

2022 Annual Report

**CAREER
TECHNICAL
INITIATIVE**



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INTRODUCTION

ANNUAL ADDRESS

The Career Technical Initiative (CTI) has been a welcomed training model, introduced by the Baker-Polito Administration in 2020, to stimulate talent pipelines and fuel innovation for technical roles, including culinary, skilled trades, and manufacturing jobs. The program provides more Massachusetts residents access to career technical training by using the state's existing resources at vocational high schools, while simultaneously helping businesses grow by increasing the number of skilled workers able to be employed in trade and construction jobs.

On behalf of the Administration's Workforce Skills Cabinet (WSC), the Commonwealth Corporation (CommCorp) administers CTI funds with the goal of addressing the persistent need for skilled labor that employers face, by providing youth and adults with opportunities to retrain for high-demand occupations funded by the program. Vocational high schools across the Commonwealth become "Career Technical Institutes" that run three shifts a day for increased accessibility, including a night program for adults with credentialing, wrap-around, and placement services.

Since 2020, the development and growth of CTI resulted in grants to train over 800 skilled workers that are actively meeting the needs of industries like carpentry, metal fabrication, and automotive technology and in-demand occupations such as HVAC mechanics and installers, cooks, plumbers, and CNC machine operators.

Looking ahead, and as part of a multi-year strategy, CTI plans to train 20,000 youth and adults in key trades and technical jobs. To date, with grants approved by the WSC in 2021 and 2022, CTI adult workforce development has funded slots to train and employ over 2,700 Massachusetts residents in 20 career pathway programs at 25 vocational-technical schools.

REGIONAL PLANNING **INFRASTRUCTURE**



REGIONAL PLANNING INFRASTRUCTURE

In March 2022, CommCorp and the WSC implemented state-wide planning efforts to build momentum and engage superintendents and high schools with Chapter 74 partnerships to launch adult training programing and become Career Technical Institutes.

In partnership with Massachusetts Association of Vocational Administrators, the WSC attended outreach meetings with vocational school superintendents, hosted planning workshops, and provided one-on-one pre-application technical assistance to new schools. The overall goal was to collaborate with superintendents to build confidence and practical steps that enable a successful third-shift or “after dark” training program intended to upskill adult learners during times outside the typical school day when vocational technical facilities are underutilized.

Prospective schools and attendees joined a community of practice to work collaboratively in forming partnerships to create third-shift adult training programs, addressing key components such as recruitment, employer engagement, instructor recruitment, and job placement. Attendees were provided technical assistance in real time to develop grant applications, outline program designs, and participate in working sessions to understand their local employer needs and occupational demand with respect to established regional blueprints.

Technical assistance activities were developed by CommCorp to advance the adoption of CTI statewide. The goals include the following:

- Increase statewide awareness of CTI and participation of Chapter 74 schools and MassHire partners;
- Expand the number of adult learners, schools, and participating in new CTI models;
- Grow the number of quality occupation pathways offered by schools through CTI;
- Build system capacity and consistent program delivery across vocational technical schools; and
- Increase the number of skilled trades/technical workers to 25,000 by December 2026.

As a result, CTI has funded planning, start-up, and implementation grants totaling over \$16.8M in awards across 25 Career Technical Institutes in 6 workforce regional areas since inception. Strategies mirroring these planning efforts continue to be utilized to shape strong program design, partnerships, and ultimately well-aligned opportunities for Massachusetts residents to train and competitively enter the workforce.

CTI SCHOOLS FUNDED TO DATE



REGIONAL PLANNING INFRASTRUCTURE

Generating Supply & Demand

The WSC recognized that a strategic use of state and American Rescue Plan Act (ARPA) funding is to invest in the larger workforce system infrastructure. As part of Workforce Skills Cabinet Regional Planning initiative, CommCorp and its partners worked to connect prospective and funded Career Technical Institutes to the seven regional planning teams comprised of economic development, workforce, and education partners. In addition, the WSC invested state and federal funding into new roles within the MassHire system to help schools and other key sector programs address the challenges associated with scaling up CTI statewide, with the expansion of CTI funding. CTI applicants and previously funded schools are encouraged to work with newly funded regional “Market Maker” and “Upskilling Navigator” roles through MassHire to both increase the number of prospective company partners and potential training participants at a rapidly expanding pace.

MARKET MAKERS

To support CTI programming and additional regional strategies, a Market Maker for each of the 7 WSC regions was hired to engage with employers, match them with training providers and grant funding, help them hire employees, and build pipelines of skilled workers. Market Makers work to increase the number of employers participating in upskilling partnerships (offered through CommCorp and other state sources). Additionally, they build stronger connections between businesses, community-based organizations (CBOs), institutions, regional state partners, and the WSC and its representatives. Market Makers are located at each region’s Workforce Development Board.

UPSKILLING NAVIGATORS

To enhance and increase the number of individuals enrolling in training programs, the Upskilling Navigator roles were created for each MassHire Career Center location across the Commonwealth. The Upskilling Navigator is intended to work with funded training programs (including CTI) to boost marketing, recruitment, and enrollment in new pipeline programs. Upskilling Navigators maintain subject matter expertise on training and skill development and program availability in their region and provide coaching and counseling to MassHire customers on which opportunities are open for enrollment.

AWARD ALLOCATIONS **PROJECTIONS**



Award Allocations Projections

Previously awarded grants (Rounds 1 & 2) and active grants (funded in procurement rounds 3-6) include 25 Career Technical Institutes, totaling \$16.8M in training grants, including \$300,000 awarded to schools for planning and start-up costs, are projected to train and place over 2,700 Massachusetts residents.

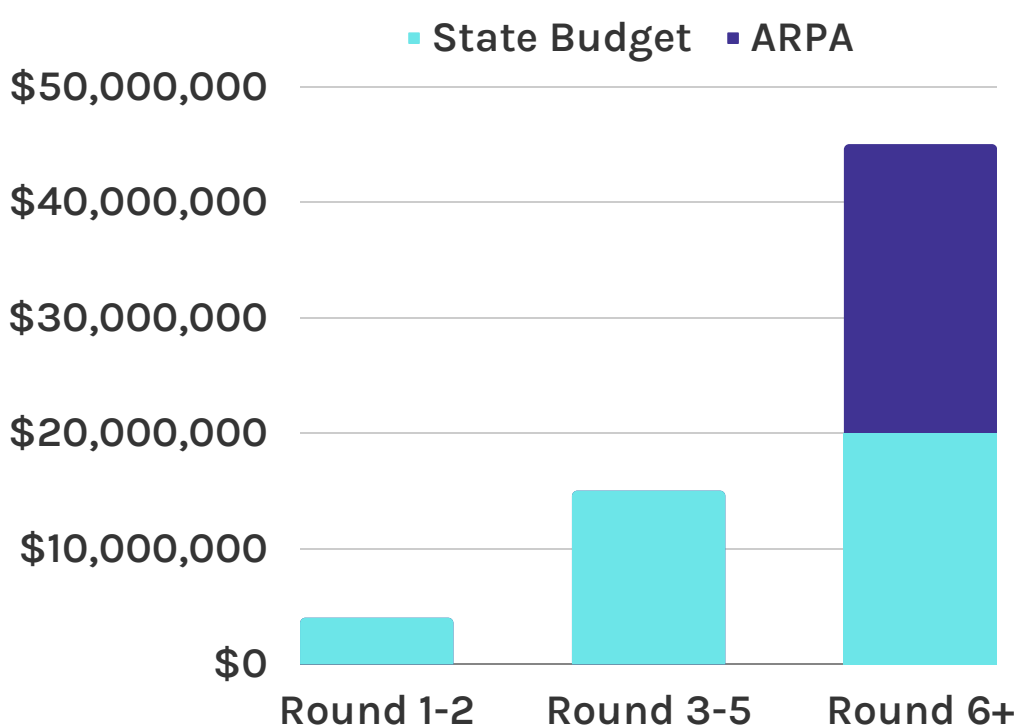
Career Technical Institutes: Completed/Closed Grants Rounds 1-2	Awarded	Proposed Seats
Greater Fall River Vocational School District	\$100,000	20
Essex North Shore Agricultural and Technical School	\$540,000	108
Greater Lawrence Technical School	\$375,000	75
Greater Lowell Technical High School	\$100,000	20
Madison Park Vocational Technical High School	\$240,000	48
Minuteman Regional Vocational Technical School District	\$100,000	20
Montachusett Regional Vocational Technical School	\$163,669	33
Nashoba Valley Technical High School	\$200,000	40
Southeastern Regional Vocational Technical School District	\$150,000	30
Whittier Regional Vocational Technical High School	\$90,000	18
Career Technical Institutes: Active Grants Rounds 3 - 6	Awarded	Proposed Seats
Assabet Valley Regional Vocational Technical School	\$1,167,500	195
Blue Hills Regional Technical School	\$544,000	84
Bristol-Plymouth Regional Technical School	\$66,318	12
Cape Cod Regional Technical High School	\$104,578	12

Award Allocations Projections Continued

Essex North Shore Agricultural and Technical School	\$1,627,000	261
Franklin County Technical School	\$616,000	96
Greater Lawrence Technical School	\$1,782,000	286
Greater Lowell Technical High School	\$198,000	33
Greater New Bedford Regional Vocational Technical High School	\$100,000	10
Madison Park Technical Vocational High School	\$868,000	132
Minuteman Regional Vocational Technical High School District	\$1,530,000	240
Montachusett Regional Vocational Technical School	\$782,000	126
Nashoba Valley Technical High School	\$1,024,000	164
Old Colony Regional Vocational Technical High School	\$279,813	40
Pathfinder Regional Vocational Technical High School District	\$264,214	40
Smith Vocational and Agricultural High School	\$159,993	100
South Shore Regional Vocational Technical High School	\$664,000	100
Southeastern Regional School District	\$618,686	103
Taunton High School	\$215,237	30
Tri-County Regional Vocational Technical School District	\$219,745	30
Upper Cape Cod Regional Technical School	\$399,613	60
Weymouth High School Career & Technical Education	\$175,470	24
Whittier Regional Vocational Technical High School	\$808,000	146
Worcester Public Schools	\$231,788	45
Grand Total	\$16,504,624	2781

It is important to highlight that the growth trajectory is a direct result of the joint commitment by the Administration and the Legislature to developing career pathway models for the skilled trades. A total \$45M has been allocated to CTI to date, including a \$4M initial investment in FY20, \$25M of ARPA funding in 2021, and \$20M in funding from the FY23 budget.

CTI Funding



The WSC and CommCorp will continue to work with CTI partners to grow and scale engagement with superintendents across the Commonwealth and ensure prospective institutes retain the knowledge, access, and resources to this effective training model and initiative.

OUTCOMES & **DEMOGRAPHICS**



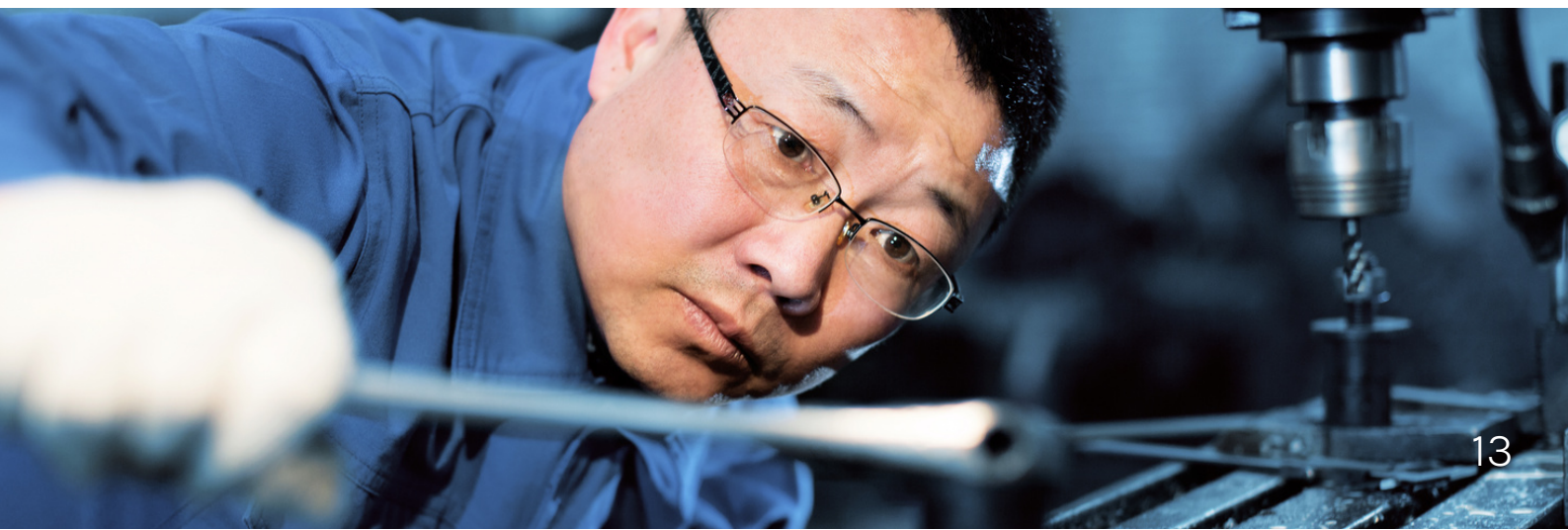
OUTCOMES

CommCorp began administering CTI grants at the height of the COVID-19 pandemic, with the first round of grantees (Round 1) starting in January of 2020 and completing programming in 2021. Round 2 was also awarded at the height of the COVID-19 pandemic and was extended to allow for completion dates in June 2022. In total, 10 of the CTI grant awards from Rounds 1 and 2 have completed their two-year cycle of programming and period of job placement. Given the timing of the creation of CTI, the first two rounds were working on job placement for graduates during a time period marked by significant business closure, layoffs, furloughs, etc.

Despite these conditions, CTI adult training programs delivered a strong inaugural performance for the first two rounds of funding. For grant Rounds 1 & 2, a summary level of key outcomes were achieved for the following benchmarks across all 10 grant programs:

- **Completion Rate: 208 (of 244) or 85% of participants completed training AND obtained either the credential or certification specified in the program.**
- **Employment Rate: 178 of the 208 participants who finished the program were employed post-completion, for an employment rate of 85.5%[1].**
- **Wages: Participants earned a median wage of \$19.53 an hour.**

[1] Placement data were derived from a records matching process facilitated through a data-sharing agreement between Commonwealth Corporation and the Massachusetts Department of Unemployment Assistance (DUA).



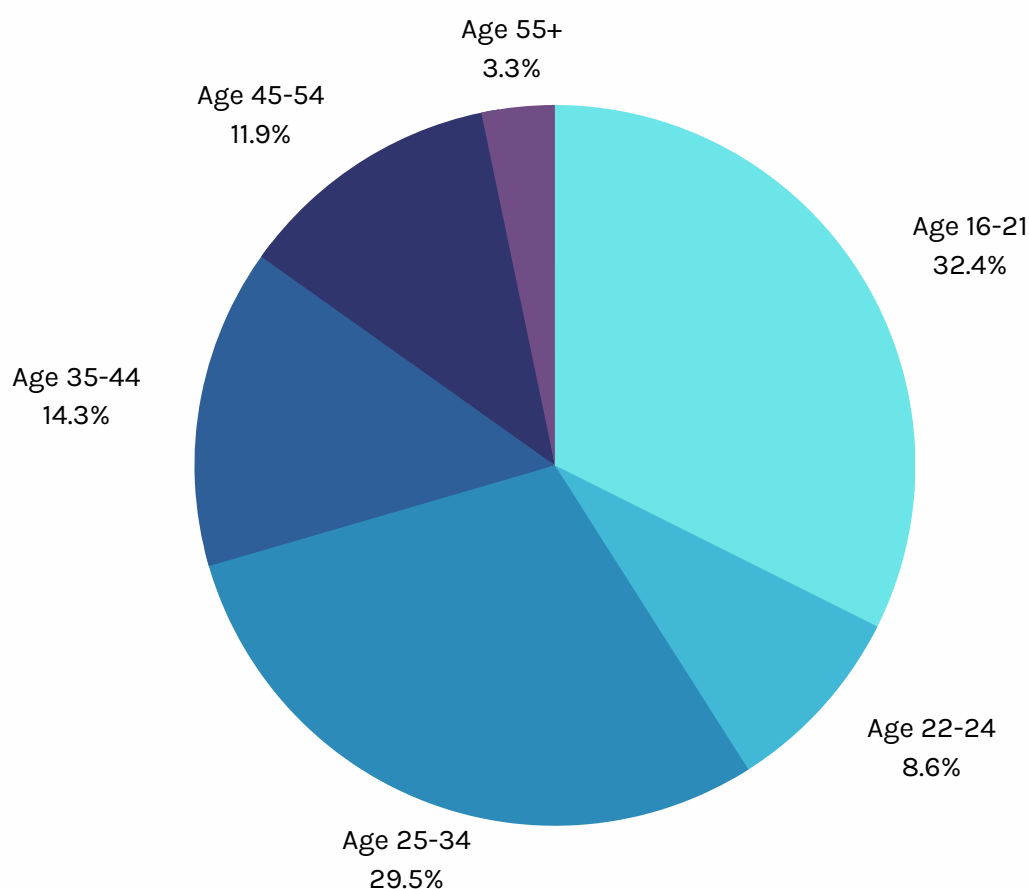
DEMOGRAPHICS

CTI vocational-technical schools work in partnership with the MassHire Career Centers to recruit individuals to enroll in new CTI programming. The demographic section analyzes enrolled participants across all grants to date: Rounds 1-6.

CTI Prioritizes Expanding Access to in-demand Careers for Diverse Population Groups

The CTI Initiative created a “third shift” or after-dark classes at vocational-technical schools across the Commonwealth that built new adult training programs accessible to working-age populations. The average age of CTI adult trainees is 29 years old, based on 833 participants.

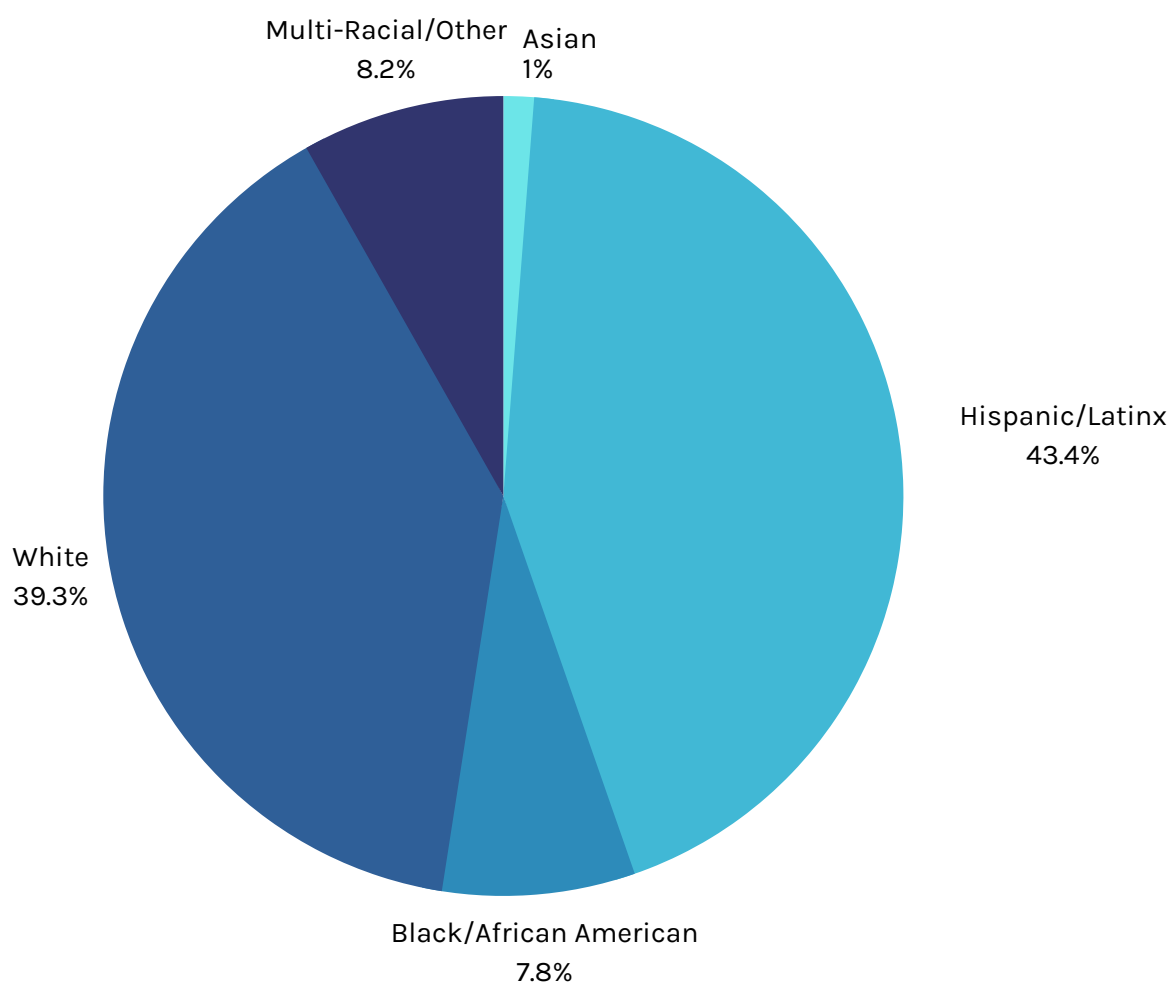
CTI Participants by Age



DEMOGRAPHICS

Career Technical Institutes are currently operating across 6 of the 7 workforce blueprint regions and CommCorp is working with the remaining region to ensure funding is representative of the populations and labor force in all regions. CommCorp will continue its support of Career Technical Institutes to ensure training programs engage talent representing diverse populations, especially working families to access third-shift programming in their communities.

CTI Participants by Race/Ethnicity



SUCCESS STORY



2022 CAREER TECHNICAL INITIATIVE

**GREATER LAWRENCE
TECHNICAL SCHOOL**

Greater Lawrence Technical School, in partnership with the MassHire Career Center and CommCorp is dedicated to serving individuals gaining vocational skills in high-priority industries such as plumbing, carpentry, automotive, electrical, and others. The population enrolled in CTI includes people who are unemployed or underemployed (working at a low-paying job), have limited skills, or have been disconnected from the workforce and need support to reconnect and find a job.



At a young age, Ron made every effort to find a job and to pursue his education, but it was very difficult for him since he didn't possess the necessary skills or experience in any construction trade at the time. A close family friend recommended that Ron learn about the electrical trade, as this career would offer benefits and improve his life and future.

Last summer, Ron joined Greater Lawrence Technical School's Introduction to Electrical Training and earned the EPA 608A and OSHA 10 Safety certifications. Because of this training and new skills gained, he was able to find a job working at Interstate Electrical Services and has been employed there for almost a year. Ron then joined the apprenticeship program, completed 150 hours of training, and started his latest semester in September 2022. He is working toward sitting for the Master Electrical certification exam in the future.




Name changed for anonymity



**We thank you for your
continued support.**

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