



2022 Annual Report

**Workforce
Competitiveness
Trust Fund**



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INTRODUCTION

ANNUAL ADDRESS

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 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.

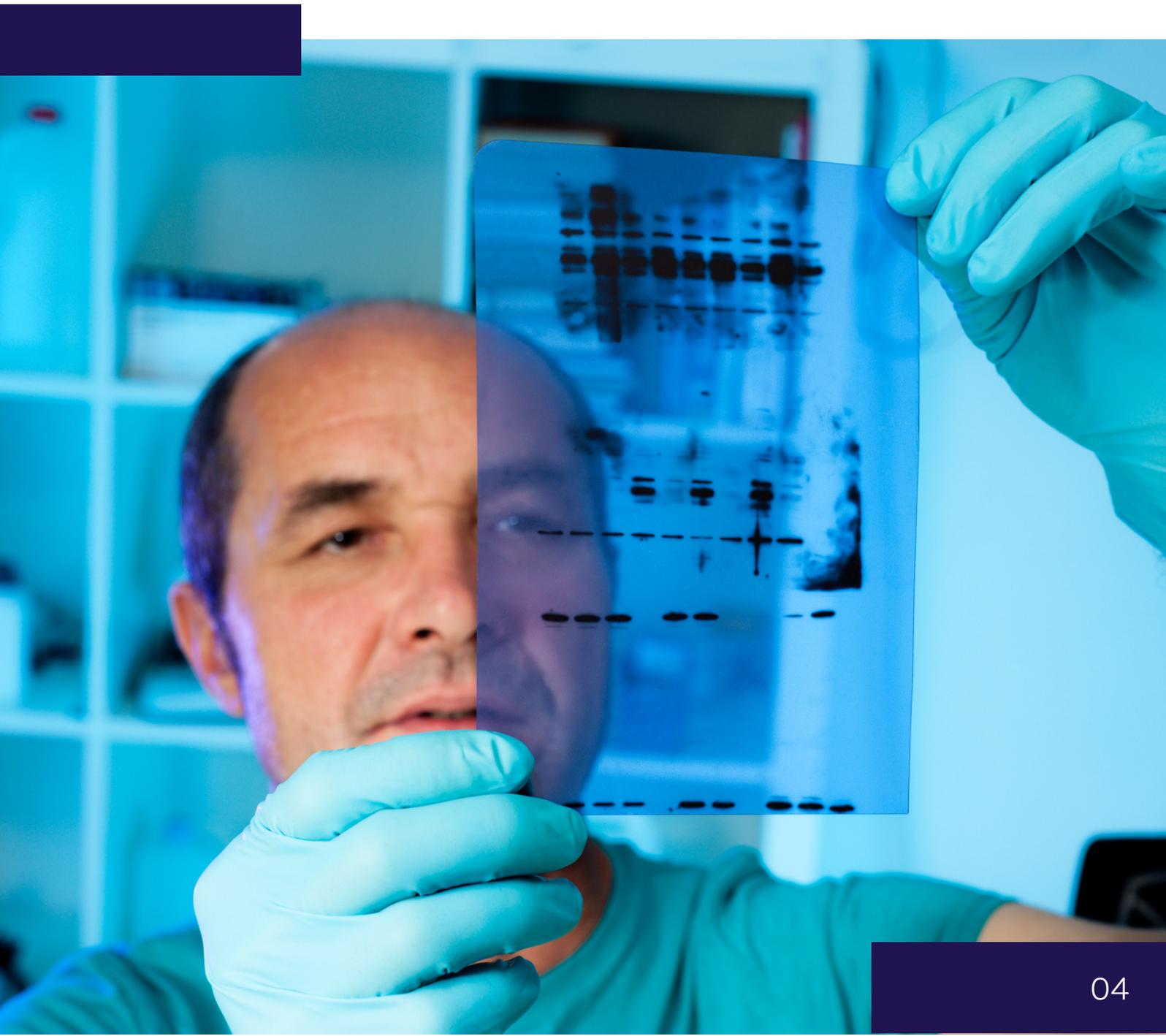
WCTF grants expand training capacity to upskill new workers and address employers' hiring needs across a broad range of occupations within industries such as healthcare, IT, transportation, and hospitality.

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 who possess deep expertise and aim to uplift people of all backgrounds. This model enables education and 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.

Commonwealth Corporation (CommCorp) administers the WCTF on behalf of the Executive Office of Labor and Workforce Development, as well as the Workforce Skills Cabinet (WSC), which aligns the Executive Offices of Education, Labor and Workforce Development, and Housing and Economic Development to support a comprehensive economic growth agenda to benefit all corners of the Commonwealth.

The enabling legislation for WCTF (Massachusetts General Laws Chapter 29 Section 2WWW) calls for a report to be filed annually with the Secretary of Administration and Finance; the House and Senate Committees on Ways and Means; and the Joint Committees on Community Development and Small Business, Education, Economic Development and Emerging Technologies, Labor and Workforce Development, and Public Health. The report must include the number of educational and eligible service providers receiving grants and participants receiving services and placed in employment, as well as the salary and benefits that participants receive after placement, the cost per participant, and job retention or promotion rates for the year after training ends.

2022 HIGHLIGHTS: **EXPANDING CAPACITY & OPPORTUNITY**



2022 HIGHLIGHTS

Expanding Capacity & Opportunity

WCTF programs serve residents across the Commonwealth whose life experiences and circumstances make it difficult for them to succeed in employment without targeted support. They include residents who are underemployed and rely on aid from public benefits to support their families, people who have been disconnected from the workforce for a long period, individuals who have not been able to obtain a credential or complete formal schooling, and individuals whose first language is not English. Other participants may face barriers to work due to past involvement with the criminal justice system, health conditions such as a disability, or a substance use history.

Scaling WCTF

In the wake of the COVID-19 pandemic and through the state's economic recovery, the labor market has continued to offer complex challenges and opportunities for employers and job seekers. The Legislature and the Baker-Polito Administration prioritized an investment in education and training models to offer expanded career pathway programs as part of the state's COVID recovery strategy to assist people and companies most impacted by the COVID-19 pandemic. The expansion of WCTF is represented by major increases in both state annual appropriations and additional American Rescue Plan Act (ARPA) dollars appropriated to the fund. Currently, there is a combined \$60M+ in available resources (FY22, FY23, and ARPA).

As a result, CommCorp, the WSC, and stakeholders worked on strategies to support dramatically increasing WCTF grantees over the next few years, scaling-up workforce organizations to encourage more employer partnership engagement, growing recruitment of program participants, and expanding the number of grant applications.

- Expanded Funding** : The Legislature allocated \$37.5M in funding appropriated in 2021 through ARPA to support scaling up WCTF grant awards. This funding, in addition to state budget appropriations for WCTF, allows partnerships to plan and deliver larger-scale training, placement, and advancement programs (serving more participants and employers).
- Employer Engagement** : With such a dramatic increase in funds, it is essential that the infrastructure to engage employers and job seekers as they learn about programs and provide input regarding investment priorities. Regional Market Makers, seven newly funded positions, were hired to engage employers, match them with training providers, help them build pipelines of skilled workers, and apply for WCTF and other available grants. The goal of Market Makers is to increase the number of employers participating in "upskilling" partnerships that address hiring needs. Additionally, Market Makers build stronger connections between businesses, community-based organizations (CBOs), institutions, regional state partners, and WSC representatives.

2022 HIGHLIGHTS CONTINUED

Expanding Capacity & Opportunity

- **Scaling Participant Recruitment:** To encourage more individuals to enroll in training programs, new positions were developed called "Upskilling Navigators." Working at MassHire Career Centers across the Commonwealth, Upskilling Navigators maintain subject matter expertise on training and advancement opportunities and streamline recruitment for state-funded workforce programs such as WCTF. They help Career Center customers explore, select, and enroll in credentialing and training programs that match their interests and needs.
- **Integration of Language and Skill Training:** WCTF has the flexibility to invest in and test new program models and adapt to changing labor market dynamics. These include occupationally-focused training and placement programs that integrate contextualized English for Speakers of Other Languages (ESOL) and digitally-enabled competency-based training and advancement programs for incumbent workers. Other options include support for partnerships that plan to work on aspects of job quality, such as career advancement and wage progression, stable scheduling, incorporating a coaching perspective into supervision, employee engagement (agency and voice), and living wage compensation.

Impact to Date

With the strong support of policymakers and advocates in the economic and workforce development communities, the WCTF has been able to serve more than 3,300 jobseekers and 1,150 employers since 2013 with \$47M of awarded grants – a number that continues to grow at a more rapid pace each year.

Funding Recap

The WCTF was funded from the budget at \$10M for FY21, \$17M for FY22, \$17M for FY23, plus \$37.5M from the ARPA appropriation. CommCorp and the WSC are investing those resources to support economic recovery.

A request for proposals (RFP) was released in October 2021 that sought competitive grant applications from regional partnerships outlining the design and implementation of training and placement programs to prepare the unemployed and underemployed for success in healthcare, information technology (IT), childcare, CDL drivers, and other occupational priorities that have been identified through the Regional Workforce Skills Planning Initiative.

The RFP was revised and reissued in November 2022 to reflect expanded options for grants associated with new ARPA funding, including training and promotion leading to wage advancement for current workers in priority sectors and occupations, removing grant size limits to enable partnerships to design and deliver larger-scale programs, and supporting partnerships that plan to work on aspects of job quality.



Workforce Competitiveness Trust Fund

- **Develop & Implement**
employer and worker responsive programs
- **Enhance**
worker skills, incomes, productivity, and retention
- **Empower**
Massachusetts firms to increase quality and competitiveness

VIEW A FULL LIST OF
GRANTEES

VISIT US ON THE WEB!

Click Link Below



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GRANT PROGRAMS



WORKFORCE COMPETITIVENESS TRUST FUND PROGRAMS

The descriptions below highlight WCTF funding rounds operating in 2022.



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. 18 organizations received a total of \$4.21M in grant awards. These programs began operating in 2019 and completed operations in 2022.

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. CommCorp partnered with C-BEN to conduct a program design phase. These programs entered implementation in January 2021 and completed operations in 2022. 68 incumbent employees were served in these programs.



WORKFORCE COMPETITIVENESS TRUST FUND PROGRAMS CONTINUED

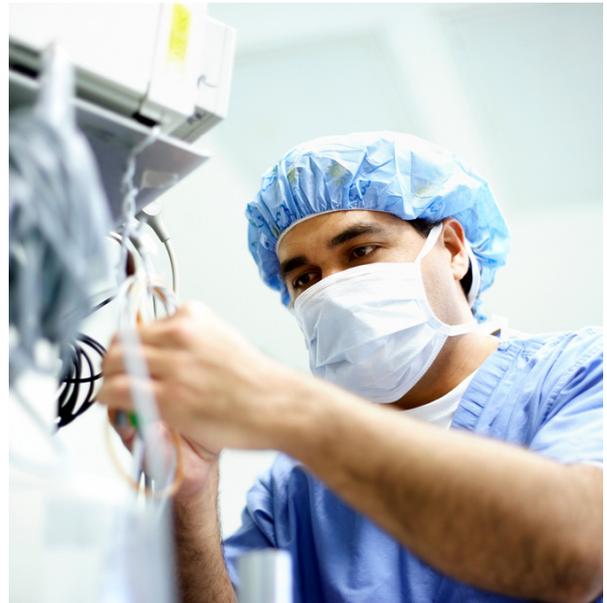


SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR TRAINING AND PLACEMENT PROGRAMS (WCTF FY'20)

Cohort-based, occupationally focused training and placement programs for unemployed and/or underemployed individuals. Nine organizations received a total of \$2M in grant awards and began operating in 2020. Program activity is scheduled to conclude by June 30, 2023.

SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR HEALTH CARE 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. Program activity began in 2021 and 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 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 began in 2021 and is scheduled to conclude by June 30, 2023.



WORKFORCE COMPETITIVENESS TRUST FUND PROGRAMS CONTINUED

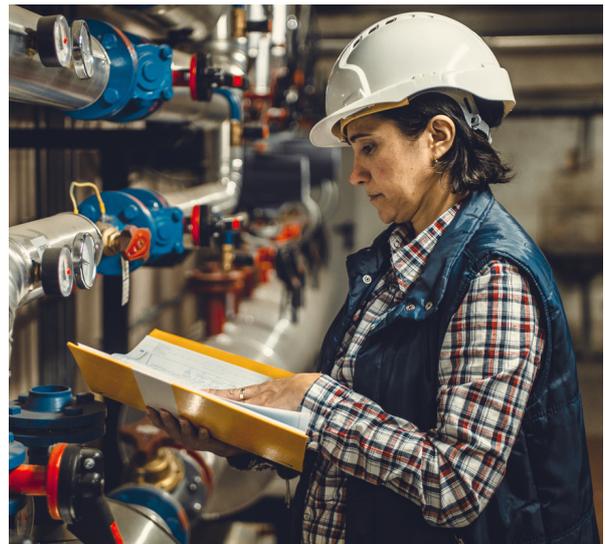


2020-2021 SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR EXPANDED TRAINING CAPACITY & EMPLOYMENT PROGRAM PERFORMANCE (5% WTFP* TRANSFER)

Grants made to fund additional seat capacity in ongoing sector-based employment programs that provide training and 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 Program*, six organizations received awards in the inaugural year. Grant activity is scheduled to conclude by the end of 2022.

LEARN TO EARN (LTE) INITIATIVE PILOT PROGRAM (FY'19 – FY'20)

LTE serves individuals who are receiving public assistance by leveraging the regional industry sector partnership model from WCTF and adding 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. Two grant programs funded in 2019 concluded activities in 2022; three programs funded in 2021 are scheduled to conclude in 2023.



FUTURESKILLS (WCTF FY21/22/23 AND ARPA) SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR TRAINING AND PLACEMENT:

Cohort-based, occupationally focused training and placement programs for unemployed and/or underemployed individuals to prepare them for success in target occupations identified through the Regional Workforce Skills Planning Initiative regional blueprint process. \$11.44M in grants were awarded to 24 organizations which began program activity in 2022; these programs are scheduled to conclude by June 30, 2025.

GRANTS AWARDED IN 2022



GRANTS AWARDED IN 2022

Following the recovery period from COVID, grant partnership activity began to accelerate, and 24 grant awards funded through the FutureSkills round were made in the calendar year of 2022. FutureSkills is an initiative of the WSC that expands opportunity for employers and jobseekers with a \$200 million investment in skills training programs.



MASSHIRE BLUEPRINT REGION

IMPLEMENTATION GRANTS AWARDED

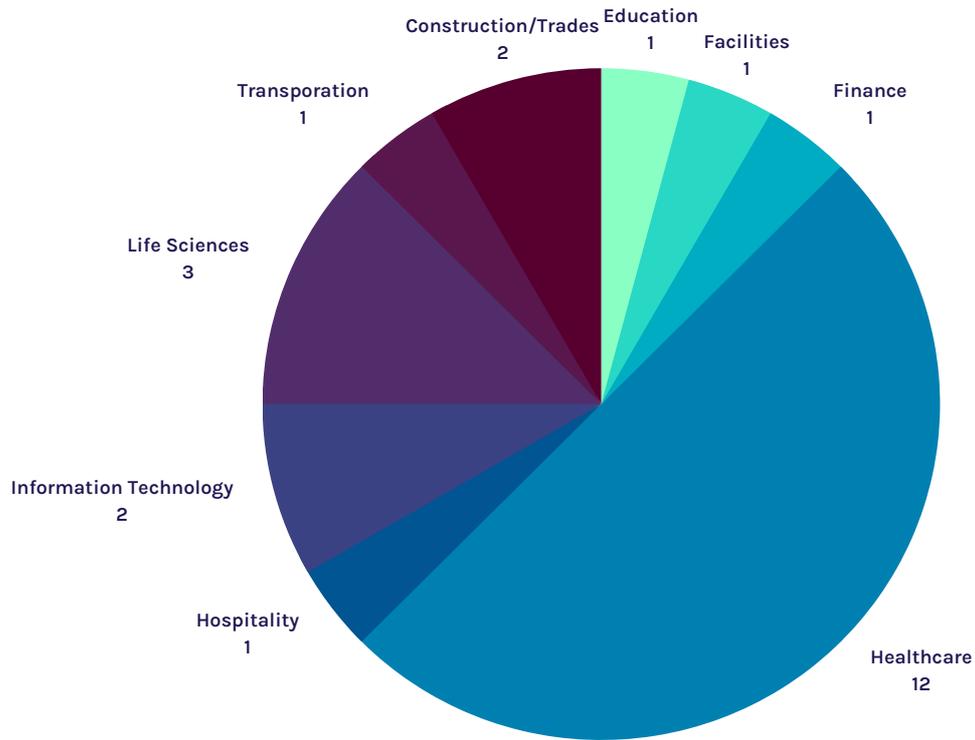
Berkshires	2
Pioneer Valley	2
Central	3
Northeast	3
Greater Boston	12
Southeast	1
Cape Cod & Islands	1
Total	24

PRIMARY INDUSTRY SECTOR

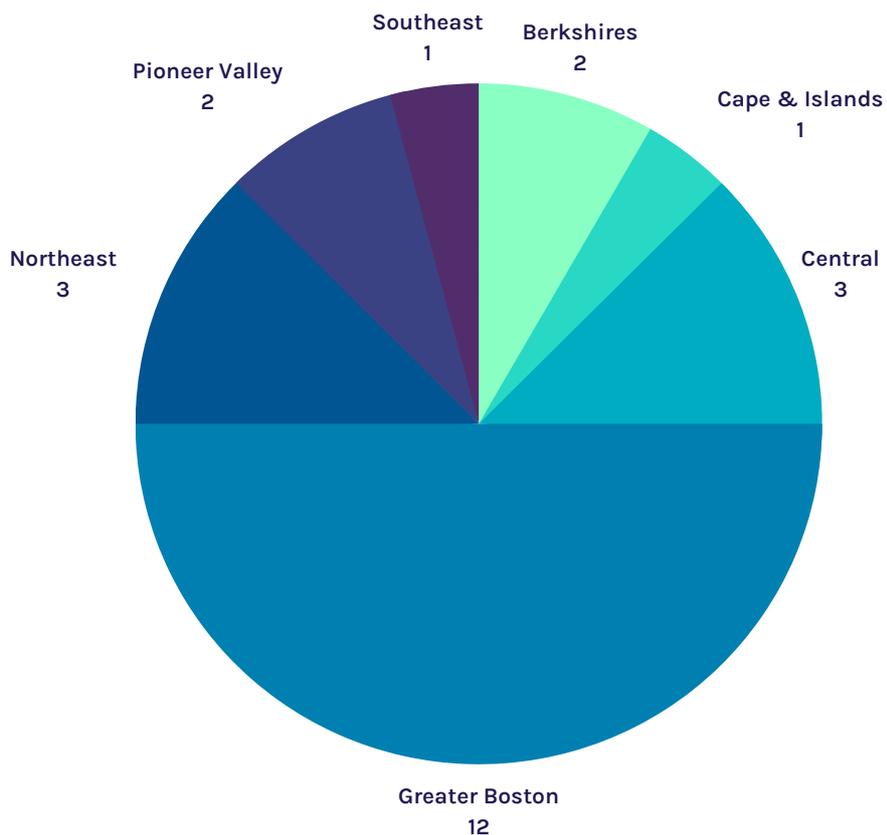
IMPLEMENTATION GRANTS AWARDED

Construction	2
Educational Services	1
Facilities Management	1
Finance & Insurance	1
Healthcare & Social Assistance	12
Hospitality	1
Information Technology	2
Life Sciences	3
Transportation & Warehousing	1
Total	24

GRANTS AWARDED IN 2022 BY INDUSTRY



GRANTS AWARDED IN 2022 BY REGION



GRANTS AWARDED IN 2022

The following is a list of the 24 FutureSkills grant awards made in 2022.

FUTURESILLS (WCTF FY21/22/23 AND ARPA) SENATOR KENNETH J. DONNELLY WORKFORCE SUCCESS GRANTS FOR TRAINING AND PLACEMENT PROGRAMS

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
1199 Training and Upgrading Fund	Southeast	\$500,000.00	Healthcare	Certified Nursing Assistant
Action for Boston Community Development	Greater Boston	\$500,000.00	Education	Assistant Teacher
Asian American Civic Association, Inc.	Greater Boston	\$344,200.00	Finance	Universal Banker
Berkshires County Regional Employment Board, Inc.	Berkshires	\$500,000.00	Healthcare	Certified Nursing Assistant
Beth Israel Deaconess Medical Center	Northeast	\$500,000.00	Healthcare	Medical Assistants
Building Pathways Inc.	Greater Boston	\$500,000.00	Construction/ Trades	Construction
Cape Cod Regional Technical High School	Cape & Islands	\$211,491.27	Construction/ Trades	HVAC
Center for Community Health Education Research and Service (CCHERS)	Greater Boston	\$311,487.00	Healthcare	Home Health Aide
Community Servings, Inc.	Greater Boston	\$500,000.00	Hospitality	Food Preparation
DPV Transportation	Greater Boston	\$180,000.00	Transportation	CDL Driver
Gloucester Marine Genomics Institute	Northeast	\$500,000.00	Life Sciences	Lab Technicians
Hebrew SeniorLife, Inc.	Greater Boston	\$500,000.00	Healthcare	Certified Nursing Assistant
Holyoke Community College	Pioneer Valley	\$1,000,000.00	Healthcare	Certified Nursing Assistant
Jewish Vocational Service, Inc.	Greater Boston	\$500,000.00	Healthcare	Pharmacy Technician
Massachusetts BioTechnology Education Foundation	Central	\$1,000,000.00	Life Sciences	Biomanufacturing Technicians
Massachusetts College of Liberal Arts Foundation	Berkshires	\$250,000.00	Healthcare	Radiologic Technologists
MassHire North Shore Workforce Board (City of Salem)	Northeast	\$319,880.00	Healthcare	Mental Health Counselor
Minuteman RVTHS	Greater Boston	\$500,000.00	Facilities Management	Facility Manager
Operation ABLE of Greater Boston, Inc.	Greater Boston	\$329,600.00	Healthcare	Patient Service Coordinator
Polus Center for Social & Economic Development, Inc.	Central	\$500,000.00	Healthcare	Health & Human Services Direct Support
Quinsigamond Community College	Central	\$500,000.00	Life Sciences	Biomanufacturing Technician
Tech Foundry	Pioneer Valley	\$500,000.00	Information Technology	IT Service Desk Technicians
The Children's Hospital Corporation	Greater Boston	\$500,000.00	Healthcare	Mental Health Services
WTIA Workforce Institute (Apprenti)	Greater Boston	\$500,000.00	Information Technology	IT Service Desk Technicians

TOTAL

\$11,446,658.66

GRANTS OPERATING **IN 2022**



GRANTS OPERATING IN 2022

In addition to the 24 programs awarded in FY22, there were 53 previously funded WCTF programs operating in 2022. This report will offer additional information and analysis of grants that close out in 2022 from the tables below.

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
Berkshires County Regional Employment Board, Inc. (MassHire Berkshires Workforce Board)	Berkshires	\$218,750.00	Healthcare & Social Assistance	Certified Nursing Assistant
Franklin Hampshire Employment and Training Consortium (MassHire Franklin Hampshire Workforce Board)	Pioneer Valley	\$250,000.00	Healthcare & Social Assistance	Certified Nursing Assistant & Home Health Aide
Springfield Technical Community College	Pioneer Valley	\$249,975.00	Healthcare & Social Assistance	Sterile Processing Technician
Holyoke Community College	Pioneer Valley	\$249,989.00	Information Technology	Computer User Support Technician
Quinsigamond Community College	Central	\$249,527.00	Healthcare & Social Assistance	Certified Nursing Assistant
MassHire Merrimack Valley Workforce Board	Northeast	\$257,078.00	Healthcare & Social Assistance	Medical Assistant
Middlesex Community College	Northeast	\$250,000.00	Healthcare & Social Assistance	Medical Assistant
1199SEIU League Training & Upgrading Fund	Greater Boston	\$243,977.00	Healthcare & Social Assistance	Certified Nursing Assistant
Jewish Vocational Service (JVS)	Greater Boston	\$250,000.00	Healthcare & Social Assistance	Pharmacy Technician
Boston Education, Skills & Training (BEST) Corp.	Greater Boston	\$215,833.00	Accommodation, Food Service & Hospitality	Hotel Industry & Housekeeping
Partnerships for a Skilled Workforce (MassHire Metro South/West Workforce Board)	Greater Boston	\$218,750.00	Transportation & Warehousing	Heavy and Tractor-Trailer Truck Driver
Center for Community Health Education Research and Services, Inc	Greater Boston	\$238,471.00	Healthcare & Social Assistance	Home Health Aide
Operation A.B.L.E. of Greater Boston, Inc	Greater Boston	\$230,000.00	Healthcare & Social Assistance	Patient Service Coordinators
YMCA of Greater Boston	Greater Boston	\$249,895.00	Healthcare & Social Assistance	healthcare Admin. and Support Roles
Boston Private Industry Council	Greater Boston	\$250,000.00	Information Technology	Software Developer
DPV Transportation	Greater Boston	\$228,070.96	Accommodation, Food Service & Hospitality	Hospitality Industry Chauffeur Driver
MassHire Greater Brockton Workforce Board	Southeast	\$225,000.00	Finance & Insurance	Bank Teller and Personal Advisor
Cape Cod Regional Technical High School	Cape Cod & Islands	\$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	\$80,000.00	Healthcare & Social Assistance	[Incumbent] Addiction Counselors
UMassOnline	Greater Boston	\$90,000.00	Healthcare & Social Assistance	[Incumbent] Practice Assistants
Holyoke Community College	Pioneer Valley	\$80,000.00	Healthcare & 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	\$360,000.00	Accommodation & Food Services	Entry Level Culinary (e.g., Dietary Worker, Culinary Worker)
City of Worcester - Worcester Public Schools	Central	\$360,000.00	Manufacturing	Certified Welders
MassHire Merrimack Valley Workforce Board	Northeast	\$360,000.00	Manufacturing	Machine Operators
Catholic Charities Boston / El Centro	Greater Boston	\$360,000.00	Information Technology	IT & Computer Support Assistants
English for New Bostonians, Inc.	Greater Boston	\$360,000.00	Accommodation & Food Services	Food Manufacturing, Production & Operations Workers
TOTAL		\$1,800,000.00		

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

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
Berkshires healthcare Hub	Berkshires	\$250,000.00	Healthcare & Social Assistance	Multiple Occupations
Pioneer Valley healthcare Collaborative Hub	Pioneer Valley	\$400,000.00	Healthcare & Social Assistance	Multiple Occupations
Central Massachusetts healthcare Workforce Consortium	Central	\$400,000.00	Healthcare & Social Assistance	Multiple Occupations
Northeast healthcare Hub Workforce Consortium	Northeast	\$400,000.00	Healthcare & Social Assistance	Multiple Occupations
Greater Boston healthcare Consortium	Greater Boston	\$400,000.00	Healthcare & Social Assistance	Multiple Occupations
Southeast Consortium	Southeast	\$400,000.00	Healthcare & Social Assistance	Multiple Occupations
Cape and Islands Regional healthcare Initiative	Cape Cod & Islands	\$250,000.00	Healthcare & 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	\$225,000.00	Transportation & Warehousing	CDL Drivers
Building Pathways	Greater Boston	\$240,000.00	Construction	Construction Trades
The Computing Technology Industry Association, Inc. (dba CompTIA)	Greater Boston	\$180,000.00	Information Technology	IT Support Specialist
WTIA Workforce Institute (dba Apprenti)	Greater Boston	\$225,000.00	Information Technology	Software Developer
Morgan Memorial Goodwill Industries	Greater Boston	\$250,000.00	Healthcare & Social Assistance	Social Assistance (Human Services)
MassHire Metro North Workforce Board	Greater Boston	\$250,000.00	Construction	Construction & Facilities Maintenance
CyberWarrior Academy Foundation	Greater Boston	\$160,000.00	Information Technology	Software Developer
Asian American Civic Association	Greater Boston	\$245,000.00	Finance & Insurance	Banking & Finance
MassHire Greater Brockton Workforce Board	Southeast	\$225,000.00	Transportation & 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	\$199,998.00	Healthcare & Social Assistance	Pharmacy Technician
Quinsigamond Community College	Central	\$197,183.00	Healthcare & Social Assistance	Medical Administrative Assistant
International Institute of New England	Northeast	\$200,000.00	Healthcare & Social Assistance	Certified Nursing Assistant
Lawrence CommunityWorks, Inc.	Northeast	\$199,657.48	Educational Services	Early Childhood Educator & Paraprofessional
MassHire Greater Lowell Workforce Board	Northeast	\$160,000.00	Manufacturing	Electronics Assembly & Manufacturing Technician
Middlesex Community College	Northeast	\$121,847.00	Information Technology	Computer User Support Technician
TOTAL		\$1,078,685.48		

LEARN TO EARN FY'19

ORGANIZATION	MASSHIRE BLUEPRINT REGION	ORIGINAL AWARD ALLOCATION	PRIMARY INDUSTRY SECTOR	PRIMARY OCCUPATION
Horace Mann Educational Associates (HMEA)	Central	\$325,000.00	Accommodation, Food Service & Hospitality	Prep Cook, Food Service Assistant and related roles
Jewish Vocational Services (JVS)	Greater Boston	\$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	\$270,000.00	Healthcare & Social Assistance	Community Health Worker
Ascentria Community Services	Central	\$270,000.00	Healthcare & Social Assistance	Residential Supervisor, Case Management & Direct Care
Justice Resource Institute, Inc. dba STRIVE Boston	Greater Boston	\$270,000.00	Healthcare & Social Assistance	Sterile Processing Technician
TOTAL		\$810,000.00		

PROGRESS **UPDATE**



ANNUAL PROGRESS UPDATE

GRANTS OPERATING THROUGH 2022

The implementation grants operating in 2022 (funded between 2019 and 2022) collectively served 2,017 adult learners through September 30, 2022 across 77 grants. WCTF prioritizes expanding access to in-demand careers for diverse population groups and serves 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.



ANNUAL PROGRESS UPDATE

DEMOGRAPHIC DATA

The following tables provide characteristics of participants in all programs (as of 9/30/22) funded with Senator Kenneth J. Donnelly Success Grants between 2019 and 2022. Highlights show that these WCTF grants provided access to education and training pathways for low-income individuals (80%), women (65%), individuals with a high school diploma or less (45%) who were between the ages of 22-34 (44%) and people of color (71%).

Age		
	16 - 21 Years Old	13%
	22 - 24 Years Old	11%
	25 - 34 Years Old	33%
	35 - 44 Years Old	24%
	45 - 54 Years Old	12%
	55 Years & Older	7%
	Average Age	34.3

Gender		
	Female	65%
	Male	33%
	Non-Binary/Other	1%
	Not Disclosed	1%

Race/Ethnicity		
	Hispanic / Latinx	29%
	Black / African American	27%
	Asian	8%
	White	29%
	Multi-Racial / Other	7%

Pre-Program Status		
	Unemployed	57%
	Employed	43%

Educational Attainment Level		
	Less than HS Diploma	6%
	HS Diploma / GED / HiSET	39%
	Some Postsecondary / College	30%
	Associate	8%
	Bachelor's	14%
	Master's	3%

Other Characteristics		
	Person with Disability	12%
	Immigrant (not born in US)	36%
	First Language Not English	29%
	Public Benefits Recipient	59%
	Low-Income (200% Poverty Level)	80%



GRANTS CLOSED IN 2022



ANNUAL PROGRESS UPDATE

LEARN TO EARN



ANNUAL PROGRESS UPDATE

GRANTS CLOSED IN 2022

LEARN TO EARN FY19 (LTE)

The Learn to Earn Initiative (LTE), designed by the Executive Offices of Labor and Workforce Development (LWD), Education (EOE), Health and Human Services (HHS), and Housing and Economic Development (HED), 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 Programs 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. The program leverages the regional industry sector partnership model from the Workforce Competitiveness Trust Fund and adds individualized benefits counseling, financial coaching, and other family-focused supports. Throughout the initiative, LWD, EOE, HHS, and HED continue to provide guidance on addressing benefit-related issues and opportunities to enhance economic stability. This round of funding focused on individuals with disabilities. This work has informed state-level policy changes and additional rounds of pilot programs.

PROGRESS AND DEMOGRAPHIC OVERVIEW

The FY'19 LTE grantees have collectively produced the following participant outcomes:

- 85 enrolled in training.
- 81 completed training for a completion rate of 95%.
- 65 were employed following program completion for an employment rate of 76%.
- The average placement wage was \$14.57 per hour.
- The average hourly placement wage for each program ranged from \$13.71 to \$14.95.
- More than 36 unique employers hired a program completer.

Across Learn to Earn participants enrolled in FY'19 programs:

- 98% were low-income (200% of Poverty Level) and/or receiving a public subsidy program at the time of enrollment (non-mutually exclusive breakdown):
 - 74% MassHealth
 - 25% Supplemental Nutrition Assistance Program (SNAP)
 - 18% Subsidized housing
 - 52% Supplemental Security Income (SSI)
 - 25% Social Security Disability Insurance (SSDI)
- 88% Had a high school diploma or less
- 59% Identified as white
- 42% Identified as a racial/ethnic minority
- 40% Identified as female
- 98% Self-reported a disability
- 11% Were not born in the U.S.
- 11% Spoke a language other than English as their first language

[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).

LEARN TO EARN FY19 (LTE)

DEMOGRAPHIC DATA

Age		
	16 - 21 Years Old	14%
	22 - 24 Years Old	25%
	25 - 34 Years Old	25%
	35 - 44 Years Old	7%
	45 - 54 Years Old	2%
	55 Years & Older	0%
	Average Age	24.6

Gender		
	Female	40%
	Male	60%

Race/Ethnicity		
	Hispanic / Latino	20%
	Black / African American	13%
	Asian	4%
	White	58%
	Multi-Racial / Other	5%

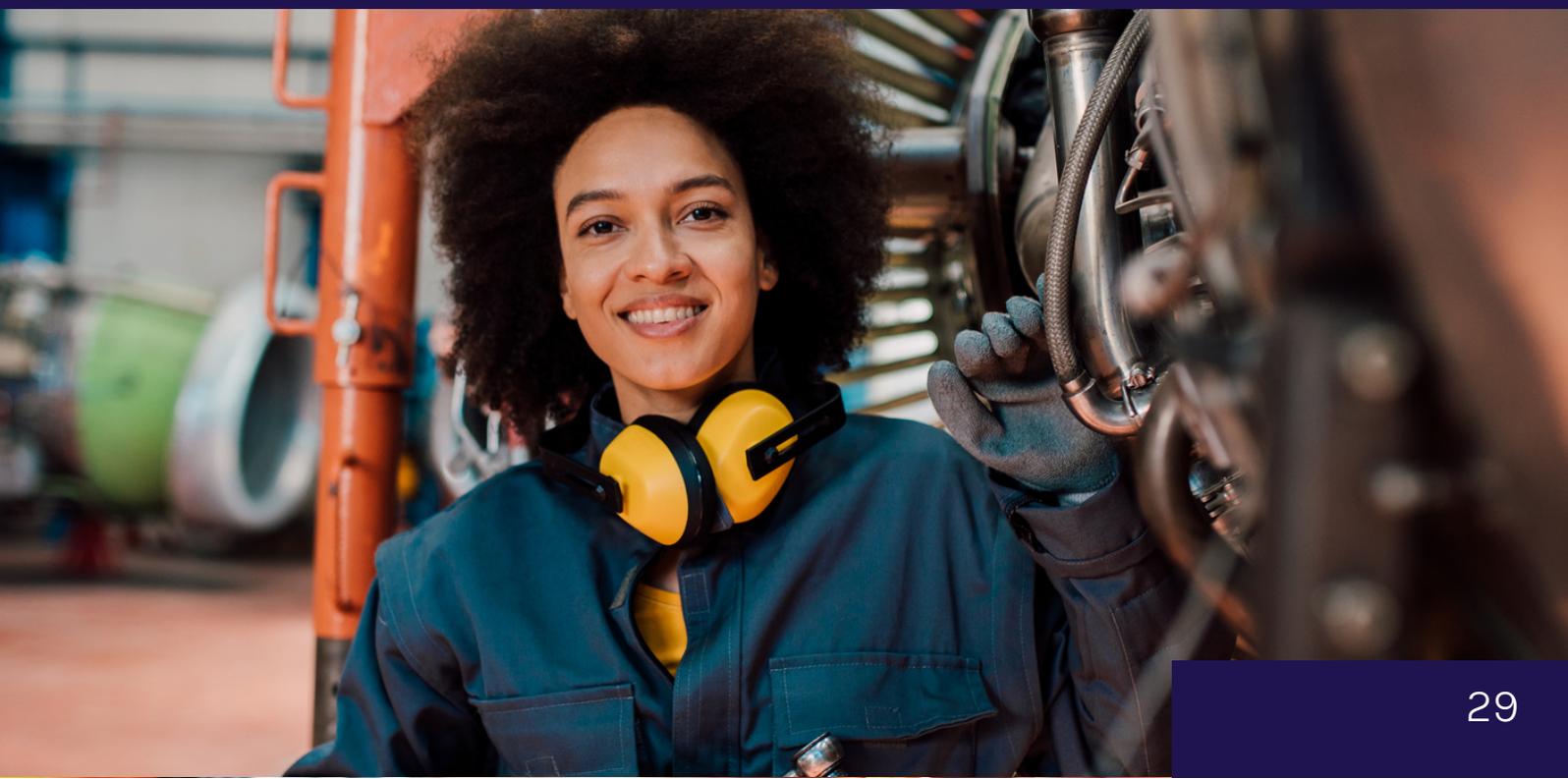
Employment Status		
	Unemployed	73%
	Employed	27%

Educational Attainment Level		
	Less than HS Diploma	33%
	HS Diploma / GED / HiSET	55%
	Some Postsecondary / College	9%
	Associate	1%
	Bachelor's	1%
	Master's	0%

Select Other Characteristics		
	Person with Disability	98%
	Immigrant (not born in US)	11%
	First Language Not English	11%
	Public Assistance	96%
	Low-Income (200% Poverty)	98%



SENATOR KENNETH J.
DONNELLY WORKFORCE
SUCCESS GRANTS
**FOR TRAINING
AND PLACEMENT**



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

This round of funding supported cohort-based, occupationally focused training and placement programs for unemployed and/or underemployed individuals or training and advancement programs for incumbent employees. 18 organizations received a total of \$4.21M in grant awards. They began operating in 2019 and completed operations in 2022.

PROGRESS AND DEMOGRAPHIC OVERVIEW

The FY'19 WCTF grantees have collectively produced the following participant outcomes:

- 698 enrolled in training.
- 627 completed training for a completion rate of 90%.
- 573 were employed following program completion for an employment rate of 82%.
- The average placement wage was \$18.97 per hour.
- The average hourly placement wage for each program ranged from \$14.96 to \$38.90.
- More than 263 unique employers hired a program completer.

Across WCTF participants enrolled in these programs:

- 86% were low-income (200% of Poverty Level) and/or receiving public assistance at time of enrollment:
 - 8% Subsidized childcare
 - 18% Subsidized housing
 - 26% Unemployment Insurance (UI) claimants
 - 3% Exhausted UI benefits
- 44% Had a high school diploma or less
- 68% Identified as a racial/ethnic minority
- 68% Identified as female
- 10% Self-reported a disability
- 36% Were not born in the U.S.
- 30% Spoke a language other than English as their first language

WCTF FY'19

DEMOGRAPHIC DATA

Age

16 - 21 Years Old	14%
22 - 24 Years Old	10%
25 - 34 Years Old	28%
35 - 44 Years Old	25%
45 - 54 Years Old	14%
55 Years & Older	10%
Average Age	35.7

Gender

Female	68%
Male	32%

Race/Ethnicity

Hispanic / Latinx	26%
Black / African American	26%
Asian	8%
White	32%
Multi-Racial / Other	8%

Pre-Program Status

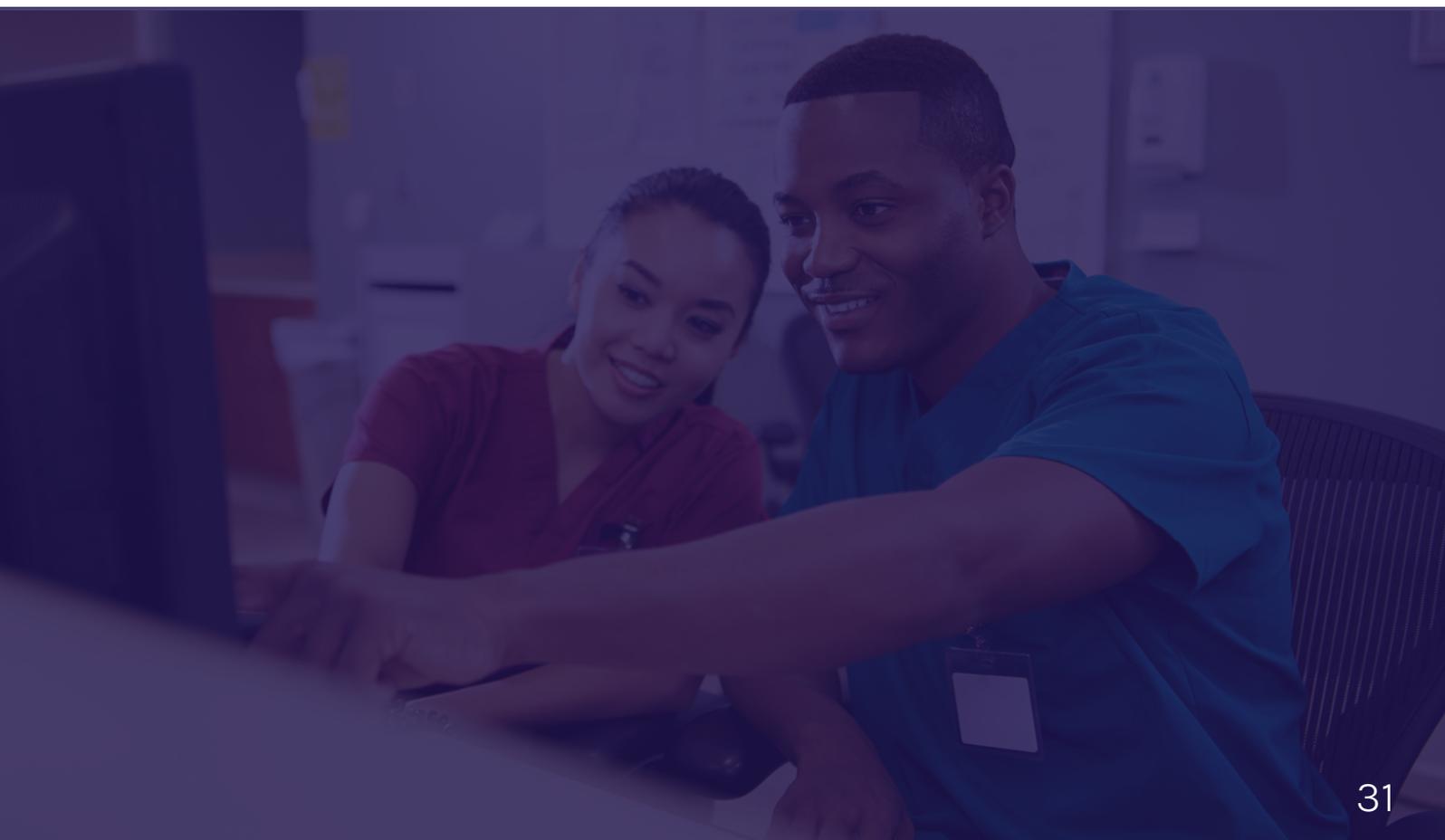
Unemployed	64%
Employed	36%

Educational Attainment Level

Less than HS Diploma	5%
HS Diploma / GED / HiSET	39%
Some Postsecondary / College	32%
Associate	8%
Bachelor's	12%
Master's	4%

Other Characteristics

Person with Disability	10%
Immigrant (not born in US)	36%
First Language Not English	30%
Public Assistance	61%
Low-Income (200% Poverty)	86%



ANNUAL PROGRESS UPDATE

DIGITAL INNOVATION & LIFELONG LEARNING



DIGITAL INNOVATION AND LIFELONG LEARNING (DILL)

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. The programs were designed in partnership with healthcare employers to provide their incumbent workers with competency-based credential programs offered by higher education institutions (Pharmacy Technician, Practice Assistant, Certified A/D Abuse Counselor). These occupations require a higher degree of skill and were attainable within the two-year timeline of the grant program because the enrollees were incumbent workers building on their baseline knowledge. However, incumbent workers faced more challenges to balance the demands of the program while maintaining work, as evidenced by the completion rate of 57%. The academic rigor and challenge of the curriculum for adult learners who had been out of formal education for some time, combined with participants working full-time in healthcare during the COVID-19 pandemic impacted the outcomes. Commonwealth Corporation partnered with the Competency-Based Education Network (C-BEN) to conduct a program design phase. The programs began in January 2021 and completed operations in 2022.

PROGRESS AND DEMOGRAPHIC OVERVIEW

The DILL grantees have collectively produced the following participant outcomes:

- 68 enrolled in training.
- 39 completed training for a completion rate of 57%.
- 29 of the 39 who completed training received promotions and/or increased wages for an employment rate of 74%.
- The average wage following promotion or increased wages was \$22.19 per hour, an increase of \$3.40

Across DILL participants enrolled in these programs:

- 36% Were low-income (200% of Poverty Level)
- 28% Had a high school diploma or less
- 55% Identified as a racial/ethnic minority
- 78% Identified as female
- 13% Self-reported having a disability
- 16% Were not born in the U.S.
- 19% Spoke a language other than English as their first language

DIGITAL INNOVATION AND LIFELONG LEARNING (DILL)

DEMOGRAPHIC DATA

Age

16 - 21 Years Old	6%
22 - 24 Years Old	4%
25 - 34 Years Old	39%
35 - 44 Years Old	33%
45 - 54 Years Old	15%
55 Years & Older	3%
Average Age	36.2

Gender

Female	78%
Male	22%

Race/Ethnicity

Hispanic / Latino	30%
Black / African American	18%
Asian	4%
White	45%
Multi-Racial / Other	3%

Educational Attainment Level

Less than HS Diploma	0%
HS Diploma / GED / HiSET	28%
Some Postsecondary / College	46%
Associate	15%
Bachelor's	10%
Master's	0%

Select Other Characteristics

Person with Disability	13%
Immigrant (not born in US)	16%
First Language Not English	19%
Low-Income (200% Poverty)	36%



SUCCESS STORIES



MASSHIRE CDL TRAINING LEADS PARTICIPANTS TOWARDS UPWARD MOBILITY



The recruitment and retention of commercial truck drivers has become a global concern in recent years as the economy experiences supply chain disruptions. The American Trucking Association reported a projected shortage of 80,000 drivers in 2021, an all-time high that could potentially reach as many as 160,000 by 2030. Programs like MassHire Central Region Workforce Board's CDL Training are helping to fill the commercial need for truck drivers and have provided upward mobility for underemployed and unemployed individuals like Hector Garcia.

Debra Feraco, Senior Program Manager at MassHire Central Region Workforce Board, says the CDL program, which ran from September 2020 to September 2022 and was funded through WCTF, effectively equipped participants to pass the CDL test and prepared them for a fruitful career through a comprehensive professional development curriculum. "A lot of our students come in having dropped out of college or high school, and this becomes a motivator, to kind of pick them up and to know they can move forward," says Feraco.

Worcester resident Hector Garcia is one of those students who found great success and a second chance in life. Beaming with uncontainable gratitude, Garcia says, "This program completely turned my life around. It has helped further my career and provided financial and physical/psychological stability."

As a father of young children, he remembers how before taking on the CDL training, he worked 2-3 jobs to make ends meet. The most challenging aspect was not being able to spend quality time with his little ones. "I used to get up very early in the morning and not see them until late at night," he says; and although it seems like ages ago, this was just last year. "Everything changed in a matter of weeks," he says.

After receiving his CDL Class B license, Garcia interviewed with several local trucking companies, obtaining a position at Mondelz Transportation in Rhode Island and joining the Teamsters Union. Since then, he's had the opportunity to drive trucks for renowned companies like Sysco, Subaru, and Nabisco. Then, once upon a time, the Walt Disney Company made him a whimsical offer.

Disney was filming *Hocus Pocus II* in Rhode Island and needed a qualified driver to transport props and equipment to and from movie sets— and there was Garcia, ready to handle deliveries with the tact and responsibility the job required. "I have the power to decide where I want to work. It's a great feeling to pick and choose, and even negotiate," says Garcia.

Watching *Hocus Pocus II* with his children and telling them he was there when it happened was a moment his family will never forget. Since then, Garcia has worked with another film crew and has big plans for the future. "Now I am able to be there for my children. I have gone to places I never thought I would have gone, all within my first year. Doors have continued to open. I am looking into becoming a homeowner and owning a truck to open my business. Programs like this give people hope to achieve and reach their potential, improve their lives, and obtain financial stability. I am grateful for the people of MassHire who helped me every step of the way and have stayed in contact," says Garcia.

COASTAL CAREER PROVIDES MEDICAL ASSISTANT TRAINING



IN HER OWN WORDS

My Name is Nereida Fraticelli Echevarria. I'm 37 years old, and I have been interested in working in the medical field for a long time. But as a mom of two, with little to no help, I had no choice but to work full-time factory jobs for most of my adult life. My kids are older now, and life is getting a little easier, so I decided to look for information on what was the best way for me to start in the healthcare field while still providing for my children. I decided to go for a Certified Nursing Assistant (CNA) licensure and then try to move on from there. I walked into Coastal Career Academy, but the school happened to be closed that day. I saw a CNA PRO flyer at the door, and I decided to call the number on it. It was the best decision of my life. I contacted Barbora Hazuková, the coordinator of the program. Soon after, I learned that this program was so much more than just getting a free course! It was a great opportunity for me to grow professionally and emotionally.

I started the course, and I was supported every moment of the way. I knew that whenever I had any doubts, all I had to do was to make a phone call. The program also trained me for interviews, helped me with job applications and set interviews for me, and even helped with transportation costs. But the best part hasn't even started. This is only the beginning of my journey. I'm starting as a CNA, but the program offers the opportunity to further my education, and I'm planning to take advantage of it all. My goal is to keep studying and grow within the healthcare field while working as a CNA and provide for my children.

“

This is a wonderful opportunity because many students come to us, and they face many challenges, including a lack of a support system. We train and support them from start to finish. We are truly trying to break barriers and to nurture them through the process to help them succeed. I am grateful to provide this program for our community.

-Debra Gomes, Owner & Director of Coastal Career Academy

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MassHire Greater New Bedford Workforce Board is the proud lead grantee in this initiative in partnership with trainer provider Coastal Career Academy. This program is funded by the healthcare Workforce Hubs grant through WCTF FY20.



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

Contact

33 Harrison Ave, 3rd Floor
Boston, MA 02111
(617) 727-8158

 www.commcorp.org
 info@commcorp.org
 [@commcorp](#)

