

Who We Are: Commonwealth Corporation is a quasi-public workforce development agency that strengthens the skills of Massachusetts youth and adults by investing in innovative partnerships with industry, education and workforce organizations. Our primary goals are:

1. To build regional industry training partnerships that prepare youth and unemployed workers for jobs in demand that lead to higher rates of employment.
2. To upgrade the skills of workers to meet specific employer skill demands leading to more productive and competitive businesses, job growth, retention, upgrades and wage gains; and
3. To increase the share of youth engaged in education and employment pathways preparing them for post-secondary education and careers.

Motivation / Scope

External support is requested to respond to immediate need for the implementation of strategic plan goals to measure and communicate program outputs and outcomes, inclusive of Diversity, Equity, and Inclusion (DEI) objectives. Research has identified key gaps in our ability to successfully implement on near-term goals:

1. Lack of visibility into the barriers along the implementation continuum across CommCorp programming that affect teams' ability to measure and communicate program outputs / outcomes.
2. Need to integrate DEI lens in each program team's plan to measure impact.
3. Assessment of appropriate evaluation framework/criteria for demonstrating long-term impact of CommCorp programs.

Timeline:

The work is expected to be supported between January and June 2022 over a three month period. Extension based on project need may be possible.

Key Deliverables:

We are seeking bids from consultants to support the following activities; however, the specific composition of the work may shift within these bodies of work based on need and other available resources.

Addressing Gaps/ Barriers (Established Programs)

- Conduct landscape analysis of each team's existing ability to measure outputs/outcomes; identify structural and operational barriers / inefficiencies that affect teams' ability to collect data.
- Propose i) recommendation and ii) implementation plan for addressing these barriers.

Collecting Demographics data (All Programs)

- Identify discrepancies that exist across all programs in their ability to collect demographics data.
- Propose methods to collect demographics data, for those not currently doing so. This includes identifying the necessary resource needs and process changes.

Measuring and Communicating Long-term Impact (a Subset of Established Programs)

- Produce visual representation of impact (e.g., dashboard), given current data availabilities.
- Propose options for measuring long-term impact of programs; supported by implementation plan with necessary process changes, and data system requirements to achieve so.
- This can be done for a subset of programs. (e.g., WCTF/CTI, YouthWorks)

Action: Interested consultants must submit a written proposal to yyang@commcorp.org that should include the following:

- Proposed summary approach for supporting each deliverable.
- Qualifications.
- Proposed budget with clear breakdown of anticipated costs and time/effort allocated to specific activities, including hourly rate(s). Contracts will be issued based on a reimbursement of time and materials to allow for shift in composition of the work within a total budgeted amount.

Deadline: Submissions will be reviewed on a rolling basis, with expected selection of a firm by January 31, 2022 and a contract start date of February 1, 2022.

Appendix: CommCorp Programs

Core Programs

- Underemployed / Unemployed
 - Workforce Competitiveness Trust Fund
 - Career Technical Initiative
 - Learn to Earn (legacy)
 - RENEW Demonstration Grant (new)
- Incumbent Worker Training
 - Workforce Training Fund Program - Express
 - Workforce Training Fund Program - General Program
- YouthWorks
- Justice Involved
 - DYS Programs (CommCorp implementing)
 - Re-Entry Workforce Demonstration Grants

Other Programs (non-exhaustive)

- Behavioral Health Workforce Hubs
- Competency-Based Education Program | Delivery System Reform Incentive Payment
- Digital Innovation and Lifelong Learning
- Employment Programs for Young Adults with Disabilities
- Health Care Workforce Hubs
- Safe & Successful Youth Initiative (CommCorp implementing)