



2021 Annual Report

**WORKFORCE
COMPETITIVENESS
TRUST FUND**





INTRODUCTION

WELCOME.

The Workforce Competitiveness Trust Fund (WCTF) was established through economic stimulus legislation passed by the Massachusetts Legislature in 2006. The WCTF invests in demand-driven programs designed by industry sector partnerships that train and place into employment 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 grants expand training capacity to upskill new workers and address employers' hiring needs across a broad range of occupations and industries such as health care, information technology, transportation, and hospitality.

Commonwealth Corporation administers the WCTF on behalf of the Executive Office of Labor and Workforce Development as well as the Workforce Skills Cabinet.

The enabling legislation for the Workforce Competitiveness Trust Fund (Massachusetts General Laws Chapter 29 Section 2WW) calls for a report to be filed annually with the secretary of administration and finance, the house and senate committees on ways and means, the joint committee on community development and small business, the joint committee on education, the joint committee on economic development and emerging technologies, the joint committee on labor and workforce development and the joint committee on public health on the status of grants awarded under this section, including the number of educational and eligible service providers receiving grants; the number of participants receiving services; the number of participants placed in employment; the salary and benefits that participants receive after placement; the cost per participant; and job retention or promotion rates year after training ends.

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2021 HIGHLIGHTS

Perseverance Throughout the Pandemic

In 2018, the Massachusetts Legislature voted to rename grant awards from the WCTF in memory of the late Senator Kenneth J. Donnelly, who was a steadfast champion of promoting workforce opportunities in the Commonwealth, especially for people who might otherwise lack a pathway to economic stability. In this spirit, Senator Kenneth J. Donnelly Workforce Success Grants seek to foster sector partnerships that are powered by local organizations that possess deep expertise and aim to uplift people of all backgrounds. This model enables community organizations to build and sustain effective partnerships with employer partners and the public workforce system while striving to incorporate more equitable and innovative practices that lead to increased economic mobility for more people in the Commonwealth.

As one of the first states impacted by the COVID-19 pandemic, Massachusetts has continued to make investments to support the economic recovery, including increasing funding to the WCTF. In the past year, the WCTF launched initiatives to meet pressing priorities in sectors such as Healthcare and Information Technology while supporting the design of programs integrating job skills training and contextualized services for speakers of languages other than English.

WCTF-funded programs continue to adapt in order to support the development of workers' skills while helping to fill critical jobs. With the strong support of policymakers and advocates in the economic and workforce development communities, the WCTF has been able to serve over 2,600 jobseekers and 800 employers since 2013 – a number that continues to grow at a more rapid pace each year.

This report provides information on the progress to date of the WCTF FY'19 Appropriation (2019-2023) and FY'20 Appropriation (2020-2024) grant programs. We are also reporting on a new grant program established through a 5% allocation from the Workforce Training Fund for performance-based grants. This report also includes information on the Learn to Earn Initiative (LTE), which was originally seeded in part through an appropriation from the WCTF FY'18 allocation.

This report does not include final outcomes for previous rounds of funding awarded under the WCTF, which we have reported on in previous annual reports.

Note on Future Funding: The WCTF was funded at \$10 million in the FY'21 budget and \$17 million in the FY'22 budget (1595-1075). Commonwealth Corporation is investing those resources to support the economic recovery from the pandemic in conjunction with the Workforce Skills Cabinet strategic priorities. A new RFP was released in October 2021 that sought competitive proposals from regional partnerships to design and implement training, placement, and advancement programs in health care, information technology (IT), childcare workers, CDL drivers and other specific occupational priorities that have been identified through the Regional Workforce Skills Planning Initiative. Applications will be accepted on a rolling basis. To date, we have received \$10.1 million in funding requests. The initial round of funded programs is expected to be announced in early 2022.



Develop & Implement

employer and worker responsive programs



Enhance

worker skills, incomes,
productivity, and retention



Empower

Massachusetts firms to increase
quality and competitiveness

WORKFORCE COMPETITIVENESS TRUST FUND PROGRAMS

During Fiscal Year 2021 (July 2020 – June 2021), the WCTF offered multiple funding opportunities to fund proposals from qualified partnerships proposing to deliver job training and placement programs that prepare individuals for employment in high-demand occupations. The descriptions below highlight funding rounds continuing to operate through FY'21.



SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR TRAINING AND PLACEMENT / TRAINING AND ADVANCEMENT PROGRAMS (WCTF FY'19)

Cohort-based, occupationally focused training and placement programs for unemployed and/or underemployed individuals or training and advancement programs for incumbent employees. Applications totaling \$9.42M were submitted by 40 organizations, resulting in 18 receiving \$4.21M total. Due to COVID-19 related extensions, grant activity is scheduled to conclude by June 30, 2023.

DIGITAL INNOVATION AND LIFELONG LEARNING PILOT PROGRAMS (WCTF FY'19)

\$250,000 from the WCTF FY'19 Appropriation was leveraged with funds from the Strada Education Network to launch three digitally-enabled competency-based pilot programs. Commonwealth Corporation partnered with Competency-Based Education Network to conduct a program design phase. These grants entered implementation in January 2021 and are scheduled to conclude by the end of 2022. As of September 2021, 60 incumbent employees have been served. These grants are based on a directional blueprint from a report released by the Governor's Commission on Digital Innovation and Lifelong Learning.



WORKFORCE COMPETITIVENESS TRUST FUND PROGRAMS CONTINUED



SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR TRAINING AND PLACEMENT PROGRAMS (WCTF FY'20)

Cohort-based, occupationally focused training and placement programs for unemployed and/or underemployed individuals. Applications totaling \$3.65M were submitted by 15 organizations, resulting in nine receiving \$2M total. Grant activity is scheduled to conclude by June 30, 2023.

SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR HEALTHCARE WORKFORCE HUBS (WCTF FY'20)

Senator Kenneth J. Donnelly Workforce Success Grants for Healthcare Workforce Hubs (WCTF FY'20): Regional capacity-building efforts led by seven MassHire Workforce Boards to promote workforce system-wide alignment resulting in additional training capacity in the healthcare sector. Following a six-month planning phase, grantees were awarded two-year-long implementation grants. A total of \$2.5M in award allocations have been made to the seven regional partnerships. Grant activity is scheduled to conclude by June 30, 2023.



SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR ESOL-ENHANCED TRAINING AND PLACEMENT PROGRAMS (WCTF FY'20)

Design/re-design of sector-based training and placement programs that incorporate contextualized English to Speakers of Other Languages (ESOL) services in order to better serve individuals for whom English is not their first language and/or have limited English proficiency. Awardees conducted a four-month planning phase followed by two years of program implementation. \$1.8M in allocations were made to the five organizations receiving awards. Grant activity is scheduled to conclude by June 30, 2023.



WORKFORCE COMPETITIVENESS TRUST FUND PROGRAMS CONTINUED



2020-2021 SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR EXPANDED TRAINING CAPACITY & EMPLOYMENT PROGRAM PERFORMANCE (5% WTFP TRANSFER)

Grants are made to fund additional seat capacity in ongoing sector-based employment programs that provide training, job placement, and retention services to unemployed Massachusetts residents. Funded through a separate allocation amounting to 5% of the annual collections of the Workforce Training Fund, six organizations received awards in the inaugural year. Due to COVID-19 delays, grant activity is now scheduled to conclude by the end of 2022.

LEARN TO EARN INITIATIVE PILOT PROGRAM (FY'18 – FY'20)

Learn to Earn (LTE) serves individuals who receive public assistance by leveraging the regional industry sector partnership model from the Workforce Competitiveness Trust Fund and adds individualized benefits counseling, financial coaching, and other family-focused supports. LTE pilots help participants set and achieve goals for sustained economic stability and test approaches for minimizing the potential impact of increased earned income on benefits, including improving coordination across benefit programs and reducing cliff effects. Since the initial launch in 2018, there have been eight pilots awarded program design and implementation grants across three rounds of funding. Program activity for the initial round of pilots was extended due to the COVID-19 pandemic and concluded in the Spring of 2021. This report shares information on the original five organizations awarded funding through the FY'18 allocation that closed in FY'21.



GRANTS AWARDED IN FY'21

During FY'21, \$7,378,686 in new Workforce Success grants were awarded, including planning, program design, and implementation grants. The total amount of participants planned to be served is over 1,500.

NEW GRANTS AWARDED IN FY'21

Program Type	Awards Made	Total Award Allocation
Planning	7	\$168,975
Program Design	5	\$125,000
Implementation	27*	\$7,084,711
Total		\$7,378,686

*Organizations receiving implementation grants following planning or program design awards are included in the implementation grant totals table, but not duplicated in the charts. This includes grants made through the WCTF FY20 Allocation and 5% Transfer from the Workforce Training Fund.

REGION IMPLEMENTATION

Berkshire
Pioneer Valley
Central
Northeast
Greater Boston
Southeast
Cape Cod and Islands

IMPLEMENTATION GRANTS AWARDED

1
2
5
6
10
2
1

Total

27

PRIMARY INDUSTRY SECTOR

Accommodation and Food Services
Construction
Educational Services
Finance and Insurance
Health Care and Social Assistance
Information
Manufacturing
Transportation and Warehousing

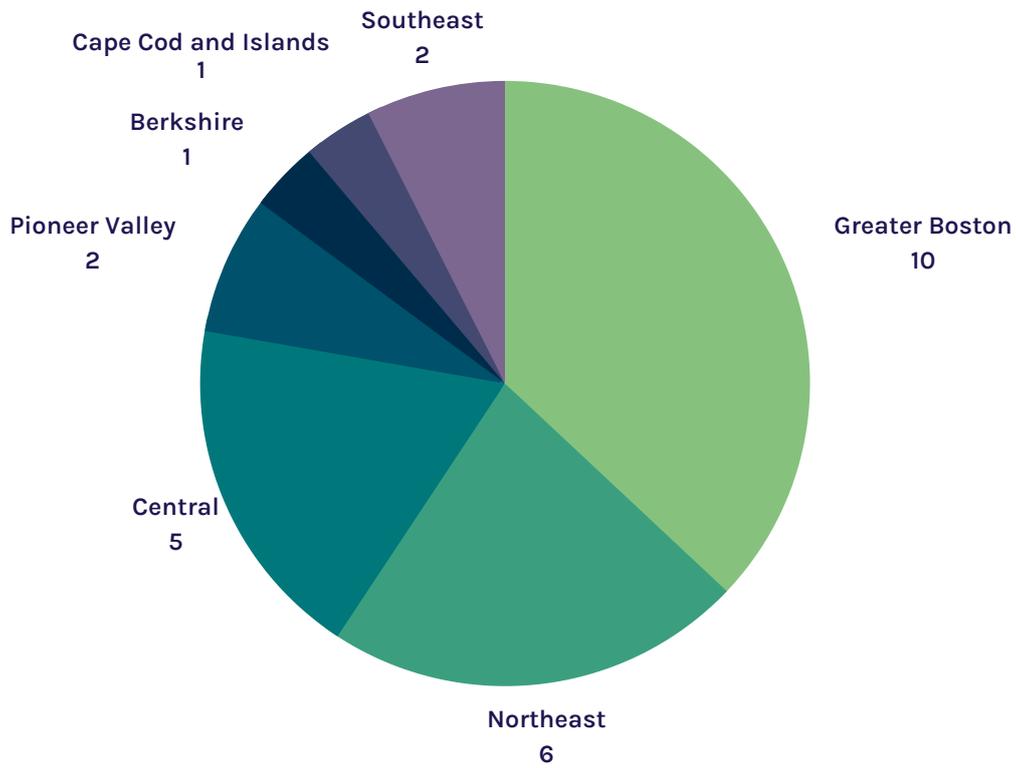
IMPLEMENTATION GRANTS AWARDED

2
2
1
1
11
5
3
2

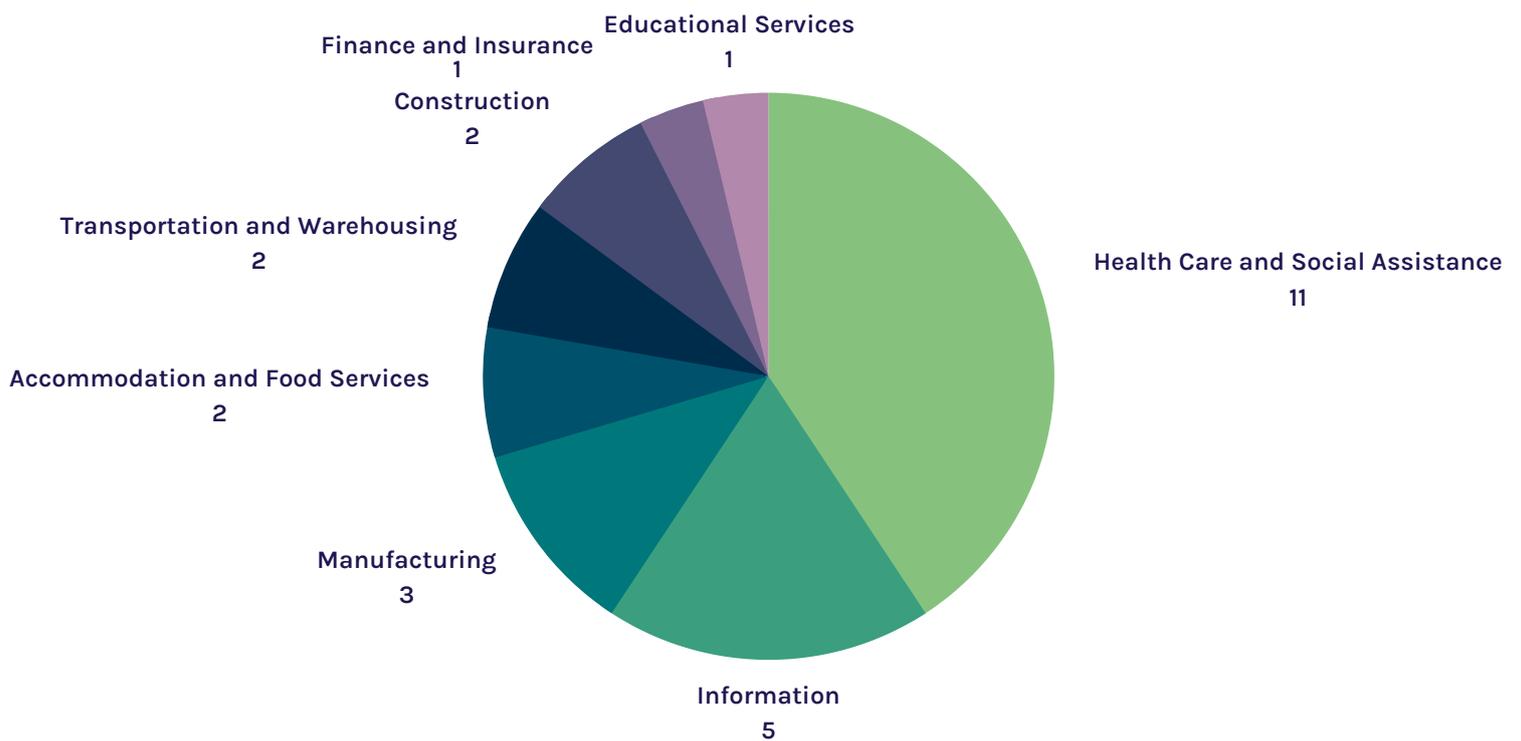
Total

27

GRANTS AWARDED BY REGION



GRANTS AWARDED BY INDUSTRY



GRANTS OPERATING THROUGH FY'21

In addition to the 27 programs awarded in FY'21, there are 21 previously funded WCTF programs that were operating through FY'21, including planning, program design, and implementation grants. In addition, 10 Learn to Earn grants were operating through FY'21.

SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR TRAINING AND PLACEMENT / TRAINING AND ADVANCEMENT PROGRAMS (WCTF FY'19)

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
Berkshire County Regional Employment Board, Inc. (MassHire Berkshire Workforce Board)	Berkshire Region	\$218,750.00	Health Care and Social Assistance	Certified Nursing Assistant (CNA)
Franklin Hampshire Employment and Training Consortium (MassHire Franklin Hampshire Workforce Board)	Pioneer Valley Region	\$250,000.00	Health Care & Social Assistance	Certified Nursing Assistant (CNA) / Home Health Aide
Springfield Technical Community College	Pioneer Valley Region	\$249,975.00	Health Care and Social Assistance	Sterile Processing Technician
Holyoke Community College	Pioneer Valley Region	\$249,989.00	Information Technology	Computer User Support Technician
Quinsigamond Community College	Central Region	\$249,527.00	Health Care and Social Assistance	Certified Nursing Assistant (CNA)
MassHire Merrimack Valley Workforce Board	Northeast Region	\$257,078.00	Health Care and Social Assistance	Medical Assistant
Middlesex Community College	Northeast Region	\$250,000.00	Health Care and Social Assistance	Medical Assistant
1199SEIU League Training & Upgrading Fund	Greater Boston Region	\$243,977.00	Health Care and Social Assistance	Certified Nursing Assistant (CNA)
Jewish Vocational Service (JVS)	Greater Boston Region	\$250,000.00	Health Care and Social Assistance	Pharmacy Technician
Boston Education, Skills & Training (BEST) Corp.	Greater Boston Region	\$215,833.00	Accommodation / Food Service / Hospitality	Hotel Industry / Housekeeping
Partnerships for a Skilled Workforce (MassHire Metro South/West Workforce Board)	Greater Boston Region	\$218,750.00	Transportation and Warehousing	Heavy and Tractor-Trailer Truck Driver
Center for Community Health Education Research and Services, Inc	Greater Boston Region	\$238,471.00	Health Care and Social Assistance	Home Health Aide
Operation A.B.L.E. of Greater Boston, Inc	Greater Boston Region	\$230,000.00	Health Care and Social Assistance	Patient Service Coordinators
YMCA of Greater Boston	Greater Boston Region	\$249,895.00	Health Care and Social Assistance	Healthcare Admin. and Support Roles
Boston Private Industry Council	Greater Boston Region	\$250,000.00	Information Technology	Software Developer
DPV Transportation	Greater Boston Region	\$228,070.96	Accommodation / Food Service / Hospitality	Hospitality Industry Chauffeur Driver
MassHire Greater Brockton Workforce Board	Southeast Region	\$225,000.00	Finance and Insurance	Bank Teller and Personal Advisor
Cape Cod Regional Technical High School	Cape Cod and Islands Region	\$141,084.00	Construction	Construction Occupations (HVAC)

TOTAL
\$4,216,400.00

GRANTS OPERATING THROUGH FY'21

DIGITAL INNOVATION AND LIFELONG LEARNING PILOT PROGRAMS (WCTF FY'19):

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
Westfield State University	Pioneer Valley Region	\$80,000.00	Health Care and Social Assistance	[Incumbent] Addiction Counselors
UMassOnline	Greater Boston Region	\$90,000.00	Health Care and Social Assistance	[Incumbent] Practice Assistants
Holyoke Community College	Pioneer Valley Region	\$80,000.00	Health Care and Social Assistance	[Incumbent] Pharmacy Technicians
TOTAL		\$250,000.00		

SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR ESOL-ENHANCED TRAINING AND PLACEMENT PROGRAMS (WCTF FY'20)

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
University of Massachusetts Amherst	Pioneer Valley Region	\$360,000.00	Accommodation and Food Services	Entry level culinary (e.g., dietary worker, culinary worker)
City of Worcester - Worcester Public Schools	Central Region	\$360,000.00	Manufacturing	Certified Welders
MassHire Merrimack Valley Workforce Board	Northeast Region	\$360,000.00	Manufacturing	Machine Operators
Catholic Charities Boston / El Centro	Greater Boston Region	\$360,000.00	Information	IT / Computer Support Assistants
English for New Bostonians, Inc.	Greater Boston Region	\$360,000.00	Accommodation and Food Services	Food Manufacturing / Production / Operations Workers
TOTAL		\$1,800,000.00		

**SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR
HEALTHCARE WORKFORCE HUBS (WCTF FY'20)**

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
Berkshire Healthcare Hub	Berkshire Region	\$250,000.00	Health Care and Social Assistance	Multiple Occupations
Pioneer Valley Healthcare Collaborative Hub	Pioneer Valley Region	\$400,000.00	Health Care and Social Assistance	Multiple Occupations
Central Massachusetts Healthcare Workforce Consortium	Central Region	\$400,000.00	Health Care and Social Assistance	Multiple Occupations
Northeast HealthCare Hub Workforce Consortium	Northeast Region	\$400,000.00	Health Care and Social Assistance	Multiple Occupations
Greater Boston Healthcare Consortium	Greater Boston Region	\$400,000.00	Health Care and Social Assistance	Multiple Occupations
Southeast Consortium	Southeast Region	\$400,000.00	Health Care and Social Assistance	Multiple Occupations
Cape and Islands Regional Healthcare Initiative	Cape Cod and Islands Region	\$250,000.00	Health Care and Social Assistance	Multiple Occupations
TOTAL		\$2,500,000.00		

**SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR TRAINING
AND PLACEMENT PROGRAMS (WCTF FY'20)**

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
MassHire Central Region Workforce Board	Central Region	\$225,000.00	Transportation and Warehousing	CDL Drivers
Building Pathways	Greater Boston Region	\$240,000.00	Construction	Construction Trades
The Computing Technology Industry Association, Inc. (dba CompTIA)	Greater Boston Region	\$180,000.00	Information	IT Support Specialist
WTIA Workforce Institute (dba Apprenti)	Greater Boston Region	\$225,000.00	Information	Software Developer
Morgan Memorial Goodwill Industries	Greater Boston Region	\$250,000.00	Health Care and Social Assistance	Social Assistance (Human Services)
MassHire Metro North Workforce Board	Greater Boston Region	\$250,000.00	Construction	Construction / Facilities Maintenance
CyberWarrior Academy Foundation	Greater Boston Region	\$160,000.00	Information	Software Developer
Asian American Civic Association	Greater Boston Region	\$245,000.00	Finance and Insurance	Banking / Finance
MassHire Greater Brockton Workforce Board	Southeast Region	\$225,000.00	Transportation and Warehousing	CDL Drivers
TOTAL		\$2,000,000.00		

2020-2021 SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR EXPANDED TRAINING CAPACITY & EMPLOYMENT PROGRAM PERFORMANCE (5% WTFP TRANSFER)

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
Polus Center for Social & Economic Development, Inc.	Central Region	\$199,998.00	Health Care and Social Assistance	Pharmacy Technician
Quinsigamond Community College	Central Region	\$197,183.00	Health Care and Social Assistance	Medical Administrative Assistant
International Institute of New England	Northeast Region	\$200,000.00	Health Care and Social Assistance	CNA
Lawrence CommunityWorks, Inc.	Northeast Region	\$199,657.48	Educational Services	Early Childhood Educator / Paraprofessional
MassHire Greater Lowell Workforce Board	Northeast Region	\$160,000.00	Manufacturing	Electronics Assembly / Manufacturing Technician
Middlesex Community College	Northeast Region	\$121,847.00	Information	Computer User Support Technician
TOTAL		\$1,078,685.48		

LEARN TO EARN FY'18

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
MassHire Central Region Workforce Board	Central Region	\$321,138.18	Health Care and Social Assistance	Pharmacy Technician
MassHire Merrimack Valley Workforce Board	Northeast Region	\$330,000.00	Manufacturing	CNC Machine Operator and Welding
NECAT	Greater Boston Region	\$329,999.99	Accommodation and Food Services	Prep Cook, Line Cook, and Baker
UTEC	Northeast Region	\$329,996.74	Accommodation and Food Services	Food Manufacturer and Culinary Worker
Holyoke Community College	Pioneer Valley Region	\$330,000.00	Health Care and Social Assistance	Certified Medical Assistant
TOTAL		\$1,641,134.91		

LEARN TO EARN FY'19

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
Horace Mann Educational Associates (HMEA)	Central Region	\$325,000.00	Accommodation / Food Service / Hospitality	Prep Cook, Food Service Assistant and related roles
Jewish Vocational Services (JVS)	Greater Boston Region	\$325,000.00	Accommodation / Food Service / Hospitality	Prep Cook, Food Service Assistant and related roles
TOTAL		\$650,000.00		

LEARN TO EARN FY'20

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
Holyoke Community College	Pioneer Valley Region	\$270,000.00	Health Care and Social Assistance	Community Health Worker
Ascentria Community Services	Central Region	\$270,000.00	Health Care and Social Assistance	Residential Supervisor, Case Management, and Direct Care
Justice Resource Institute, Inc. dba STRIVE Boston	Greater Boston Region	\$270,000.00	Health Care and Social Assistance	Sterile Processing Technician
TOTAL		\$810,000.00		



ANNUAL PROGRESS UPDATE

GRANTS OPERATING THROUGH FY'21

Since FY'19, there have been 48 WCTF implementation grants launched; however, given the timing of this report and flexibility granted due to the COVID-19 pandemic, all implementation funding rounds are still operating through FY'21. We are reporting on progress through September 30, 2021, for the programs fully funded through the WCTF and far enough along in implementation to have reported outcomes. Data is subject to change and ongoing adjustments will be made as grants move toward closure.

Fully closed rounds of WCTF programs operating from 2013-2019 achieved graduation rates of 90% (1359 of 1513) and a retained job placement rate of 82% of program graduates (1114 of 1359). These data have been shared in previous annual reports.



ANNUAL PROGRESS UPDATE

DEMOGRAPHIC DATA

WCTF prioritizes expanding access to in-demand careers for diverse population groups. WCTF programs serve people across the Commonwealth who have untapped potential but whose life experiences and circumstances make it difficult for them to succeed in employment without targeted support.

**WCTF FY'19 SELECTED
DEMOGRAPHIC DATA**

AS OF QE 9/30/21

**WCTF FY'20 SELECTED
DEMOGRAPHIC DATA**

AS OF QE 9/30/21

	DEMOGRAPHIC	INCUMBENT	UN/UNDER EMPLOYED	DEMOGRAPHIC	WTFP-TRANSFER UNEMPLOYED	UN/UNDER EMPLOYED
Characteristics	16 - 21 Years Old	20%	13%	16 - 21 Years Old	10%	7%
	22 - 24 Years Old	40%	8%	22 - 24 Years Old	8%	10%
	25 - 34 Years Old	20%	28%	25 - 34 Years Old	29%	38%
	35 - 44 Years Old	17%	25%	35 - 44 Years Old	30%	27%
	45 - 54 Years Old	3%	15%	45 - 54 Years Old	11%	11%
	55 Years & Older	0%	11%	55 Years & Older	13%	6%
	Average Age	27.1	36.4	Average Age	36.7	34.8
Gender	Female	100%	68%	Female	80%	38%
	Male	0%	32%	Male	20%	62%
Race/Ethnicity	Hispanic / Latino	90%	23%	Hispanic / Latino	31%	26%
	Black / African American	7%	27%	Black / African American	16%	37%
	Asian	0%	8%	Asian	20%	10%
	White	3%	33%	White	26%	20%
	Multi-Racial / Other	0%	9%	Multi-Racial / Other	6%	8%
Status	Unemployed	17%	65%	Unemployed	99%	65%
	Employed	83%	35%	Employed	1%	35%
Educational Attainment Level	Less than HS Diploma	0%	4%	Less than HS Diploma	4%	4%
	HS Diploma / GED / HiSET	50%	37%	HS Diploma / GED / HiSET	40%	33%
	Some Postsecondary / College	37%	32%	Some Postsecondary / College	28%	27%
	Associate	7%	9%	Associate	10%	9%
	Bachelor's	7%	14%	Bachelor's	16%	26%
	Master's	0%	4%	Master's	3%	2%
Select Other Characteristics	Person w/ Disabilities	3%	10%	Person w/ Disabilities	13%	6%
	Immigrant	30%	37%	Immigrant	40%	36%
	First Language Not English	23%	31%	First Language Not English	33%	26%
	Public Assistance	67%	61%	Public Assistance	65%	53%
	Low-Income (200% Poverty)	100%	85%	Low-Income (200% Poverty)	80%	77%

ANNUAL PROGRESS UPDATE

GRANTS CLOSED IN FY'21

No WCTF implementation grant rounds closed in FY'21; however, the first round of the Learn to Earn Initiative (LTE), which was funded in part through the WCTF FY'18 Appropriation, ended activity in the Spring after receiving extensions due to pandemic-related delays.

LTE, designed by the Executive Offices of Labor and Workforce Development, Education, Health and Human Services, and Housing and Economic Development, is a comprehensive approach to providing individuals who are receiving assistance from public benefit programs with the supports, skills, and credentials they need to gain and retain employment in occupations for which employers have persistent demand.

LTE originally launched in 2018 with five regional partnerships that received small grants to design an occupationally specific training and placement program. At the conclusion of the program design phase, all five partnerships were awarded implementation funding to carry out their new program designs for up to two years. Throughout the initiative, the Executive Steering Committee continues to provide guidance on addressing benefit-related issues and opportunities to enhance economic stability. This work has informed state-level policy changes and additional rounds of pilot programs, which will be communicated separately.

PROGRESS AND DEMOGRAPHIC OVERVIEW

The LTE FY'18 grants enrolled cohorts beginning in 2019, with many cohorts completing training and being ready to be placed into employment during the height of the pandemic. Two grants were preparing individuals for hospitality jobs- a very hard hit industry during the pandemic. Two grants were preparing individuals for jobs in health care- which, while an area of significant need, also experienced a temporary slow down in spring 2020 for certain target occupations. Commonwealth Corporation is conducting further analysis to understand the impact of the pandemic on this model and the effectiveness of all the LTE grants. The LTE FY'18 grantees have collectively produced the following outcomes:

- 220 unemployed/underemployed individuals (“participants”) enrolled in training.
- 180 participants completed training for a completion rate of 82%.
- 115 participants were placed in a job and retained for at least 30 days.
 - Despite having programs operating during the height of the pandemic, programs achieved a 64% placement rate among graduates. This is comparable to similar programs nationwide; however, it is worth noting that of program graduates who had the opportunity to gain new employment prior to the pandemic, the retained placement rate was 81%. This high placement rate was halved during the initial economic shutdowns due to COVID-19 impacts in the industries targeted by LTE programs such as hospitality, manufacturing, and healthcare industries. Most programs were able to engage participants through virtual coaching and stabilization supports. Specific analysis related to COVID-19 impacts and an accounting for individuals not placed into employment will be conducted in 2022.
- \$15.67 was the average hourly placement wage and ranged from \$13.56 to \$18.05 across programs (not adjusted for inflation).
- More than 80 unique employers hired a job seeker.

ANNUAL PROGRESS UPDATE

GRANTS CLOSED IN FY'21 CONTINUED

PROGRESS AND DEMOGRAPHIC OVERVIEW

The following demographics provide a snapshot of the participants who enrolled in training:

- 100% of participants were low-income (200% of Poverty Level) and/or receiving public assistance at time of enrollment (see below for a non-mutually exclusive breakdown):
 - 86% were receiving MassHealth
 - 67% were receiving SNAP
 - 22% were receiving subsidized childcare
 - 22% were receiving subsidized housing
 - 17% were receiving TAFDC
- 73% identified as a racial/ethnic minority
- 66% identified as female
- 58% had a high school diploma or less
- 26% were not born in the US
- 24% spoke a language other than English as their first language
- 15% self-reported having a disability

LTE FY'18 SELECTED DEMOGRAPHIC DATA

AS OF QE 9/30/21

Characteristics	16 - 21 Years Old	17%	Status	Unemployed	66%
	22 - 24 Years Old	11%		Employed	34%
	25 - 34 Years Old	34%	Educational Attainment Level	Less than HS Diploma	6%
	35 - 44 Years Old	23%		HS Diploma / GED / HiSET	52%
	45 - 54 Years Old	9%		Some Postsecondary / College	27%
	55 Years & Older	7%		Associate	6%
	Average Age	33.1		Bachelor's	8%
		Master's	0%		
Gender	Female	66%	Select Other Characteristics	Person w/ Disabilities	15%
	Male	34%		Immigrant	26%
Race/Ethnicity	Hispanic / Latino	39%		First Language Not English	24%
	Black / African American	25%		Public Assistance	99%
	Asian	2%		Low-Income (200% Poverty)	100%
	White	27%			
	Multi-Racial / Other	6%			



Parker Professional Driving School is the training partner for a Workforce Competitiveness Trust Fund CDL (Commercial Driver's License) Training Grant implemented in the Metro/Southwest Region, in partnership with MassHire. Business owner Shawn Parker and the school have been exemplary partners in this grant, contributing to outstanding outcomes. Thanks to the grant, Parker Professional Driving School has enrolled 30 unemployed or underemployed participants who have all successfully completed intensive course training, with 28 achieving CDL licensure—a 94% industry-recognized certification outcome. Of the 28 certified participants, as many as 24 (86%) have found full-time, sustainable career employment in the transportation industry, earning an average wage of \$24 per hour with benefits.



The highly proactive support provided by Parker Professional Driving School has enhanced the work of the MassHire Career Center and board staff, resulting in an impactful outcome for its customers and their families- particularly during this past year when COVID-19 greatly affected so many people. The school has been highly collaborative, actively engaged, and in constant communication with MassHire staff to find solutions to challenging obstacles their students face.

As a great MassHire partner, Parker Professional Driving School actively supports the learning and advancement of its students, adapting to their individual needs and especially encouraging and supporting women of color who have entered sustainable new careers. As a great example of making strides towards workforce development, the school went above and beyond by advocating for and providing support to a formerly incarcerated individual who has now established himself in a stable, contributing career. Additionally, by quickly adapting to state- and federally-mandated COVID-19 protocols, Parker Professional Driving School showed true ingenuity that resulted in minimized shutdowns, new certification requirements, an expanded job board, and an increase in employer participants affected by the pandemic to better meet hiring demands.

Parker says, "This partnership has not only produced much-needed commercial drivers in Massachusetts, but it has also helped unemployed and underemployed individuals find new and rewarding career paths. The commitment from the Workforce Board and Career Center throughout the grant has been extremely important to our school, and we have felt like a valued partner since day one. Working together has produced better outcomes and helped us meet our respective training goals."



SKILLS . JOBS . CAREERS



In December 2012, Shanique Green’s life completely changed when she realized she was pregnant with her son. At the time, she lived on campus as an undergraduate at a local university. To her dismay, the school informed her that she would not be permitted to live with her baby on campus and would have to leave after the fall semester. Shanique was devastated.

Abandoning her studies as an undergrad, she began working at a local grocery store to support herself while preparing for her son’s arrival. Thanks to the encouragement of a friend, Shanique applied to the Jewish Vocational Service in Boston (JVS) Pharmacy Technician training program and quickly realized this was the opportunity she had been waiting for!

Shanique was accepted into the WCTF-funded JVS Pharmacy Technician training, and she worked very hard, made sacrifices, and persevered, passing her classes and graduating.

On her first attempt to obtain the national Certified Pharmacy Technician (CPhT) exam, she did not pass. But, with the encouragement of JVS staff and instructors, Shanique studied again and retook the exam. On her second attempt, Shanique was so excited to pass, and she immediately began working as a pharmacy technician at a local retail pharmacy. Over the years, Shanique has advanced in her career and has supported her growing family by working as a pharmacy technician at Boston area hospitals and skilled nursing facilities, making upwards of \$22 an hour.

Shanique shared that American author Zig Ziglar’s famous quote encouraged her at times when giving up would have been easier: “If you are not willing to learn, no one can help you. If you are determined to learn, no one can stop you.”

Today, her life has come full circle. To give back to her community with the hope of changing someone’s life--just as her life was changed--Shanique took on the role of Pharmacy Technician Skills Instructor at JVS. As a JVS instructor, Shanique identifies and empathizes with her students and uses her story to inspire them. In return, students see themselves in Shanique and benefit from her knowledge, expertise, and the idea that they could also be future pharmacy technicians one day.



HOSPITALITY TRAINING



When the COVID-19 pandemic began, like many organizations providing workforce training, Boston Education Skills and Training (BEST) Corp. found their target industry in upheaval. The recipient of a \$215,833 Senator Kenneth J. Donnelly Workforce Success grant from the Workforce Competitiveness Trust Fund, BEST worked with four hotel employer partners and five MassHire workforce boards and career centers to prepare unemployed and underemployed trainees for hotel industry housekeeping positions. So in response, BEST pivoted to target an industry that was still hiring and could use the skills being taught in its hotel industry program – hospitals and healthcare.

APPENDIX 1A

DETAILS OF FY'20 APPROPRIATION FOR SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS

The following partnerships are recipients of Senator Kenneth J. Donnelly Workforce Success Grants for the WCTF FY'20 Appropriation. This information is based on original grant awards and proposed enrollment and placement goals negotiated at the start of their contracts in 2020.

Grant Details: All Regions

APPRENTI (WTIA WORKFORCE INSTITUTE)

Program Name: Apprenti Massachusetts

Locations: Greater Boston, Merrimack Valley, MetroWest, Central Region, and Pioneer Valley

Amount: \$225,000.00

Sector: Information - Software Developer

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 34

Proposed Average Hourly Wage at Placement: \$29.12

Employer Partners: Wayfair, Liberty Mutual, and Harvard University IT

Other Partners: Boston Private Industry Council, MassHire Downtown Boston Career Center, and Launch Academy

Apprenti Massachusetts aims to solve the widening talent and diversity gaps in the tech industry by creating a new pathway to mid-level tech careers via registered apprenticeship. Apprenti will help grow the IT workforce in Massachusetts with a focus on the software developer role. This project will serve un/underemployed Massachusetts adults providing them with 500 hours of technical training and one year of on-the-job training to build their tech careers.

ASIAN AMERICAN CIVIC ASSOCIATION (AACA)

Program Name: Careers in Banking & Finance

Locations: Boston, Malden, Quincy, Cambridge, Somerville, Chelsea, and Revere. Target neighborhoods of Boston include Chinatown, Allston/Brighton, Dorchester, Hyde Park, Mattapan, East Boston, South Boston, and Roxbury

Amount: \$245,000.00

Sector: Banking/Finance

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 34

Proposed Average Hourly Wage at Placement: \$18.50

Employer Partners: Bank of America and East Boston Savings Bank

Other Partners: MassHire Metro North Workforce Board, and the Asian Task Force Against Domestic Violence

AACA aims to place 34 candidates in positions such as relationship manager, universal banker, customer service representative, and call center representative. AACA consists of 8 weeks of classroom instruction, money management workshops, hands-on simulation lab where students practice sales and customer service skills in a virtual workplace; four weeks of career coaching, writing and critiquing resumes and cover letters, mock interviewing, placement; and two-years of post-placement retention services. AACA is one of the only workforce training programs in Massachusetts that provides two years of retention services.

APPENDIX 1A CONTINUED

BUILDING PATHWAYS

Program Name: Building Pathways Building Trades Pre-Apprenticeship

Locations: Suffolk, Norfolk, and Middlesex counties

Amount: \$240,000.00

Sector: Construction Trades

Proposed # Unemployed Served: 86

Proposed # of Job Placements: 69

Proposed Average Hourly Wage at Placement: \$22.00

Employer Partners: American Plumbing & Heating, Consigli, Dimeo, East Coast Slurry, EM Duggan, JC Cannistraro, Marr, McDonald Electric, McCusker-Gill, Suffolk Construction, Sullivan McLaughlin, TG Gallagher, TJ McCartney, and TREVIIICOS Corporation

Other Partners: MassHire Boston Workforce Board, MassHire Metro South/West Workforce Board, MassHire South Shore Workforce Board, Metro-North MassHire Workforce Board, MassHire Downtown Boston, Metro South/West Employment and Training Administration Inc., Mass Hire South Shore Career Center, MassHire Metro North Career Center, Sheet Metal Workers Local 17, Apprenticeship Program North Atlantic States Carpenters Training Fund, Boston Housing Authority, Building Trades Training Directors Association, BAC Local 3 Apprenticeship & Training Fund, North Atlantic States Carpenters Training Fund, JATC of Greater Boston Local 103 IBEW, IUEC Local 4 - National Elevator Constructors Educational Program, Finishing Trades Institute of New England (Painters & Allied Trades), Heat & Frost Insulators Local 6, Iron Workers Local 7 JATC, MA and Northern New England Laborers District Council/ Construction Crafts Laborers' Apprenticeship Program, Operating Engineers Local 4 JATC, Pipefitters Local 537 JATC, Plumbers Local 12 Education Fund, Roofers Local 33 JATC, Sheet Metal Workers Local #17, Sprinklerfitters Local 550, and Teamsters Local 25 Training Fund

Building Pathways provides a pathway for low-income Boston metro area residents to enter a rewarding and family-sustaining career in the construction trades, while creating a pipeline of new talent to replace an aging construction workforce and meet labor demands for the Boston area's growing construction market.

COMPTIA (THE COMPUTING TECHNOLOGY INDUSTRY ASSOCIATION, INC.)

Program Name: Tech Support Boston

Locations: Greater Boston

Amount: \$180,000.00

Sector: Information - IT Support Specialist

Proposed # Unemployed Served: 30

Proposed # of Job Placements: 22

Proposed Average Hourly Wage at Placement: \$16.00

Employer Partners: Welsh Consulting, Apogee IT Services, Apprenti, and Cengage

Other Partners: MassHire Boston Workforce Board, MassHire Downtown Boston, and Creating IT Futures Foundation, Inc.

The Tech Support Boston program teaches curriculum to students for CompTIA A+ certification; students receive this certification through an examination process (CompTIA A+ 220-1001 and CompTIA A+ 220-1002). This training program will prepare participants for immediate employment as an IT Support Specialist. This validation is the first step into a long-term career in IT. The full-time 8-week program will be delivered through virtual live instruction.

APPENDIX 1A CONTINUED

CYBERWARRIOR ACADEMY FOUNDATION

Program Name: Filling the Cybersecurity Skills Gap with an Emphasis on Women & Minorities

Locations: Boston, Merrimack Valley, and Western Massachusetts

Amount: \$160,000.00

Sector: Information - Cybersecurity

Proposed # Unemployed Served: 22

Proposed # of Job Placements: 18

Proposed Average Hourly Wage at Placement: \$33.00

Employer Partners: Rapid7, Steward Health Care, Abacus Insights, Partners Healthcare, and Advopt Cybersecurity

Other Partners: MassHire Merrimack Valley Workforce Board, MassHire Boston Workforce Board (Boston PIC), MassHire Hampden County Workforce Board, MassHire Merrimack Valley Career Center, MassHire Downtown Boston Career Center, Riff Analytics, Lawrence Partnership, Tech Talent Exchange, Roxbury Community College, Northern Essex Community College, Holyoke Community College, and the Worcester Community Action Council

CyberWarrior Academy was built to create high-wage career opportunities for underserved and underemployed individuals. Through this project and partnership with WCTF, expertise will now be utilized to deliver training via an intensive 18-week program that is 100% online.

MASSHIRE CENTRAL REGION WORKFORCE BOARD

Program Name: Central Region Workforce Boards Commercial Driver's License Training and Placement Partnership

Locations: Auburn, Framingham, Milford, Princeton, Sturbridge, Westborough, Worcester, Fitchburg, and the 59 surrounding towns and communities that comprise the Central Workforce Blueprint Region

Amount: \$225,000.00

Sector: Transportation - CDL Drivers

Proposed # Unemployed Served: 45

Proposed # of Job Placements: 36

Proposed Average Hourly Wage at Placement: \$17.50

Employer Partners: City of Worcester Human Resources Department, Polar Beverages, Schneider Trucking, Advantage Truck Group (ATG), Highway Driver Leasing (Woman-Owned Business), Atlas Distributing, Inc., and The Guild of St. Agnes

Other Partners: Trucking Association of Massachusetts (TAM), MassHire Central Region Workforce Board, MassHire North Central Workforce Board, MassHire Metro South/West Workforce Board, MassHire Career Center Worcester, MassHire North Central Career Center, New England Tractor Trailer Training School, Inc. (NETTTS), JobGet, Worcester Jobs Fund, Worcester Community Action Council (WCAC), United Way of Central MA, United Way of North Central MA, Community Health Network, DTA Worcester Transitional Assistance Office, and the Massachusetts Rehabilitation Commission

The MassHire Workforce Boards of the Central Region Workforce Blueprint (Central and North Central Region) will implement a coordinated and integrated Commercial Driver's License (CDL-A and CDL-B) training program over two years to address current and projected demand among area employers for entry-level CDL-certified drivers.

APPENDIX 1A CONTINUED

MASSHIRE GREATER BROCKTON WORKFORCE BOARD

Program Name: MassHire Southeast Regional CDL Initiative
 Locations: Bristol, Greater Brockton, Greater New Bedford, and South Shore Regions
 Amount: \$225,000.00
 Sector: Transportation – CDL Drivers
 Proposed # Unemployed Served: 25
 Proposed # of Job Placements: 20
 Proposed Average Hourly Wage at Placement: \$17.50

Employer Partners: Sid Wainer & Son and Brockton Area Transit Authority

Other Partners: MassHire Greater Brockton Career Center, MassHire Greater New Bedford Workforce Board, MassHire Greater New Bedford Career Center, MassHire Bristol County Workforce Board, MassHire Bristol County Career Center, MassHire South Shore Workforce Board, MassHire South Shore Career Center, and Parker Professional Driving School

The MassHire Southeast Regional CDL Initiative has been developed by a partnership made up of the four Workforce Boards and Career Centers from the Bristol, Greater Brockton, Greater New Bedford and South Shore regions, local employers and Parker Professional Driving School to place 20 unemployed and underemployed residents in CDL Class A Driver or Class B Driver positions.

MASSHIRE METRONORTH WORKFORCE BOARD

Program Name: MetroNorth Pre-Apprenticeship Program
 Locations: Chelsea, Malden, Medford, Revere, Everett, Somerville, and Cambridge
 Amount: \$250,000.00
 Sector: Construction/Facilities Maintenance
 Proposed # Unemployed Served: 40
 Proposed # of Job Placements: 30
 Proposed Average Hourly Wage at Placement: \$16.00

Employer Partners: Winn Companies, Accutemp Engineering, Central Cooling and Heating, Electrical Dynamics, Inc, Nardone Electrical Corporation, and WS Aiken, LLC.

Other Partners: Associated Builders and Contractors of Massachusetts, YouthBuild Boston, International Institute of New England, CONNECT, and Medford Vocational Technical High School

The Metro-North Pre-Apprenticeship Program (MNPAP) is a 160-hour training program designed to prepare unemployed and underemployed residents of the Metro-North region for registered apprenticeships in facilities maintenance and trade-related occupations.

APPENDIX 1A CONTINUED

MORGAN MEMORIAL GOODWILL INDUSTRIES

Program Name: Human Services Employment Ladder Program (HELP)

Locations: Greater Boston

Amount: \$250,000.00

Sector: Social Assistance (Human Services)

Proposed # Unemployed Served: 85

Proposed # of Job Placements: 65

Proposed Average Hourly Wage at Placement: \$15.00

Employer Partners: Arbor Associates, Bay Cove Human Services, Children's Services of Roxbury, Communities for People, Pine Street Inn, The Home for Little Wanderers, Vinfen, and Whittier Street Health Center

Other Partners: MassHire Boston Workforce Board, MassHire Boston Career Center, Roxbury Community College, City of Boston Office of Workforce Development, and the Massachusetts Council of Human Services Providers

Goodwill is the lead applicant on behalf of an existing partnership of human services employers as well as other workforce development entities. The partnership members will provide a cohort-based, occupationally focused training and placement program: the Human Services Employment Ladder Program (HELP).

APPENDIX 1B

DETAILS OF FY'20 APPROPRIATION FOR SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR HEALTHCARE WORKFORCE HUBS

The following partnerships are recipients of Senator Kenneth J. Donnelly Workforce Success Grants for Healthcare Workforce Hubs. This information is based on original grant awards and implementation plans submitted in 2021.

BERKSHIRE HEALTHCARE HUB, LED BY THE MASSHIRE BERKSHIRE WORKFORCE BOARD

Prioritized Training Pathways: Certified Nursing Assistant and Medical Assistant

Implementation Employer Partners: Berkshire Health Systems, Berkshire Healthcare Systems, Inc., and Berkshire Healthcare Systems, Inc.

Implementation Training Partners: Berkshire Healthcare Systems, Inc., Massachusetts College of Liberal Arts, and Berkshire Community College

Planning Partnership included: Berkshire Workforce Board, MassHire Berkshire Career Center, Berkshire Health Systems, Berkshire Healthcare Systems, Community Health Programs, Home Care Services of MA, Berkshire Community College, McCann Technical School, Berkshire AHEC, Pittsfield Public Schools, Massachusetts College of Liberal Arts, Mass Rehabilitation Commission, and Pittsfield Adult Learning Center PPS

PIONEER VALLEY HEALTHCARE COLLABORATIVE HUB LED BY THE MASSHIRE HAMPDEN COUNTY WORKFORCE BOARD IN PARTNERSHIP WITH THE MASSHIRE FRANKLIN/HAMPSHIRE WORKFORCE BOARD

Prioritized Training Pathways: Certified Medical Assistant and Certified Medical Interpreter

Implementation Employer Partners: Cooley Dickinson Hospital, Caring Health Center, and Baystate Health Systems

Implementation Training Partners: Springfield Technical Community College, Holyoke Community College, and Greenfield Community College

Planning Partnership included: MassHire Hampden County Workforce Board, Inc., MassHire Franklin Hampshire Workforce Board, Hampden County Career Center dba MassHire Holyoke Career Center, FutureWorks, Inc. dba MassHire Springfield Career Center, MassHire Franklin Hampshire Career Center, American International College, U. Massachusetts Amherst, College of Nursing, Westfield State University, College of Education, Health, and Human Services, Western New England University, College of Pharmacy and Health Sciences, Springfield Technical Community College, Holyoke Community College, Greenfield Community College, Westfield Technical Academy, Springfield Public Schools, Elms College, Baystate Health, Inc., Behavioral Health Network, Cooley Dickinson Health Care, Trinity Health Of New England, Mercy Medical Center, and Viability, Inc.

APPENDIX 1B CONTINUED

CENTRAL MASSACHUSETTS HEALTHCARE WORKFORCE CONSORTIUM, LED BY THE MASSHIRE CENTRAL REGION WORKFORCE BOARD IN PARTNERSHIP WITH THE MASSHIRE NORTH CENTRAL WORKFORCE BOARD

Prioritized Training Pathways: Certified Nursing Assistant/PCA, Acute Care CNA, Clinical Medical Assistant, Mental Health Assistant, and Mental Health/Human Service Support Training

Implementation Employer Partners: Christopher House, Heywood Hospital, Clinton Hospital, UMass Memorial Hospital, Family Health Center (Worcester), Notre Dame Healthcare, Salmon Health, and Sunrise Senior Living

Implementation Training Partners: Quinsigamond Community College, Mount Wachusett Community College, City of Worcester Public Schools – Night Life, and Open Sky Community Services

Planning Partnership included: MassHire Central Region Workforce Board, MassHire Career Center Worcester, MassHire North Central Workforce Board, MassHire North Central Career Center, Mount Wachusett Community College, Quinsigamond Community College, Fitchburg State University, Worcester State University, Fieldstone School, Montachusett Regional Vocational High School, Worcester Public Schools, Worcester Jobs Fund, Christopher House, Family Health Center of Worcester, Salmon Health and Retirement, Sunrise Senior Living, and Notre Dame Health Care

NORTHEAST HEALTHCARE HUB WORKFORCE CONSORTIUM, LED BY THE MASSHIRE NORTH SHORE WB IN PARTNERSHIP WITH THE MASSHIRE GREATER LOWELL WORKFORCE BOARD AND THE MASSHIRE MERRIMACK VALLEY WORKFORCE BOARD

Prioritized Training Pathways: Certified Nursing Assistant, Certified Medical Assistant, and Licensed Practical Nursing/Registered Nursing

Implementation Employer Partners: CVS Health, Lowell Community Health Center, Visiting Angels, D'Youville Life & Wellness Community, Blaire House of Tewksbury, Circle Health/Lowell General Hospital, Mary Immaculate Health, Greater Lawrence Family Health Center, Nevins Nursing and Rehabilitation Centre, Elder Services of the Merrimack Valley, Inc., Lawrence General Hospital, North Shore Community Health, Inc., Lynn Community Health Center, North Shore Medical Center, Benchmark/The Commons in Lincoln, Ledgewood Rehabilitation & Skilled Nursing, Beverly Hospital/Lahey, Berkshire Health Systems, and Hathorne Hill

Implementation Training Partners: Essex North Shore Agricultural & Technical School, North Shore Community College, Middlesex Community College, Northern Essex Community College, Millennium Training Institute, Healthcare Training Centers of America, Notre Dame Education Center, LARE Institute, Boston Career Institute, North Shore Community College, Salem State University, Shawsheen Valley School of Practice Nursing, and UMass Lowell

Planning Partnership included: MassHire North Shore Workforce Board, MassHire North Shore Career Center, MassHire Greater Lowell Workforce Board, MassHire Lowell Career Center, MassHire Merrimack Valley Workforce Board, and MassHire Merrimack Valley Career Center

APPENDIX 1B CONTINUED

GREATER BOSTON HEALTHCARE CONSORTIUM, LED BY THE BOSTON PRIVATE INDUSTRY COUNCIL IN PARTNERSHIP WITH THE MASSHIRE METRO NORTH WORKFORCE BOARD AND THE MASSHIRE METRO SOUTH/WEST WORKFORCE BOARD

Prioritized Training Pathways: Acute Care Nursing Assistant with General Phlebotomy and EKG Implementation Employer Partners: Mass General Hospital, Brigham & Women's Hospital, Boston Children's Hospital, Beth Israel Deaconess Medical Center, and others

Implementation Training Partners: JVS, Inc./Laboure College, Mass Bay Community College, Bunker Hill Community College, Roxbury Community College, Academy of Healthcare

Planning Partnership included: Boston Private Industry Council, MassHire Downtown Career Center, MassHire Boston Career Center, MassHire Metro North Workforce Board, MassHire Metro North Career Center-Cambridge, MassHire Metro North Career Center-Woburn, MassHire Metro South/West Workforce Board, and MassHire Framingham Career Center

SOUTHEAST CONSORTIUM, LED BY THE MASSHIRE GREATER NEW BEDFORD WORKFORCE BOARD IN PARTNERSHIP WITH THE MASSHIRE BRISTOL WORKFORCE BOARD, THE MASSHIRE GREATER BROCKTON WORKFORCE BOARD, AND THE MASSHIRE SOUTH SHORE WORKFORCE BOARD

Prioritized Training Pathways: Certified Nursing Assistant, Home Health Aide, Medical Assistant, Mental Health Assistant, and two leadership development/supervisory and cultural competency trainings

Implementation Employer Partners: Best of Care, Inc., Alden Court Nursing Care & Rehab Center, Sacred Heart Nursing Home, Berkshire Healthcare Systems, Inc., Sippican Healthcare Center, Greater New Bedford Community Health Center, South Shore Health, The Oaks Skilled Nursing & Rehab, and Southcoast Behavioral Health

Implementation Training Partners: Lifestream, Inc., Bristol Community College, Quincy College, Coastal Career Academy, Open Sky Community Services, and Center for Health Impact

Planning Partnership included: MassHire Greater New Bedford Workforce Board, MassHire Greater New Bedford Career Center, MassHire Bristol Workforce Board, MassHire Attleboro Career Center, MassHire Fall River Career Center, MassHire Taunton Career Center, MassHire Greater Brockton Workforce Board, MassHire Greater Brockton Career Center, MassHire South Shore Workforce Board, MassHire Plymouth Career Center, MassHire Quincy Career Center, LifeStream, Inc., Bristol Community College, SER Jobs for Progress, Academy For HealthCare Training, Coastal Career Academy, Greater New Bedford Community Health Center, SouthCoast Hospital Group, Tobey Hospital/SouthCoast Hospital Group, Alden Court Nursing Facility, The Oaks Skilled Nursing & Rehabilitation, Wareham Healthcare, Coastline Elderly Services, Inc., and People Incorporated

APPENDIX 1B CONTINUED

CAPE & ISLANDS REGIONAL HEALTHCARE INITIATIVE, LED BY THE MASSHIRE CAPE & ISLANDS WORKFORCE BOARD

Prioritized Training Pathways: Certified Nursing Assistant and Certified Medical Assistant

Implementation Employer Partners: Duffy Health Center, Pleasant Bay Nursing & Rehabilitation Center, the Pavilion Nursing & Rehabilitation Center, and Outer Cape Health Services

Implementation Training Partners: Upper Cape Cod Regional Technical School and Cape Cod Community College

Planning Partnership included: MassHire Cape & Islands Workforce Board, MassHire Cape and Islands Career Center, MassHire Greater New Bedford Workforce Board, MassHire Cape, and Islands Career Center, Cape Cod Community College, and Duffy Health Center

APPENDIX 1C

DETAILS OF FY'20 APPROPRIATION FOR SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR ESOL-ENHANCED TRAINING AND PLACEMENT PROGRAMS

The following partnerships are recipients of Senator Kenneth J. Donnelly Workforce Success Grants for ESOL-Enhanced Training and Placement Programs. This information is based on original grant awards announced in March 2021 prior to these grants entering implementation phases in FY'22.

CATHOLIC CHARITIES (DBA EL CENTRO)

Developed training and placement services for Commonwealth residents to obtain IT computer user support specialist jobs in the Greater Boston region, with a focus on Boston.

Employer partners: Logically, First Republic Bank, Softworld Inc., and FishBuffalo Inc.

Other partners: MassHire Boston Workforce Board, MassHire Downtown Boston Career Center, MassHire Boston Career Center, Operation ABLE, Year Up, and Tech Goes Home

CITY OF WORCESTER PUBLIC SCHOOLS

Developed training and placement services for Commonwealth residents to obtain certified welder jobs in the Central Massachusetts region, with a focus on Worcester.

Employer partners: Worcester Manufacturing and Package Steel Systems, Inc.

Other partners: Adult Learning Center, MassHire Central Region Workforce Board, MassHire Central Career Center, Worcester Jobs Fund, Ironworkers Local 7, and the Joint Apprenticeship Committee

ENGLISH FOR NEW BOSTONIANS

Developed training and placement services for Commonwealth residents to obtain food manufacturing jobs in the Greater Boston region, with a focus on Boston and Chelsea.

Employer partners: Boston Baking Company and My Grandmas of New England

Other partners: MassHire Boston Workforce Board, MassHire Boston Career Center Boston, MassHire Downtown Boston Career Center, MassHire Metro North Career Center - Chelsea, Mass Manufacturing Extension Partnership, and the Boston Mayor's Office of Workforce Development

MASSHIRE MERRIMACK VALLEY WORKFORCE BOARD

Developed training and placement services for Commonwealth residents to obtain machine operator jobs in the Merrimack Valley region, with a focus on Lawrence, Methuen, and Haverhill.

Employer partners: 99 Degrees and JSB Industries/Muffin Town

Other partners: The Lawrence Partnership, Greater Lawrence Technical School, Merrimack Valley Workforce Board, Merrimack Valley Career Center, and Greater Lawrence Technical School

APPENDIX 1C CONTINUED

UNIVERSITY OF MASSACHUSETTS - AMHERST

Developed training and placement services for Commonwealth residents to obtain culinary worker jobs in the Western Massachusetts and Merrimack Valley regions, with a focus on Springfield and Lawrence.

Employer partners: University of MA, Smith College, Westfield State College, City of Lawrence Public Schools, and the City of Springfield Public Schools in partnership with Sodexo

Other partners: The Partnership for Worker Education, MassHire Franklin Hampshire Workforce Investment Board, MassHire Greenfield Career Center, MassHire Holyoke Career Center, Massachusetts AFL-CIO, AFSCME Local 1776, AFSCME Local 1067, SEIU Local 211, Food and Commercial Workers Local 1459, and DESE School Nutrition

APPENDIX 1D

DETAILS OF 2020-2021 SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR EXPANDED TRAINING CAPACITY & EMPLOYMENT PROGRAM PERFORMANCE

The following partnerships are recipients of 2020-2021 Senator Kenneth J. Donnelly Workforce Success Grants for Expanded Training Capacity & Employment Program Performance. This information is based on original grant awards announced in January 2021. These grants have been extended through 2022 due to the ongoing pandemic.

INTERNATIONAL INSTITUTE OF NEW ENGLAND

Providing training and placement services for unemployed residents to obtain CNA jobs in the Greater Lowell region.

Employer Partners: Visiting Angels and Genesis Healthcare

Other Partners: Middlesex Community College

LAWRENCE COMMUNITYWORKS

Providing training and placement services for unemployed residents to obtain Early Childhood Educator / Paraprofessional jobs in the Merrimack Valley region.

Employer Partners: Lawrence Public Schools and The Community Group

Other Partners: LPS Adult Learning Center and Northern Essex Community College

MASSHIRE GREATER LOWELL WORKFORCE BOARD

Providing training and placement services for unemployed residents to obtain for Electronics Assembly/Manufacturing Technician jobs in the Greater Lowell region.

Employer Partners: HITEC Sensor Development, Inc. and Piconics, Inc.

Other Partners: Product Line Support, Inc., and MassHire Greater Lowell Career Center

MIDDLESEX COMMUNITY COLLEGE

Providing training and placement services for unemployed residents to obtain computer user support technician jobs in the Greater Lowell region.

Employer Partners: Beyond Mission Capable Solutions, LLC; Network Coverage, LLC; S12 Technologies; Inc.; and Instrumentation Laboratory

Other Partners: Community Teamwork, Inc., MassHire Greater Lowell Workforce Board, and MassHire Greater Lowell Career Center

APPENDIX 1D CONTINUED

POLUS CENTER FOR SOCIAL & ECONOMIC DEVELOPMENT

Providing training and placement services for unemployed residents to obtain pharmacy technician jobs in the Central/North Central and Hampden County regions.

Employer Partners: CVS Health and Walgreens

Other Partners: Thryv Consulting, MassHire North Central Workforce Board, MassHire Central Region Workforce Board, MassHire Hampden Workforce Board, MassHire North Central Career Center, MassHire Worcester Career Center, and Massachusetts Rehabilitation Commission

QUINSIGAMOND COMMUNITY COLLEGE

Providing training and placement services for unemployed residents to obtain medical administrative assistant jobs in the Central region.

Employer Partners: Reliant Medical Group and UMass Memorial Health Care

Other Partners: WCAC, State Healthcare, and Research Employees AFSCME, MassHire Central Region Workforce Board, and MassHire Worcester Career Center

APPENDIX 1E

DETAILS OF FY'19 APPROPRIATION FOR SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS

The following partnerships are recipients of Senator Kenneth J. Donnelly Workforce Success Grants for the WCTF FY'19 Appropriation. This information is based on original grant awards and proposed enrollment and placement goals negotiated at the start of their contracts in 2019.

Grant Details: Berkshire Region

BERKSHIRE COUNTY REGIONAL EMPLOYMENT BOARD

Locations: Pittsfield and surrounding towns

Amount: \$218,750.00

Sector: Health Care – Certified Nursing Assistant

Proposed # Unemployed Served: 70

Proposed # of Job Placements: 52

Proposed Average Hourly Wage at Placement: \$13.50

Employer Partners: Berkshire Health Systems, Berkshire Healthcare Systems, Berkshire Health Systems, MassHire Berkshire Workforce Board, MassHire Berkshire Career Center, Berkshire Community College, and Pittsfield Public Schools

Other Partners: McCann Technical School, Massachusetts College of Liberal Arts, Berkshire Community Action Council, and the Massachusetts Rehabilitation Commission

The Berkshire Country Regional Employment Board will provide certified nurse assistant (CNA) training to 70 unemployed and underemployed residents for entry into the healthcare field.

Grant Details: Pioneer Valley Region

HOLYOKE COMMUNITY COLLEGE

Locations: Holyoke

Amount: \$249,989.00

Sector: Information Technology

Proposed # Unemployed Served: 34

Proposed # of Job Placements: 26

Proposed Average Hourly Wage at Placement: \$18.00

Employer Partners: baytechIT, Paragus Strategic IT, Rediker Software, Whalley Computer Associates, Entre Computer Center, and Northeast IT

Other Partners: MassHire Hampden County Workforce Board, MassHire Holyoke Career Center, MassHire Springfield Career Center, Tech Foundry, Springfield Works, and Way Finders

Holyoke Community College in partnership with Tech Foundry aims to provide IT and administrative job training to support 34 unemployed and underemployed residents in pursuit of entry into the workforce as computer user support technicians.

APPENDIX 1E CONTINUED

MASSHIRE FRANKLIN HAMPSHIRE WORKFORCE BOARD

Locations: Greenfield and Franklin and Hampshire Counties

Amount: \$250,000.00

Sector: Health Care – Certified Nursing Assistant

Proposed # Unemployed Served: 42

Proposed # of Job Placements: 32

Proposed Average Hourly Wage at Placement: \$13.50

Employer Partners: Baystate Franklin Medical Center, Linda Manor, Charlene Manor, and Farren Care Center

Other Partners: MassHire Franklin Hampshire Workforce Board, MassHire Franklin Hampshire Career Center, and Greenfield Community College

The Franklin Hampshire Workforce Board will provide Certified Nurse Assistant Training to 42 unemployed and underemployed residents for entry into the health care field.

SPRINGFIELD TECHNICAL COMMUNITY COLLEGE

Locations: Springfield

Amount: \$249,975

Sector: Health Care – Sterile Processing Technician

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 30

Proposed Average Hourly Wage at Placement: \$15.80

Employer Partners: Baystate Health, Holyoke Medical Center, and Cooley Dickinson Hospital

Other Partners: MassHire Hampden County Workforce Board, MassHire Springfield Career Center, Springfield Housing Authority, New England Farm Workers Council, and Way Finders
Springfield Technical Community College will provide Sterile Technician Training for 40 unemployed and underemployed residents for entry into the healthcare field.

Grant Details: Central Region

QUINSIGAMOND COMMUNITY COLLEGE

Locations: Worcester

Amount: \$249,975.00

Sector: Health Care – Certified Nursing Assistant

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 36

Proposed Average Hourly Wage at Placement: \$13.50

Employer Partners: UMass Memorial Health Care, Salmon Health and Retirement

Other Partners: MassHire Central Region Workforce Board, MassHire Worcester Career Center, Worcester Community Action Council, Ascentria Care Alliance, State Healthcare and Research Employees AFSCME

Quinsigamond Community College will provide Certified Nursing Training for 40 unemployed and underemployed residents for entry into the health care field.

APPENDIX 1E CONTINUED

Grant Details: Northeast Region

DPV TRANSPORTATION

Locations: Everett and surrounding cities
 Amount: \$228,070.96
 Sector: Hospitality and Transportation
 Proposed # Unemployed Served: 35
 Proposed # of Job Placements: 26
 Proposed Average Hourly Wage at Placement: \$20.00

Employer Partners: Encore Boston Harbor and Rodeway Inn

Other Partners: MassHire Metro North Workforce Board, MassHire Metro North Career Center, Boston CDL Driving School, and The Neighborhood Developers

DPV in partnership with the Boston Drivers Licensing School aims to provide Hospitality Industry Chauffeur Driver Training to 35 unemployed and underemployed residents.

MASSHIRE MERRIMACK VALLEY WORKFORCE BOARD

Locations: Lawrence
 Amount: \$257,078
 Sector: Health Care – Medical Assistant
 Proposed # Unemployed Served: 30
 Proposed # of Job Placements: 24
 Proposed Average Hourly Wage Increase: \$2.00

Employer Partners: Greater Lawrence Family Health Center and Lawrence General Hospital

Other Partners: MassHire Merrimack Valley Career Center, Greater Lawrence Technical School, and Centro de Apoyo Familiar

MassHire Merrimack Valley Workforce Board aims to provide Medical Assistant training to serve 30 unemployed and underemployed on their journey into the health care field.

MIDDLESEX COMMUNITY COLLEGE

Locations: Lowell
 Amount: \$250,000.00
 Sector: Health Care – Medical Assistant
 Proposed # Unemployed Served: 30
 Proposed # of Job Placements: 24
 Proposed Average Hourly Wage at Placement: \$14.70

Employer Partners: Lowell Community Health Center and Lowell General Hospital

Other Partners: MassHire Greater Lowell Workforce Development Board, MassHire Greater Lowell Career Center, and Community Teamwork, Inc.

Middlesex Community College aims to provide Medical Assistant training to serve 30 unemployed and underemployed on their journey into the healthcare field.

APPENDIX 1E CONTINUED

Grant Details: Greater Boston Region

1199SEIU LEAGUE TRAINING & UPGRADING FUND

Locations: Quincy and Greater Boston

Amount: \$243,977.00

Sector: Health Care – Certified Nursing Assistants

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 31

Proposed Average Hourly Wage at Placement: \$14.00

Employer Partners: Carney Hospital, St. Elizabeth’s Medical Center, Morton Hospital, Saint Anne’s Hospital, Cambridge Rehab, Medford Rehab, Elmhurst Rehab, Wedgemere Rehab, Attleboro Healthcare, Genesis Courtyard, and Genesis Wakefield

Other Partners: MassHire Workforce Board – Boston, MassHire Workforce Board – MetroNorth Cambridge and Woburn, MassHire Workforce Board and Career Center – Bristol, and MassHire Career Center – Boston

1199SEIU League Training & Upgrading Fund will provide Certified Nursing Training for 40 unemployed and underemployed residents for entry into the healthcare field.

BOSTON EDUCATION SKILLS AND TRAINING (BEST) CORP.

Locations: Boston and Greater Boston

Amount: \$215,833.00

Sector: Hospitality

Proposed # Unemployed Served: 40

Proposed # of Job Placements: 32

Proposed Average Hourly Wage at Placement: \$18.00

Employer Partners: Omni Hotels, Westin Copley, Boston Park Plaza, Aloft and Element Boston Seaport District Hotels

Other Partners: MassHire Boston Workforce Board, MassHire Metro North Workforce Board, MassHire Downtown Boston Career Center, MassHire Metro North Career Centers, and MassHire Boston Career Center

Partnership proposes to provide training and placement services to prepare 40 unemployed and underemployed participants for Hotel Industry/Housekeeping positions.

BOSTON PRIVATE INDUSTRY COUNCIL (BPIC)

Locations: Boston and Greater Boston

Amount: \$250,000.00

Sector: Information Technology

Proposed # Unemployed Served: 33

Proposed # of Job Placements: 25

Proposed Average Hourly Wage at Placement:

Employer Partners: Perkin Elmer and WeSpire

Other Partners: MassHire Boston Career Center, MassHire Downtown Boston Career Center, and Resilient Coders

The Boston Private Industry Council in partnership with Resilient Coders aims to train 33 unemployed and underemployed residents in coding and entrepreneurship for entry into the IT sector.

APPENDIX 1E CONTINUED

CENTER FOR COMMUNITY HEALTH EDUCATION RESEARCH AND SERVICES (CCHERS)

Locations: Boston

Amount: \$238,471.00

Sector: Health Care – Home Health Aide

Proposed # Unemployed Served: 48

Proposed # of Job Placements: 42

Proposed Average Hourly Wage at Placement: \$13.75

Employer Partners: Anodyne and Associated Home Care

Other Partners: Boston Workforce Board, MassHire Downtown Boston Career Center, Home Care Aide Council, Mothers for Justice and Equality, and Boston Housing Authority

CCHERS in partnership as HEART (Healthcare Employment Access Resource & Training) Consortium aims to serve 48 unemployed and underemployed residents as home health aides.

JEWISH VOCATIONAL SERVICES (JVS)

Locations: Boston and Greater Boston

Amount: \$250,000.00

Sector: Health Care – Pharmacy Technician

Proposed # Unemployed Served: 37

Proposed # of Job Placements: 28

Proposed Average Hourly Wage at Placement: \$15.00

Employer Partners: CVS Health, Beth Israel Deaconess Medical Center, and Partners Healthcare

Other Partners: MassHire Boston Workforce Board and MassHire Downtown Boston Career Center

JVS aims to provide 37 unemployed and underemployed individuals with Pharmacy Technician Training that will result in employment in the healthcare industry.

MASSHIRE METRO SOUTH/WEST WORKFORCE BOARD

Amount: \$218,750.00

Sector: Transportation – CDL Drivers

Proposed # Unemployed Served: 28

Proposed # of Job Placements: 22

Proposed Average Hourly Wage at Placement: \$20.00

Employer Partners: DATTCO, Inc., Baxter Healthcare, First Student, Inc., and WB Mason

Other Partners: Parker Professional Driving School, MassHire Metro South/West Career Center, and MassHire Central Region Workforce Board

MassHire Metro South/West Workforce Board in partnership with First Student aims to train 28 unemployed and underemployed residents as CDL drivers.

APPENDIX 1E CONTINUED

OPERATION A.B.L.E.

Locations: Boston and Greater Boston
 Amount: \$230,000.00
 Sector: Health Care – Medical Administrative Staff
 Proposed # Unemployed Served: 50
 Proposed # of Job Placements: 38
 Proposed Average Hourly Wage at Placement: \$17.76

Employer Partners: Mass General Hospital, Bulfinch Temporary Service, and BMC HealthNet Plan

Other Partners: MassHire Boston Workforce Board, MassHire Downtown Boston Career Center, and MassHire Boston Career Center

Operation A.B.L.E. seeks to train 50 unemployed and underemployed residents as administrative staff in medical settings.

YMCA TRAINING, INC.

Locations: Boston, Greater Boston, Metro-North, South Shore
 Amount: \$249,895.00
 Sector: Health Care – Medical Administrative Staff
 Proposed # Unemployed Served: 66
 Proposed # of Job Placements: 50
 Proposed Average Hourly Wage at Placement: \$17.42

Employer Partners: Tufts Medical Center, Dana Farber Cancer Institute, Beth Israel Deaconess Medical Center, Boston Medical Center, Manet Community Health Center

Other Partners: MassHire Boston Workforce Board, MassHire Boston Career Center, MassHire Downtown Boston Career Center, MassHire Metro North Career Center, MassHire South Shore Career Center, MassHire Metro North Workforce Board, and MassHire South Shore Workforce Board

YMCA Training Inc. seeks to train 50 unemployed and underemployed residents as administrative staff in medical settings.

Grant Details: Southeast Region

MASSHIRE GREATER BROCKTON WORKFORCE BOARD

Locations: Brockton, Greater Brockton, and surrounding cities
 Amount: \$225,000
 Sector: Finance and Banking
 Proposed # Unemployed Served: 32
 Proposed # of Job Placements: 25
 Proposed Average Hourly Wage at Placement: \$14.50

Employer Partners: HarborOne Bank, Mutual Bank, Bridgewater Savings Bank, South Shore Bank

Other Partners: MassHire Greater Brockton Career Center

MassHire Greater Brockton Workforce Board aims to provide Finance and Banking training to 32 unemployed and underemployed residents to enable access to bank teller and similar positions within the finance and banking sector.

APPENDIX 1E CONTINUED

Grant Details: Cape and Islands Region

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Locations: Harwich and surrounding Cape Cod cities

Amount: \$141,084.00

Sector: Construction

Proposed # Unemployed Served: 44

Proposed # of Job Placements: 33

Proposed Average Hourly Wage at Placement: \$15.00

Employer Partners: W. Vernon Whiteley, Inc.; Rusty's Inc.; Seaside Gas Service; Robie's Heating and Cooling

Other Partners: MassHire Cape and Islands Workforce Board, MassHire Cape and Islands Career Center, and Housing Assistance Corporation on Cape Cod

Cape Cod Regional Technical High School aims to train 44 unemployed and underemployed residents in heating, ventilation, and air conditioning technical skills to enter the construction industry.

APPENDIX 1F

DETAILS OF STRADA EDUCATION NETWORK GRANTS (WCTF FY'19)

The following partnerships are recipients of program design grants funded in partnership the Strada Education Network. These initiatives are distinguished from existing program through the combination of the following key elements: (1) deeply co-designed with employers; (2) feature online, competency-based education at their core; (3) offer options for prior learning assessment; (4) include a formal soft skills development component; (5) include experiential learning opportunities; and (6) feature robust student support elements. Through this model, we aim to enhance the landscape of postsecondary opportunities for learners in Massachusetts, especially in ways that will create more affordable, digitally enabled, employer-aligned options for entry-level workers who need further education and training to proceed to better jobs, and to reach unemployed and underemployed youth and adults who need such opportunities as well.

Implementation awards were made at the beginning of 2021.

HOLYOKE COMMUNITY COLLEGE

MassHire Region: Pioneer Valley
Sector - Occupation: Health Care - Pharmacy Technician
Partners: Baystate Health and Holyoke Medical Center

The partnership designed a pharmacy technician training program for incumbent front-line workers with the goal to provide career advancement opportunities for entry-level hospital staff while addressing the shortage of pharmacy technicians in the western Massachusetts region.

The hybrid training program combines competency-based content delivery mixed with required experiential clinical instruction. Workers who complete the training are prepared for advancement into a pharmacy technician job at their employer institution. This new role comes with increased wages and increased opportunities for career growth into a new career pathway.

UMASS ONLINE

MassHire Region: Greater Boston
Sector - Occupation: Health Care - Practice Assistant

Partners: Mass General Hospital, Brigham and Women's Hospital, Mass General Brigham (formerly Partners Health Care)

UMass Online and their employer partner Mass General Brigham teamed up to focus on the development of a program to train incumbent workers to work as practice assistants. Employees currently in the role of unit coordinators, concierge and admitting officers, as well as entry-level workers in housekeeping, food service, and environment services were targeted for this program.

APPENDIX 1F CONTINUED

WESTFIELD STATE UNIVERSITY

MassHire Region: Pioneer Valley

Sector - Occupation: Health Care - Certified Alcohol and Drug Abuse Counselors

Partners: Gandara Center, Brien Center for Mental Health, Vertrava Health, Alternative Living Centers, and Service Net

The University built a hybrid competency-based model utilizing the well-established Addiction Counselor Education (ACE) curriculum which has been used by Westfield for several years. The coursework is delivered in a semester-based schedule but has integrated a competency-based approach to deliver the course work. This accredited academic program prepares students for their Licensed Alcohol and Drug Counselor (LADC) credential.

APPENDIX 1G

DETAILS OF LEARN TO EARN INITIATIVE FY'18, FY'19, AND FY'20 APPROPRIATIONS

The following are the grant recipients for the Learn to Earn FY'18 Appropriation, FY'19 Appropriation, and FY'20 Appropriation. This information is based on original grant awards and proposed enrollment and placement goals negotiated at the start of their contracts (including program design and program implementation). Commonwealth Corporation continues to monitor progress and adjust performance goals and funding as appropriate. The FY'20 Learn to Earn awards transition from the program design phase to the implementation phase in FY'22.

LEARN TO EARN FY'18 APPROPRIATION

Grant Details: Pioneer Valley Region

HOLYOKE COMMUNITY COLLEGE

Location: Holyoke, Springfield, and Greenfield

Amount: \$322,006.30

Sector: Health Care

Proposed # Unemployed Served: 30

Proposed # of Job Placements: 22

Proposed Average Hourly Wage at Placement: \$14.13

Employer Partners: Baystate Health, Western Massachusetts Physician Association, and Cooley Dickinson Health Care

Other Partners: Greenfield Community College, Department of Transitional Assistance, MassHire Hampden County Workforce Board, MassHire Holyoke Career Center, MassHire Springfield Career Center, the MassHire Franklin Hampshire Workforce Board and Career Centers, Way Finders, and SpringfieldWorks

The Holyoke Community College/Greenfield Community College Learn to Earn Medical Assistant Training Partnership of the Pioneer Valley prepares unemployed and underemployed Massachusetts residents receiving public assistance for employment as medical assistants. Participants have the opportunity to be placed in registered apprenticeships as they complete the program, through a partnership with the MassHire Hampden County Workforce Board, and as medical assistants with employer partners including Baystate Health, Western Massachusetts Physician Association, and Cooley Dickinson Health Care.

APPENDIX 1G CONTINUED

Grant Details: Central Region

MASSHIRE CENTRAL REGION WORKFORCE BOARD

Locations: Worcester

Amount: \$321,138.18

Sector: Health Care

Proposed # Unemployed Served: 45

Proposed # of Job Placements: 34

Proposed Average Hourly Wage at Placement: \$13.50

Employer Partners: CVS Health, Compare Quality Pharmacy, and the Worcester Regional Chamber of Commerce

Other Partners: MassHire Central Career Center, Quinsigamond Community College, Worcester Community Connections Coalition & Family Resource Center, Worcester Community Action Council, the MassHire North Central Region Workforce Board, the Department of Transitional Assistance, the Worcester Credit Union, and the Massachusetts Department of Apprenticeship Standards.

The City of Worcester / MassHire Central Region Workforce Board prepares participants for Pharmacy Technician positions through their registered pre-apprenticeship program that aims to connect individuals with significant social barriers to this high-priority, regional occupations. The program's goal is to bring together local education, economic development, and workforce development partners to meet employers' demand for skilled workers.

Grant Details: Northeast Region

MASSHIRE MERRIMACK VALLEY WORKFORCE BOARD

Locations: Lawrence and Haverhill

Amount: \$330,000.00

Sector: Manufacturing

Proposed # Unemployed Served: 26

Proposed # of Job Placements: 20

Proposed Average Hourly Wage at Placement: \$16.50

Employer Partners: East Coast Welding and Fabrication, Vicor Corp., Berkshire Manufactured Products, Inc., and Magellan Aerospace

Other Partners: MassHire Merrimack Valley Career Center; Community Action, Inc.; Greater Lawrence Community Action Council, Inc.; Northeast Manufacturing Consortium (NAMC); and Greater Lawrence Technical School

The Advanced Manufacturing for Pre-School Parents (AMPPS) Program will prepare 26 parents, mostly mothers with children in Head Start, for entry-level employment in precision machining. AMPPS will address the critical labor shortage for machine operators experienced by the advanced manufacturing industry in the Merrimack Valley. Further, AMPPS will increase earned income and family economic stability, while also addressing the cliff effect, particularly on childcare public benefits, that graduates will encounter when they enter employment.

APPENDIX 1G CONTINUED

UTEC, INC.

Locations: Lowell

Amount: \$329,996.74

Sector: Food Manufacturing and Services

Proposed # Unemployed Served: 22

Proposed # of Job Placements: 13

Proposed Average Hourly Wage at Placement: \$15.00

Employer Partners: The Plenus Group and Whole Foods Market – North Atlantic Region

Other Partners: EMPATH and UMass Boston's Center for Social Policy

UTEC provides workforce training, education, and support services to high-risk criminally involved and gang-involved young adults, ages 17-25. UTEC has a long track record of helping high-risk young adults improve their education and employability while reducing recidivism and improving public safety in the Merrimack Valley. With assistance through the Learn to Earn program, UTEC is piloting a Culinary Training Program for a subset of their young adult population. This workforce training will prepare young adults for entry-level jobs in the food manufacturing industry. Through UTEC's Culinary Training Program, young adults will receive hands-on training and experience, wages, tutoring and exam fees for industry-recognized certifications, and a wide range of wraparound support services, such as counseling, childcare, public benefits counseling, financial literacy, court support, meals, and transportation.

Grant Details: Greater Metro Boston Region

NEW ENGLAND CENTER FOR ARTS & TECHNOLOGY (NECAT)

Locations: Boston

Amount: \$329,999.99

Sector: Food Services

Proposed # Unemployed Served: 45

Proposed # of Job Placements: 35

Proposed Average Hourly Wage at Placement: \$14.50

Employer Partners: Harvard University Dining Services, Legal Sea Foods, Encore Boston Harbor, and Colwen Hotels

Other Partners: Roxbury Center for Financial Empowerment, Dorchester Bay Economic Development Corporation, and ABCD

NECAT prepares participants for prep cook, line cook, and baker positions in the culinary industry. NECAT's 16-week Culinary Arts Job Training Program helps Boston's chronically unemployed bridge the skills gap, enter the workforce on a career track, and achieve financial self-sufficiency. NECAT's program is offered free of tuition cost to 150 students annually, who learn practical culinary skills, experience real-world work environments, receive financial coaching, and participate in job readiness and attitudinal training. NECAT also provides employment services and post-program support to ensure the long-term success and economic mobility of graduates. NECAT intends to examine cliff effect issues like wage progression as well as regional coordination issues within the food industry.

APPENDIX 1G CONTINUED

LEARN TO EARN FY'19 APPROPRIATION

JEWISH VOCATIONAL SERVICES (JVS)

Locations: Boston

Amount: \$325,000.00

Sector: Food Service / Hospitality

Proposed # Unemployed Served: 34

Proposed # of Job Placements: 20

Proposed Average Hourly Wage at Placement: \$14.00

Employer Partners: Spaulding Rehabilitation Network, Beth Israel Deaconess Medical Center, NewBridge on the Charles/Hebrew Senior Life, and Whole Foods Market

Other Partners: MassHire Downtown Boston Career Center

JVS provides training to young adults ages 17 to 30 with a documented disability who are receiving public assistance. This training prepares participants for positions such as food services assistant, room service assistant, prep cook, bakery team member, prepared foods team member, specialty foods team member, server, and tray-line.

HMEA

Locations: Worcester and Franklin

Amount: \$325,000.00

Sector: Food Service / Hospitality

Proposed # Unemployed Served: 48

Proposed # of Job Placements: 32

Proposed Average Hourly Wage at Placement: \$13.00

Employer Partners: Sodexo USA, Cumberland Farms, and Worcester Public Schools

Other Partners: Work Without Limits, Central MA Employment Collaborative, MassHire Workforce Board, and MassHire Central Career Center (Worcester and Southbridge/Sturbridge)

HMEA provides training to young adults ages 17 to 30 with a documented disability who are receiving public assistance. HMEA specifically focuses on individuals with diagnoses of Autism Spectrum Disorder (ASD), mental illness, intellectual and developmental disabilities, and/or physical disabilities. This training prepares participants for positions such as kitchen helper and assistant, line cook, prep cook, grill cook general, and food service worker.

APPENDIX 1G CONTINUED

LEARN TO EARN FY'20 APPROPRIATION

ASCENTRIA CARE ALLIANCE

Locations: Central Massachusetts
Amount: \$25,000 (Program Design)
Sector: Health Care and Social Assistance

Employer Partners: Seven Hills Foundation, YMCA of Central Massachusetts, Massachusetts Association for the Blind (MAB), and Community Services, Inc.

Other Partners: MassHire Central Region Workforce Board, Quinsigamond Community College, Worcester Community Action Council, Inc., and MassHire Career Center

Ascentria Care Alliance will develop and implement training and placement services for Commonwealth residents receiving public assistance to obtain positions as residential supervisors, case managers, and direct care workers.

HOLYOKE COMMUNITY COLLEGE

Locations: Western Massachusetts
Amount: \$25,000 (Program Design)
Sector: Health Care and Social Assistance

Employer Partners: Baystate Health, Clinical and Support Options (CSO), Behavioral Health Network (BHN), and the Mental Health Association (MHA)

Other Partners: MassHire Hampden County Workforce Board, MassHire Franklin Hampshire Career Center, MassHire Holyoke Career Center, MassHire Springfield Career Center, and Springfield WORKS/Western MA EDC

Holyoke Community College will develop and implement training and placement services for Commonwealth residents receiving public assistance to obtain positions as community health workers.

JRI/STRIVE Boston

Locations: Greater Boston
Amount: \$25,000 (Program Design)
Sector: Health Care and Social Assistance

Employer Partners: Mass General Brigham, Boston Children's Hospital, and New England Baptist Hospital

Other Partners: JVS, Boston Private Industry Council, MassHire Downtown Boston Career Center, MassHire Boston Career Center, and the Black Ministerial Alliance

JRI/STRIVE Boston will develop training and placement services for Commonwealth residents receiving public assistance to obtain positions as sterile processing technicians.



We thank you for your continued support.

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