team including Rebekah Lashman, our Senior Vice President of Sector Strategies, Theresa Rowland, the Director of the WCTF, and Anthony Britt, our Program Manager for the WCTF. The topics discussed our understanding of what elements are necessary to ensure successful outcomes for businesses *and* job seekers, including:

- [using data to inform our decision-making;](#)
- [incorporating essential elements to design a strong program;](#) and
- [building a strong partnership](#)

Part 5 – Attachments

Attachment 1: FY'16 Appropriation Grant Details

The following are the grant recipients for the Workforce Competitiveness Trust Fund FY'16 Appropriation. This information is based on original grant awards and proposed enrollment and placement goals negotiated at the start of their contracts in 2016. Over the grant period, Commonwealth Corporation has worked with grantees to re-evaluate their budgets and planned performance measures. In several cases, Commonwealth Corporation reduced grant awards when grant funds were not needed or where grantees were not meeting performance goals.

Grant Details: Pioneer Valley Region

Holyoke Community College

Cities: Holyoke & Springfield

Amount: \$190,000

Sector: Food Service/Hospitality

Proposed # Unemployed Served: 50

Proposed # of Job Placements: 35

Proposed Average Hourly Wage at Placement: \$13.35

Employer Partners: Aramark - Holyoke, Baystate Health Guest Services, Log Cabin, Delaney House, D. Hotel and Suites, Max Restaurant Group, MGM Springfield, Pioneer Valley Hotel Group, Uno Chicago Grill

Other Partners: Regional Employment Board of Hampden County, CareerPoint, FutureWorks

The Partnership for Hospitality and Culinary Excellence will train 50 un/underemployed individuals for entry-level hospitality and culinary positions, such as front desk receptionist, host/hostess, counter attendant, food server, food preparer and line cook.

Tech Foundry, Inc.

Cities: Springfield

Amount: \$123,808

Sector: Information

Proposed # Unemployed Served: 24

Proposed # of Job Placements: 21

Proposed Average Hourly Wage at Placement: \$20.50

Employer Partners: Health New England, Baystate Health, Valley Computer Works Inc, SMC Partners

Other Partners: Regional Employment Board of Hampden County, Massachusetts Department of Higher Education, Economic Development Council of Western Massachusetts

Tech Foundry will offer a 15-week training program that combines hands on skills based technical training with soft skills and professional development. They will serve 24 un/underemployed 18 to 24 year olds helping them prepare for entry-level IT positions.

Grant Details: Central Massachusetts Region

Central Massachusetts Workforce Investment Board

Cities: Worcester

Amount: \$160,473

Sector: Manufacturing

Proposed # Unemployed Served: 24

Proposed # of Job Placements: 20

Proposed Average Hourly Wage at Placement: \$16.00

Employer Partners: Lampin Corporation, Saint Gobain Abrasives

Other Partners: Worcester Regional Chamber of Commerce, Massachusetts Manufacturing Extension Partnership, Quinsigamond Community College, Workforce Central Career Center

The Worcester Manufacturing Pipeline Project is a collaborative effort with each partner assuming a key role to fill employment and pipeline gaps that exist between job seekers and manufacturing employers located in the Central Massachusetts region. This program will train 24 participants as entry-level Computer Numerical Control (CNC) Machine Operators.

Grant Details: Northeast Region

Lawrence CommunityWorks, Inc.

Cities: Lawrence

Amount: \$190,000

Sector: Educational Services

Proposed # Unemployed Served: 36

Proposed # of Job Placements: 27

Proposed Average Hourly Wage at Placement: \$10.50

Employer Partners: Greater Lawrence Community Action Council, Inc, Little Sprouts, LLC, Imagine That, The Community Group, Lawrence Working Families Initiative, The Community Group

Other Partners: Merrimack Valley Workforce Investment Board, ValleyWorks Career Center, Northern Essex Community College

Lawrence CommunityWorks will implement an Early Childhood Education training program that will prepare 36 entry-level workers for positions as childcare workers and assistant teachers within the Greater Lawrence areas. This program will offer the required training as well as a paid internship with one of six employer partners to help workers gain the required experience.

Merrimack Valley Workforce Investment Board

Cities: Lawrence, Haverhill & Methuen

Amount: \$192,080

Sector: Transportation & Warehousing

Proposed # Unemployed Served: 31

Proposed # of Job Placements: 26

Proposed Average Hourly Wage at Placement: \$17.00

Employer Partners: City of Lawrence, City of Haverhill, City of Newburyport, Town of North Andover, Enpro Services, Inc., SPS New England, Inc., Mainstream Global, RM Technologies, Inc., Wheelabrator, Inc., Mark-One Disposal Inc., Labor-On-Site

Other Partners: ValleyWorks Career Center, Teamsters Local 25, Groundwork Lawrence, Lawrence CommunityWorks, Inc., Community Action Inc., AFL-CIO, Centro de Apoyo Familiar, Inc., Merrimack Valley Planning Commission

The Merrimack Valley Workforce Investment Board's Skills Training for Transportation and Equipment Operators (STTEP) partnership addresses area employer demand for entry-level CDL-qualified drivers and equipment operators. The goal is to train 31 un/underemployed Merrimack Valley residents in family-sustaining career-pathway employment as professional truck drivers and equipment operators.

Grant Details: Greater Metro Boston Region

Asian American Civic Association

Cities: Boston

Amount: \$157,500

Sector: Finance & Insurance

Proposed # Unemployed Served: 26

Proposed # of Job Placements: 21

Proposed Average Hourly Wage at Placement: \$15.00

Employer Partners: Bank of America, Boston Private Bank & Trust, BNY Mellon, Cathay Bank, Eastern Bank, People's United Bank, State Street Bank, Santander, TD Bank, Webster Bank

Other Partners: Department of Transitional Assistance

The Careers in Banking and Finance Training Program is an intensive job training program that will train 26 un/underemployed individuals for a variety of entry level positions in retail bank branches, such as Universal Banker, Personal Banker, Customer Service Representative, Universal Teller, Teller Manager, Senior Teller and Teller.

Boston Education Skills and Training (BEST) Corp.

Cities: Boston

Amount: \$135,002

Sector: Hospitality

Proposed # Unemployed Served: 22

Proposed # of Job Placements: 18

Proposed Average Hourly Wage at Placement: \$19.00

Employer Partners: Westin Boston Waterfront, Fairmont Copley Plaza, Hilton Boston Downtown, Loews Boston Hotel, Omni Parker House, Sheraton Boston Hotel & Towers

Other Partners: Project Place, Quincy Asian Resources Inc., Metro North Regional Employment Board, Boston Private Industry Council, UNITE HERE Local 26, Chelsea CONNECT, Career Solution

BEST Corp. Hospitality Training Center provide training in housekeeping, front of house and basic culinary arts. BEST Corp. will prepare 22 un/underemployed residents for entry into quality hospitality jobs. Successful participants will get jobs at BEST Corp.'s partner hotels and they will be eligible for the Local 26 benefits.

Boston University

Cities: Boston

Amount: \$99,981

Sector: Professional, Scientific & Technical Services

Proposed # Unemployed Served: 18

Proposed # of Job Placements: 15

Proposed Average Hourly Wage at Placement: \$25.00

Employer Partners: Boston Medical Center, Shire PLC

The Boston University BioScience Academy (BSA), a nine-month education and training program in the biomedical sciences, will train approximately 18 un/underemployed individuals for biomanufacturing technician and related occupations. BioScience Academy has an advisory board comprised of members from established biomedical institutions, major biotech companies as well as start-ups who have opened doors and provided opportunities for program participants.

Community Learning Center, City of Cambridge

Cities: Healthcare

Amount: \$149,133

Sector: Healthcare & Social Assistance

Proposed # Unemployed Served: 30

Proposed # of Job Placements: 24

Proposed Average Hourly Wage at Placement: \$13.00

Employer Partners: Spaulding Hospital for Continuing Medical Care, Sunrise Senior Living of Arlington, Sunrise Senior Living of Lynnfield, Presentation Rehabilitation & Skilled Care Center, Sancta Maria Nursing Facility

Other Partners: Metro North Regional Employment Board, Academy for Health Care Training

The Collaboration in Care partnership will provide an integrated education and training program for 30 un/underemployed immigrants to prepare for careers as certified nursing assistants or home health aides.

Madison Park Technical Vocational High School

Cities: Boston

Amount: \$63,375

Sector: Transportation & Warehousing

Proposed # Unemployed Served: 15

Proposed # of Job Placements: 12

Proposed Average Hourly Wage at Placement: \$12.00

Employer Partners: Massachusetts Department of Transportation, Expressway Toyota

Other Partners: Boston Private Industry Council, Boston Career Link, Local 264

The Transportation Training Immersion Program (TTIP) will create a transportation pathway program for 15 recent high school graduates. The TTIP is a partnership between MPTVHS, the Massachusetts Department of Transportation), Expressway Toyota, Local 264, and the Boston Private Industry Council.

Metro North Regional Employment Board

Cities: Chelsea

Amount: \$160,000

Sector: Accommodation

Proposed # Unemployed Served: 24

Proposed # of Job Placements: 21

Proposed Average Hourly Wage at Placement: \$15.00

Employer Partners: InterContinental Hotels Group, Four Seasons Boston, The Westin Copley Place, DoubleTree Suites by Hilton Boston Cambridge, Westin Boston Waterfront

Other Partners: International Institute of Boston, Inc., Career Source, The Neighborhood Developers

The Hospitality Occupational Skills Training (HOST) Project is a collaboration between the Metro North Regional Employment Board (REB), the CONNECT Partnership, and the International Institute of Boston (IIB). This project will serve 24 immigrant participants by providing hospitality training that will result in employment in the hospitality field.

Partnerships for a Skilled Workforce, Inc.

Cities: Marlborough, Framingham, Norwood

Amount: \$186,902

Sector: Retail

Proposed # Unemployed Served: 48

Proposed # of Job Placements: 38

Proposed Average Hourly Wage at Placement: \$10.50

Employer Partners: TJX Companies, Inc., Aarons/S.E.I., Roche Brothers Supermarkets

Other Partners: Operation A.B.L.E. of Greater Boston, Quinsigamond Community College, Blue Hills Regional Adult Basic Education, Framingham Adult ESL Plus, Massachusetts Rehabilitation Commission

Partnerships for a Skilled Workforce will partner with Aarons/S.E.I., Roche Brothers Supermarkets, and TJX Companies and its affiliates, to enroll 48 unemployed high school graduates in the National Retail Federation customer service and sales training course. With the support of a company mentor, the new employees will navigate career pathways in the companies leading to supervisory and customer service representative positions.

YouthBuild Boston, Inc.

Cities: Boston

Amount: \$123,808

Sector: Construction

Proposed # Unemployed Served: 10

Proposed # of Job Placements: 8

Proposed Average Hourly Wage at Placement: 15.00

Employer Partners: Suffolk Construction Company, Inc., Wayne J. Griffin Electric Inc., Cruz Construction, Aeroteck, Shawmut Design & Construction, Skanska Construction

In partnership with large contractors such as Suffolk, Shawmut and Skanska, Cruz Construction, Aeroteck and Griffin Electric, YouthBuild Boston's Pre Apprenticeship program aligns with industry

standards, meets employer needs and delivers curriculum approved by the New England Regional Carpenters' Union. Youthbuild Boston will serve 10 unemployed youth 18–24 years old.

Grant Details: Southeast Region

Brockton Area Workforce Investment Board

Cities: Brockton

Amount: \$179,992

Sector: Transportation & Warehousing

Proposed # Unemployed Served: 24

Proposed # of Job Placements: 20

Proposed Average Hourly Wage at Placement: \$20.00

Employer Partners: East Coast Transit Services, Inc., A&A Metro Transportation, T&K Asphalt, UPS, Brilliant Move

Other Partners: CareerWorks, Parker Professional Driving School, Teamsters Local 653

The CDL Driver Training Program will train 24 un/underemployed MA residents for employment as CDL Class A Driver or Class B Driver. Graduates will be placed in employment in driving positions at employers, such as A & A Metro Transportation, Brilliant Move, East Coast Transit/Brockton Area Transit (BAT), UPS and T & K Asphalt.

Attachment 2: FY'17 Appropriation Grant Details

The following are the grant recipients for the Workforce Competitiveness Trust Fund FY'17 Appropriation. This information is based on original grant awards and proposed enrollment and placement goals negotiated at the start of their contracts in 2017. Commonwealth Corporation will continue to monitor progress and make adjustments to performance goals and funding as appropriate.

Grant Details: Northeast Region

Merrimack Valley Workforce Investment Board

Cities: Lawrence, Haverhill & Methuen

Amount: \$225,000

Sector: Construction

Proposed # Unemployed Served: 20

Proposed # of Job Placements: 14

Proposed Average Hourly Wage at Placement: \$15.00

Employer Partners: RM Technologies, LaborOnSite, Methuen Construction, and Resource Options, Inc

Other Partners: Lawrence Dream Network and Centro de Apoyo Familiar

The Reintegration through Construction Pathways program (RECP) is an industry-based job training program that will create a pipeline for Latino/Hispanic citizens who are formerly incarcerated to transition to employment as Construction Laborers. The RECP is led by the Merrimack Valley WIB and includes education providers, unions, corrections, non-profits and workforce development agencies to provide the training and comprehensive services needed by this at-risk population. Services include a mentorship program, reentry services, and soft skills training. RECP is a pilot in the Merrimack Valley –a new model to increase the competitiveness of area businesses and improve access to long-term career success and economic opportunity for formerly incarcerated citizens.

Grant Details: Southeast Region

Bristol Workforce Investment Board

Cities: Fall River

Amount: \$225,000

Sector: Manufacturing

Proposed # Unemployed Served: 28

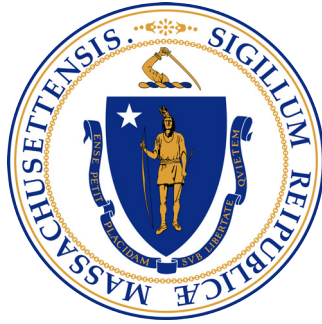
Proposed # of Job Placements: 20

Proposed Average Hourly Wage at Placement: \$12.00

Employer Partners: Merrow Manufacturing, LLC, Matouk Textile Works, and Good Clothing Company

Other Partners: Fall River Career Center and SER Jobs for Progress

The Bristol Textile and Apparel Partnership (BTAP) is comprised of the Bristol Workforce Investment Board (BWIB) and a number of local employer and community partners. The BTAP project centers on developing a training pipeline for the region's textile and apparel manufacturers by preparing individuals for positions as sewing machine operators and stitchers. This intensive training program will be held at employer sites with curriculum designed to meet skill sets required by local companies. In addition to technical skills training from these employers, SER Jobs will provide participants with simultaneous adult basic education (e.g. English literacy and math) upgrades along with connections to appropriate support services to assist in their progression through the program from training completion to employment. SER Jobs will lead the partnership's recruitment efforts. Long-term unemployed individuals will be targeted for participation in grant activities with a priority for Latino/Hispanic residents in the Fall River area.



Massachusetts Executive Office of Labor and Workforce Development



2 Oliver Street, 5th Floor
Boston, MA 02109
617-717-8158

www.commcorp.org
@CommCorp_MA

Charles D. Baker, Governor
Karyn E. Polito, Lt. Governor
Rosalin Acosta, Secretary, Labor and Workforce Development
Dr. J.D. LaRock, President and CEO, Commonwealth Corporation