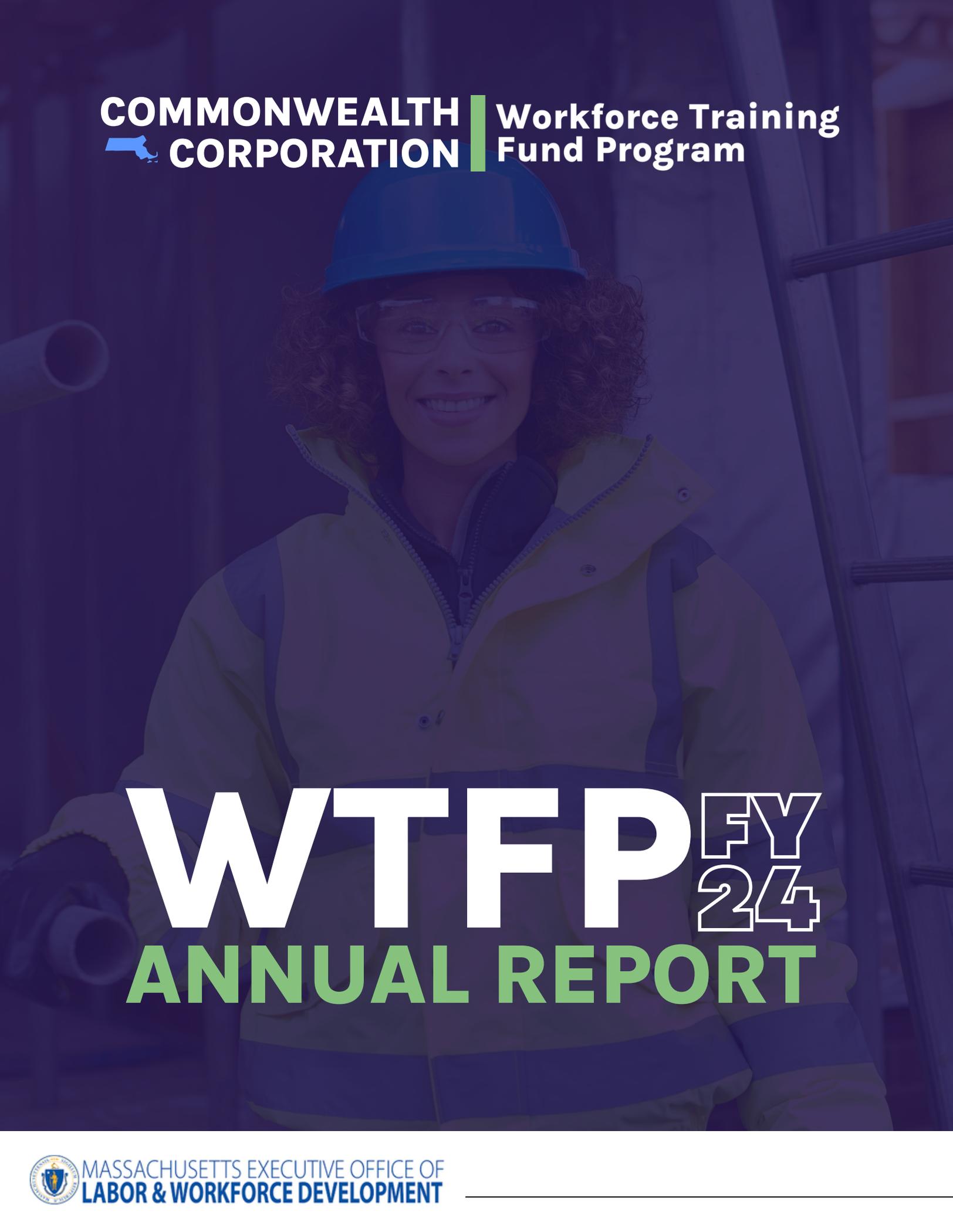


**COMMONWEALTH** | **Workforce Training**  
 **CORPORATION** | **Fund Program**



**WTFP** **FY**  
**24**  
**ANNUAL REPORT**

# INTRODUCTION

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The Workforce Training Fund is a resource for Massachusetts employers to train incumbent workers, which in turn strengthens the productivity and competitiveness for employers in a variety of industries throughout the state. The Workforce Training Fund Program is funded through an assessment on Massachusetts employers' Unemployment Insurance contributions. Commonwealth Corporation, a quasi-public agency, administers the Workforce Training Fund on behalf of the Executive Office of Labor and Workforce Development.

The enabling legislation for the Workforce Training Fund (Massachusetts General Laws Chapter 29 Section 2RR) calls for a report to be filed with the Joint Committee on Labor and Workforce Development and the House and Senate Ways and Means Committees, of each year. The report highlights grants made during the previous fiscal year together with recommendations and additional information as considered appropriate. The report must also include information concerning the collection of the workforce training contributions for the previous calendar year including (i) the amount collected in each quarter and the total amount collected for the calendar year; (ii) the total number of employers that contributed to the fund and the total number of employees employed by that group of employers; and (iii) the contribution rate.

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# GRANTS AWARDED

## FISCAL YEAR 2024



# GRANTS AWARDED IN FY 2024

During Fiscal Year 2024 (July 1, 2023 – June 30, 2024), the Workforce Training Fund Program awarded funding to Massachusetts businesses to upskill incumbent workers through two different grant programs including the General Program Training Grant and the Express Program Grant. In FY24, these grants supported skills acquisition for nearly 28,000 workers and improved the competitiveness and productivity of more than 1,600 businesses across the Commonwealth.

## GENERAL PROGRAM

Massachusetts-based businesses of any size are eligible to apply, and intermediaries may lead a consortium application. In FY24, applicants could request up to \$200,000 for up to two years to support training. Grant funds must be matched dollar-for-dollar. The match may be cash or in-kind (including wages paid to employees during training).

[More information about current General Program training grant opportunities.](#)

## EXPRESS PROGRAM

In FY24, Massachusetts-based businesses with 100 or fewer Massachusetts employees were eligible to apply for grants to cover training selected from a database of registered courses. Businesses could receive up to \$20,000 per calendar year; the maximum per trainee, per course is \$3,000.

[More information about current Express Program grant opportunities.](#)

# GRANTS AWARDED IN FY 2024

In FY24, Commonwealth Corporation approved 2,772 grant applications totaling \$37,229,377 through the Workforce Training Fund Programs, including grants from the General Program and Express Program. In FY24, the Workforce Training Fund Programs engaged 1,684 businesses to fund training for 27,947 workers.

New Grants Awarded During FY24	Trainees*	Amount	Employers*	Average Cost Per Trainee
General Program	11,403	\$19,900,116	200	\$1,745
Express Program	16,544	\$17,329,263	1,484	\$1,047
	<b>27,947</b>	<b>\$37,229,379</b>	<b>1,684</b>	<b>\$1,332</b>

\*Includes duplication if an employer/employee participates in both programs within one fiscal year.



# WORKFORCE TRAINING FUND FY24 HIGHLIGHTS





# 2024 HIGHLIGHTS

## JOB GROWTH @ 5X THE NATIONAL RATE:

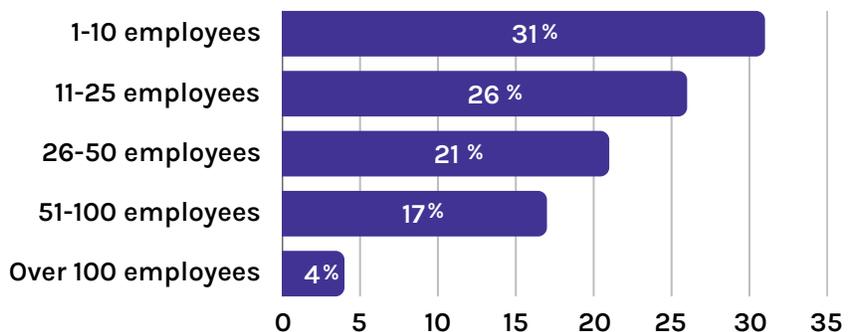
Previously awarded General Program grantees that completed training in FY24 added 5,502 new jobs in Massachusetts, growing their net number of Massachusetts employees by 21.3 percent over the past two years. During the same employment period, Massachusetts experienced 2.4 percent statewide growth in employment while the country experienced 3.7 percent national growth. These comparisons demonstrate the effectiveness of the Workforce Training Fund as a tool that spurs job creation.

## SMALL BUSINESS-FOCUSED GROWTH:

In FY24, Commonwealth Corporation continued to increase access for small and diverse businesses to pursue Workforce Training Fund programs. Since the global COVID-19 pandemic, the Workforce Training Fund has pivoted to directly address the needs of smaller businesses given they were disproportionately impacted by the pandemic.

Specifically, 96 percent of FY24 grants were awarded to businesses with 100 or fewer employees in Massachusetts. The largest number of grants awarded in FY24 went to businesses with 10 or fewer employees in Massachusetts which received an increase of 6 percent in awarded grants, the segment of small businesses with the most growth in FY24.

### Grants Awarded by Size of Workforce in Massachusetts



Commonwealth Corporation has also made improvements to the Workforce Training Fund including an enhanced, efficient, and streamlined application process and increased investment in technology to improve customer support and the user experience. These improvements continue to provide greater access to businesses, especially a value proposition for small businesses to leverage the Express Program.

# 2024 HIGHLIGHTS

## DIVERSE BUSINESS ENGAGEMENT:

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Commonwealth Corporation has also enhanced its outreach and marketing of the Workforce Training Program, including a strategic focus on minority-owned and women-owned enterprises as well as businesses located in gateway cities.

In FY24, Commonwealth Corporation approved 707 grants to 472 diverse businesses through Workforce Training Fund Programs. In total, this includes \$7.16 million to train more than 5,000 employees of diverse businesses working in 173 different cities across Massachusetts. Diverse business are those employers who are certified by the Massachusetts Supplier Diversity Office as meeting one or more of several standards diverse business certification such as minority-owned enterprises, women-owned

enterprises, LGBT business enterprises, or disability-owned enterprises. Additionally, included as diverse businesses are employers certified by other recognized authorities such as New England Supplier Diversity Council, Women's Business Enterprise National Council, as well as those diverse businesses without certification. Total funding to diverse businesses was led by Manufacturing firms (\$1.8 million), followed by firms providing Professional, Scientific, and Technical Services (\$1.3 million).

## INVESTMENT IN GATEWAY CITIES:

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In FY24, Commonwealth Corporation approved 139 applications from 92 employers located in [Gateway Cities](#) through Workforce Training Fund Programs. In total, this represented \$1.5 million to train more than 1,100 workers in Gateway Cities.

Total funding in Gateway Cities was led by Manufacturing firms (\$515,275), followed by firms providing Educational Services (\$177,515).

## WORKPLACE ESOL

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Commonwealth Corporation has established Workplace ESOL (English for Speakers of Other Languages) training as a priority of the Workforce Training Fund Program. The most transformative impact of any training funded by Workforce Training Fund Program grants takes place when workers with low English-language proficiency access training to improve their ability to read, write, and communicate in English. In FY24, program investment in workplace ESOL training exceeded previous records with a total of 33 grants awarded through both Workforce Training Fund programs for an investment of \$2,096,780 to train 1,053 workers in ESOL at 39 employers. Among grants awarded includes six Bridge Grants through the General Program totaling \$317,100 to train 136 workers from 7 employers. In FY24, Commonwealth Corporation launched Bridge Grants as part of the General Program as a funding resource available to employers who have previously received funding for workplace ESOL and wish to continue to provide workplace ESOL training during the 1 year waiting period between standard General Program Training Grants.

# 2024 HIGHLIGHTS

## WORKPLACE DEI TRAINING

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Commonwealth Corporation promotes workplace Diversity, Equity, and Inclusion (DEI) training within the business community. Through the Workforce Training Fund programs, 98 applications were approved in FY24 for training related to DEI for a total of \$539,992 to train 1,634 workers from 73 businesses. Examples of training related to DEI include Working With Families From Diverse Backgrounds, Transformational DEI Certificate Program, and Addressing Implicit Bias.

## TRAINING RELATED TO CLIMATE-CHANGE:

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Commonwealth Corporation promotes training related to the impact of climate-change to the business community. Through the Workforce Training Fund programs, 91 applications were approved in FY24 for training related to climate-change for a total of \$161,353 to train 413 workers from 45 businesses. Examples of climate-related training include Certified Passive House Consultant (CPHC) Training, High-Performance Building For Carpenters, and Intro to Designing a Net Zero Building.

## POST-COVID PLANNING TO SUPPORT BUSINESS NEEDS:

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From 2020 through 2022, the COVID-19 pandemic dramatically impacted employers' ability to conduct incumbent worker training. On-going, grant-funded training projects were scaled back or canceled and applications to initiate new projects decreased significantly.

Beginning in 2022, employee skills training once again became a top priority for Massachusetts employers. By 2023, the Workforce Training Fund Programs experienced unprecedented demand for employee training resources as Massachusetts businesses began to return to normal operations. Throughout the pandemic recovery, especially in 2022 and 2023, the Workforce Training Fund Program exceeded previous levels of grant-making to meet this renewed demand and increased availability of funds due to the surplus accumulated in 2020 and 2021.

# 2024 HIGHLIGHTS

## POST-COVID PLANNING TO SUPPORT BUSINESS NEEDS: CONTINUED

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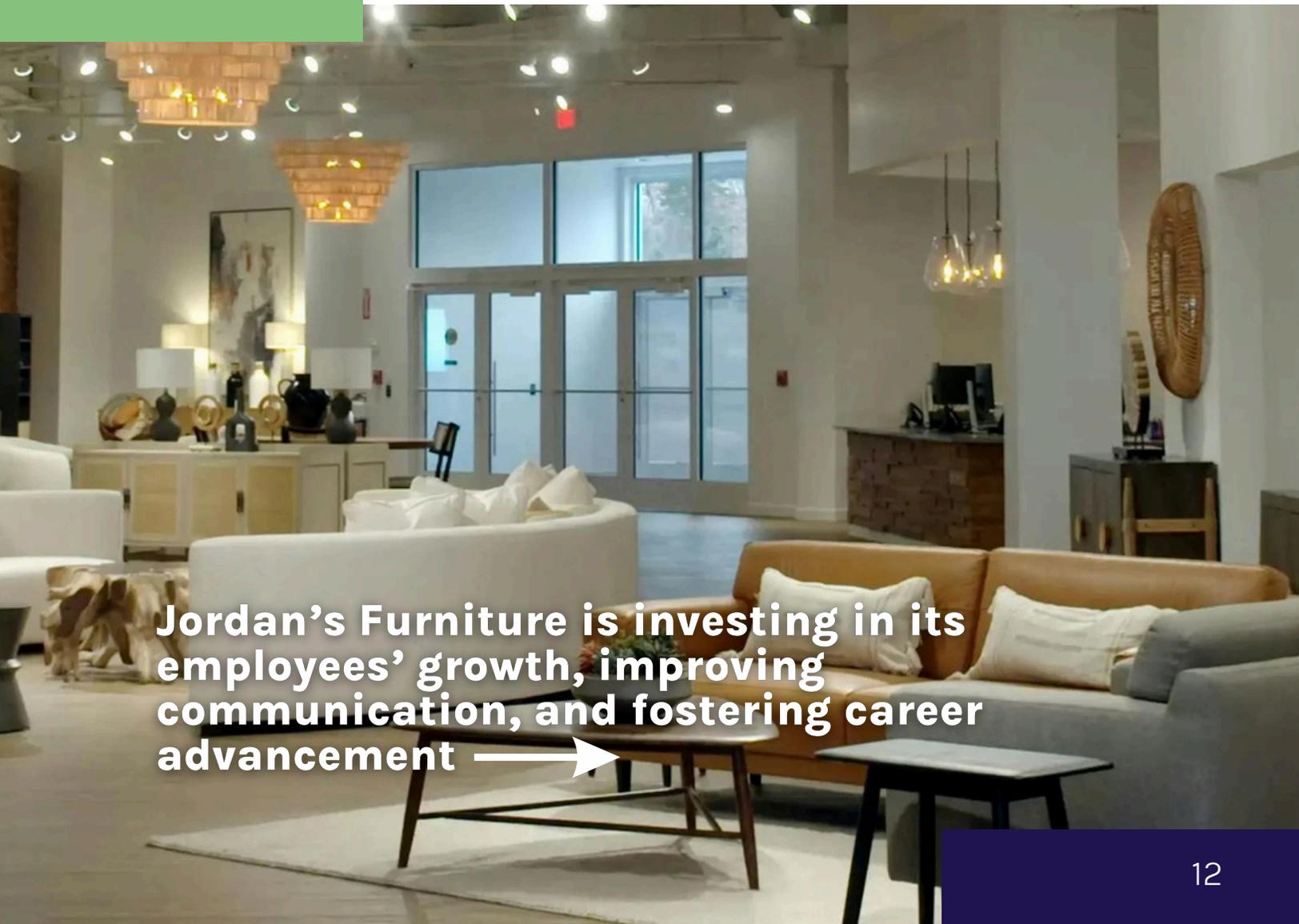
Demand and funding awards peaked in FY23 when more than \$39 million in grant applications were approved despite only \$26.6M in new revenue collection; in FY23, \$39.1 million was available for new grants from the Workforce Training Fund Program. In response to increased funding and demand, Commonwealth Corporation experienced greater engagement with small businesses who were disproportionately impacted by pandemic-related challenges, reaching thousands of new small businesses who had not previously used Workforce Training Fund programs. However, as the surplus diminished, Commonwealth Corporation in consultation with Workforce Training Fund Program Advisory Board, adopted policy changes seeking to grow business engagement and worker participation while managing more limited grant resources in FY24 and beyond. The following changes took effect July 10, 2023:

- Reinstated a 1 year waiting period between General Program grants.
- Reduced the maximum General Program grant from \$250,000 to \$200,000.
- Reduced the Express Program annual limit from \$30,000 to \$20,000.
- Focused participation in the Express Program to businesses with 100 or fewer Massachusetts employees.
- Allow participation among active employers in only one Workforce Training Fund program at a time.

Considering resource limitations, changes were driven by a need to maintain a Just-in-Time, year-round rolling application process that prioritizes small businesses. Policy changes were also intended to maximize employer and workforce engagement while also aligning with opportunities to market in priority areas such as Workplace ESOL. Nevertheless, despite \$1.9 million in reduced funding and policy adjustments, Commonwealth Corporation awarded Workforce Training Fund grants to 14 more businesses for a total of \$37.2 million in FY24 compared to FY23.



# SUCCESS STORIES



**Jordan's Furniture is investing in its employees' growth, improving communication, and fostering career advancement →**

## GAINING COMPETITIVE EDGE THROUGH WORKPLACE ESOL



Team members at Jordan's Furniture proudly celebrate their graduation from the ESOL program, a testament to their hard work and dedication toward growth and opportunity.

Jordan's Furniture, a prominent furniture retailer in New England with a major distribution center in East Taunton, has made a strategic investment in its workforce through Workforce Training Fund Grant Program funding. This grant has allowed Jordan's to partner with Bristol Community College to provide ESOL (English for Speakers of Other Languages) classes on site. By enhancing communication skills among their non-native English-speaking employees, the company has not only improved their quality of life but also strengthened their overall operational efficiency and employee retention.

Jennifer Ruggiero, Senior Manager of Human Resources at Jordan's Furniture, describes the program's impact: "The ESOL classes have greatly improved our ability to communicate with our employees. By paying them for the time they spend in class, we've created a strong incentive for them to join and stay with us. This has been crucial for retaining talent."

The ESOL training focuses on essential skills like reading, writing, and speaking English, and has already shown tangible results. Jennifer says they have seen how employees who began in entry-level positions have advanced within the company, reflecting the program's effectiveness in professional development.



Jordan's Furniture employees Wagner Montero and Carlos Fernandes

“This program, funded by Commonwealth Corporation, provides real-life training that significantly impacts employees' personal and professional lives,” Jennifer says.

Carlos Fernandes, who moved from Cape Verde 11 years ago and has been with Jordan's for 7 years, shares his experience: “This is the best job I've had in this country. I was juggling two jobs before. The [ESOL] classes have been fantastic—I'm improving every day. I can now communicate more effectively, even at the bank and in my community. I hope more people get this chance to learn.” Carlos's progress has led to his promotion to Team Leader.

Wagner Montero, who has been at Jordan's for 5 years and also hails from Cape Verde, reflects on his journey: “The ESOL program has been invaluable. It has enhanced my English skills and provided me with opportunities for growth. I had some basic English before, but the classes were like the cherry on top. Being promoted for the first time in my life means a lot. I feel like the company recognizes my value and I want to go for more and more and grow.”

Brian Faucher, Receiving Manager, notes the program's broader benefits. “Many of our employees are from Cape Verde and work diligently every day,” he says. “This program has allowed them to secure better positions and improve their language skills. It has been a tremendous asset as we learn more about culture and enhance overall communication. I take pride in their progress and promotions, which would not have been possible without the ESOL classes.”

Jennifer Ruggiero proudly highlights the overall success. “We are incredibly proud of our employees' dedication and progress,” she says. “The ESOL program has been one of the most rewarding aspects of my career in HR. Recently, we celebrated the graduation of staff who completed the classes, and their achievements have been truly inspiring.”

Jordan's Furniture wrapped up a grant in January 2024 and is set to begin a General Bridge ESOL grant in September 2024.

# GENERAL PROGRAM GRANT AWARDS



# FY24 GENERAL PROGRAM TRAINING GRANT AWARDS



Through English for New Bostonians and the support of a WTPF General grant, staff members from Stop and Compare are gaining language skills to grow in their careers! With a Bridge grant on the way, the workforce development journey continues.

In FY24, Commonwealth Corporation awarded 159 General Program Training Grants involving 200 businesses, including 10 consortium grants partnership projects involving 51 businesses, totaling \$19,900,116 in grants to train 11,403 workers in Massachusetts. Additionally, awarded businesses project a net increase of 2,848 additional workers will be employed in Massachusetts by the end of each businesses' two-year grant period. Training topics represent a range such as English for Speakers of Other Languages (ESOL); technical and business software; process improvement; quality assurance; diversity, equity, and inclusion (DEI); productivity skills; sales and customer service; supervision and leadership; project management; and much more.

# GENERAL PROGRAM AWARDS BY INDUSTRY

Industry	# of grants	Amount Awarded	Industry Representation of Grand Total Awarded
Manufacturing	84	\$10,383,807	52.2%
Professional, Scientific & Technical Services	25	\$3,245,837	16.3%
Construction	13	\$1,666,650	8.4%
Healthcare & Social Assistance	11	\$1,402,640	7.0%
Finance & Insurance	7	\$936,624	4.7%
Accommodation and Food Services	6	\$696,634	3.5%
Retail	3	\$443,800	2.2%
Wholesale Trade	3	\$407,295	2.0%
Other Services (except Public Admin)	3	\$340,948	1.7%
Arts/Entertainment/Recreation	1	\$177,100	0.9%
Educational Services	2	\$109,181	0.5%
Transportation & Warehousing	1	\$89,600	0.5%
<b>Grand Total</b>	<b>159</b>	<b>\$19,900,116</b>	<b>100.00%</b>



# GENERAL PROGRAM AWARDS BY WORKFORCE BOARD REGION

Workforce Board Region	# of grants	Amount Awarded	% of Amount Awarded
Metro North	25	\$3,306,747	16.6%
Metro South/West	27	\$3,017,634	15.2%
Central MA	21	\$2,585,116	13.0%
Boston	15	\$1,836,140	9.2%
Hampden	9	\$1,464,929	7.4%
Merrimack Valley	10	\$1,385,154	7.0%
Greater Lowell	9	\$1,338,577	6.7%
North Shore	9	\$1,288,956	6.5%
South Shore	8	\$750,465	3.8%
Bristol	5	\$548,308	2.8%
North Central MA	6	\$509,350	2.6%
Franklin/Hampshire	5	\$503,930	2.5%
Greater New Bedford	3	\$444,620	2.2%
Cape & Islands	3	\$408,950	2.1%
Brockton	3	\$315,640	1.6%
Berkshire	1	\$195,600	1.0%
<b>Grand Total</b>	<b>159</b>	<b>\$19,900,116</b>	<b>100.0%</b>



# SUCCESS STORIES



**M.L. Schmitt Inc. is revolutionizing its approach through WTFP, strengthening its workforce, and staying competitive in a fast-paced industry →**

(L to R) M.L. Schmitt employees Mark Tremblay, Heather Greco and Jean Pierre Crevier

# ENHANCING WORKFORCE EFFICIENCY THROUGH LEAN TRAINING



M.L. Schmitt Inc., an established electrical contractor in Western Massachusetts for a century, has consistently prioritized quality, innovation, and a strong commitment to its workforce. In FY24, the company took a significant step forward by securing a General Program training grant from the Workforce Training Fund Program, enabling them to partner with ICG Industrialized Construction to provide Lean Fundamentals Training to their employees.



The M.L. Schmitt team members Mike Menard, Mark Tremblay, and Craig Amelisko; Nick Masci, ICG; and M.L. Schmitt Vice President Jean Pierre Crevier review lean principles on site at Goodell Hall, University of Massachusetts Amherst.

“We are trying to stay relevant and efficient in everything we do,” says Peter Coppez, Owner and President of M.L. Schmitt “This grant has enabled us to retrain our workforce, making us more competitive in a fast-paced industry.”

The lean training, led by ICG Industrialized Construction, focused on improving project management, streamlining material movement, and enhancing safety protocols. Employees participated in full-day sessions where they learned about the Five Principles of Lean and strategies to increase productivity on construction sites.

“This training has helped us be a more effective team,” Peter explains. “We’re really trying to bring construction into the modern world, and that is what we are hoping to accomplish. The market is strong, and there’s a lot of work, but efficiency is key.”



The M.L. Schmitt team members Jovan Santana and Mark Tremblay working at Goodell Hall, University of Massachusetts Amherst.

One of the key sites where these new skills were put to the test is the historic Goodell Hall at UMass Amherst. M.L. Schmitt is working on renovating this building by updating its fire alarm system, power, and special systems while preserving its historical integrity. “This was really tough to do Lean on because it’s a moving target,” says Mark Tremblay, Foreman at M.L. Schmitt “But we were able to identify issues, get ahead, and it honestly benefited our trade. With this training, we’ve been able to implement changes right off the bat—like thinking about where we place equipment for access, having materials closer to the door, and putting everything on wheels. Every little thing is handy.”

Mark adds that the training has also fostered better communication and efficiency throughout the company. “We found ways to better plan and communicate,” he notes. “Having support from the office to the site has been a big help. This training has helped us see where we’re losing time and money and find better ways to communicate. It also supports us in understanding how to better help our workers physically.”

Craig Amelisko, Project Manager at M.L. Schmitt, further highlights the broader impact of the training: “This opens your eyes to areas where you can be more efficient. This funding has done good for our workers, our offices, our job sites—we want to keep going with it, and we are very happy.”

Since the start of the grant in FY24, M.L. Schmitt has increased its full-time workforce from 52 to 123 employees, reflecting a substantial impact on the local economy. “Over the course of this year, we’ve increased our number of employees significantly,” Peter notes. “We’re able to be aggressive with our pricing, and we’re winning more work because of our well-trained, efficient staff. The Workforce Training Fund General Grant program has been instrumental in helping us build a workforce that’s skilled and capable of driving our company forward.”

# EXPRESS PROGRAM GRANT AWARDS



# FY24 EXPRESS PROGRAM GRANT AWARDS



Photo of Boston Children's Brookline, a project designed by Express grant recipient isgenuity LLC, a small architecture and design firm based in Boston. Small businesses with the industry classification "Professional, Scientific, and Technical Services,"—which includes establishments such as architecture and engineering firms and biotechnology startups—accounted for almost a third (31%) of grant awards issued by the Express Program in FY24.

In FY24, Commonwealth Corporation approved 2,613 grant applications from 1,484 unique businesses for \$17,329,263 in grant funds to train 16,544 employees. (Note: Businesses may submit multiple applications; employees may participate in multiple courses.)

Training topics included process improvement; quality assurance; diversity, equity, and inclusion (DEI); IT administration; English for Speakers of Other Languages (ESOL); marketing; sales and customer service; supervision and leadership; occupation-specific skills training; project management, business software; and much more.

# EXPRESS PROGRAM AWARDS BY INDUSTRY

Workforce Board Region	# of Grants Awarded	Amount Awarded	Region Representation of Grand Total Awarded
Professional, Scientific and Technical Services	814	\$3,725,564	21.5%
Manufacturing	328	\$3,660,677	21.1%
Other Services (except Public Admin)	320	\$2,046,057	11.8%
Construction	181	\$1,672,379	9.7%
Finance & Insurance	445	\$1,451,870	8.4%
Healthcare & Social Assistance	138	\$1,090,124	6.3%
Educational Services	101	\$840,870	4.9%
Accommodation and Food Services	62	\$776,629	4.5%
Information	29	\$372,465	2.1%
Arts/Entertainment/Recreation	38	\$295,264	1.7%
Retail	35	\$284,364	1.6%
Real Estate/Rental/Leasing	37	\$277,548	1.6%
Wholesale Trade	28	\$229,942	1.3%
Transportation & Warehousing	19	\$201,964	1.2%
Agriculture/Forestry/Fishing/Hunting	19	\$193,722	1.1%
Utilities	5	\$84,900	0.5%
Management of Companies & Enterprise	10	\$79,449	0.5%
Admin/Support/Waste Mgmt/Remediation	1	\$20,000	0.1%
Public Administration	2	\$14,475	0.1%
Mining/Quarry/Oil & Gas Extraction	1	\$11,000	0.1%
<b>Grand Total</b>	<b>2,613</b>	<b>\$17,329,263</b>	<b>100%</b>

# EXPRESS PROGRAM AWARDS BY WORKFORCE BOARD REGION

Workforce Board Region	# of Grants Awarded	Amount Awarded	Region Representation of Grand Total Awarded
Metro South/West	590	\$3,176,284	18.3%
Metro North	340	\$2,429,006	14.0%
Boston	278	\$2,361,441	13.6%
Central MA	202	\$1,595,739	9.2%
South Shore	203	\$1,183,939	6.8%
North Shore	162	\$1,095,256	6.3%
Merrimack Valley	94	\$883,258	5.1%
Hampden	161	\$735,329	4.2%
Greater Lowell	90	\$634,742	3.7%
Greater New Bedford	75	\$598,119	3.5%
Brockton	58	\$550,801	3.2%
North Central MA	49	\$539,601	3.1%
Bristol	95	\$513,483	3.0%
Franklin/Hampshire	88	\$434,284	2.5%
Cape & Islands	78	\$402,122	2.3%
Berkshire	50	\$195,859	1.1%
<b>Grand Total</b>	<b>2,613</b>	<b>\$17,329,263</b>	<b>100%</b>

# SUCCESS STORIES



Wirefab is making big moves in workforce development! Discover how on-site ESOL training is empowering employees and strengthening the team →

# EMPOWERING TEAMSTHROUGH WORKPLACE ESOL



Candy Vizcaino Gaspar

Wirefab, Inc., a small, employee-owned manufacturing company in Worcester, is making strides in workforce development through the implementation of on-site ESOL training. With the support of a Workforce Training Fund Express grant, Wirefab partnered with Aspire Training and Development LLC to provide essential English language training to eight employees, aiming to improve communication between team members and supervisors.

Wirefab, Inc., a small, employee-owned manufacturing company in Worcester, is making strides in workforce development through the implementation of on-site ESOL training.

With the support of a Workforce Training Fund Express grant, Wirefab partnered with Aspire Training and Development LLC to provide essential English language training to eight employees, aiming to improve communication between team members and supervisors.

“This training through Aspire has been so convenient to have here on-site,” said Peter Armanetti, President of Wirefab. “In our manufacturing environment, where we work with machinery and heavy equipment, effective communication is critical to operating efficiently and safely. The training has been very favorable, increasing morale, confidence, and teamwork across our team.”

Among those benefiting from the program is Candy Vizcaino Gaspar, a machine operator who has been with Wirefab for four years. As a mother and head of her household, Candy has faced significant challenges in learning English since arriving in Massachusetts from the Dominican Republic 11 years ago. The convenience of on-site training has been a game-changer for her.

“Working for so long and being a parent, it’s difficult to find time for learning,” Candy shared. “Through this training, I’ve learned a lot, and I feel like I can communicate better and express myself more. When I started working here, I struggled to understand, but now, with a more diverse team and this training, it has helped.”

Candy also highlighted the importance of programs like these, noting that many people in the state don’t have the resources to pay for ESOL training. “Programs like this are crucial,” she said, expressing her hope for continued opportunities for growth within Wirefab.

Wirefab’s commitment to its employees through language training not only enhances individual skills but also strengthens the overall team dynamic, ensuring a safer and more efficient workplace.

# FY24 GENERAL IMPACT ANALYSIS



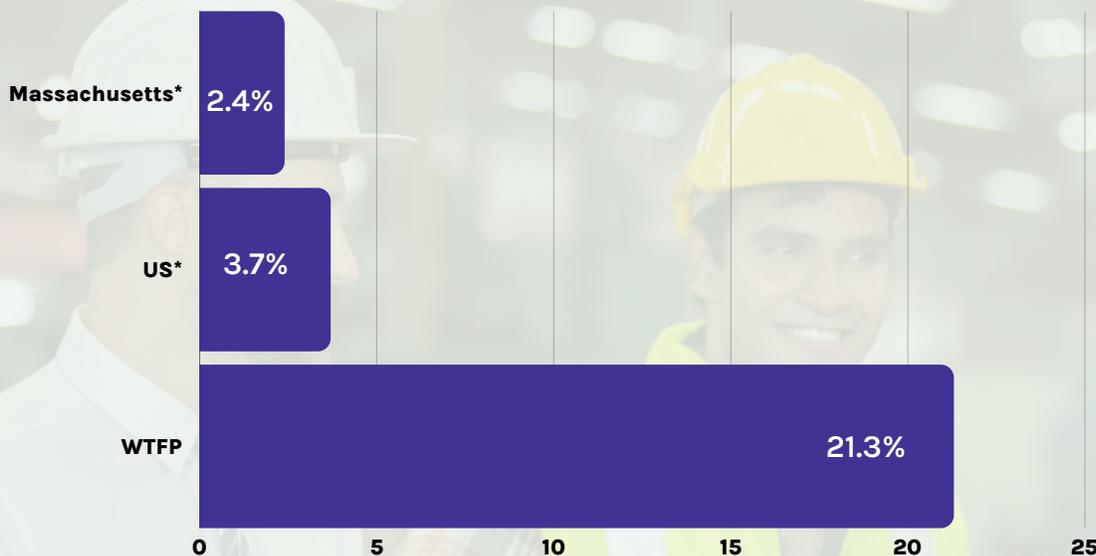
# IMPACT ANALYSIS: WTFP GENERAL PROGRAM GRANTS CLOSED IN FY24

## General Program Training Grants Completed in FY24

In FY24, 100 General Program Training Grants closed after completing two-year training initiatives. While the 100 grantees originally projected to add 2,975 workers by the end of the two-year grants, these grantees actually added 5,502 net new Massachusetts-based jobs by the end of their grant period, a 185 percent increase over the proposed job growth projection.

Overall, the grant recipients reported 21.3 percent employment growth over their two-year grant period compared to 2.4 percent statewide, and 3.7 percent nationally.

## JOB GROWTH RATE COMPARISON 2022-2024



\*Source: Bureau of Labor Statistics

Of the 100 grantees to complete training in FY24, 71 experienced a net increase in their Massachusetts workforce, nine grantees maintained the same employment levels, and 20 reported they had fewer employees at the end of their grant period.

# GRANTS COMPLETED IN FY24 BY INDUSTRY

Industry	Expenditures	% of Total	# of Grants	Total Trained	Total Jobs Added by Grantees
Manufacturing	\$5,873,094	58.1%	54	4,033	4,631
Professional, Scientific & Technical Services	\$1,158,690	11.5%	13	732	383
Construction	\$590,853	5.8%	6	570	42
Other Services (except Public Admin)	\$521,727	5.2%	7	411	176
Healthcare & Social Assistance	\$408,830	4.0%	3	533	-69
Finance & Insurance	\$377,970	3.7%	4	579	100
Information	\$251,970	2.5%	2	641	-37
Wholesale Trade	\$244,765	2.4%	2	111	7
Real Estate/ Rental/Leasing	\$236,375	2.3%	3	509	104
Retail	\$196,385	1.9%	2	60	25
Accommodation and Food Services	\$188,311	1.9%	2	91	114
Educational Services	\$56,436	0.6%	2	66	26
<b>Grand Total</b>	<b>\$10,104,405</b>	<b>100.0%</b>	<b>100</b>	<b>8,336</b>	<b>5,502</b>

# GRANTS COMPLETED IN FY24 BY WORKFORCE REGION

Workforce Region	Expenditures	% of Total	# of Grants	Total Trained	Jobs Added by Workforce Region of Grant Total
Metro South/West	\$1,743,886	17.3%	15	1,493	577
South Shore	\$1,400,130	13.9%	11	707	34
Metro North	\$1,341,421	13.3%	16	1,331	3,325
Boston	\$1,108,723	11.0%	11	780	190
Central MA	\$940,741	9.3%	12	895	115
North Shore	\$796,861	7.9%	6	1,129	571
Hampden	\$731,895	7.2%	9	502	191
Bristol	\$612,435	6.1%	4	408	185
Greater Lowell	\$550,965	5.5%	5	322	122
Franklin/Hampshire	\$274,940	2.7%	3	439	122
Merrimack Valley	\$178,624	1.8%	2	65	17
Berkshire	\$115,850	1.1%	1	36	-3
Brockton	\$109,820	1.1%	1	25	28
Greater New Bedford	\$102,550	1.0%	1	155	7
Cape & Islands	\$58,066	0.6%	2	44	20
North Central MA	\$38,500	0.4%	1	5	1
<b>Grand Total</b>	<b>\$10,105,405</b>	<b>100.0%</b>	<b>100</b>	<b>8,336</b>	<b>5,502</b>

## GRANTS COMPLETED IN FY24 BY WORKFORCE REGION CONTINUED

The original amount awarded to the 100 grantees totaled \$12.01 million. The final amount expended by the end of these grants was \$10.11 million (84 percent of the amount awarded). Only 34 grantees expended their full contract amount. 66 grantees did not exhaust awarded funds.

In total, the 100 grantees planned to train 7,864 employees; the actual number of trainees reported was 8,336 (106 percent of planned). 51 grantees trained more workers than planned, 14 grantees trained as many workers as planned, and 35 grantees trained fewer workers than planned.

## GENERAL PROGRAM TRAINING GRANTS WITHDRAWN IN FISCAL YEAR 2024

During FY24, 32 businesses that had been awarded General Program training grants in FY24 or earlier elected to withdraw from the program prior to completing training. These grantees were awarded a total of \$4,209,762 in General Program grant funds but used only \$1,778,772 (42 percent) prior to withdrawing due to unanticipated circumstances, that resulted in cancellation of training. Circumstances that may result in a withdrawal may include an acquisition by another business, unexpectedly high demand for worker time away from training due to operational capacity issues, or unexpected changes in training needs due to emerging business needs. Unused funds are reprogrammed for future Workforce Training Fund Program grants.



# ANNUAL COLLECTIONS OF WORKFORCE TRAINING FUND CONTRIBUTIONS

For the calendar year January 1, 2023 through December 31, 2023, a total of 248,992 employers contributed to the Workforce Training Trust Fund, the source of grant funding. These organizations employed a collective total of 3,353,050 workers\* for the same period.

The following chart shows the amount collected in each quarter and the total amount collected for the calendar year. The contribution rate is 0.056 percent of the unemployment insurance taxable wage base. Accordingly, the maximum annual contribution for employers is \$8.40 per employee.

Quarter	Amount Collected
2023 Q1 (January- March)	\$2,548,007.55
2023 Q2 (April-June)	\$16,103,239.45
2023 Q3 (July-September)	\$4,776,072.33
2023 Q4 (October-December)	\$3,174,313.36
Total Collections	\$26,601,631.69

*\*total count of workers includes duplication of individuals if workers are employed by two or more different contributing organizations during one calendar year*

**COMMONWEALTH**  
 **CORPORATION**

**Workforce Training  
Fund Program**

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

## Contact

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

 [www.commcorp.org/wtfp](http://www.commcorp.org/wtfp)  
 [wtfp@commcorp.org](mailto:wtfp@commcorp.org)  
 [@commcorp](#)